

# TRACER STUDY FINAL REPORT 2023

Prepared by:



**Directorate of Skill  
Development and  
Entrepreneurship  
Government of Goa**





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# Issue and version record

Version 1: October 2022 Inception report

Version 2: January 2023 Pilot Report

Version 3: March 2023 First Draft Report

Version 4: 24<sup>th</sup> March 2023 Second Draft Report

Version 5: Final Report



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Tracer study task team acknowledges all the respondents who participated in the study.

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*Vinayak Nayak*  
Consultant.



## 3. INTRODUCTION

### 3.1 Background and context

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 economically disadvantaged/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 acceptable 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 GoI 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 GoI's commitment to provide skilling opportunities for economically disadvantaged/underserved communities and developing a globally competitive workforce. The key objective of STRIVE is to improve the quality and market relevance of vocational training provided through ITIs and apprenticeship.

The Program for Results (P for R) instrument is particularly suited to achieve the GoI's results based objectives, as it allows for improvement of the systems and institutions that are critical to the implementation of the GoI project. The instrument will ensure a sharp focus on the most important results the GoI 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.



**STRIVE is divided into four results areas:**

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

**The major activities under STRIVE includes:**

- a) Performance-based grants for upgradation of selected ITI's.
- 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 (IAIs).
- f) System development, capacity development, and advocacy for apprenticeship training.

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

The SPIU, from a portion of its Result Area 2 funding has hired DELTA TECHNOLOGIES (Delta) to carry out a tracer study of trainees graduated from all ITIs in the State (both project and non-project). There are 11,000+ private and 3000+ public ITIs in India. Out of which, Goa has 03 PVT. and 10 Public ITIs.



### **3.2 Need of the study**

Tracer study provides information of employment scenario, % of employment, type of employment, salary range, etc. for trainees who graduate. This helps in understanding the ability of the vocational education system to meet the trainee's aspirations and industry requirements.

The Study also helps to understand their (ITI graduates) career progression in the labour market after graduating from ITIs.

#### **Results from this study can be used to achieve the following:**

- To collect information on how well the graduates are doing in the labour market.
- To get feedback from the graduates to modify and upgrade the education institutions.
- To meet the needs of the employers.
- To make use of the labour market information to assist policy planners.



## 4. OBJECTIVES AND SCOPE OF THE TRACER STUDY

The objective of this Tracer Study is to carry out a tracer study of trainees from project and non-project ITIs in the state to understand their career progression in the labour market and deliver report(s) with quality data analysis and inferences according to the expectations and protocols, and within a timeframe defined by the SPIU. The overall objective is to evaluate the impact of STRIVE intervention(s) on the beneficiaries and the training relevance to job markets / livelihood activities, and to assess the employment status (wage or self or higher studies or apprenticeship) of the beneficiaries. The Tracer Study shall try to explain the causes of employment outcomes (professional success) and shall provide a feedback for improvements in various areas of training and placement at ITIs. The purpose of tracer study is to explore changes for trainees in their professional career after graduation from ITI and whether the interventions planned under STRIVE influenced these changes. The information from tracer studies will help to document and understand the longer-term impacts for former beneficiaries and what services or type 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. A standardized questionnaire will be the research instrument to be used for all DSDE institutions graduates in order to allow comparability of the findings. Adaptations to Institutional and sectoral specifics shall be made as required.

The questionnaire comprises of questions which will include field-specific questions, trade specific and institution-specific questions. The information will be collected through a questionnaire with a dominance of “closed questions” (categories for response provided). Interviews will also be undertaken at most for small samples of graduates, if needed to meet the required sample size.



**The main objectives can be summarised as below:**

- To understand the employment scenario of the trainees from ITIs who successfully completed the program.
- What is the immediate employability and engagement of ITI graduates?
- What happens to graduates after one year of leaving the ITI?
- What is the nature of employment ITI graduates are engaged or engaged in?
- What is the salary bracket ITI graduates get engaged immediately and after one year of employability? Is there a growth?
- What is the share of apprenticeship?

*The tracer study therefore provides the feedback for improvements in courses.*



## 5. APPROACH

Subsequent to the approval of the questionnaire and submission of inception report the questionnaire was administered to the selected trainees as per the selection criteria of trainees as mentioned in the inception report. The details on the profiling of trainees is given in the subsequent chapter.

### 5.1 Survey methodology

Attempts were made to call the trainees in their respective institutions by tele calling and asking them take active part in answering the questionnaire. Since most of the trainees were working they were called in the institutions on weekends i.e. Saturday and Sunday. Principals of various ITI's were requested to keep the institutes open for one to one interview with the trainees. One to one in person interviews were taken to have a detailed answer to the questionnaire and also take feedback on the trade.

### 5.2 Questionnaire flow

The approved questionnaire was administered to the respondents in one to one interview in the native language. The questionnaire flow was as given below:

- General trainee details, personal details and employment status.
- Details on the On job training / Apprenticeship.
- Scenario after course completion and income earned.
- Scenario present and income earned.
- Feedback on skill usage. Employment and other details thereof.
- General feedback on the institute.
- Feedback and Suggestions on the course.

The questionnaire administered is enclosed as **annexure A**.



## 6. DETAILED PROFILING OF RESPONDENTS

The list of 20 trades assigned for the tracer study is given below:

*Table no. 6.1: Mandated trainees and trades*

| TRADES                 | NUMBER OF TRAINEES MANDATED | TRADES                 | NUMBER OF TRAINEES MANDATED |
|------------------------|-----------------------------|------------------------|-----------------------------|
| MECHANIC DIESEL        | 10                          | WELDER                 | 10                          |
| WIREMAN                | 10                          | ELECTRONICS MECHANIC   | 10                          |
| SEWING TECHNOLOGY      | 10                          | CARPENTER              | 10                          |
| PLUMBER                | 10                          | DRAUGHTSMAN CIVIL      | 10                          |
| COPA                   | 10                          | DRAUGHTSMAN MECHANICAL | 10                          |
| FITTER                 | 10                          | STENOGRAPHER           | 10                          |
| ELECTRICIAN            | 10                          | MECH ( REF AND AC )    | 10                          |
| ICT SYSTEM MAINT       | 10                          | TURNER                 | 10                          |
| MACHINIST              | 10                          | COSMETOLOGY            | 10                          |
| MECHANIC MOTOR VEHICLE | 10                          | INSTRUMENT MECHANIC    | 10                          |

And the list of ITI's and the trades from where these trainees were selected is as enclosed. A total list of 354 trainees were selected to meet the target of 200 trainees considering a response of about 60 %.

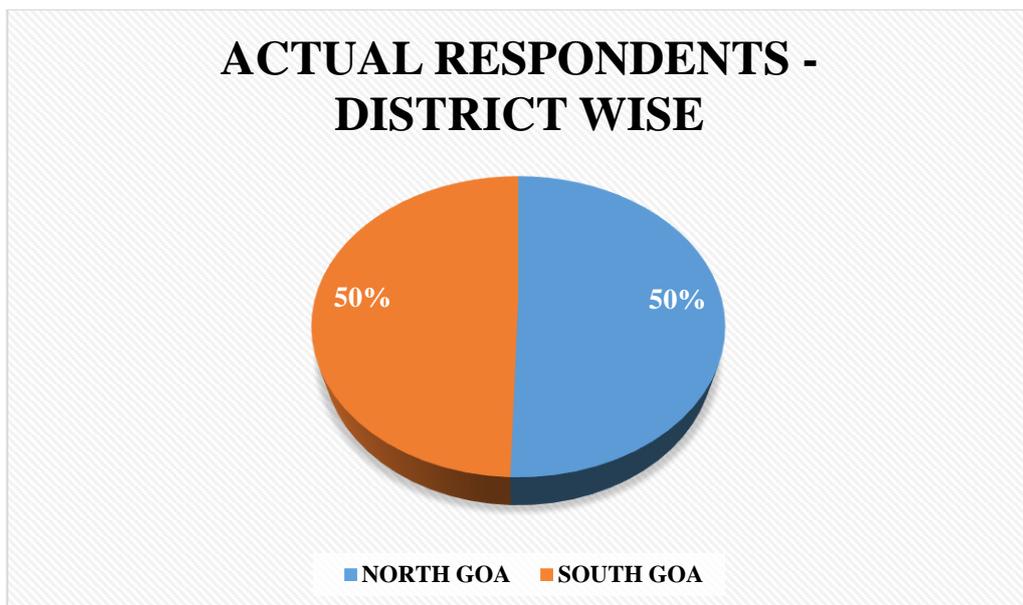


District wise the target was set close to 50 % covering all the streams. The Graph of actual respondents is as given below. A target of 50 % (101 North goa and 99 South Goa respondents) was achieved.

*Graph No. 6.1: Target - District wise*



*Graph No. 6.2: Actual Respondents - District wise*



Trades wise both the districts did not have all the twenty streams in the selected ITI's North Goa has 17 trades and did not have Draughtsman (Mechanical), Mechanic (Ref and AC) and Carpenter; Whereas South Goa did not have



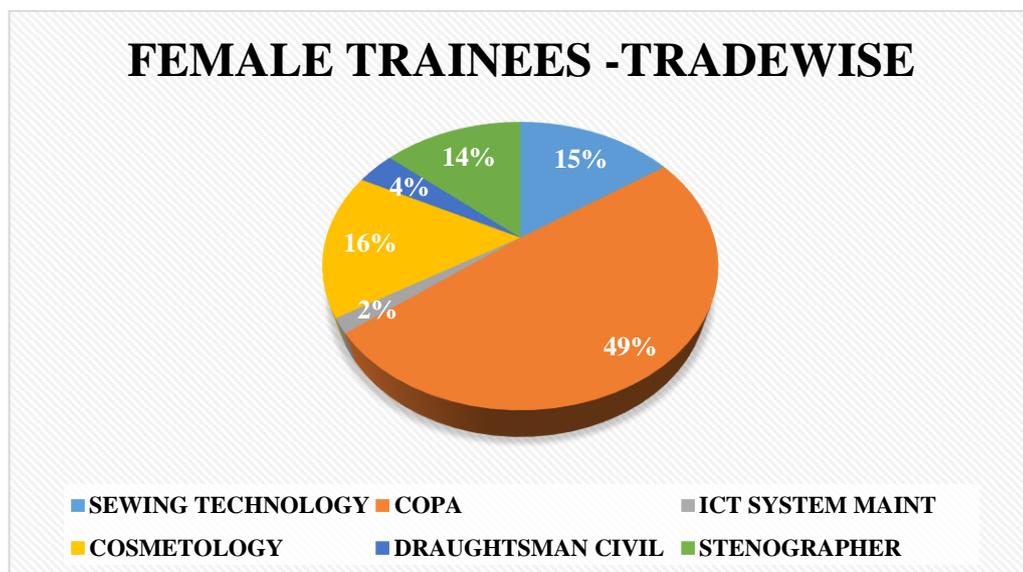
Draughtsman (Civil), Stenographer and Turner trainees from the mandated twenty trades in the selected ITI's. Seventeen streams were covered from both the districts.

Considering Gender wise segregation - The females had opted for a few courses like cosmetology, sewing and another four fields Draughtsman (Civil), COPA and ICT System Maintenance. Total female strength in the 7 ITI's was 240 out of 1328 graduates in the year 2019.

**Table No. 6.2: Total female graduates - 2019**

| TRADES                | NUMBER OF FEMALE TRAINEES |
|-----------------------|---------------------------|
| SEWING TECHNOLOGY     | 37                        |
| COPA                  | 118                       |
| ICT SYSTEM MAINT      | 4                         |
| COSMETOLOGY           | 39                        |
| DRAUGHTSMAN CIVIL     | 9                         |
| STENOGRAPHER          | 33                        |
| TOTAL FEMALE TRAINEES | 240                       |

**Graph No. 6.3: Female Trainees - Trade wise**





## 6.1 Mapping of surveyed female respondents versus targeted respondents

More than 25% (65 / 240) female trainees were targeted and the chart of respondents against the targeted trainees is as per the chart below.

*Table No. 6.3: Total female respondents*

| TRADES            | TARGETTED | RESPONDENTS |
|-------------------|-----------|-------------|
| SEWING TECHNOLOGY | 15        | 10          |
| COPA              | 12        | 6           |
| ICT SYSTEM MAINT  | 4         | 2           |
| COSMETOLOGY       | 15        | 10          |
| DRAUGHTSMAN CIVIL | 9         | 5           |
| STENOGRAPHER      | 10        | 9           |

District wise profiling of female trainees

*Table No. 6.4: Total female respondents - District wise*

| TRADES            | TOTAL | NORTH | SOUTH |
|-------------------|-------|-------|-------|
| SEWING TECHNOLOGY | 10    | 2     | 8     |
| COPA              | 6     | 5     | 1     |
| ICT SYSTEM MAINT  | 2     |       | 2     |
| COSMETOLOGY       | 10    | 8     | 2     |
| DRAUGHTSMAN CIVIL | 5     | 5     |       |
| STENOGRAPHER      | 9     | 9     |       |

Male trainees were considered to get the balance numbers in the assigned trades.

Two physically challenged trainees were selected one male trainee from COPA from North Goa and one female trainee from Sewing Technology from South Goa.

As indicated earlier against the estimated response rate of 60%, 53.9% response was achieved. The following table indicates the response rate based on each trade against the targeted population.



*Table No. 6.5: Total targeted and attained respondents*

| <b>TRADES</b>             | <b>TARGETED</b> | <b>MANDATED</b> | <b>RESPONDENTS</b> |
|---------------------------|-----------------|-----------------|--------------------|
| MECHANIC DIESEL           | 25              | 10              | 13                 |
| SEWING<br>TECHNOLOGY      | 15              | 10              | 10                 |
| COPA                      | 30              | 10              | 11                 |
| FITTER                    | 35              | 10              | 11                 |
| ELECTRICIAN               | 35              | 10              | 13                 |
| WIREMAN                   | 15              | 10              | 10                 |
| ICT SYSTEM<br>MAINT       | 10              | 10              | 10                 |
| MACHINIST                 | 25              | 10              | 10                 |
| MECHANIC MOTOR<br>VEHICLE | 15              | 10              | 10                 |
| WELDER                    | 30              | 10              | 10                 |
| COSMETOLOGY               | 10              | 10              | 10                 |
| INSTRUMENT<br>MECHANIC    | 15              | 10              | 11                 |
| DRAUGHTSMAN<br>MECHANICAL | 10              | 10              | 7                  |
| PLUMBER                   | 32              | 10              | 11                 |
| ELECTRONICS<br>MECHANIC   | 13              | 10              | 10                 |
| TURNER                    | 7               | 10              | 10                 |
| CARPENTER                 | 2               | 10              | 2                  |
| MECHANIC (REF<br>AND AC ) | 10              | 10              | 11                 |
| DRAUGHTSMAN<br>CIVIL      | 10              | 10              | 10                 |
| STENOGRAPHER              | 10              | 10              | 10                 |



Total number of trainees in Carpenter trade (Total admissions in 2019 – 02) and respondents from Turner trade from selected ITI's was much below the mandated requirement of 10 trainees from selected ITI's. So another Government ITI – Sattari was selected to fill in the gap. Similarly, the gap for trainee's respondents of electronics mechanic (Respondents from ITI - Mapusa was just 2 out of targeted 10) was also filled up from the same Government ITI – Sattari. A total of 17 trainees were selected from ITI – Sattari from Electronics Mechanic and Turner trades.

**The final detailed list is as per the chart enclosed.**

**Table No. 6.6: Total trainee selection list**

| SAMPLE SELECTION |                                    |            |            |                       |          |                        |            |              |                     |           |                                |                              |
|------------------|------------------------------------|------------|------------|-----------------------|----------|------------------------|------------|--------------|---------------------|-----------|--------------------------------|------------------------------|
| SR.NO            | NAME OF STREAM                     | ITI PERNEM | ITI MAPUSA | ITI BICHOLIM - STRIVE | SESA ITI | ITI FARMAGUDI - STRIVE | ITI CACORA | ITI CANACONA | OTHER ITI - SATTARI | ROW TOTAL | ROW TOTAL                      | RFP- NO OF STUDENTS REQUIRED |
| 1                | COPA                               | 5          | 5          | 5                     | 0        | 5                      | 5          | 5            |                     | 30        | 11                             | 10                           |
| 2                | ELECTRICIAN                        | 5          | 5          | 5                     | 5        | 5                      | 5          | 5            |                     | 35        | 13                             | 10                           |
| 3                | FITTER                             | 5          | 5          | 5                     | 5        | 5                      | 5          | 5            |                     | 35        | 11                             | 10                           |
| 4                | PLUMBER                            | 10         | 0          | 5                     | 0        | 5                      | 5          | 7            |                     | 32        | 11                             | 10                           |
| 5                | WELDER                             | 5          | 5          | 5                     | 0        | 5                      | 4          | 6            |                     | 30        | 10                             | 10                           |
| 6                | MECHANIC DIESEL                    | 0          | 5          | 5                     | 0        | 5                      | 5          | 5            |                     | 25        | 13                             | 10                           |
| 7                | ELECTRONICS MECHANIC               | 0          | 10         | 0                     | 0        | 0                      | 0          | 3            | 8                   | 21        | 10                             | 10                           |
| 8                | ICT SYSTEM MAINT                   | 0          | 5          | 0                     | 0        | 5                      | 0          | 0            |                     | 10        | 10                             | 10                           |
| 9                | TURNER                             | 0          | 7          | 0                     | 0        | 0                      | 0          | 0            | 9                   | 16        | 10                             | 10                           |
| 10               | MACHINIST                          | 0          | 5          | 5                     | 10       | 5                      | 0          | 0            |                     | 25        | 10                             | 10                           |
| 11               | COSMETOLOGY                        | 0          | 5          | 0                     | 0        | 0                      | 5          | 0            |                     | 10        | 10                             | 10                           |
| 12               | MECHANIC MOTOR VEHICLE             | 0          | 5          | 0                     | 0        | 5                      | 5          | 0            |                     | 15        | 10                             | 10                           |
| 13               | INSTRUMENT MECHANIC                | 0          | 0          | 0                     | 10       | 5                      | 0          | 0            |                     | 15        | 11                             | 10                           |
| 14               | CARPENTER                          | 0          | 0          | 0                     | 0        | 0                      | 0          | 2            |                     | 2         | 2                              | 10                           |
| 15               | SEWING TECHNOLOGY                  | 0          | 0          | 5                     | 0        | 0                      | 5          | 5            |                     | 15        | 10                             | 10                           |
| 16               | WIREMAN                            | 0          | 0          | 5                     | 0        | 0                      | 5          | 5            |                     | 15        | 10                             | 10                           |
| 17               | DRAUGHTSMAN CIVIL                  | 0          | 0          | 10                    | 0        | 0                      | 0          | 0            |                     | 10        | 10                             | 10                           |
| 18               | DRAUGHTSMAN MECH                   | 0          | 0          | 0                     | 0        | 10                     | 0          | 0            |                     | 10        | 7                              | 10                           |
| 19               | STENOGRAPHER                       | 0          | 0          | 10                    | 0        | 0                      | 0          | 0            |                     | 10        | 10                             | 10                           |
| 20               | MECHANIC (REF & AC)                | 0          | 0          | 0                     | 0        | 5                      | 5          | 0            |                     | 10        | 11                             | 10                           |
|                  |                                    |            |            |                       |          |                        |            |              |                     | 371       |                                |                              |
|                  | COLUMN TOTAL                       | 30         | 62         | 65                    | 30       | 65                     | 54         | 48           | 354+17              | 371       |                                |                              |
|                  | FINAL NO SELECTED                  | 10         | 26         | 36                    | 12       | 48                     | 33         | 18           | 17                  |           | 200                            |                              |
|                  | RFP- NO OF STUDENTS REQUIRED / ITI | 30         | 30         | 30                    | 30       | 30                     | 30         | 30           | STUDENTS SELECTED   | 354 +17   | STUDENTS REQUIRED AS PER STUDY | 200                          |

## 6.2 Caste wise profiling of respondents:

The below table give the number of trainees selected from various ITI's and the gender as well as caste wise classification.

**Table No. 6.7: Total respondents - Caste wise**

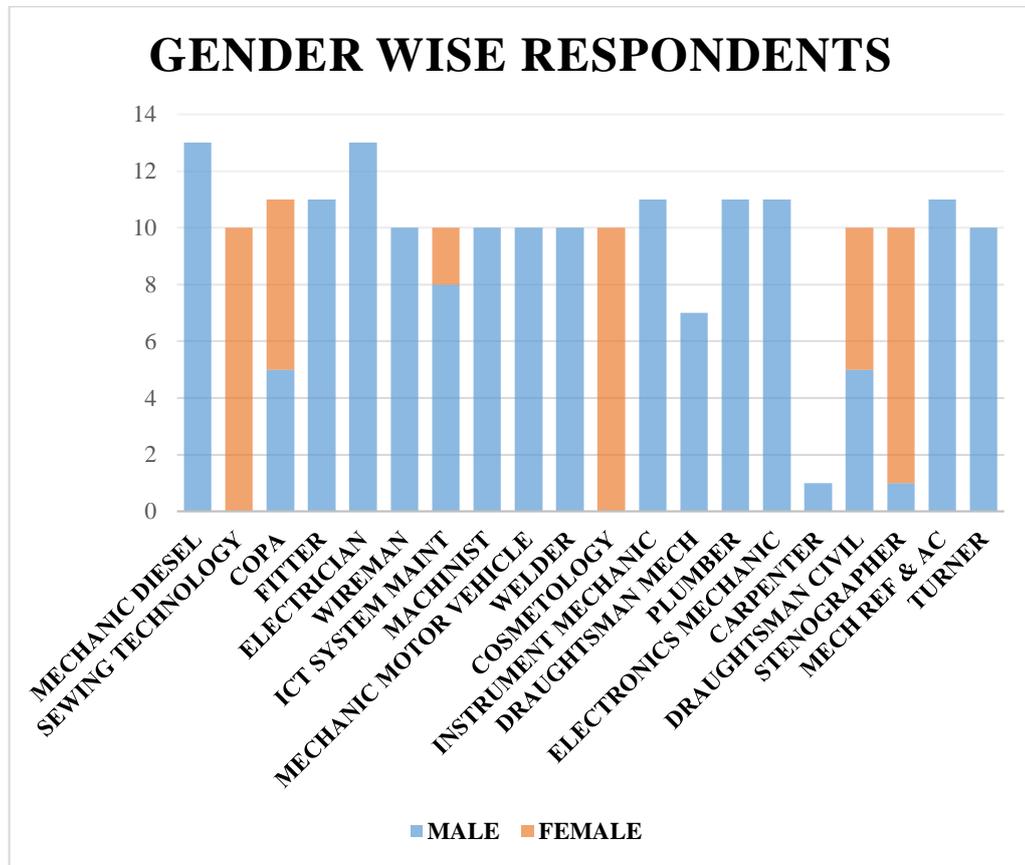
| DISTRICT  | NAME OF ITI   | TARGETTED | TRADES COVERED | RESPON | MALE | FEMALE | GEN | OBC | SC/ST |
|-----------|---------------|-----------|----------------|--------|------|--------|-----|-----|-------|
|           |               |           |                | DENTS  |      |        |     |     |       |
| NORTH GOA | ITI PERNEM    | 30        | 5              | 10     | 7    | 3      | 6   | 4   |       |
|           | ITI MAPUSA    | 62        | 11             | 26     | 15   | 11     | 19  | 7   |       |
|           | ITI BICHOLIM  | 65        | 11             | 36     | 21   | 15     | 26  | 9   | 1     |
|           | SESA ITI      | 30        | 4              | 12     | 12   | 0      | 10  | 1   | 1     |
|           | ITI - SATARI  | 17        | 2              | 17     | 17   | 0      | 17  | 0   | 0     |
| SOUTH GOA | ITI FARMAGUDI | 65        | 12             | 48     | 45   | 3      | 23  | 16  | 9     |
|           | ITI CACORA    | 54        | 11             | 33     | 27   | 6      | 15  | 10  | 8     |
|           | ITI CANACONA  | 48        | 10             | 18     | 14   | 4      | 6   | 6   | 6     |



### 6.3 Gender wise profiling of respondents – Each trade

The below Graph give the number of trainees – gender wise selected from various trades.

Graph No. 6.4: Respondent for each trade - Gender wise





## 7. ON THE JOB TRAINING

Details of the training provided during the course i.e. on the Job training/ In-plant training / Industrial visit etc. are as given below:

Almost all of respondents (93.5%) indicated not receiving the training during the course with only 6.5 % (13/200) respondents indicated getting such training.

Just about 13% of the trainees had visited the factory to see the factory environment and 6.5% had on the job training during the course. This number is quite bleak itself and thus may be one of the reasons attributed to the loss of employability or getting low salary offers as trainees couldn't gain enough confidence.

This also indicates that there is either not enough collaborative effort between Institutions and employers or there are simply not enough employers to provide internship to learners while still training, hence pointing to skills mismatch. To improve this, it would require a stronger collaborative effort between employers, institutions, employer associations and vocational training coordinators.

Training during the course for various trades.

*Graph No. 7.1: Trades - On job training ( OJT )*

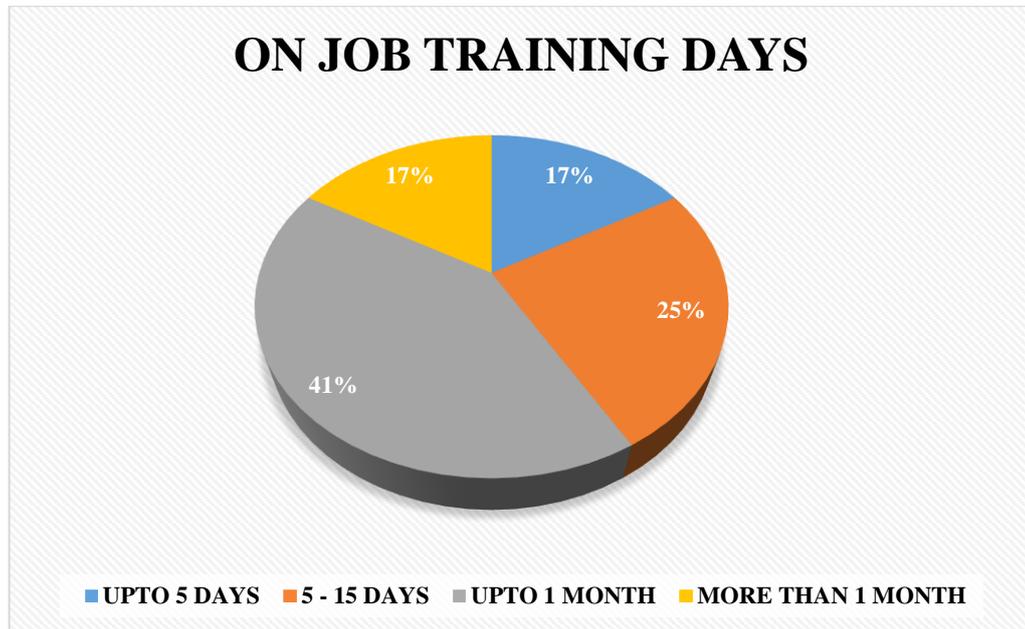




The training duration varied from 5 days (Carpenter) to a maximum of 3 months (Mechanic diesel).

Trainees felt there was a need for on job training for work experience however they could not get the same.

*Graph No. 7.2: OJT days*





## 8. APPRENTICESHIP

### 8.1 Apprenticeship after course completion

After the training and certification at ITI, it is expected that the pass-outs undergo apprenticeship training relevant to their trade which helps to enhance the skills.

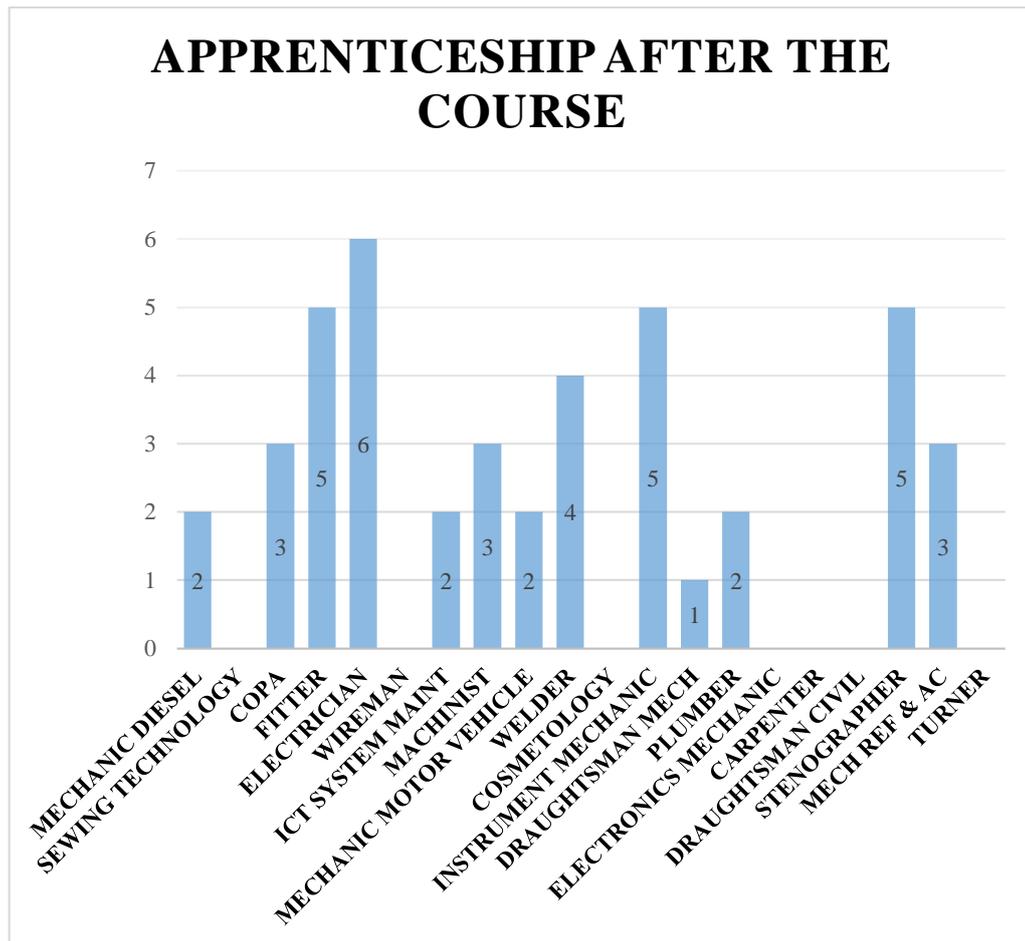
A small number of companies come forward with offers for few trades. It is found that only 21.5% of the respondents (43/ 200) have undergone any type of apprenticeship after course completion. While 78.5% respondents indicated that they have not undergone the apprenticeship after course completion.

Trainees view Apprentice as jobs and compare apprenticeship income with the income from contractual jobs. They feel the stipend is very less when compared with the offer for contractual jobs and hence do not come forward for apprenticeship. Out of all respondents who took the apprenticeship training there were only three respondents who viewed apprenticeship as training for skill enhancement. Rest all the respondents said it was an employment.

It was also observed that few companies (even MNCs) misuse the apprenticeships and the respondents stated that the companies use them as labours and not as trainees. Almost 80% continued as apprenticeship as they had no other job offers and they were getting paid for as an apprentice.



Graph No. 8.1: Apprenticeship immediate after the course



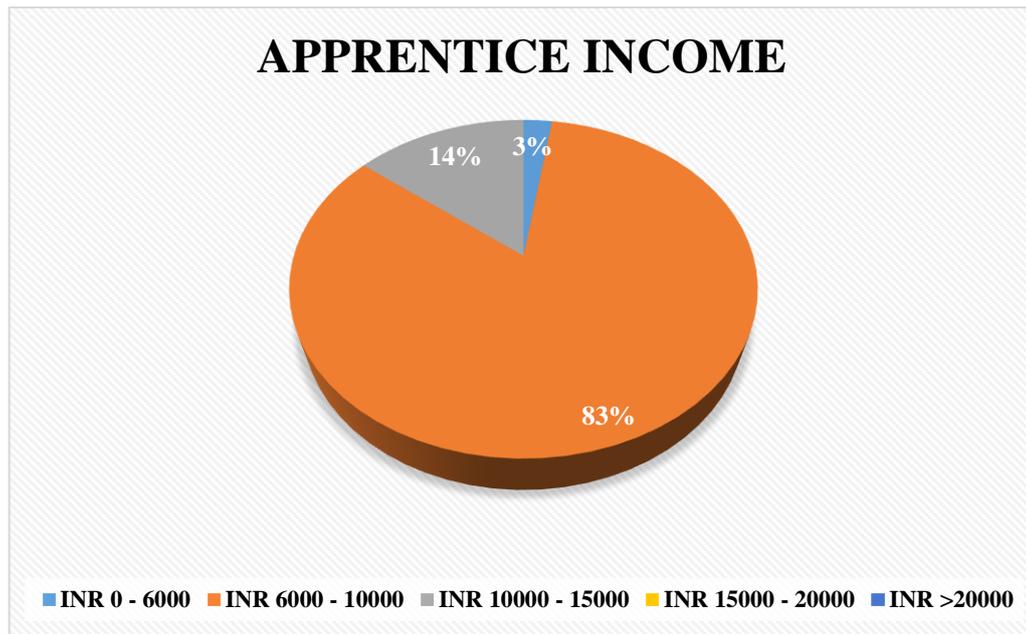
Majority (90%) of respondents have undergone the apprenticeship for around a year while around 7% have done it for 3 to 9 months. Few (3%) have extended the apprenticeship beyond a year and continued as employee on contract.

## 8.2 Range of monthly income (Stipend)

Apprenticeship were given a stipend of INR 6000 to INR10,000 average being INR 8000. Around 14% respondents also received INR 11000 to INR 15000 stipend as well. For Civil draughtsman trainee the stipend paid was just INR 3000.



*Graph No. 8.2: Apprentice Income*



One small scale company used the apprenticeship act to its advantage as they used the apprenticeship reimbursement amount given by the Central Government as incentive amount to retain the trainee. The trainee was paid stipend by the company during the training period and on completion given the certificate and was paid the entire reimbursement amount which came from central government.



# 9. DETAILED FINDINGS OF EMPLOYMENT IMMEDIATELY POST COURSE COMPLETION

## 9.1 Summary of survey

This forms the core area of information for this study. Here we are trying to find the ratio of employability against non-employability.

Post the course completion, 78% (156/200) of trainees got engaged into employment / apprenticeship or further studies. The engagement into employment / Self-employment without apprenticeship is about 56.5% (113/200).

And around 6 % respondents went into self-employment immediately after completing the course either it was their family business or they were first generation entrepreneurs. Some of the self-employed have ventured into unrelated fields.

Around 7 % (14/200) Graduates went for advanced or further studies.

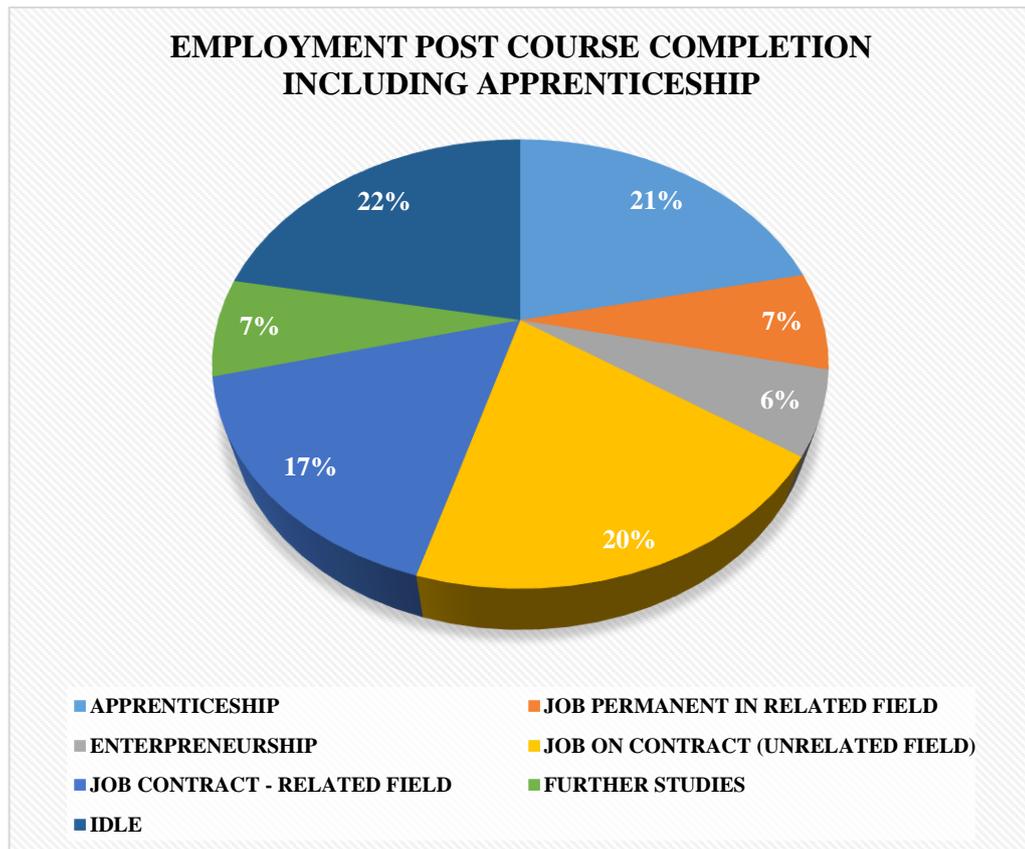
However, 22 % (44/200) were idle post ITI course.

**Table No 9.1: Employment (including apprentice) post course completion**

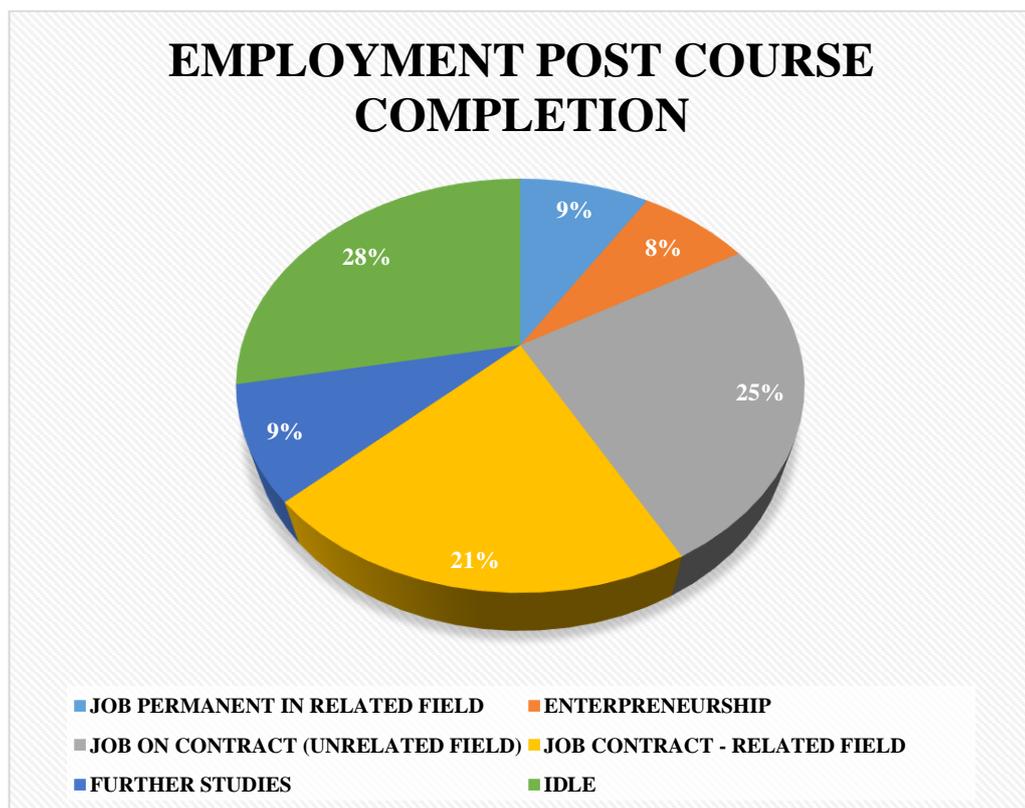
|                                   |     |
|-----------------------------------|-----|
| APPRENTICESHIP                    | 43  |
| JOB PERMANENT IN RELATED FIELD    | 14  |
| ENTERPRENEURSHIP                  | 12  |
| JOB ON CONTRACT (UNRELATED FIELD) | 40  |
| JOB CONTRACT - RELATED FIELD      | 33  |
| FURTHER STUDIES                   | 14  |
| IDLE                              | 44  |
|                                   | 200 |



Graph No 9.1: Employment (including apprentice) post course completion



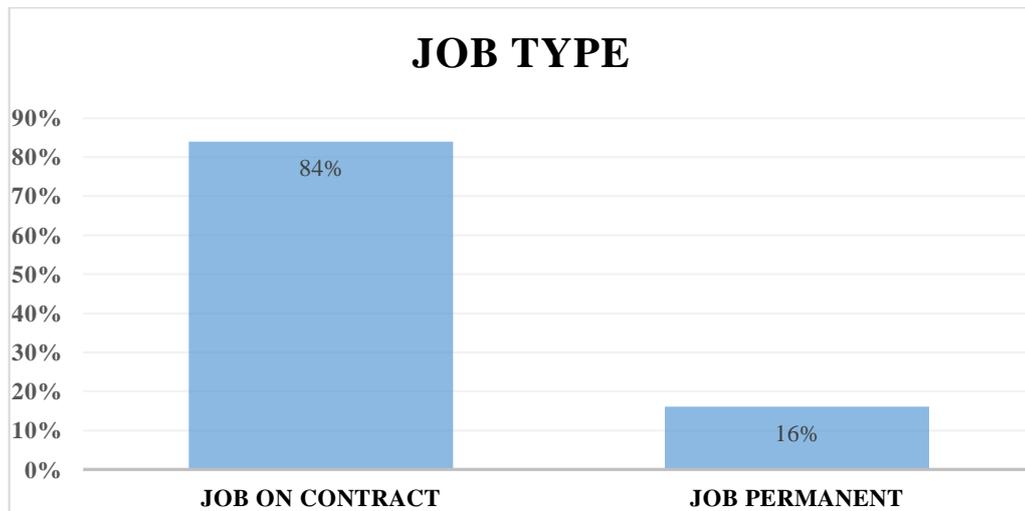
Graph No 9.2: Employment (excluding apprentice) post course completion





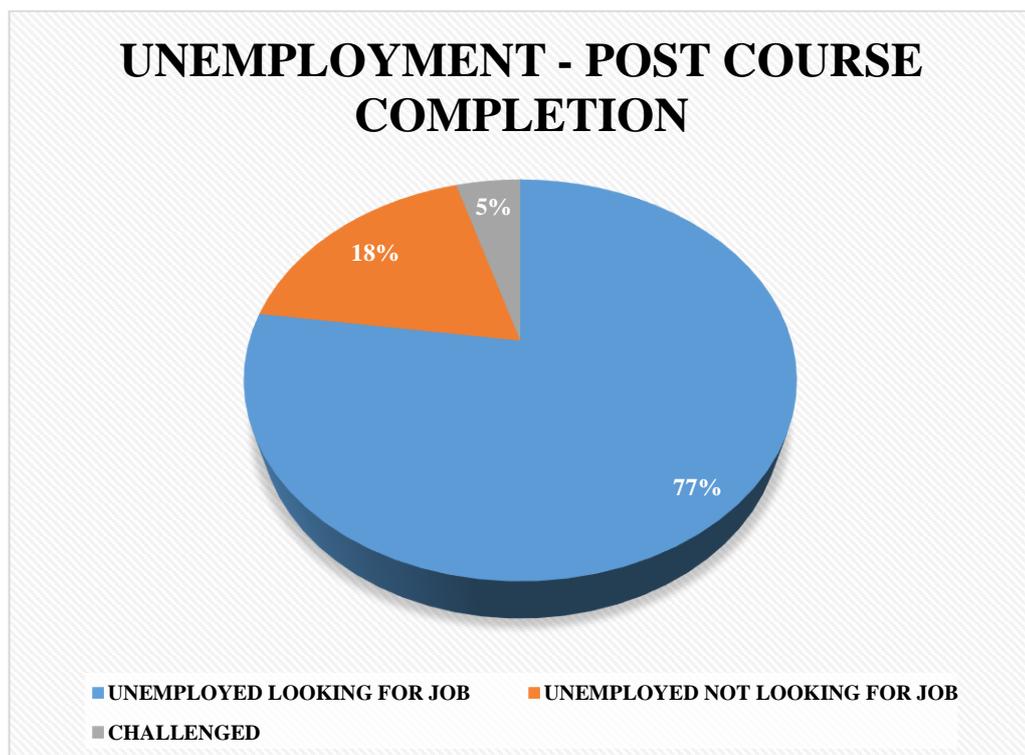
It is important to know that almost all jobs were on renewable contract

*Graph No 9.3: Job type*



Considering the status of unemployed respondents most of these (60%) stated looking for a job. It would be important to know the reasons for their unemployment which is as mentioned in the graph below:

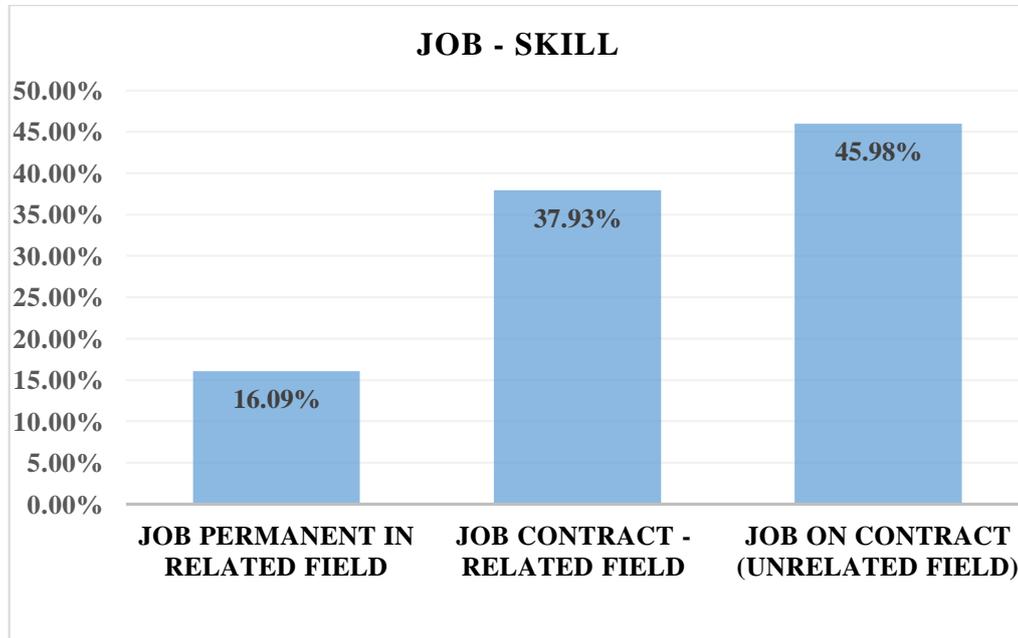
*Graph No 9.4: Unemployed classification*





Total of 65% (130/200) of trainees who got engaged into employment including apprenticeship. It is also important to know the areas of employability (excluding apprenticeship) after completion of course from ITI. Its observed that the job on contract in unrelated field like packer's / assembly line is almost 46%.

**Graph No 9.5: Job skill area**



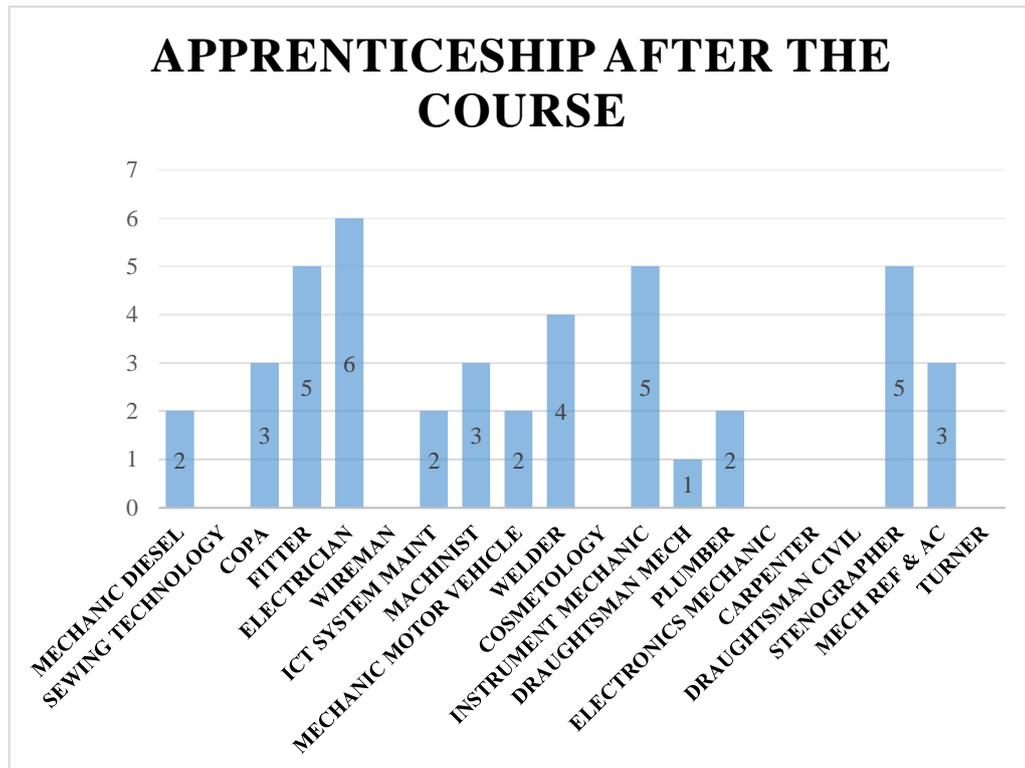


## 9.2 Trade wise employment status of the respondents

Looking the employability within each trade the following conclusions can be made within these trades:

### FOR APPRENTICESHIP:

Graph No 9.6: Apprenticeship - Trade wise

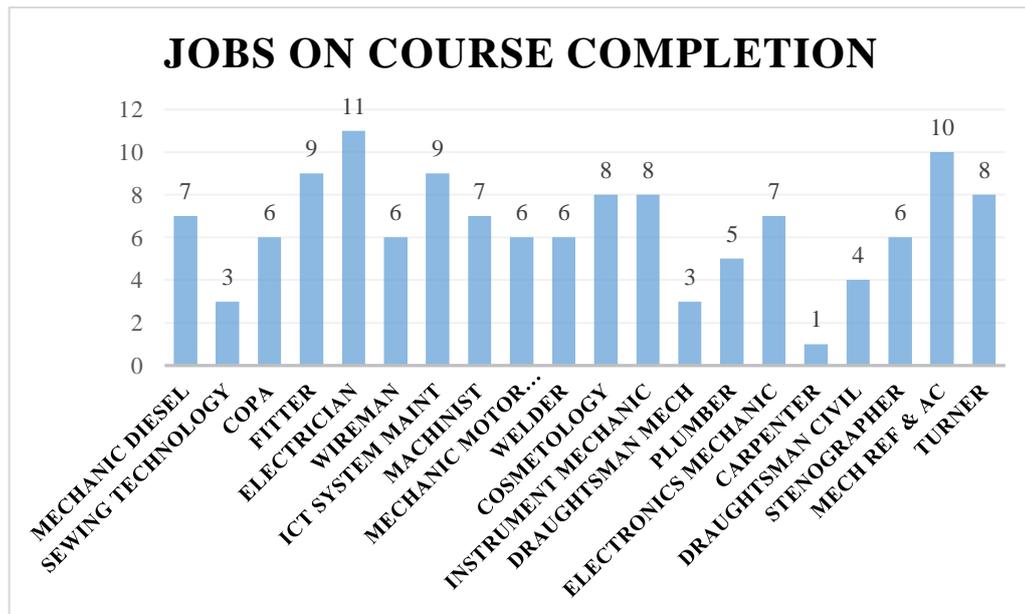


Out of the selected 20 trades, apprenticeship opportunities were available in 13 trades. About 43 trainees out of 200 could take up apprenticeship and this was about 21% of the sample.

Trade wise jobs secured by trainees on course completion are as show in the graph below:

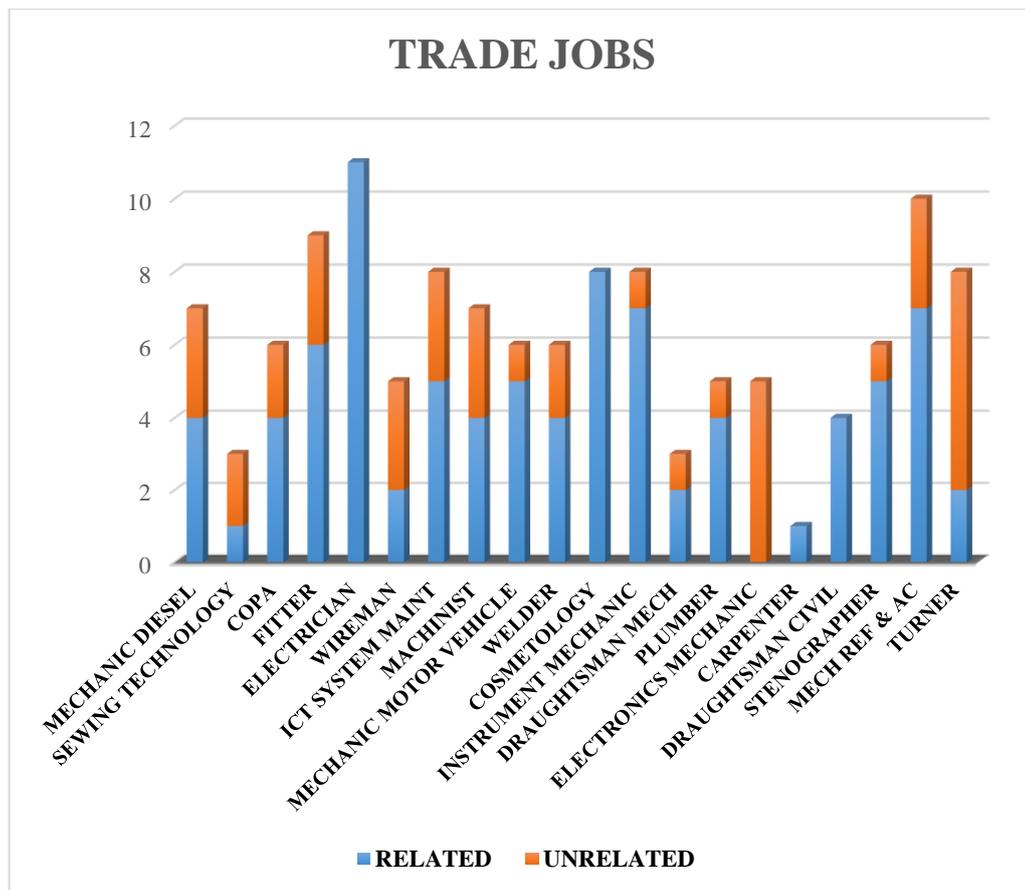


Graph No 9.7: Jobs on course completion - Trade wise



All jobs secured were not in the skill area of the trainees.

Graph No 9.8: Job skill area- Trade wise



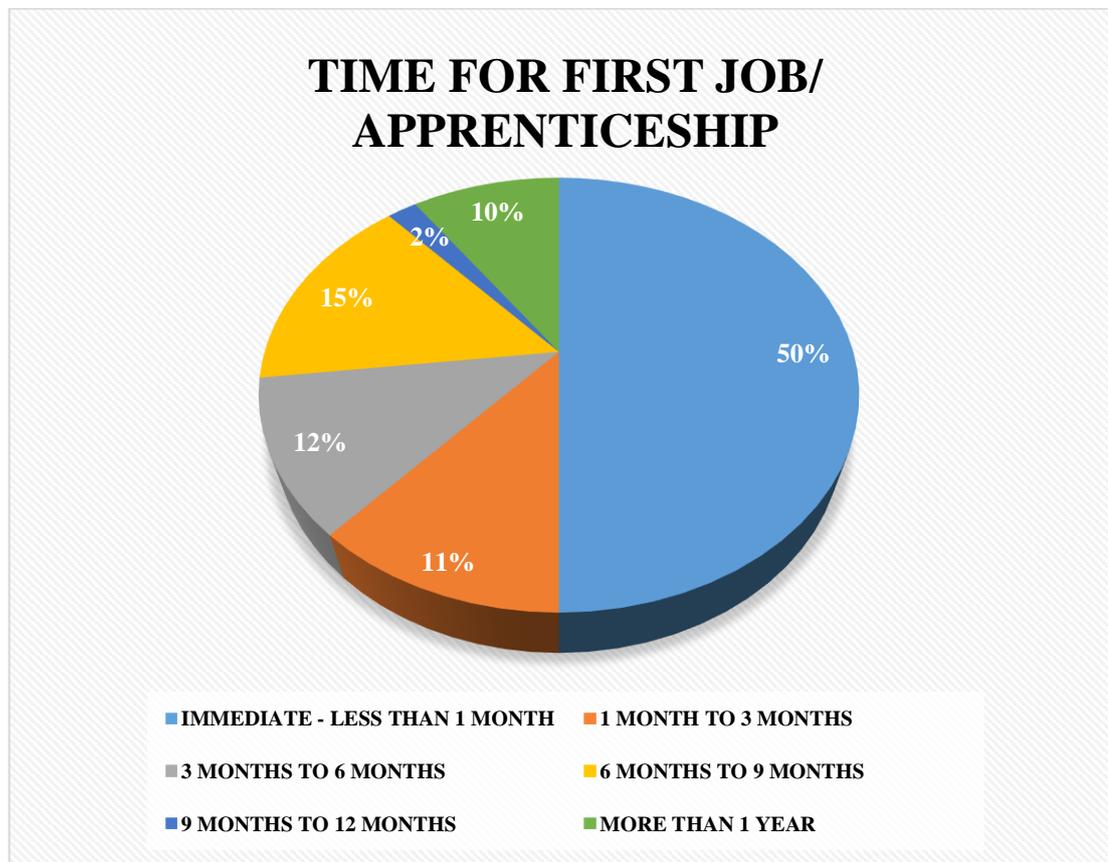


For Paid Employment: At an overall level, paid employment / self-employment other than apprenticeship occupies a 50% share (99 out of 200 respondents).

### 9.3 Time of employment post course completion

Looking the employability month there is a good spread across the first 9 months. Around 7.5% respondents (15 Out of total 200) got employed in campus in the first month post completing the course with a total of 81 % getting employment in the first one year either as apprenticeship or job placement.

*Graph No 9.9: Time for first employment*

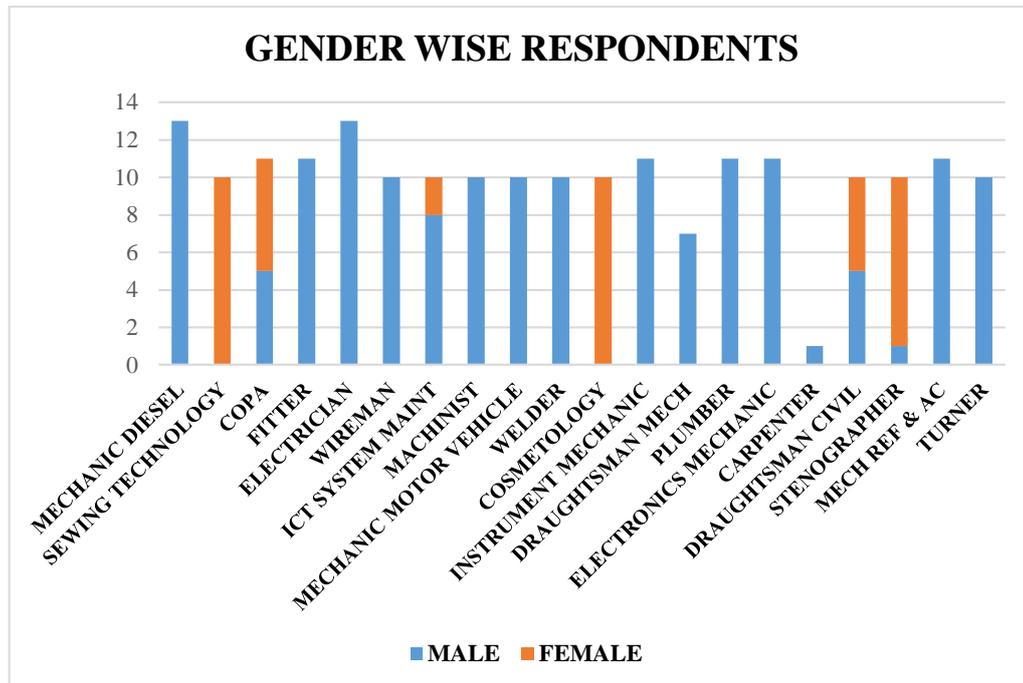




## 9.4 Gender wise employment status of the respondents

Looking the employability within the gender for a few courses like cosmetology and sewing there are only female admissions and other four fields where females have taken admission in 2019 batch are Draughtsman civil, COPA and ICT system maintenance.

Graph No 9.10: Respondent for each trade - Gender wise



Considering that the only six courses are opted for by females and they are not commonly opted for by males a direct comparison with respect to gender difference in employability cannot be inferred.

Apprenticeship opportunities were available only for COPA in government departments for female trainees.

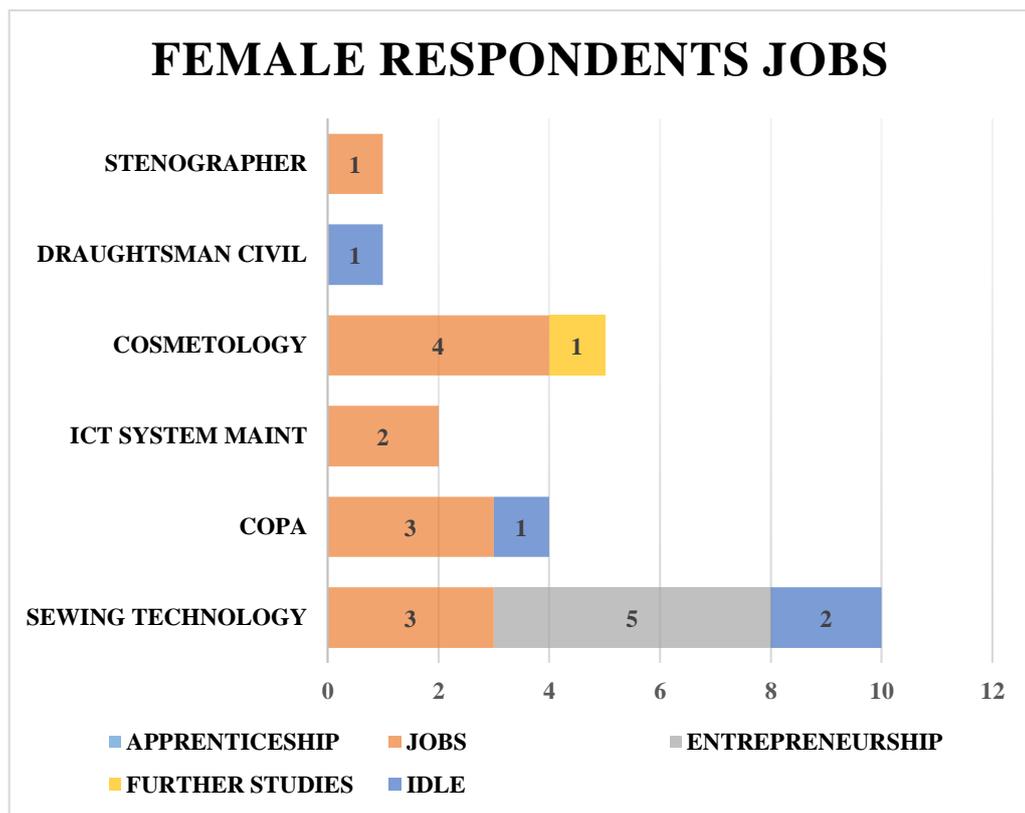
Cosmetology and Sewing have 100% employment either by way of jobs or entrepreneurship. All the respondents of Cosmetology/ Sewing were practising their course either full time or part time. In other courses where females have taken admission we find there is no difference of employability within gender. Both Males and Females have similar employability / engagement post completion of course from ITI.



Considering that the courses opted for by females are not commonly opted for by males a direct comparison with respect to gender difference in employability cannot be inferred.

Further, diagnosing the type of engagement between males and females post completion of course we find that 20 % of female trainees go for self-employment but this bias is due to the sewing technology trade.

*Graph No 9.11: Female respondent's jobs - Trade wise*



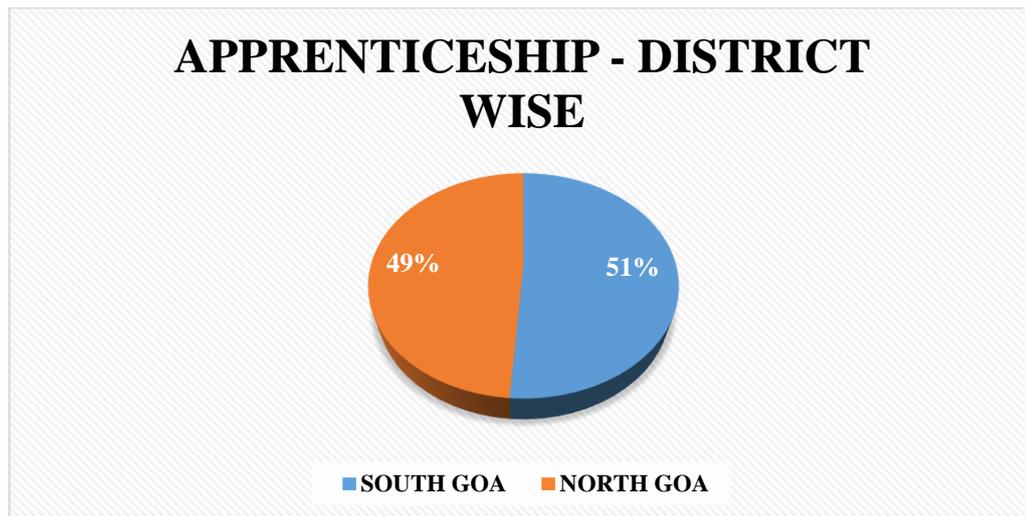


## 9.5 District wise employment status of the respondents

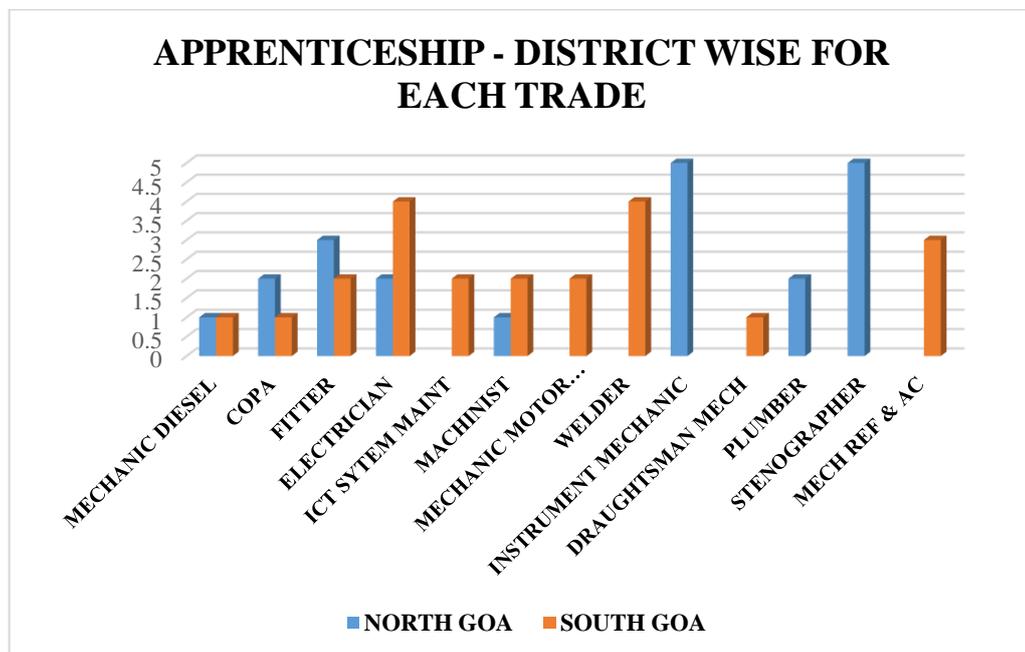
Looking the employability within each district will indicate whether there is any skew in terms of district wise findings. The following are the findings for the same.

For Apprenticeship: At an overall level, Apprenticeship occupies a 21.5 % share (43 out of 200 respondents). 49% Apprenticeship were from North Goa whereas 51% apprenticeship were from South Goa.

Graph No 9.12: Apprenticeship - District wise



Graph No 9.13: Apprenticeship for each trade - District wise



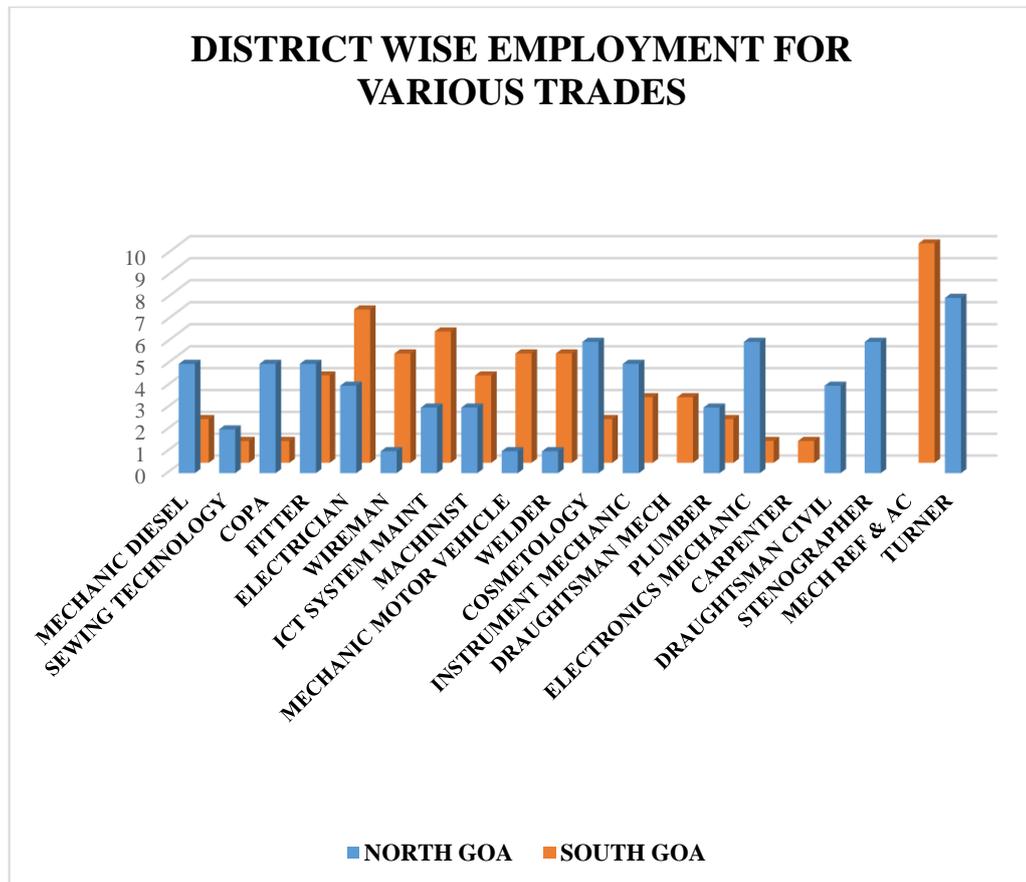


For Paid Employment: At an overall level, paid employment occupies a 65 % share (130 out of 200 respondents). North Goa contributed to 52 % and south Goa 48%.

Graph No 9.14: Jobs post course - District wise



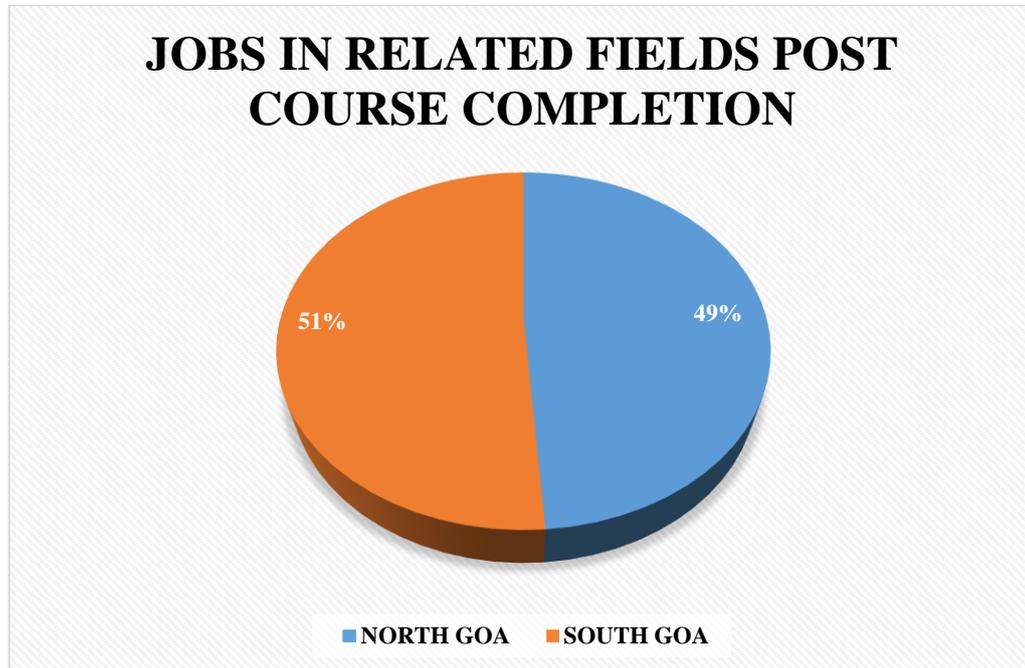
Graph No 9.15: Jobs for each trade - District wise



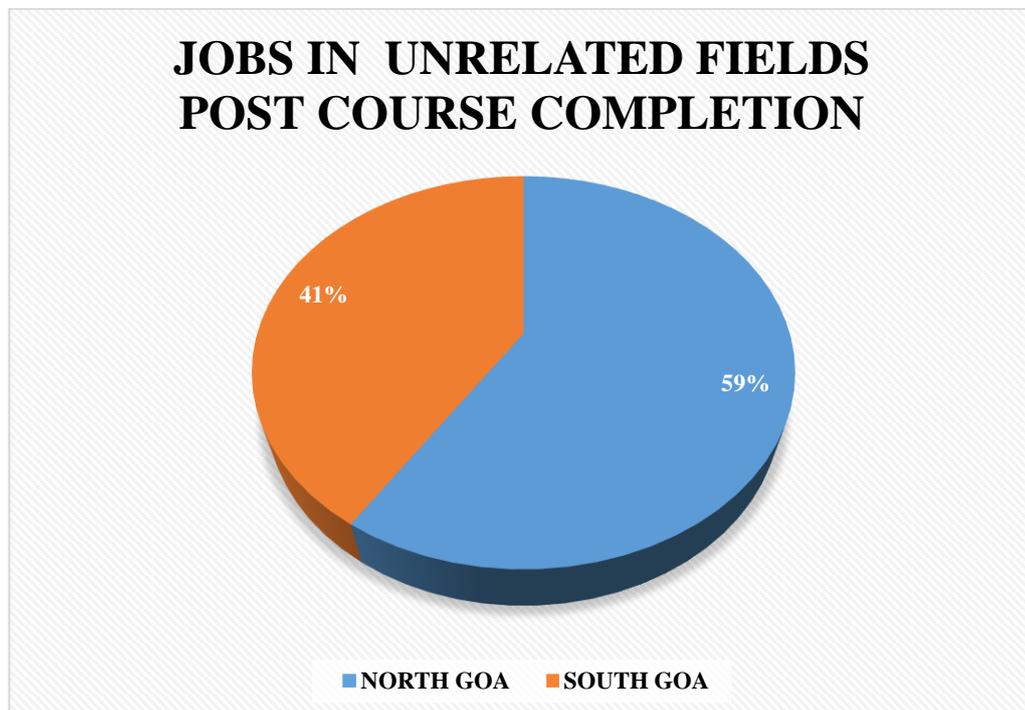


The paid employment opportunities in related fields was equal in north goa and in south goa, however the job opportunities for unrelated jobs was much higher in North Goa.

*Graph No 9.16: Jobs post course - related to trade - District wise*



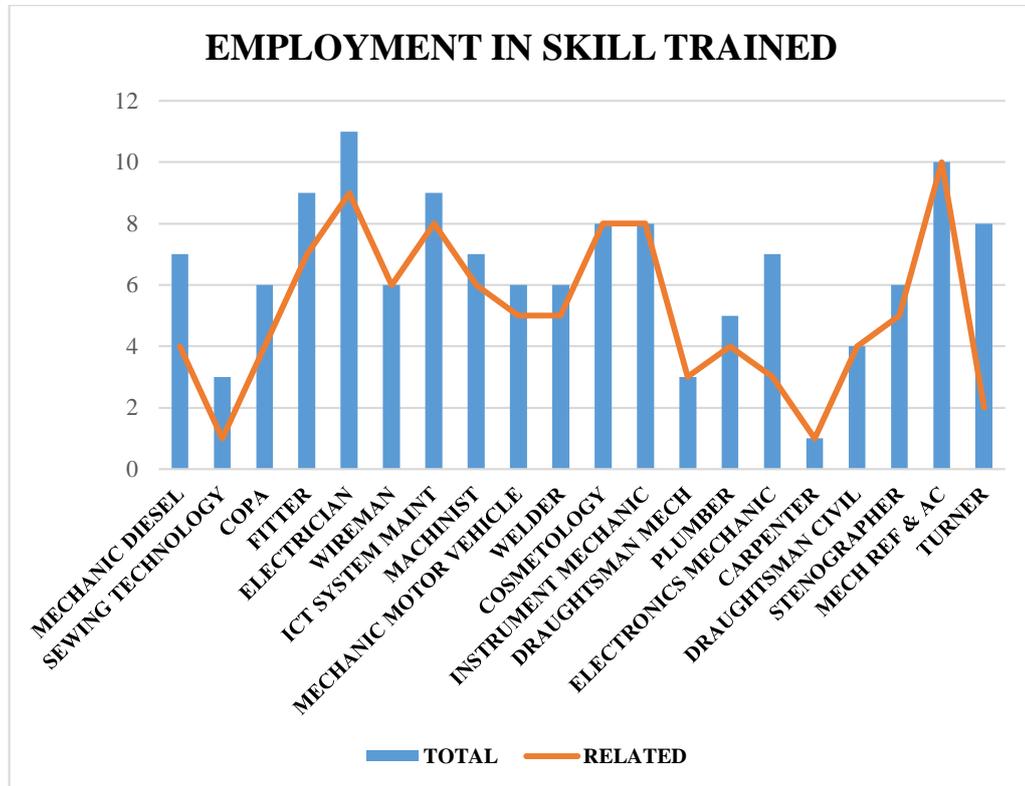
*Graph No 9.17: Jobs post course - unrelated to trade - District wise*





Trade wise employment in related and unrelated skill is as show in the chart below. It is observed that the employment in related fields is about 50 %.

*Graph No 9.18: Employment comparison - Total jobs to - related to trade*

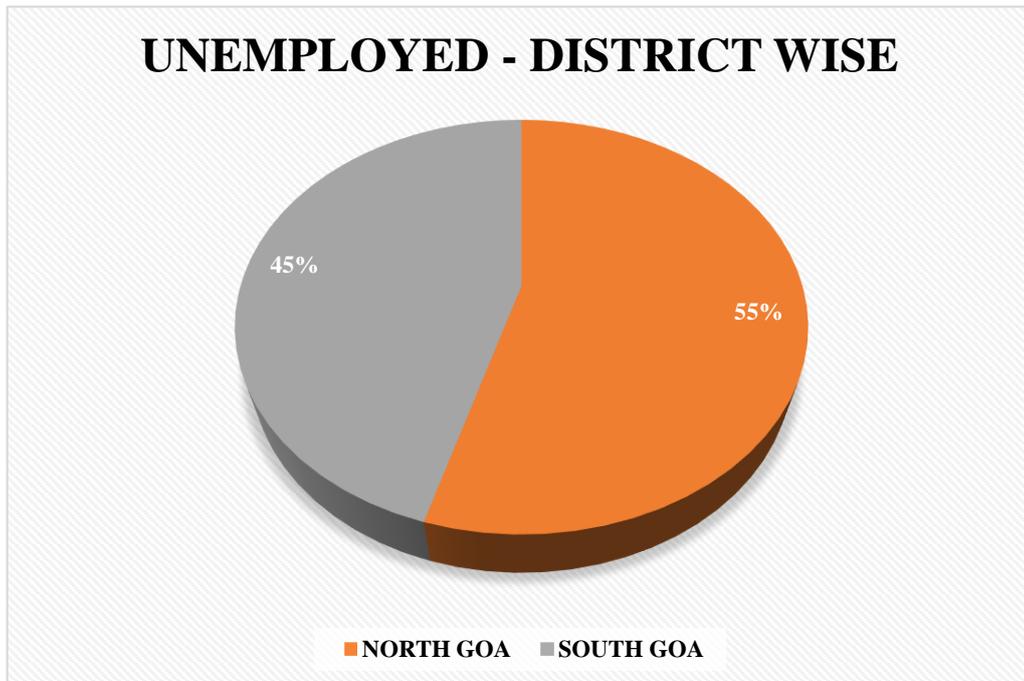


For Unemployed trainees: Overall it stands at 22%. Respondents wanted jobs but were unable to know whom to approach for jobs. The efforts from trainees to hunt for jobs was also lacking.



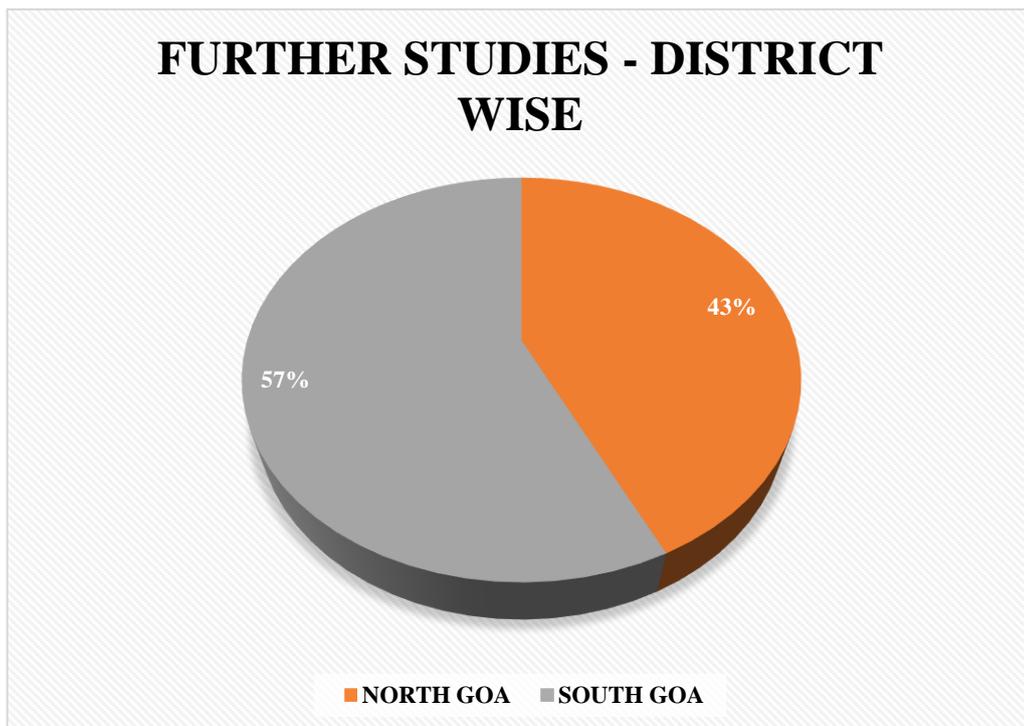
### District wise unemployed trainees – pie chart

Graph No 9.19: Unemployed - District wise



### District wise trainees for further studies – pie chart

Graph No 9.20: Further studies - District wise





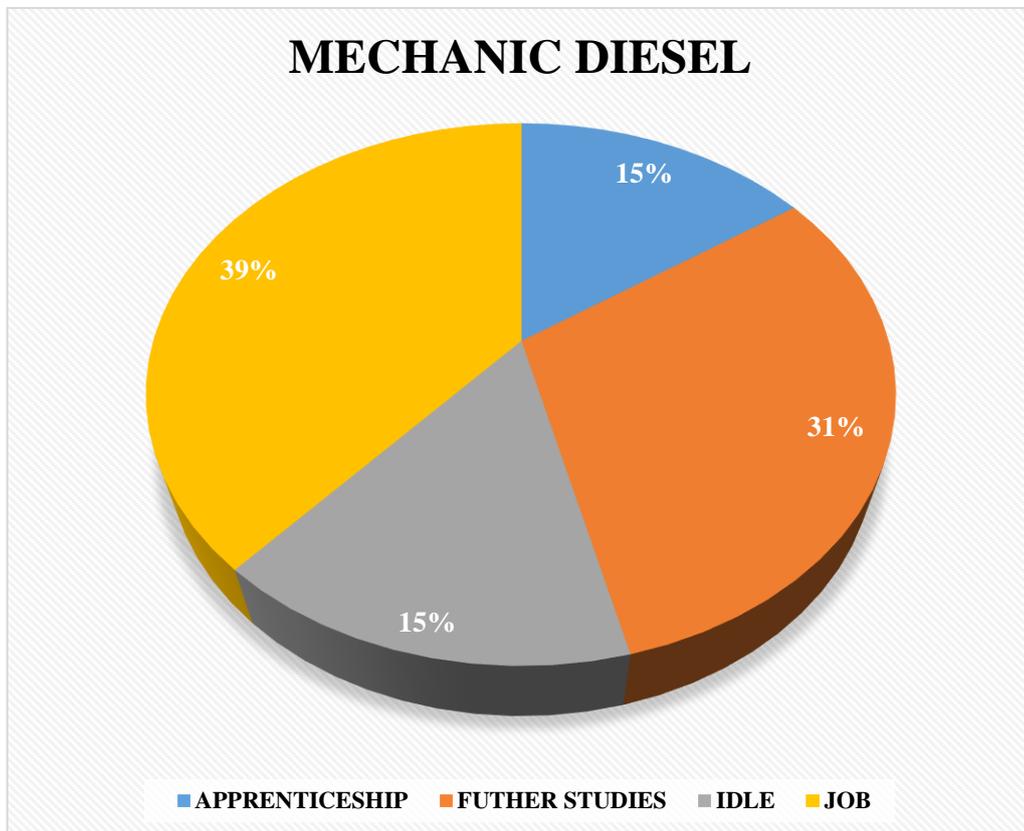
## 9.6 Trade wise employment post course completion

### 9.6.1 MECHANIC DIESEL

**Table No 9.2: Respondents (MECHANIC DIESEL) Classification**

| MECHANIC DIESEL    |            |         |                        | TOTAL | TYPE |
|--------------------|------------|---------|------------------------|-------|------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |                        | 13    |      |
| APPRENTICESHIP     | 0.15       |         |                        | 2     |      |
| ENTERPRENEURSHIP   | 0.00       |         |                        | 0     |      |
| FUTHER STUDIES     | 0.31       |         |                        | 4     |      |
| IDLE               | 0.15       |         |                        | 2     |      |
| JOBS               |            |         |                        | 5     |      |
|                    |            | 0.07    | JOB IN RELATED FIELD   |       | 1    |
|                    |            | 0.07    | CONTRACT JOB RELATED   |       | 1    |
|                    |            | 0       | JOB IN UNRELATED FIELD |       | 0    |
|                    |            | 0.23    | CONTRACT JOB UNRELATED |       | 3    |
|                    | 0.39       | 0       | GOVT JOB               |       | 0    |

**Graph No 9.21: Respondents (MECHANIC DIESEL) Post course Classification**



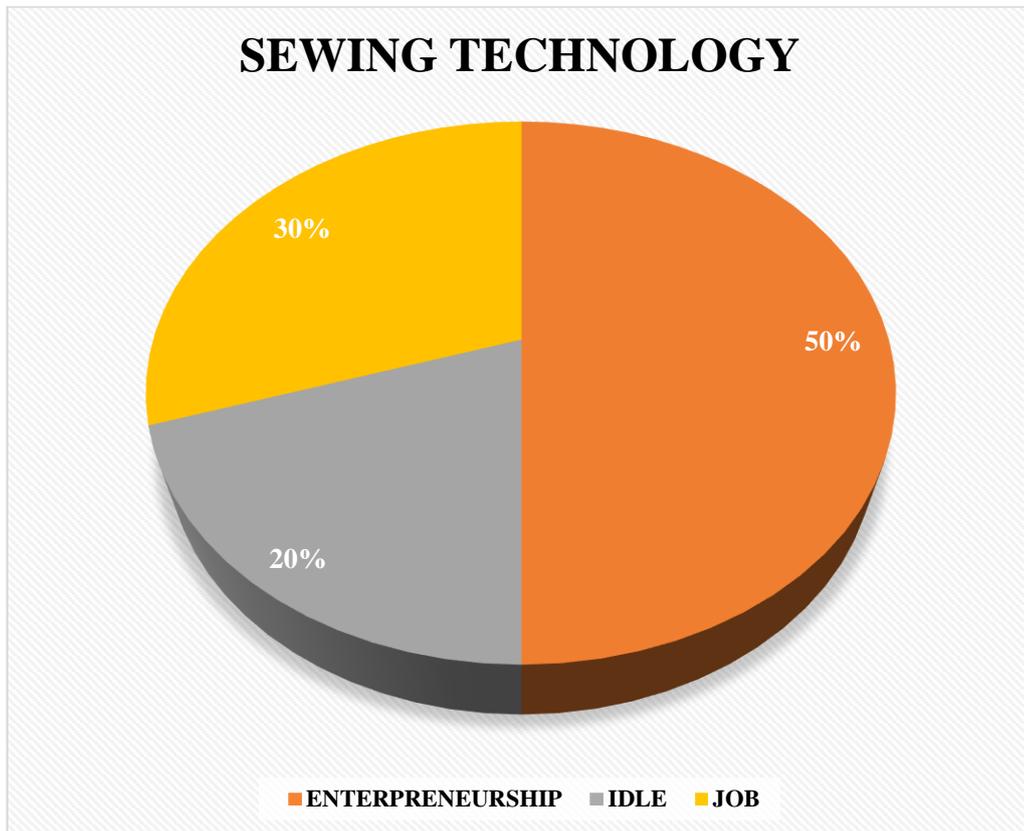


## 9.6.2 SEWING TECHNOLOGY

**Table No 9.3: Respondents (SEWING TECHNOLOGY) Post course Classification**

| SEWING TECHNOLOGY  |            |         |                        | TOTAL | TYPE |
|--------------------|------------|---------|------------------------|-------|------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |                        | 10    |      |
| APPRENTICESHIP     | 0          |         |                        | 0     |      |
| ENTERPRENEURSHIP   | 0.5        |         |                        | 5     |      |
| FUTHER STUDIES     | 0          |         |                        | 0     |      |
| IDLE               | 0.2        |         |                        | 2     |      |
| JOB                |            |         |                        | 3     |      |
|                    |            | 0       | JOB IN RELATED FIELD   |       | 0    |
|                    |            | 0.1     | CONTRACT JOB RELATED   |       | 1    |
|                    |            | 0       | JOB IN UNRELATED FIELD |       | 0    |
|                    |            | 0.2     | CONTRACT JOB UNRELATED |       | 2    |
|                    | 0.3        | 0       | GOV'T JOB              |       | 0    |

**Graph No 9.22: Respondents (SEWING TECHNOLOGY) Post course Classification**



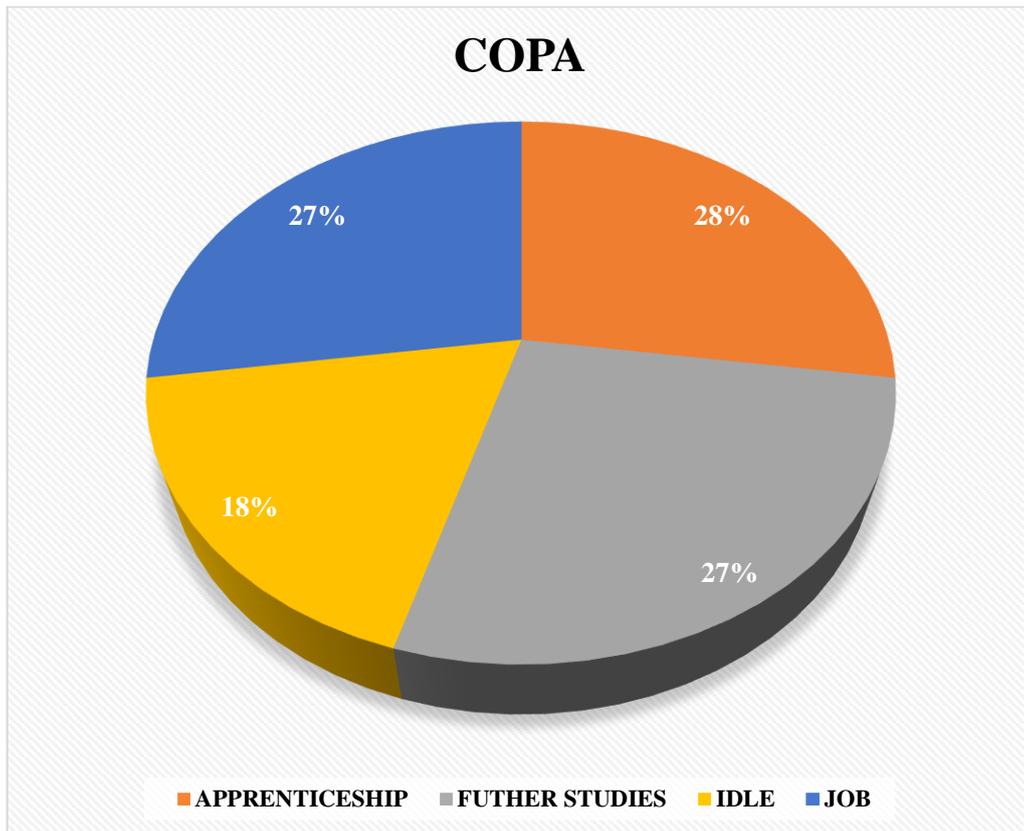


### 9.6.3 COPA

**Table No 9.4: Respondents (COPA) Post course Classification**

| COPA               |            |         | TOTAL | TYPE                   |
|--------------------|------------|---------|-------|------------------------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |       |                        |
| APPRENTICESHIP     | 0.27       |         | 3     |                        |
| ENTERPRENEURSHIP   | 0.00       |         | 0     |                        |
| FUTHER STUDIES     | 0.27       |         | 3     |                        |
| IDLE               | 0.18       |         | 2     |                        |
| JOB                |            |         | 3     |                        |
|                    |            | 0       |       | JOB IN RELATED FIELD   |
|                    |            | 0.09    |       | CONTRACT JOB RELATED   |
|                    |            | 0       |       | JOB IN UNRELATED FIELD |
|                    |            | 0.18    |       | CONTRACT JOB UNRELATED |
|                    | 0.27       | 0       |       | GOVT JOB               |

**Graph No 9.23: Respondents (COPA) Post course Classification**



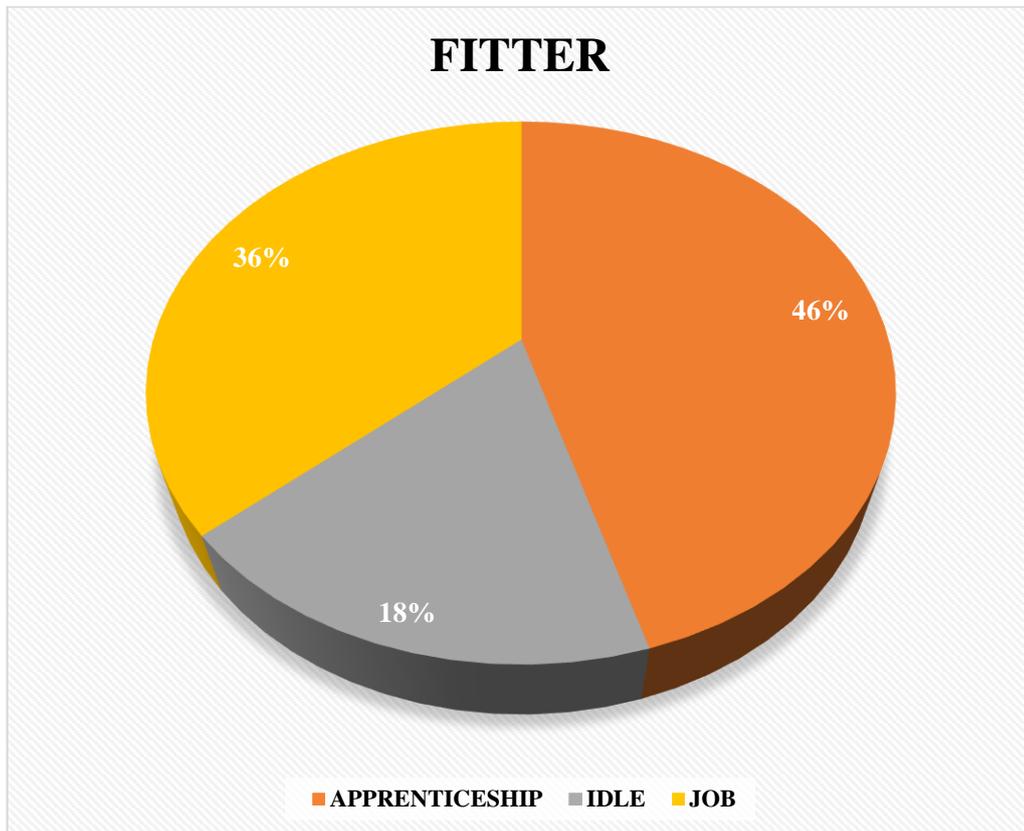


## 9.6.4 FITTER

**Table No 9.5: Respondents (FITTER) Post course Classification**

| FITTER             |            |         | TOTAL                  | TYPE |
|--------------------|------------|---------|------------------------|------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |                        | 11   |
| APPRENTICESHIP     | 0.45       |         |                        | 5    |
| ENTERPRENEURSHIP   | 0.00       |         |                        | 0    |
| FUTHER STUDIES     | 0.00       |         |                        | 0    |
| IDLE               | 0.18       |         |                        | 2    |
| JOB                |            |         |                        | 4    |
|                    |            | 0       | JOB IN RELATED FIELD   | 0    |
|                    |            | 0.09    | CONTRACT JOB RELATED   | 1    |
|                    |            | 0       | JOB IN UNRELATED FIELD | 0    |
|                    |            | 0.27    | CONTRACT JOB UNRELATED | 3    |
|                    | 0.36       | 0       | GOV'T JOB              | 0    |

**Graph No 9.24: Respondents (FITTER) Post course Classification**



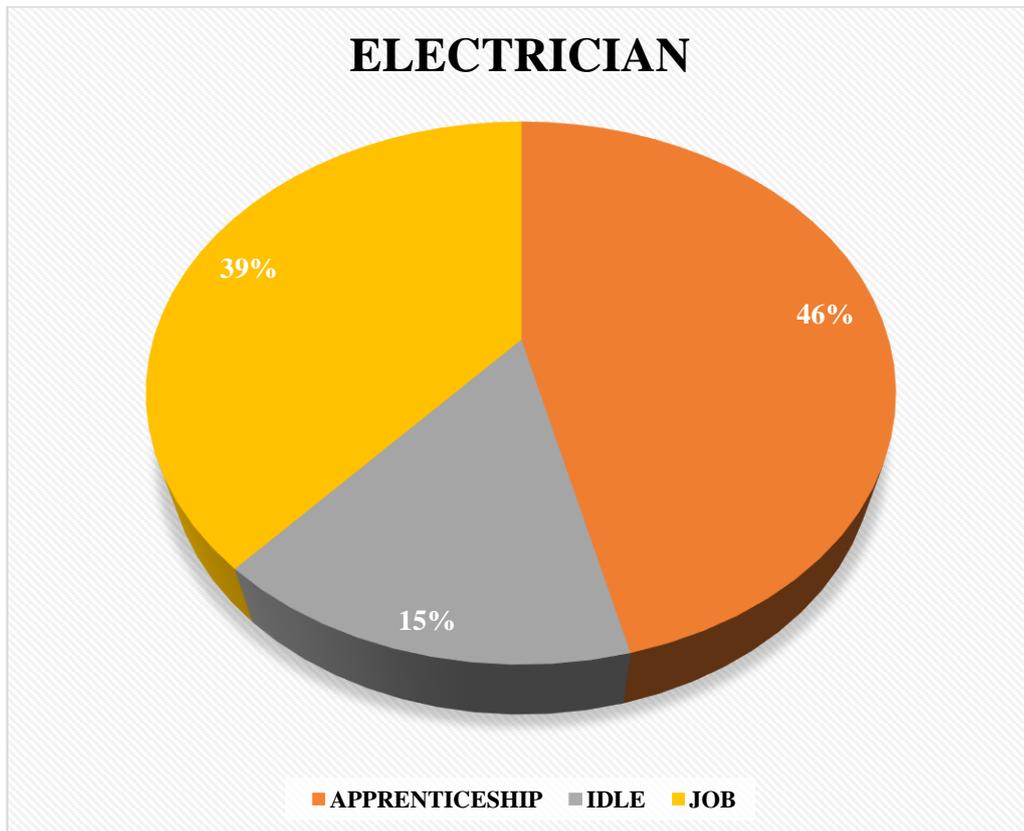


## 9.6.5 ELECTRICIAN

**Table No 9.6: Respondents (ELECTRICIAN) Post course Classification**

| ELECTRICIAN        |            |         | TOTAL                  | TYPE |
|--------------------|------------|---------|------------------------|------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |                        | 13   |
| APPRENTICESHIP     | 0.46       |         |                        | 6    |
| ENTERPRENEURSHIP   | 0.00       |         |                        | 0    |
| FUTHER STUDIES     | 0.00       |         |                        | 0    |
| IDLE               | 0.15       |         |                        | 2    |
| JOB                |            |         |                        | 5    |
|                    |            | 0.16    | JOB IN RELATED FIELD   | 2    |
|                    |            | 0.16    | CONTRACT JOB RELATED   | 2    |
|                    |            | 0       | JOB IN UNRELATED FIELD | 0    |
|                    |            | 0       | CONTRACT JOB UNRELATED | 0    |
|                    | 0.39       | 0.07    | GOVVT JOB              | 1    |

**Graph No 9.25: Respondents (ELECTRICIAN) Post course Classification**



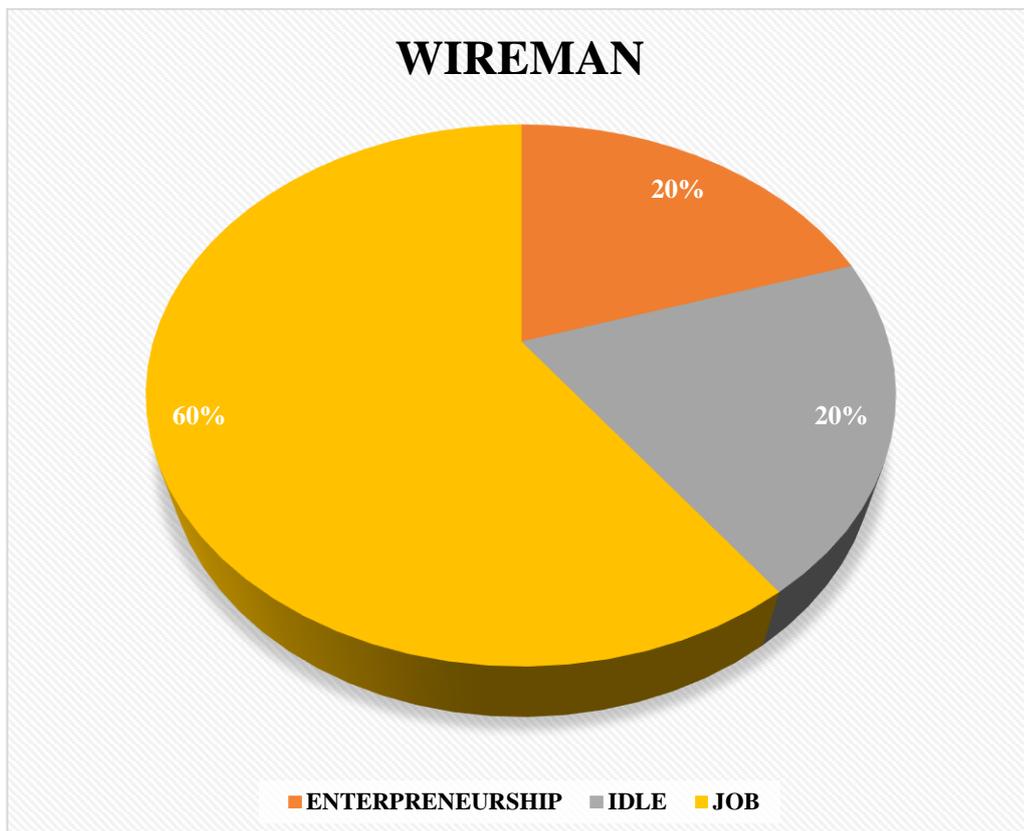


## 9.6.6 WIREMAN

*Table No 9.7: Respondents (WIREMAN) Post course Classification*

| WIREMAN            |            |         | TOTAL                  | TYPE |
|--------------------|------------|---------|------------------------|------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |                        | 10   |
| APPRENTICESHIP     | 0          |         |                        | 0    |
| ENTERPRENEURSHIP   | 0.2        |         |                        | 2    |
| FUTHER STUDIES     | 0          |         |                        | 0    |
| IDLE               | 0.2        |         |                        | 2    |
| JOB                |            |         |                        | 6    |
|                    |            | 0       | JOB IN RELATED FIELD   | 0    |
|                    |            | 0.2     | CONTRACT JOB RELATED   | 2    |
|                    |            | 0.1     | JOB IN UNRELATED FIELD | 1    |
|                    |            | 0.3     | CONTRACT JOB UNRELATED | 3    |
|                    | 0.6        | 0       | GOVT JOB               | 0    |

*Graph No 9.26: Respondents (WIREMAN) Post course Classification*



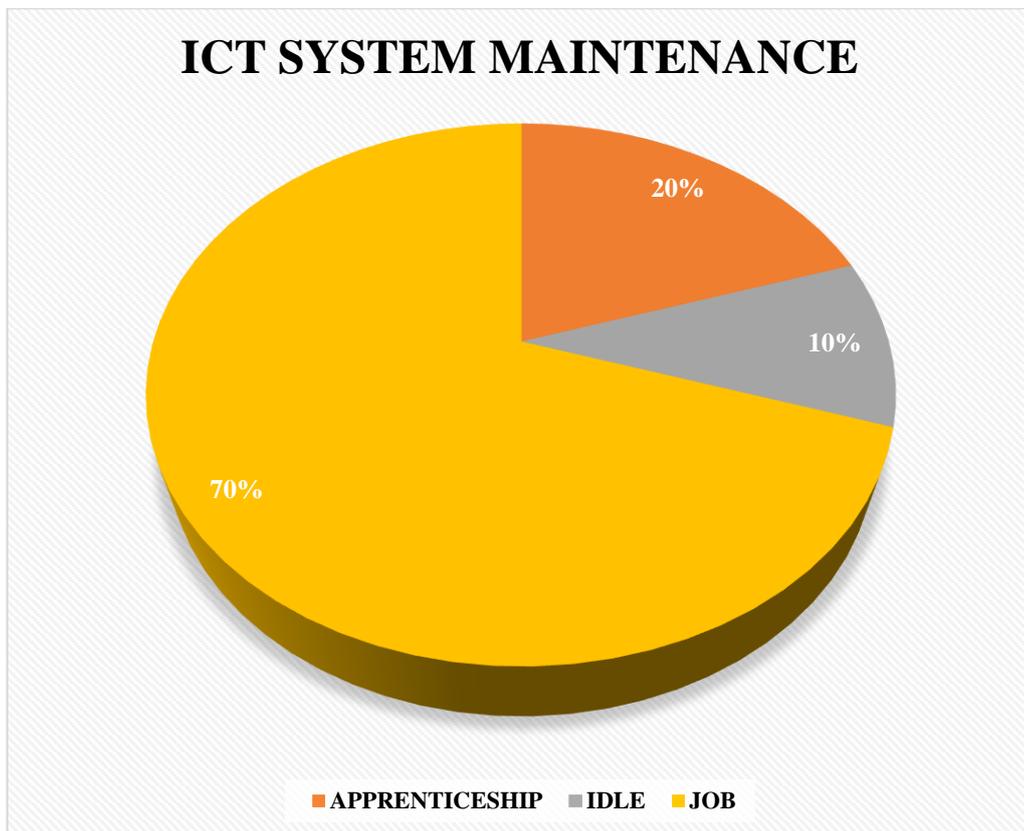


## 9.6.7 ICT SYSTEM MAINTENANCE

**Table No 9.8: Respondents (ICTSM) Post course Classification**

| TYPE OF ENGAGEMENT | PERCENTAGE | ICT MAINT |                        | TOTAL | TYPE |
|--------------------|------------|-----------|------------------------|-------|------|
|                    |            | BREAKUP   |                        |       |      |
| APPRENTICESHIP     | 0.2        |           |                        | 2     |      |
| ENTERPRENEURSHIP   | 0          |           |                        | 0     |      |
| FUTHER STUDIES     | 0          |           |                        | 0     |      |
| IDLE               | 0.1        |           |                        | 1     |      |
| JOB                |            |           |                        | 7     |      |
|                    |            | 0.1       | JOB IN RELATED FIELD   |       | 1    |
|                    |            | 0.2       | CONTRACT JOB RELATED   |       | 2    |
|                    |            | 0.1       | JOB IN UNRELATED FIELD |       | 1    |
|                    |            | 0.3       | CONTRACT JOB UNRELATED |       | 3    |
|                    | 0.7        | 0         | GOVT JOB               |       | 0    |

**Graph No 9.27: Respondents (ICTSM) Post course Classification**



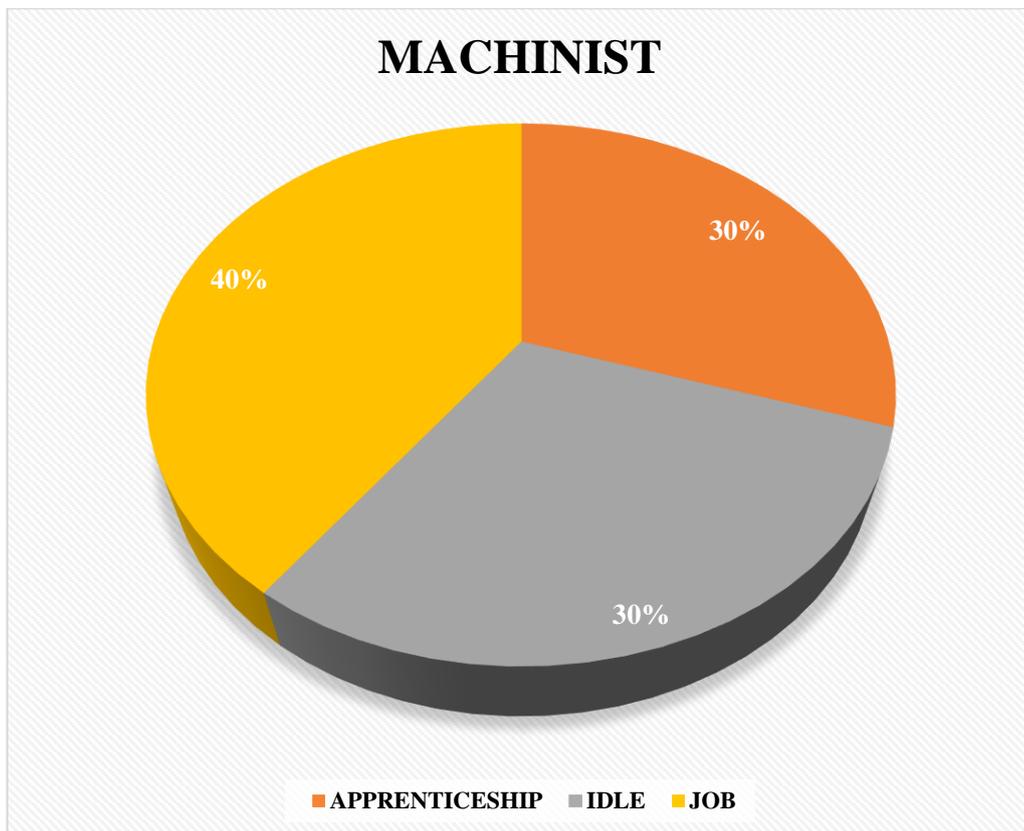


## 9.6.8 MACHINIST

**Table No 9.9: Respondents (MACHINIST) Post Course classification**

| MACHINIST          |            |         |                        | TOTAL | TYPE |
|--------------------|------------|---------|------------------------|-------|------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |                        | 10    |      |
| APPRENTICESHIP     | 0.3        |         |                        | 3     |      |
| ENTERPRENEURSHIP   | 0          |         |                        | 0     |      |
| FUTHER STUDIES     | 0          |         |                        | 0     |      |
| IDLE               | 0.3        |         |                        | 3     |      |
| JOB                |            |         |                        | 4     |      |
|                    |            | 0       | JOB IN RELATED FIELD   |       | 0    |
|                    |            | 0.1     | CONTRACT JOB RELATED   |       | 1    |
|                    |            | 0       | JOB IN UNRELATED FIELD |       | 0    |
|                    |            | 0.3     | CONTRACT JOB UNRELATED |       | 3    |
|                    | 0.4        | 0       | GOVT JOB               |       | 0    |

**Graph No 9.28: Respondents (MACHINIST) Post Course classification**



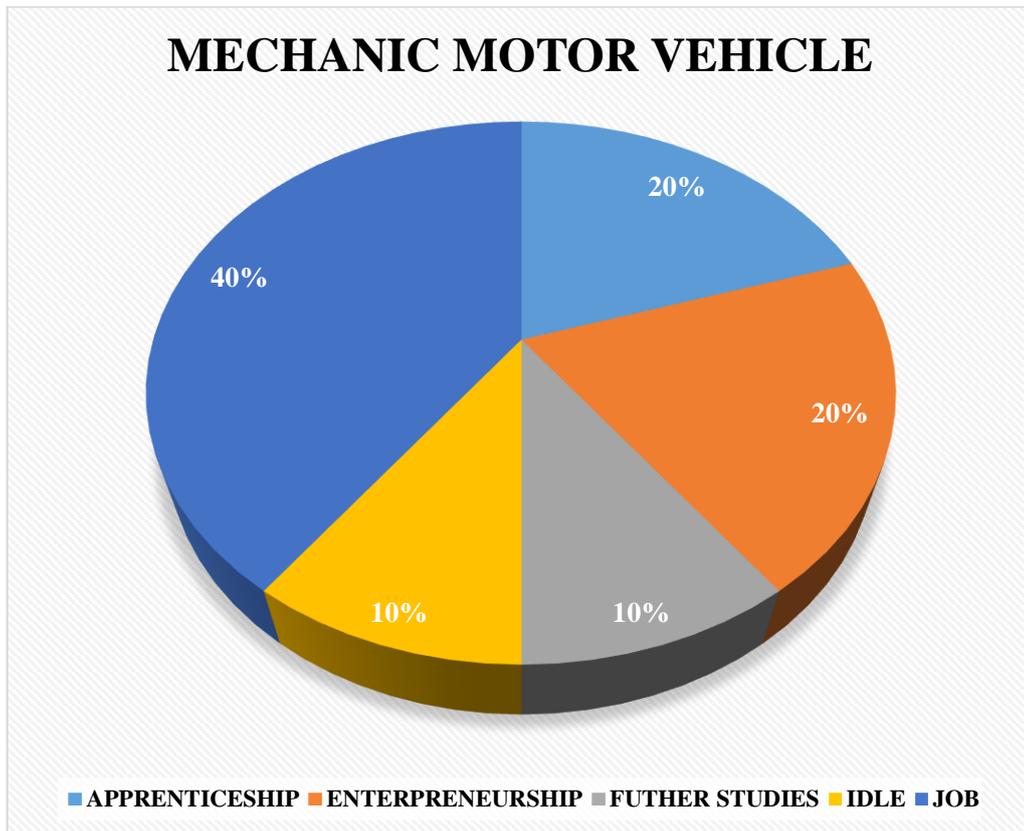


## 9.6.9 MECHANIC MOTOR VEHICLE

**Table No 9.10: Respondents (MECHANIC MOTOR VEHICLE) Post Course classification**

| MECHANIC MOTOR VEHICLE |            |         |                        | TOTAL | TYPE |
|------------------------|------------|---------|------------------------|-------|------|
| TYPE OF ENGAGEMENT     | PERCENTAGE | BREAKUP |                        | 10    |      |
| APPRENTICESHIP         | 0.2        |         |                        | 2     |      |
| ENTERPRENEURSHIP       | 0.2        |         |                        | 2     |      |
| FUTHER STUDIES         | 0.1        |         |                        | 1     |      |
| IDLE                   | 0.1        |         |                        | 1     |      |
| JOB                    |            |         |                        | 4     |      |
|                        |            | 0.1     | JOB IN RELATED FIELD   |       | 1    |
|                        |            | 0.2     | CONTRACT JOB RELATED   |       | 2    |
|                        |            | 0       | JOB IN UNRELATED FIELD |       | 0    |
|                        |            | 0.1     | CONTRACT JOB UNRELATED |       | 1    |
|                        | 0.4        | 0       | GOVJT JOB              |       | 0    |

**Graph No 9.29: Respondents (MECHANIC MOTOR VEHICLE) Post Course classification**



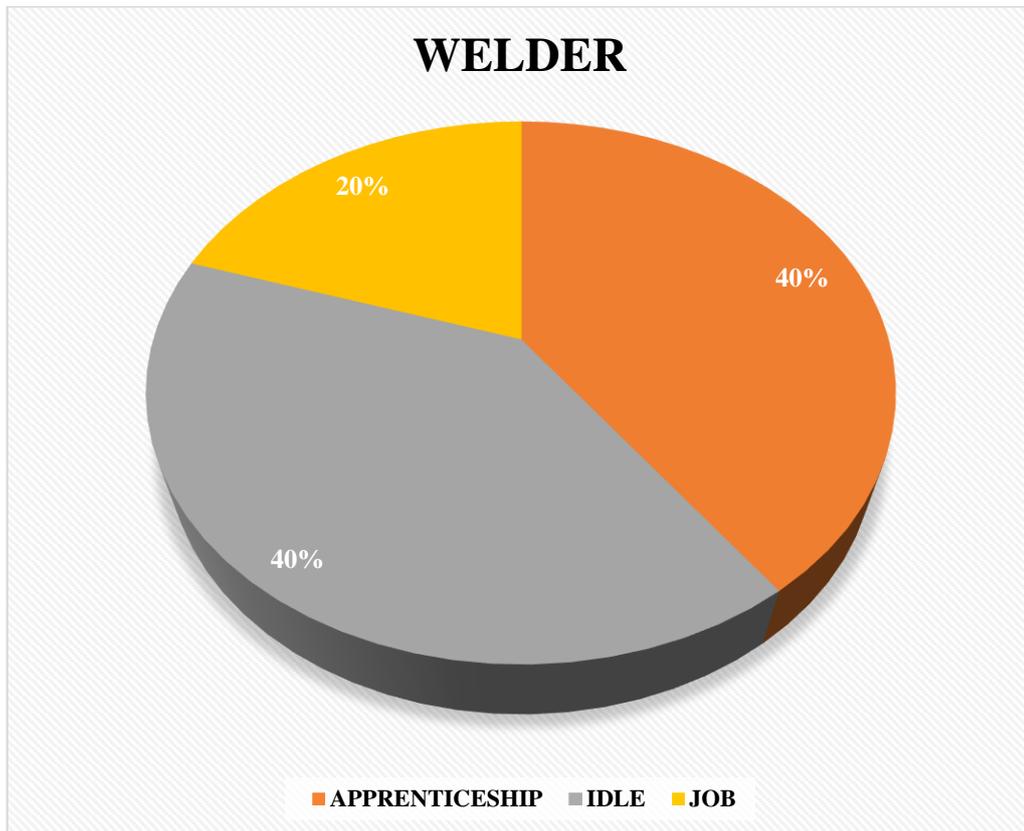


## 9.6.10 WELDER

**Table No 9.11: Respondents (WELDER) Post Course classification**

| TYPE OF ENGAGEMENT | PERCENTAGE | WELDER  |                        | TOTAL | TYPE |
|--------------------|------------|---------|------------------------|-------|------|
|                    |            | BREAKUP |                        |       |      |
| APPRENTICESHIP     | 0.4        |         |                        | 4     |      |
| ENTERPRENEURSHIP   | 0          |         |                        | 0     |      |
| FUTHER STUDIES     | 0          |         |                        | 0     |      |
| IDLE               | 0.4        |         |                        | 4     |      |
| JOB                |            |         |                        | 2     |      |
|                    |            | 0       | JOB IN RELATED FIELD   |       | 0    |
|                    |            | 0       | CONTRACT JOB RELATED   |       | 0    |
|                    |            | 0       | JOB IN UNRELATED FIELD |       | 0    |
|                    |            | 0.2     | CONTRACT JOB UNRELATED |       | 2    |
|                    | 0.2        | 0       | GOVT JOB               |       | 0    |

**Graph No 9.30: Respondents (WELDER) Post Course classification**



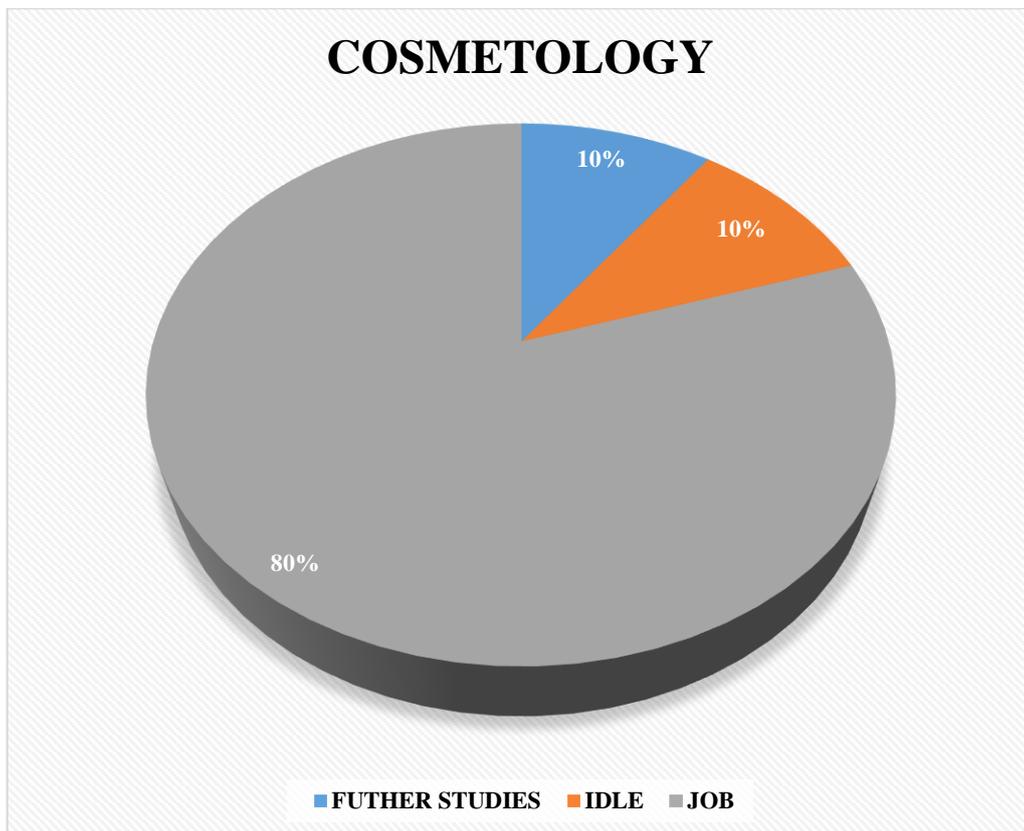


## 9.6.11 COSMETOLOGY

**Table No 9.12: Respondents (COSMETOLOGY) Post Course classification**

| COSMETOLOGY        |            |         |                        | TOTAL | TYPE |
|--------------------|------------|---------|------------------------|-------|------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |                        | 10    |      |
| APPRENTICESHIP     | 0          |         |                        | 0     |      |
| ENTERPRENEURSHIP   | 0          |         |                        | 0     |      |
| FUTHER STUDIES     | 0.1        |         |                        | 1     |      |
| IDLE               | 0.1        |         |                        | 1     |      |
| JOB                |            |         |                        | 8     |      |
|                    |            | 0       | JOB IN RELATED FIELD   |       | 0    |
|                    |            | 0.8     | CONTRACT JOB RELATED   |       | 8    |
|                    |            | 0       | JOB IN UNRELATED FIELD |       | 0    |
|                    |            | 0       | CONTRACT JOB UNRELATED |       | 0    |
|                    | 0.8        | 0       | GOVT JOB               |       | 0    |

**Graph No 9.31: Respondents (COSMETOLOGY) Post Course classification**



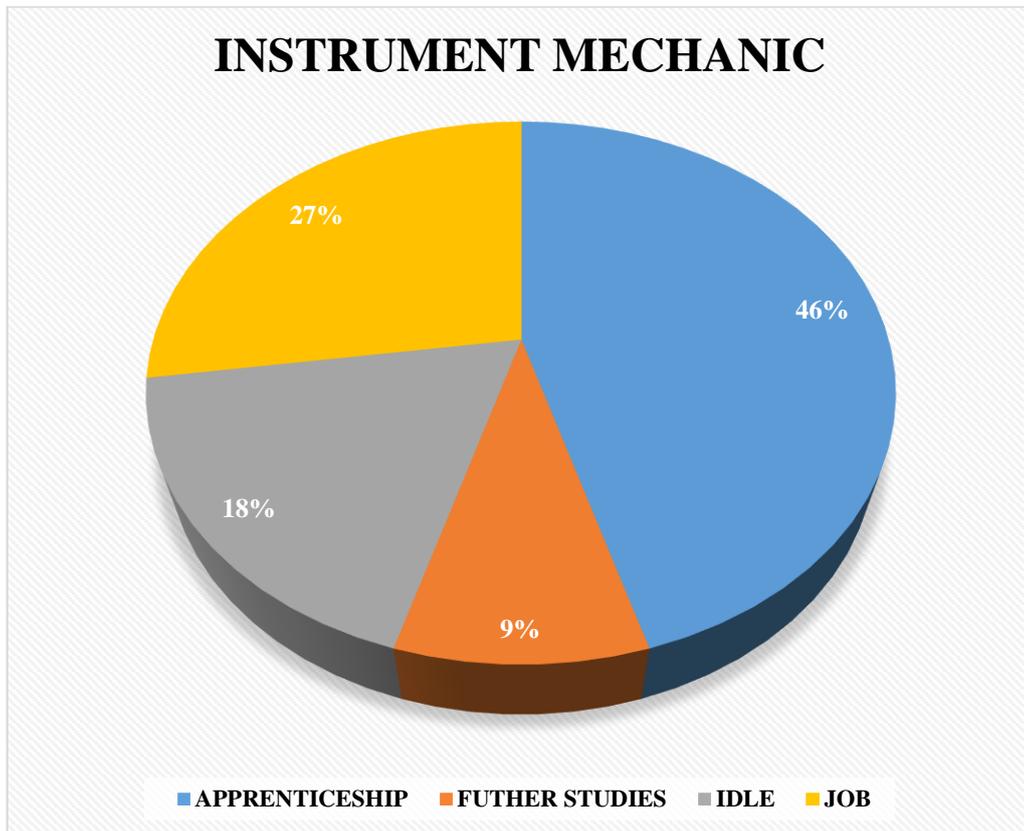


## 9.6.12 INSTRUMENT MECHANIC

**Table No 9.13: Respondents (INSTRUMENT MECHANIC) Post Course classification**

| INSTRUMENT MECHANIC |            |         |                        | TOTAL | TYPE |
|---------------------|------------|---------|------------------------|-------|------|
| TYPE OF ENGAGEMENT  | PERCENTAGE | BREAKUP |                        | 11    |      |
| APPRENTICESHIP      | 0.46       |         |                        | 5     |      |
| ENTERPRENEURSHIP    | 0.00       |         |                        | 0     |      |
| FUTHER STUDIES      | 0.09       |         |                        | 1     |      |
| IDLE                | 0.18       |         |                        | 2     |      |
| JOB                 |            |         |                        | 3     |      |
|                     |            | 0       | JOB IN RELATED FIELD   |       | 0    |
|                     |            | 0.18    | CONTRACT JOB RELATED   |       | 2    |
|                     |            | 0       | JOB IN UNRELATED FIELD |       | 0    |
|                     |            | 0.09    | CONTRACT JOB UNRELATED |       | 1    |
|                     | 0.27       | 0       | GOV'T JOB              |       | 0    |

**Graph No 9.32: Respondents (INSTRUMENT MECHANIC) Post Course classification**



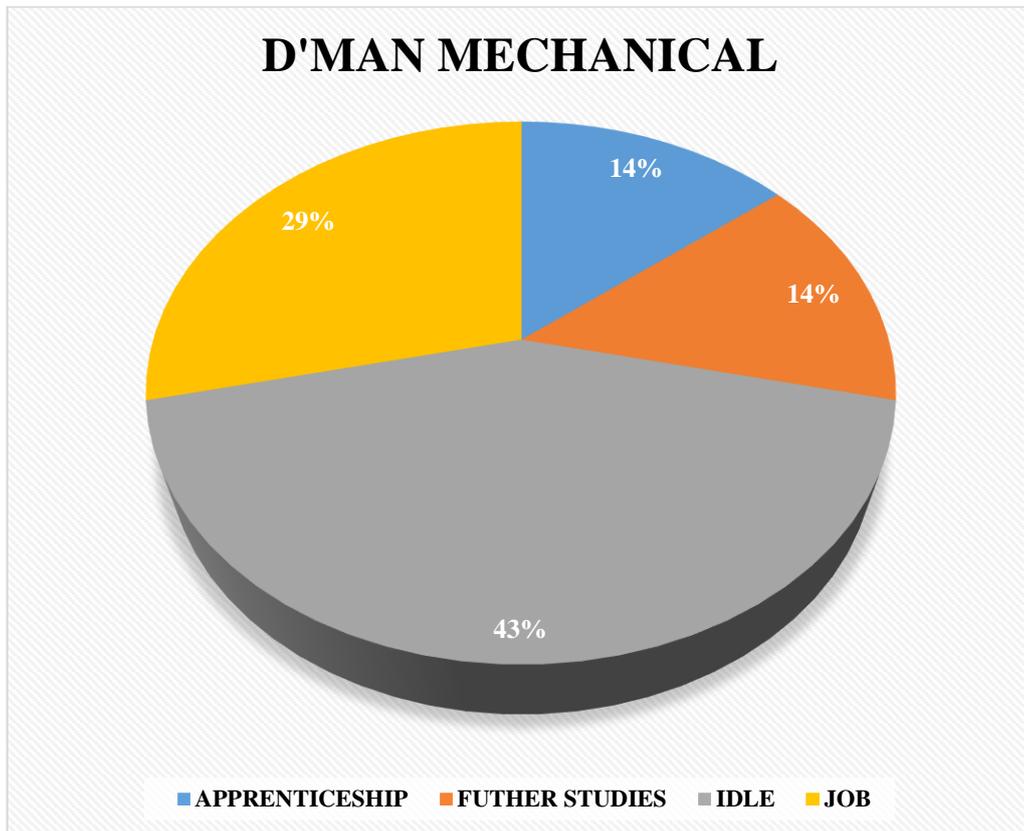


### 9.6.13 DRAUGHTSMAN MECHANICAL

**Table No 9.14: Respondents (DRAUGHTSMAN MECHANICAL) Post Course classification**

| D'MAN MECHANICAL   |            |         |                        | TOTAL | TYPE |
|--------------------|------------|---------|------------------------|-------|------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |                        |       |      |
| APPRENTICESHIP     | 0.14       |         |                        | 1     |      |
| ENTERPRENEURSHIP   | 0.00       |         |                        | 0     |      |
| FUTHER STUDIES     | 0.14       |         |                        | 1     |      |
| IDLE               | 0.43       |         |                        | 3     |      |
| JOB                |            |         |                        | 2     |      |
|                    |            | 0.145   | JOB IN RELATED FIELD   |       | 1    |
|                    |            | 0       | CONTRACT JOB RELATED   |       | 0    |
|                    |            | 0       | JOB IN UNRELATED FIELD |       | 0    |
|                    |            | 0.145   | CONTRACT JOB UNRELATED |       | 1    |
|                    | 0.29       | 0       | GOVT JOB               |       | 0    |

**Graph No 9.33: Respondents (DRAUGHTSMAN MECHANICAL) Post Course classification**



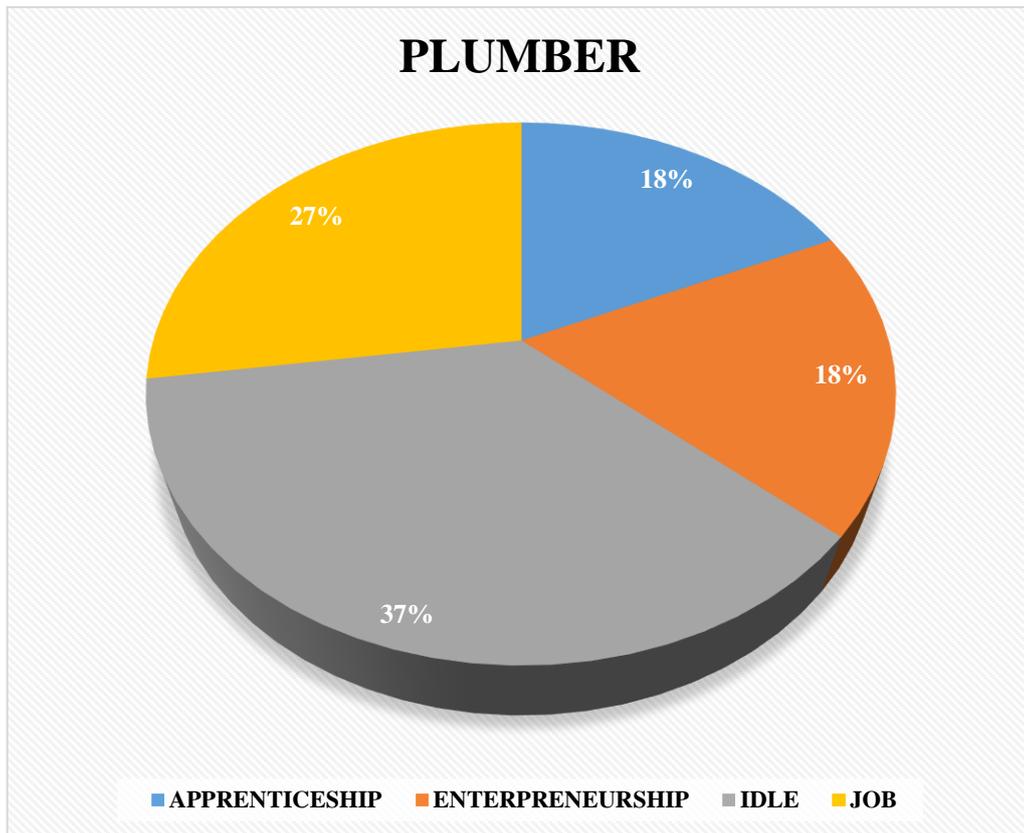


## 9.6.14 PLUMBER

*Table No 9.15: Respondents (PLUMBER) Post Course classification*

|                    |            | PLUMBER |                        | TOTAL | TYPE |
|--------------------|------------|---------|------------------------|-------|------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |                        |       | 11   |
| APPRENTICESHIP     | 0.18       |         |                        | 2     |      |
| ENTERPRENEURSHIP   | 0.18       |         |                        | 2     |      |
| FUTHER STUDIES     | 0.00       |         |                        | 0     |      |
| IDLE               | 0.37       |         |                        | 4     |      |
| JOB                |            |         |                        | 3     |      |
|                    |            | 0.09    | JOB IN RELATED FIELD   |       | 1    |
|                    |            | 0.09    | CONTRACT JOB RELATED   |       | 1    |
|                    |            | 0       | JOB IN UNRELATED FIELD |       | 0    |
|                    |            | 0.09    | CONTRACT JOB UNRELATED |       | 1    |
|                    | 0.27       | 0       | GOVT JOB               |       | 0    |

*Graph No 9.34: Respondents (PLUMBER) Post Course classification*



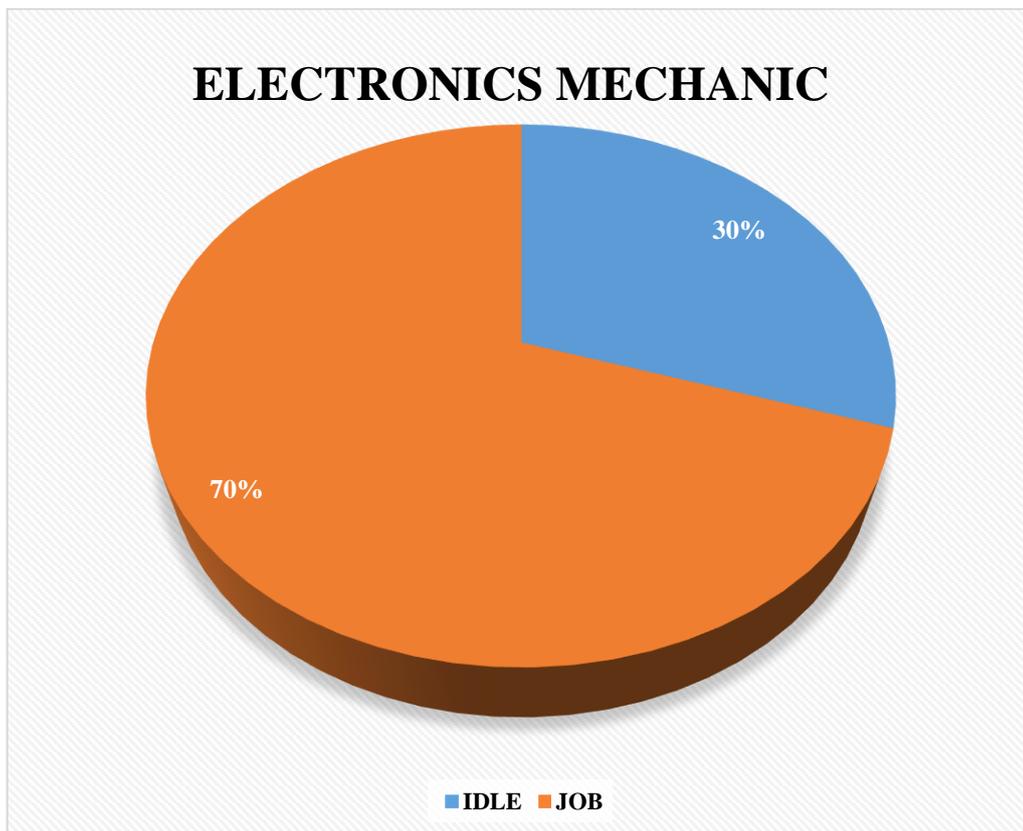


## 9.6.15 ELECTRONICS MECHANIC

**Table No 9.16: Respondents (ELECTRONICS MECHANIC) Post Course classification**

| ELECTRONIC MECHANIC |            |         |                        | TOTAL | TYPE |
|---------------------|------------|---------|------------------------|-------|------|
| TYPE OF ENGAGEMENT  | PERCENTAGE | BREAKUP |                        | 10    |      |
| APPRENTICESHIP      | 0.00       |         |                        | 0     |      |
| ENTERPRENEURSHIP    | 0.00       |         |                        | 0     |      |
| FUTHER STUDIES      | 0.00       |         |                        | 0     |      |
| IDLE                | 0.30       |         |                        | 3     |      |
| JOB                 |            |         |                        | 7     |      |
|                     |            | 0       | JOB IN RELATED FIELD   |       | 0    |
|                     |            | 0       | CONTRACT JOB RELATED   |       | 0    |
|                     |            | 0.2     | JOB IN UNRELATED FIELD |       | 2    |
|                     |            | 0.5     | CONTRACT JOB UNRELATED |       | 5    |
|                     | 0.70       | 0       | GOVT JOB               |       | 0    |

**Graph No 9.35: Respondents (ELECTRONICS MECHANIC) Post Course classification**





## 9.6.16 CARPENTER

*Table No 9.17: Respondents (CARPENTER) Post Course classification*

| CARPENTER          |            |         | TOTAL | TYPE |
|--------------------|------------|---------|-------|------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |       |      |
| APPRENTICESHIP     | 0          |         | 2     |      |
| ENTERPRENEURSHIP   | 0          |         | 0     |      |
| FUTHER STUDIES     | 0          |         | 0     |      |
| IDLE               | 0          |         | 0     |      |
| JOB                |            |         | 2     |      |
|                    |            | 0.5     |       | 1    |
|                    |            | 0.5     |       | 1    |
|                    |            | 0       |       | 0    |
|                    |            | 0       |       | 0    |
|                    | 1          | 0       |       | 0    |

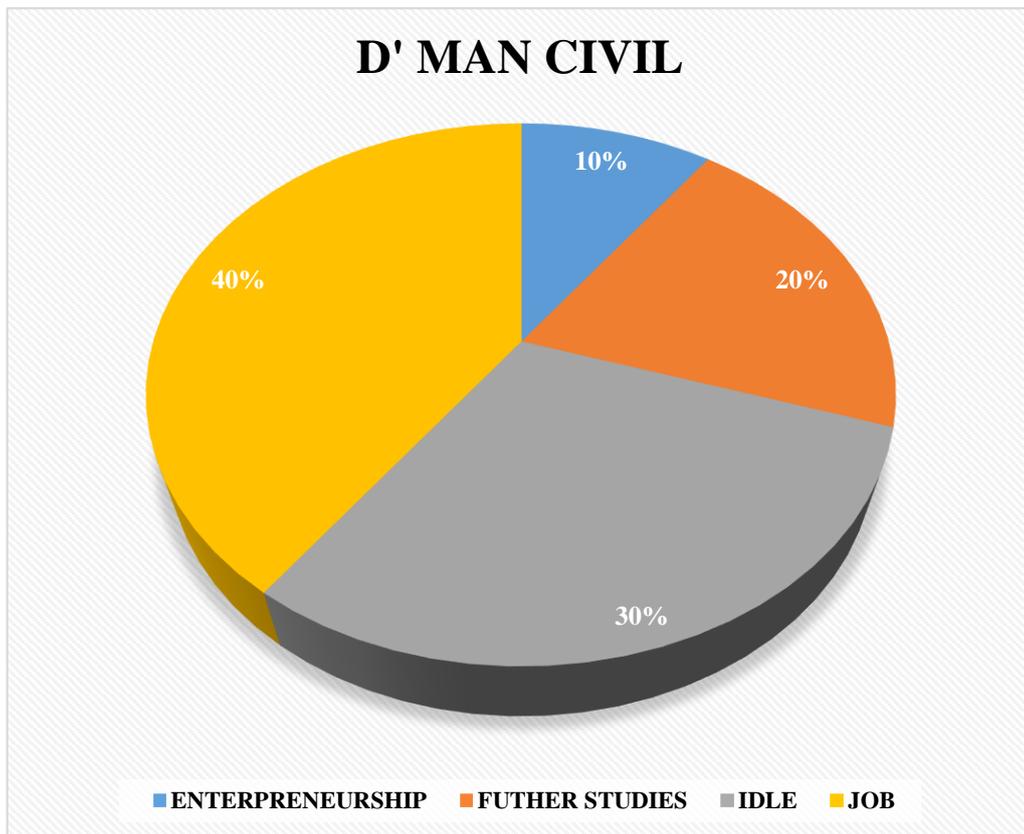


## 9.6.17 DRAUGHTSMAN CIVIL

**Table No 9.18: Respondents (DRAUGHTSMAN CIVIL) Post Course classification**

**Graph No 9.36: Respondents (DRAUGHTSMAN CIVIL) Post Course classification**

| D' MAN CIVIL       |            |         | TOTAL                  | TYPE |
|--------------------|------------|---------|------------------------|------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |                        | 10   |
| APPRENTICESHIP     | 0          |         |                        | 0    |
| ENTERPRENEURSHIP   | 0.1        |         |                        | 1    |
| FUTHER STUDIES     | 0.2        |         |                        | 2    |
| IDLE               | 0.3        |         |                        | 3    |
| JOB                |            |         |                        | 4    |
|                    |            | 0       | JOB IN RELATED FIELD   | 0    |
|                    |            | 0.3     | CONTRACT JOB RELATED   | 3    |
|                    |            | 0       | JOB IN UNRELATED FIELD | 0    |
|                    |            | 0       | CONTRACT JOB UNRELATED | 0    |
|                    | 0.4        | 0.1     | GOVT JOB               | 1    |



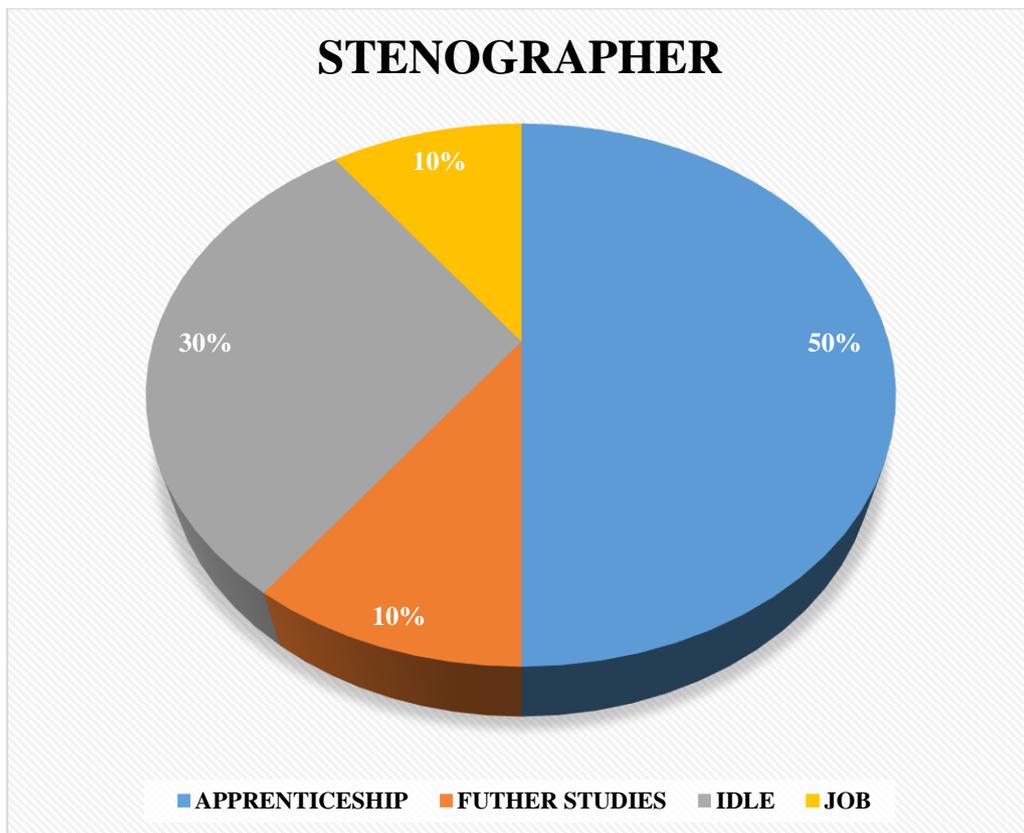


## 9.6.18 STENOGRAPHER

**Table No 9.19: Respondents (STENOGRAPHER) Post Course classification**

| STENOGRAPHER       |            |         |                        | TOTAL | TYPE |
|--------------------|------------|---------|------------------------|-------|------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |                        | 10    |      |
| APPRENTICESHIP     | 0.5        |         |                        | 5     |      |
| ENTERPRENEURSHIP   | 0          |         |                        | 0     |      |
| FUTHER STUDIES     | 0.1        |         |                        | 1     |      |
| IDLE               | 0.3        |         |                        | 3     |      |
| JOB                |            |         |                        | 1     |      |
|                    |            | 0       | JOB IN RELATED FIELD   |       | 0    |
|                    |            | 0       | CONTRACT JOB RELATED   |       | 0    |
|                    |            | 0       | JOB IN UNRELATED FIELD |       | 0    |
|                    |            | 0.1     | CONTRACT JOB UNRELATED |       | 1    |
|                    | 0.1        | 0       | GOVT JOB               |       | 0    |

**Graph No 9.37: Respondents (STENOGRAPHER) Post Course classification**



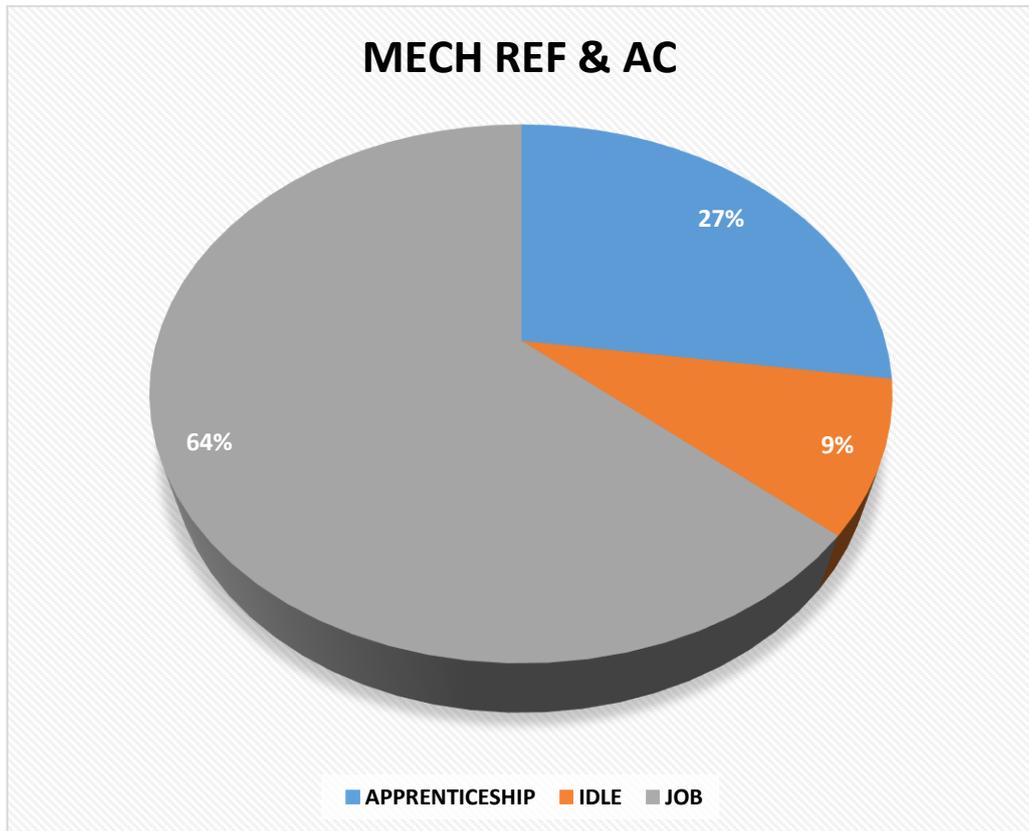


## 9.6.19 MECHANIC (REF AND AC)

**Table No 9.20: Respondents (MECHANIC -REF & AC) Post Course classification**

| MECH REF & AC      |            |         |                        | TOTAL | TYPE |
|--------------------|------------|---------|------------------------|-------|------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |                        | 11    |      |
| APPRENTICESHIP     | 0.27       |         |                        | 3     |      |
| ENTERPRENEURSHIP   | 0.00       |         |                        | 0     |      |
| FUTHER STUDIES     | 0.00       |         |                        | 0     |      |
| IDLE               | 0.09       |         |                        | 1     |      |
| JOB                |            |         |                        | 7     |      |
|                    |            | 0       | JOB IN RELATED FIELD   |       | 0    |
|                    |            | 0.37    | CONTRACT JOB RELATED   |       | 4    |
|                    |            | 0       | JOB IN UNRELATED FIELD |       | 0    |
|                    |            | 0.27    | CONTRACT JOB UNRELATED |       | 3    |
|                    | 0.64       | 0       | GOVT JOB               |       | 0    |

**Graph No 9.38: Respondents (MECHANIC -REF & AC) Post Course classification**



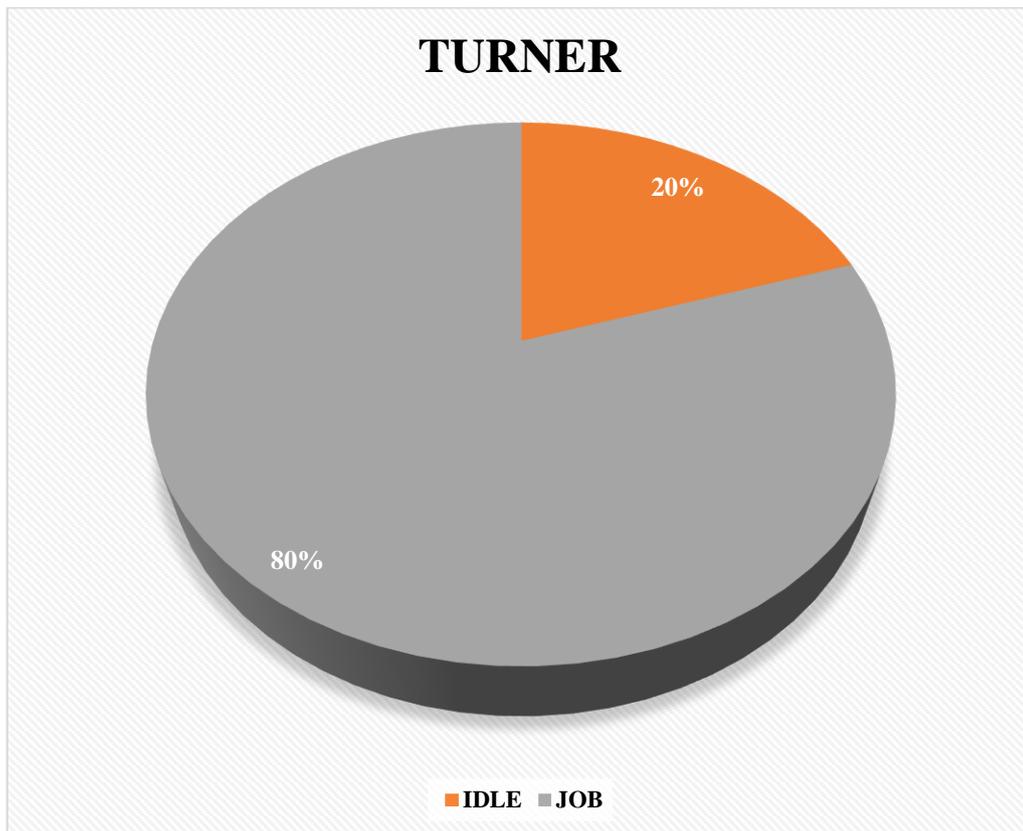


## 9.6.20 TURNER

*Table No 9.21: Respondents (TURNER) Post Course classification*

| TYPE OF ENGAGEMENT | PERCENTAGE | TURNER  |                        | TOTAL | TYPE |
|--------------------|------------|---------|------------------------|-------|------|
|                    |            | BREAKUP |                        |       |      |
|                    |            |         |                        | 10    |      |
| APPRENTICESHIP     | 0          |         |                        | 0     |      |
| ENTERPRENEURSHIP   | 0          |         |                        | 0     |      |
| FUTHER STUDIES     | 0          |         |                        | 0     |      |
| IDLE               | 0.2        |         |                        | 2     |      |
| JOB                |            |         |                        | 8     |      |
|                    |            | 0       | JOB IN RELATED FIELD   |       | 0    |
|                    |            | 0.2     | CONTRACT JOB RELATED   |       | 2    |
|                    |            | 0       | JOB IN UNRELATED FIELD |       | 0    |
|                    |            | 0.6     | CONTRACT JOB UNRELATED |       | 6    |
|                    | 0.8        | 0       | GOVT JOB               |       | 0    |

*Graph No 9.39: Respondents (TURNER) Post Course classification*

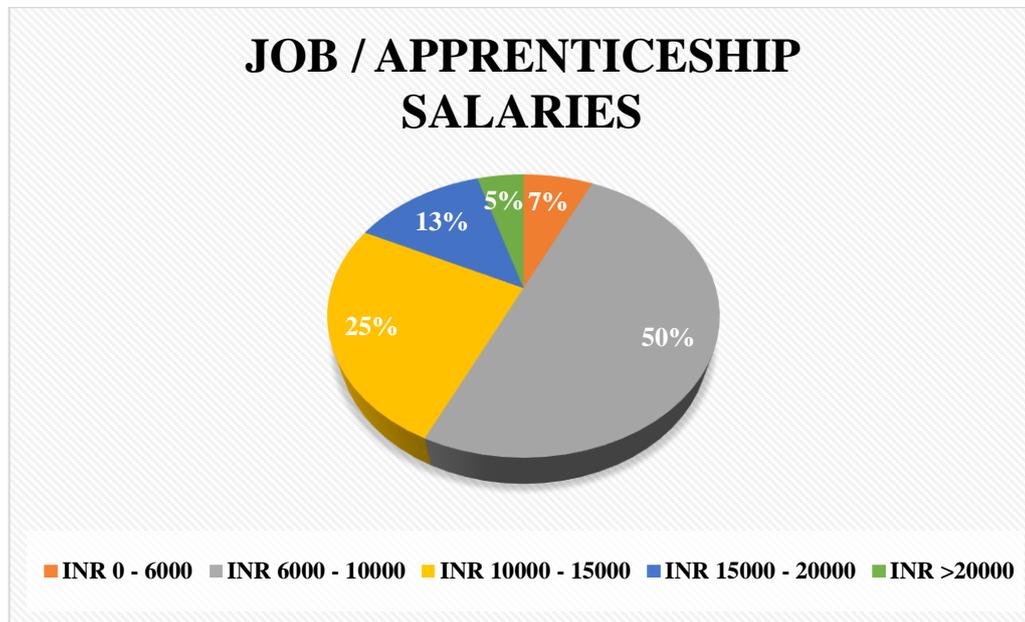




## 9.7 Range of monthly income post course completion

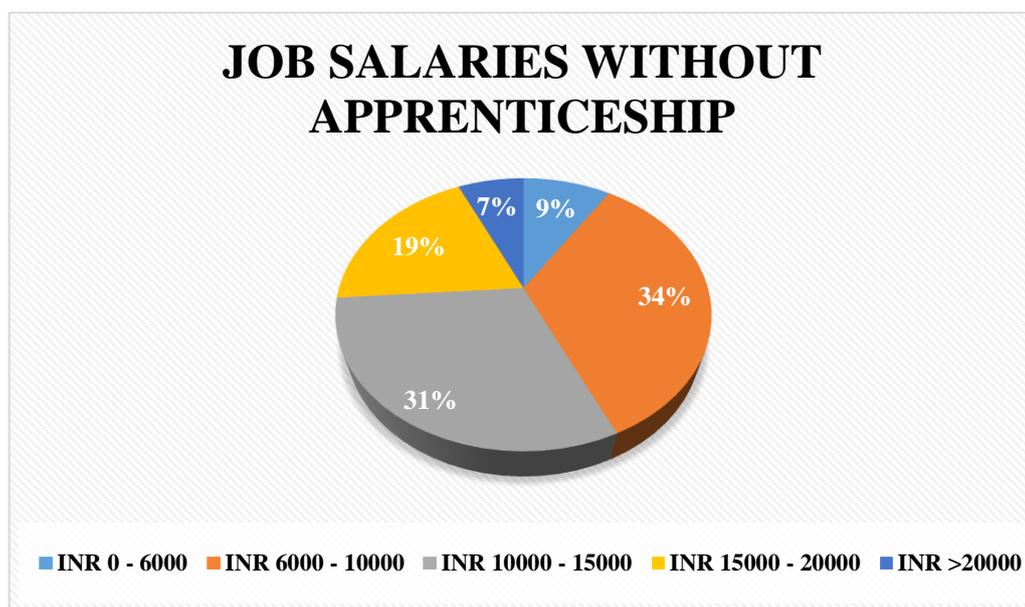
Monthly income which ITI Graduates have received in Apprenticeship is up to INR 12,000 which is indicated by 81% respondents. Highest Salary for Apprenticeship was paid by Cadila Health care at Kundaim Industrial area and Danlaw Technologies at Verna Industrial area.

*Graph No 9.40: Job / Apprenticeship salaries*



Monthly income which ITI Graduates have received in jobs is up to INR 15,000 which is indicated by 50% respondents.

*Graph No 9.41: Job salaries without Apprenticeship*





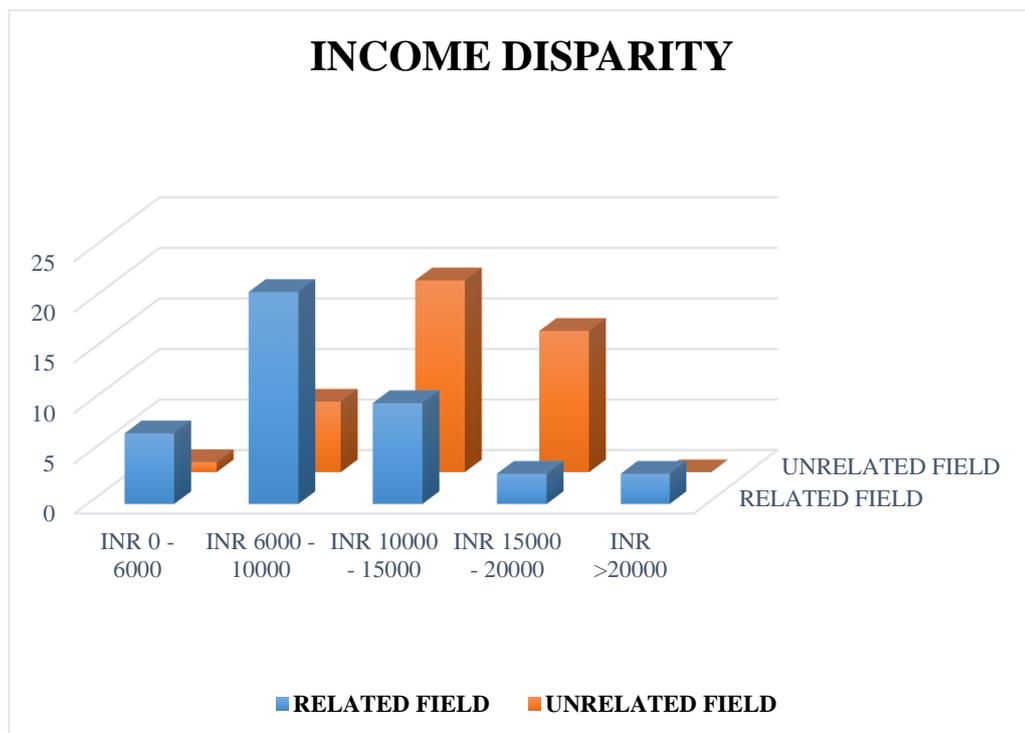
**Table No 9.22: Income range - post course completion**

| INCOME RANGE      | APPRENTICESHIP | JOBS |
|-------------------|----------------|------|
| INR 0 - 6000      | 1              | 8    |
| INR 6000 - 10000  | 35             | 30   |
| INR 10000 - 15000 | 6              | 27   |
| INR 15000 - 20000 |                | 17   |
| INR >20000        |                | 6    |

**9.7.1 Range of monthly income based on trade post course completion excluding apprenticeship in related area of skill**

The range of monthly income does not provide considerable variation when looked based different trade disciplines as the jobs are in unrelated trades. For most of the trade domains the skew is mainly towards in the range of 8500 – 18000. However, it is pertinent to note that the respondents preferred jobs in unrelated areas as the compensation was much higher.

**Graph No 9.42: Income disparity - related / unrelated trade area jobs**

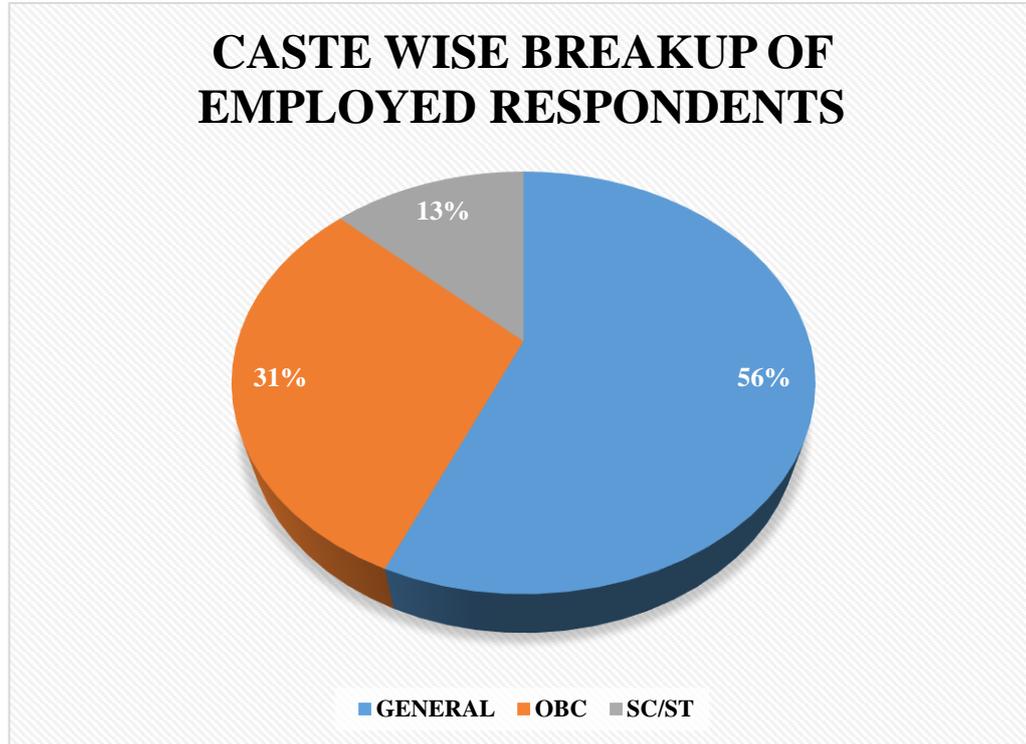




## 9.8 Caste wise employment status of employed Respondents

Caste wise breakup for total employed respondents is as given below:

*Graph No 9.43: Caste wise breakup of employed respondents*



## 9.9 Income disparity due to caste

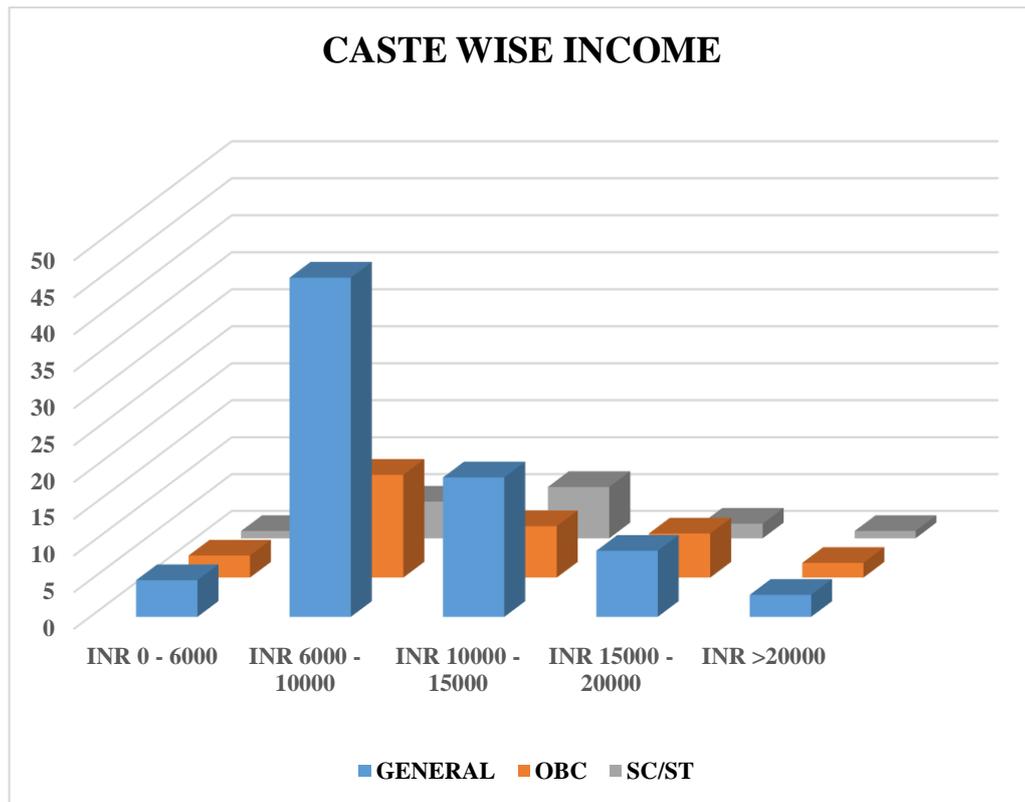
For Apprenticeship as well as job there is no discrimination or difference in income based on caste as per the graph below.

*Table No 9.23: Income range - Caste wise*

| INCOME RANGE      | GENERAL | OBC | SC/ST |
|-------------------|---------|-----|-------|
| INR 0 - 6000      | 5       | 3   | 1     |
| INR 6000 - 10000  | 46      | 14  | 5     |
| INR 10000 - 15000 | 19      | 7   | 7     |
| INR 15000 - 20000 | 9       | 6   | 2     |
| INR >20000        | 3       | 2   | 1     |



Graph No 9.44: Income - Caste wise



## 9.10 Diagnosis - reason for unemployment

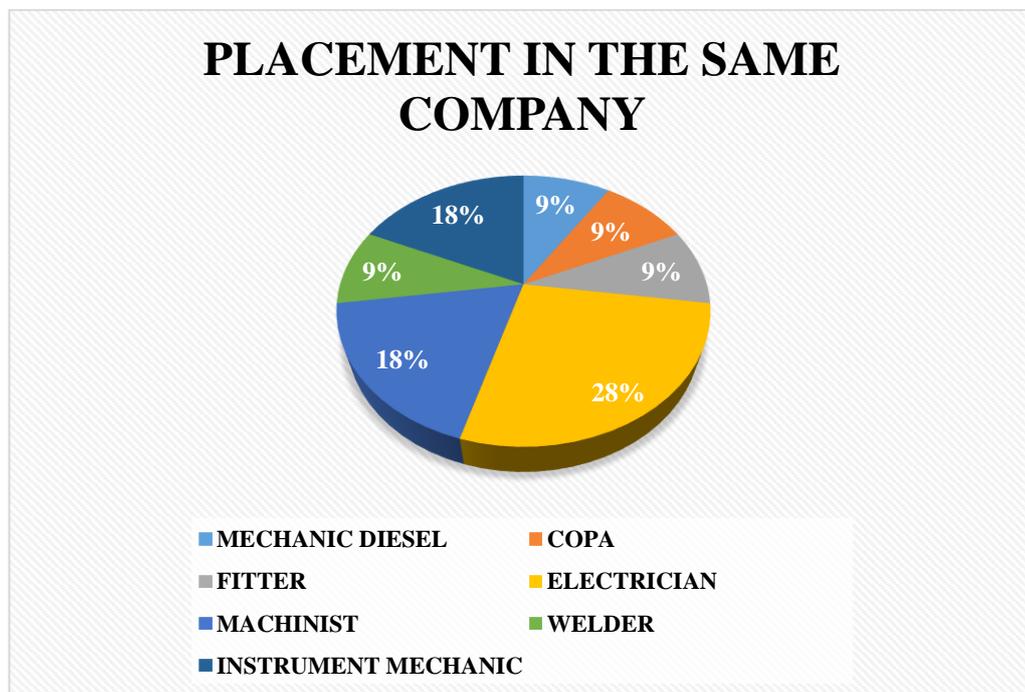
The salaries offered by companies for jobs in the related areas are too meagre. The cost of travel too is not met in the stipend/ salary that is offered. Key reason indicated pertains to non-availability of employment opportunities within the area wherein these trainees stay. The meagre compensation does not motivate them to travel for distant jobs. The high pay jobs offered by MNC's for unskilled jobs are preferred however they do not motivate as they are on contract in unrelated fields and the break in service is sometimes up to six months.



## 10. EMPLOYMENT SCENARIO IMMEDIATELY AFTER APPRENTICESHIP

Just about 21.5% of the trainees got into apprenticeship after the course out of these 21.5% trainees 68% were directly recruited from the campus. After the apprenticeship about 25.6% (11/43) of the trainees got recruited in the same company after apprenticeship either on contract or as a permanent employee. This is a healthy indicator and can help trainees get jobs as well as confidence in their skills.

*Graph No. 10.1 Post apprenticeship - Placement - trade wise*



However, it observed that a few companies who offer apprenticeship use (misuse) the trainees as employees for regular jobs and not train them in their area of skills. Appropriate information from the companies could be obtained before placing the trainees as apprentice.

After apprenticeship 14 trainees are still idle and looking for jobs. They are from different trades but mainly from trades of COPA, wireman, fitter and mechanic diesel.

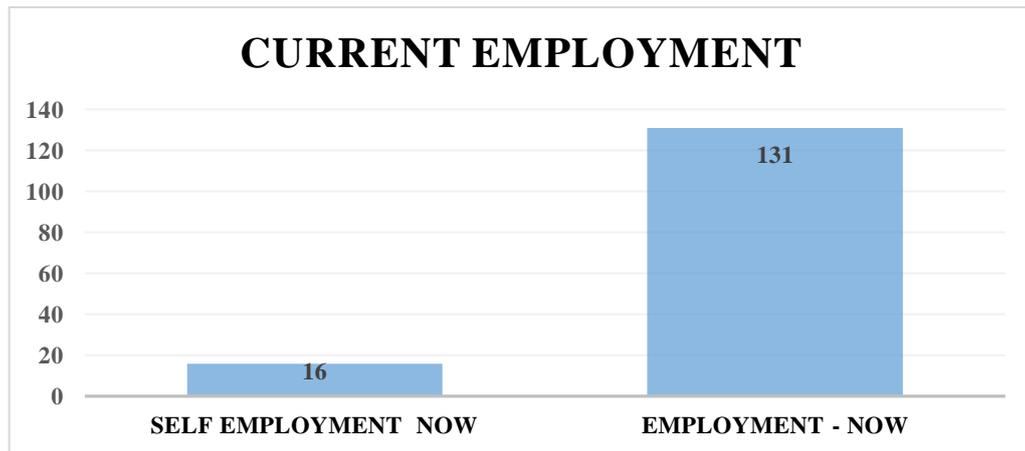


# 11. DETAILED FINDINGS CURRENT EMPLOYMENT STATUS

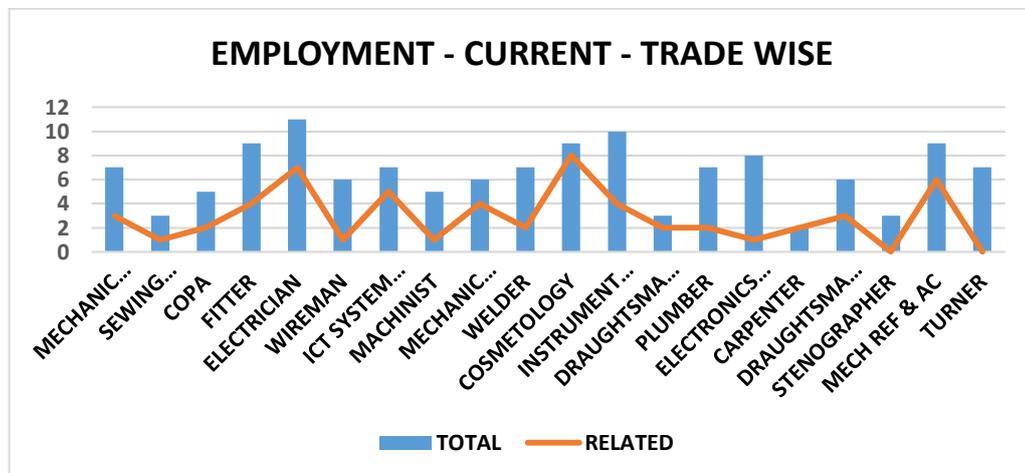
## 11.1 Summary of survey

This part of the finding's details employability of the ITI trainees in the current time i.e. in the year 2022 and further course of questions related to that. Here we are trying to find the ratio of employability against non-employability in the current time.

Graph No. 11.1: Employment - Current



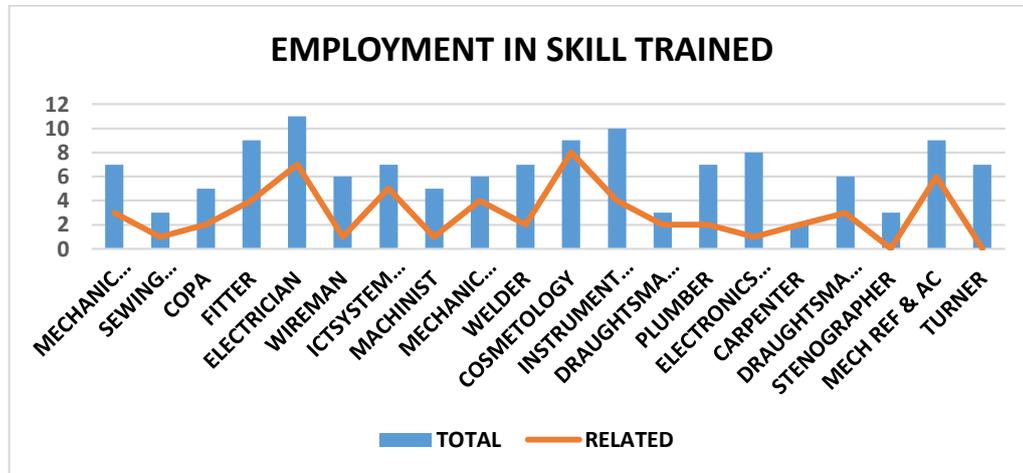
Graph No. 11.2: Employment - Current - Trade wise





Currently, 65.5% of the respondents are engaged and employed into employment and 25% are still unemployed other 9.5% are either studying further or are self-employed. However, the employment in their trade (skill) is just about 44.27%.

**Graph No. 11.3: Employment - Current - In Skilled area**



It is important to know the areas of employability within the target respondents have got engaged currently after completion of course from ITI. Employment in unrelated trades (Jobs as packer, assembling, office multitasking jobs etc.) is as high as 33.85% and that too is on contract basis.

Employment in related area of trade are either on contractual (46.92%) or permanent /government job is (19.23 %).

It’s heartening to note that in the trade of sewing technology where in all the respondents were females the entrepreneurship was as high as 50 % and employment 80%. In Cosmetology too the employment is 90% (One trainee has not taken up job due to some family issues).

Further, around 3 % graduates have made decision to go into advanced or further studies and are waiting for their results.

About 25.5% (11/43) are continuing in their first job after apprenticeship in the same company.



And around 8 % respondents currently are into self-employment currently. However not all are in their area of skills.

Income range for the current employment is as given below in the chart.

*Table No. 11.1: Income range – Current*

| <b>INCOME RANGE</b> | <b>JOBS</b> |
|---------------------|-------------|
| INR 0 - 6000        | 2           |
| INR 6000 - 10000    | 32          |
| INR 10000 - 15000   | 53          |
| INR 15000 - 20000   | 32          |
| INR >20000          | 12          |



## 11.2 Trade wise current employment status of respondents

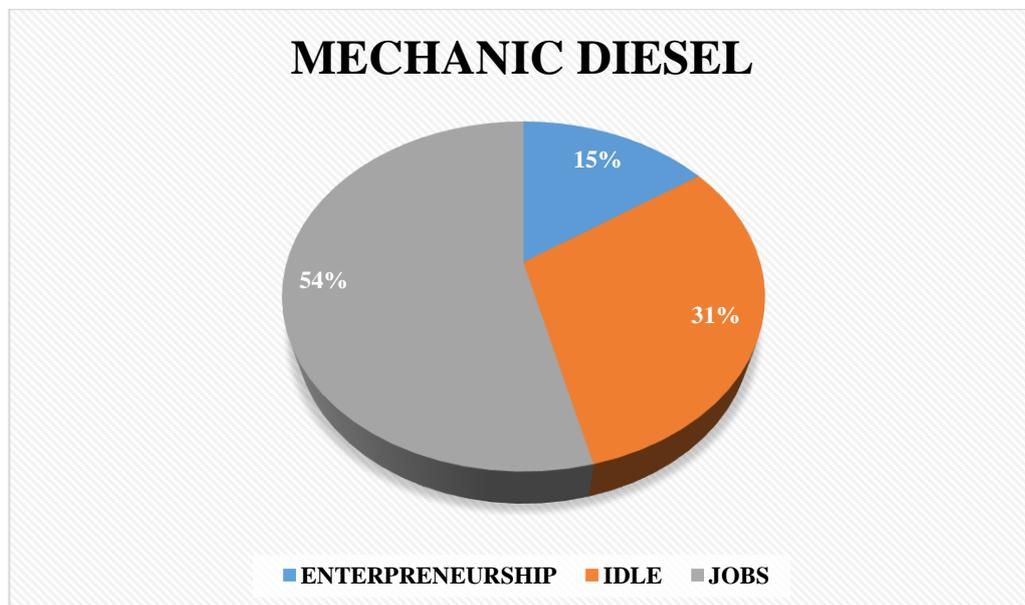
Looking the current employability within each trade the following conclusions can be made within these trades:

### 11.2.1 MECHANIC DIESEL

**Table No. 11.2: Respondents (MECHANIC DIESEL) Current Classification**

| MECHANIC DIESEL    |            |         |                        | TOTAL | TYPE |
|--------------------|------------|---------|------------------------|-------|------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |                        |       |      |
| ENTERPRENEURSHIP   | 0.15       |         |                        | 2     |      |
| FUTHER STUDIES     | 0.00       |         |                        | 0     |      |
| IDLE               | 0.31       |         |                        | 4     |      |
| JOBS               |            |         |                        | 7     |      |
|                    |            | 0.077   | JOB IN RELATED FIELD   |       | 1    |
|                    |            | 0.077   | CONTRACT JOB RELATED   |       | 1    |
|                    |            | 0       | JOB IN UNRELATED FIELD |       | 0    |
|                    |            | 0.31    | CONTRACT JOB UNRELATED |       | 4    |
|                    | 0.54       | 0.077   | GOVT JOB               |       | 1    |

**Graph No. 11.4: Respondents (MECHANIC DIESEL) Current Classification**



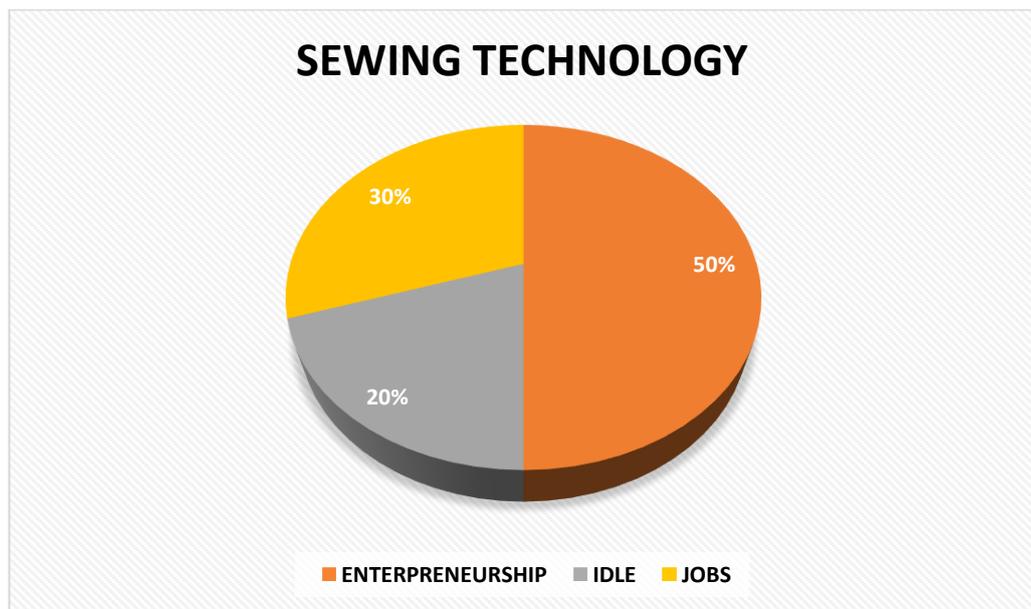


## 11.2.2 SEWING TECHNOLOGY

**Table No. 11.3: Respondents (SEWING TECHNOLOGY) Current Classification**

| SEWING TECHNOLOGY  |            |         |                        | TOTAL | TYPE |
|--------------------|------------|---------|------------------------|-------|------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |                        | 10    |      |
| ENTERPRENEURSHIP   | 0.50       |         |                        | 5     |      |
| FUTHER STUDIES     | 0.00       |         |                        | 0     |      |
| IDLE               | 0.20       |         |                        | 2     |      |
| JOBS               |            |         |                        | 3     |      |
|                    |            | 0       | JOB IN RELATED FIELD   |       | 0    |
|                    |            | 0.1     | CONTRACT JOB RELATED   |       | 1    |
|                    |            | 0       | JOB IN UNRELATED FIELD |       | 0    |
|                    |            | 0.2     | CONTRACT JOB UNRELATED |       | 2    |
|                    | 0.30       | 0       | GOVT JOB               |       | 0    |

**Graph No. 11.5 Respondents (SEWING TECHNOLOGY) Current Classification**



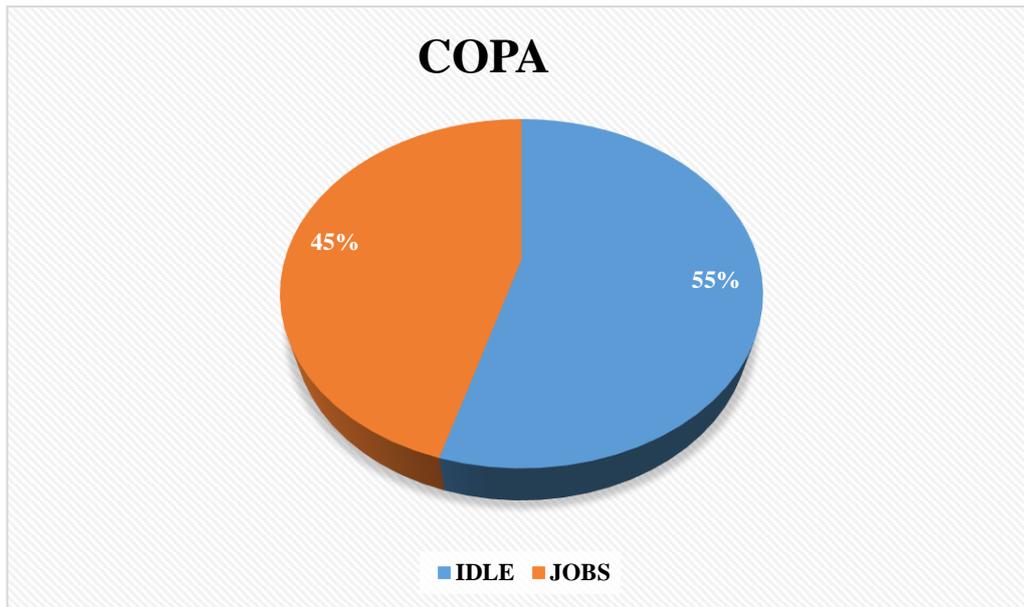


### 11.2.3 COPA

**Table No. 11.4: Respondents (COPA) Current Classification**

|                    |            | COPA    |                        | TOTAL | TYPE |
|--------------------|------------|---------|------------------------|-------|------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |                        |       |      |
| ENTERPRENEURSHIP   | 0.00       |         |                        | 11    |      |
| FUTHER STUDIES     | 0.00       |         |                        | 0     |      |
| IDLE               | 0.55       |         |                        | 0     |      |
| JOBS               |            |         |                        | 6     |      |
|                    |            |         |                        | 5     |      |
|                    |            | 0       | JOB IN RELATED FIELD   |       | 0    |
|                    |            | 0.18    | CONTRACT JOB RELATED   |       | 2    |
|                    |            | 0       | JOB IN UNRELATED FIELD |       | 0    |
|                    |            | 0.27    | CONTRACT JOB UNRELATED |       | 3    |
|                    | 0.45       | 0       | GOV'T JOB              |       | 0    |

**Graph No. 11.6: Respondents (COPA) Current Classification**



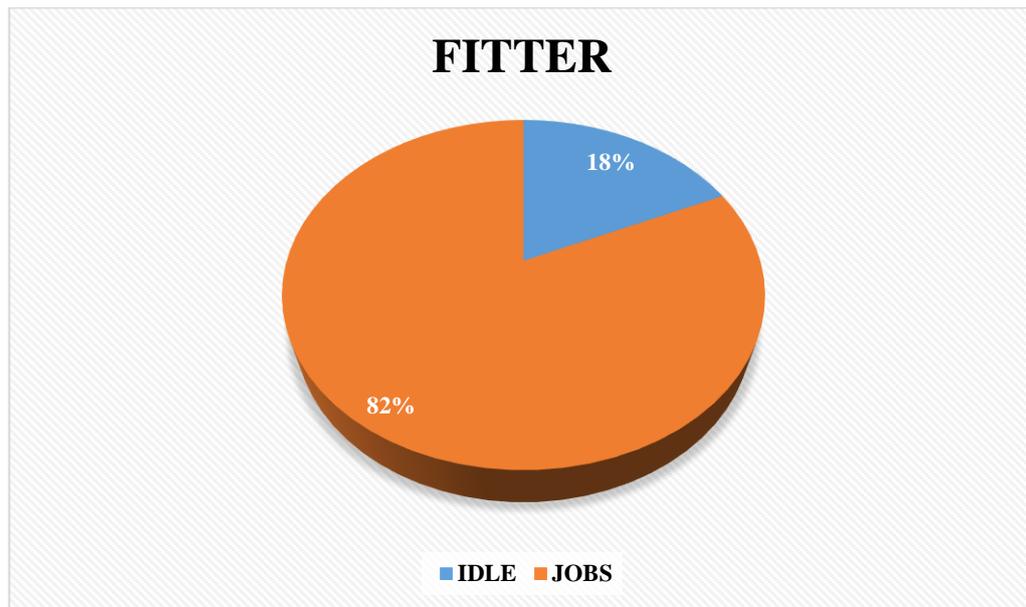


## 11.2.4 FITTER

**Table No. 11.5: Respondents (FITTER) Current Classification**

| FITTER             |            |         | TOTAL | TYPE                   |
|--------------------|------------|---------|-------|------------------------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |       |                        |
| ENTERPRENEURSHIP   | 0.00       |         | 0     |                        |
| FUTHER STUDIES     | 0.00       |         | 0     |                        |
| IDLE               | 0.18       |         | 2     |                        |
| JOBS               |            |         | 9     |                        |
|                    |            | 0.18    |       | JOB IN RELATED FIELD   |
|                    |            | 0.18    |       | CONTRACT JOB RELATED   |
|                    |            | 0       |       | JOB IN UNRELATED FIELD |
|                    |            | 0.46    |       | CONTRACT JOB UNRELATED |
|                    | 0.82       | 0       |       | GOVT JOB               |

**Graph No. 11.7: Respondents (FITTER) Current Classification**



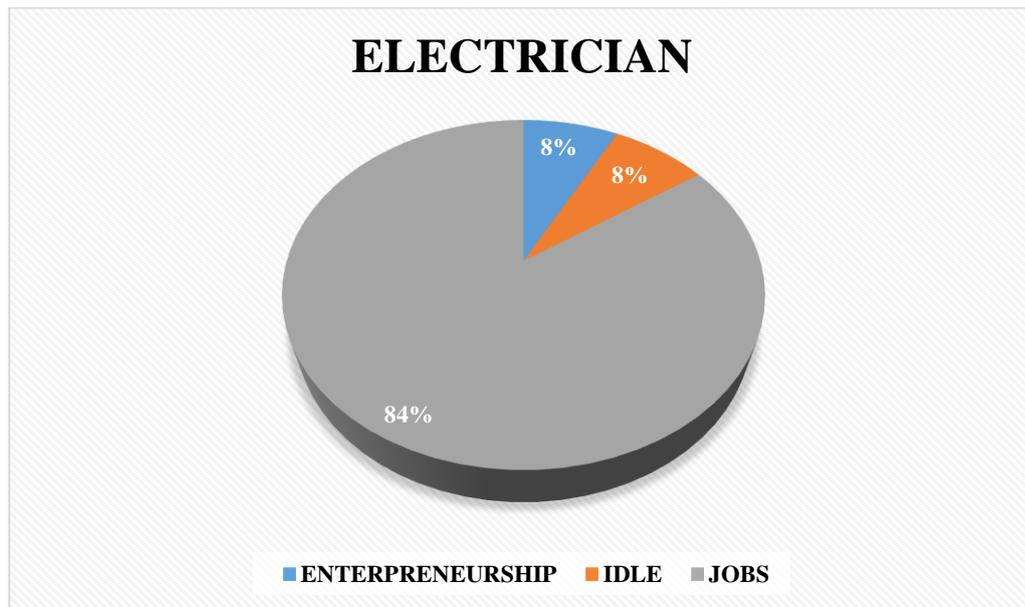


## 11.2.5 ELECTRICIAN

**Table No. 11.6: Respondents (ELECTRICIAN) Current Classification**

| ELECTRICIAN        |            |         | TOTAL                  | TYPE |
|--------------------|------------|---------|------------------------|------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |                        | 13   |
| ENTERPRENEURSHIP   | 0.08       |         |                        | 1    |
| FUTHER STUDIES     | 0.00       |         |                        | 0    |
| IDLE               | 0.08       |         |                        | 1    |
| JOBS               |            |         |                        | 11   |
|                    |            | 0.23    | JOB IN RELATED FIELD   | 3    |
|                    |            | 0.15    | CONTRACT JOB RELATED   | 2    |
|                    |            | 0       | JOB IN UNRELATED FIELD | 0    |
|                    |            | 0.31    | CONTRACT JOB UNRELATED | 4    |
|                    | 0.84       | 0.15    | GOVT JOB               | 2    |

**Graph No. 11.8: Respondents (ELECTRICIAN) Current Classification**



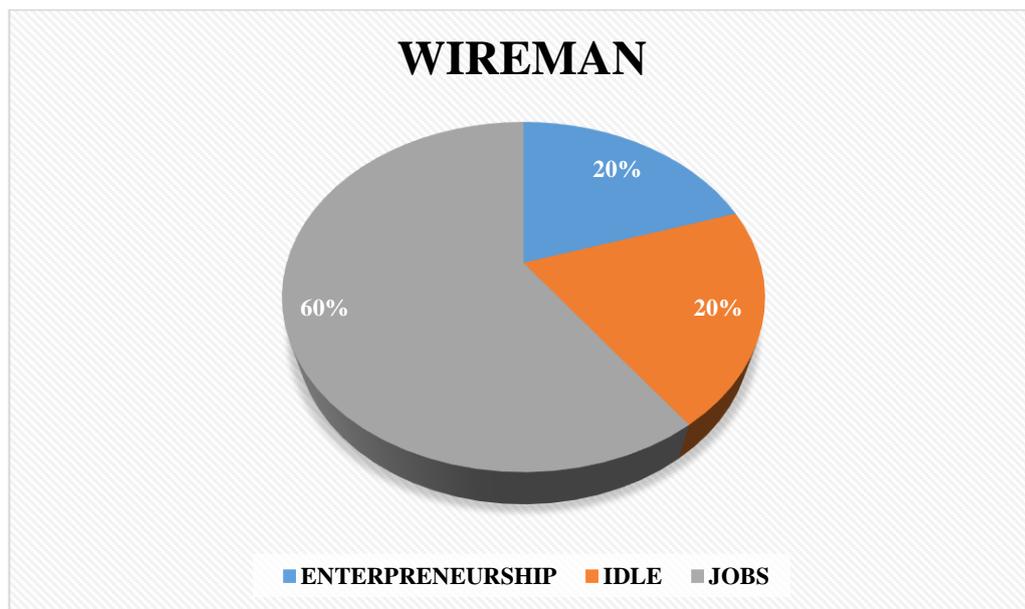


## 11.2.6 WIREMAN

**Table No. 11.7: Respondents (WIREMAN) Current Classification**

|                    |            | WIREMAN |                        | TOTAL | TYPE |
|--------------------|------------|---------|------------------------|-------|------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |                        |       |      |
| ENTERPRENEURSHIP   | 0.20       |         |                        | 2     |      |
| FUTHER STUDIES     | 0.00       |         |                        | 0     |      |
| IDLE               | 0.20       |         |                        | 2     |      |
| JOBS               |            |         |                        | 6     |      |
|                    |            | 0.1     | JOB IN RELATED FIELD   |       | 1    |
|                    |            | 0       | CONTRACT JOB RELATED   |       | 0    |
|                    |            | 0       | JOB IN UNRELATED FIELD |       | 0    |
|                    |            | 0.5     | CONTRACT JOB UNRELATED |       | 5    |
|                    | 0.60       | 0       | GOV'T JOB              |       | 0    |

**Graph No. 11.9: Respondents (WIREMAN) Current Classification**



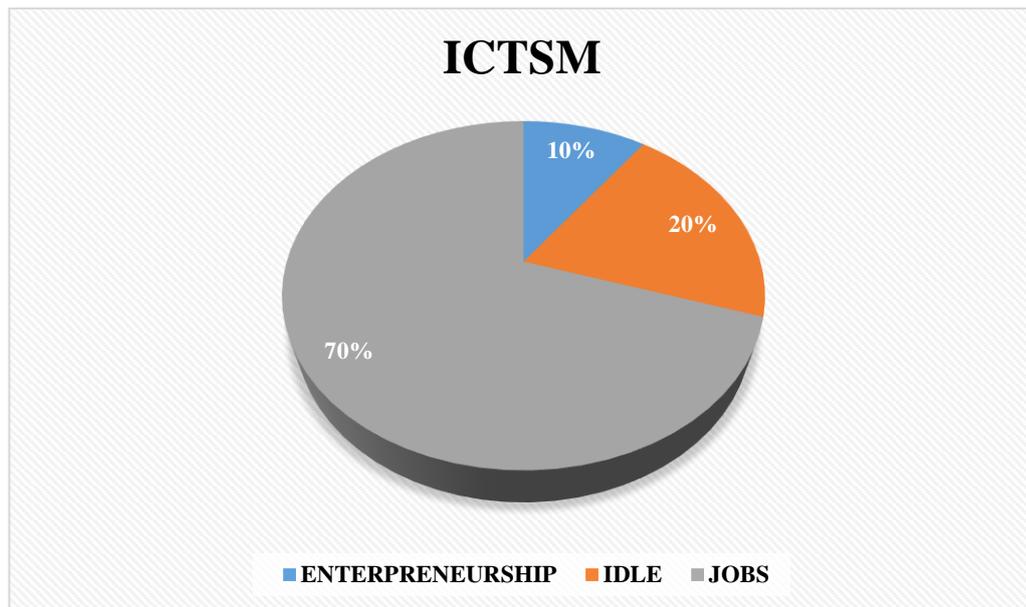


## 11.2.7 ICTSM

**Table No. 11.8: Respondents (ICTSM) Current Classification**

| ICTSM              |            |         | TOTAL | TYPE                   |
|--------------------|------------|---------|-------|------------------------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |       |                        |
|                    |            |         | 10    |                        |
| ENTERPRENEURSHIP   | 0.10       |         | 1     |                        |
| FUTHER STUDIES     | 0.00       |         | 0     |                        |
| IDLE               | 0.20       |         | 2     |                        |
| JOBS               |            |         | 7     |                        |
|                    |            | 0.1     |       | JOB IN RELATED FIELD   |
|                    |            | 0.3     |       | CONTRACT JOB RELATED   |
|                    |            | 0.1     |       | JOB IN UNRELATED FIELD |
|                    |            | 0.1     |       | CONTRACT JOB UNRELATED |
|                    | 0.70       | 0.1     |       | GOV'T JOB              |

**Graph No. 11.10: Respondents (ICTSM) Current Classification**



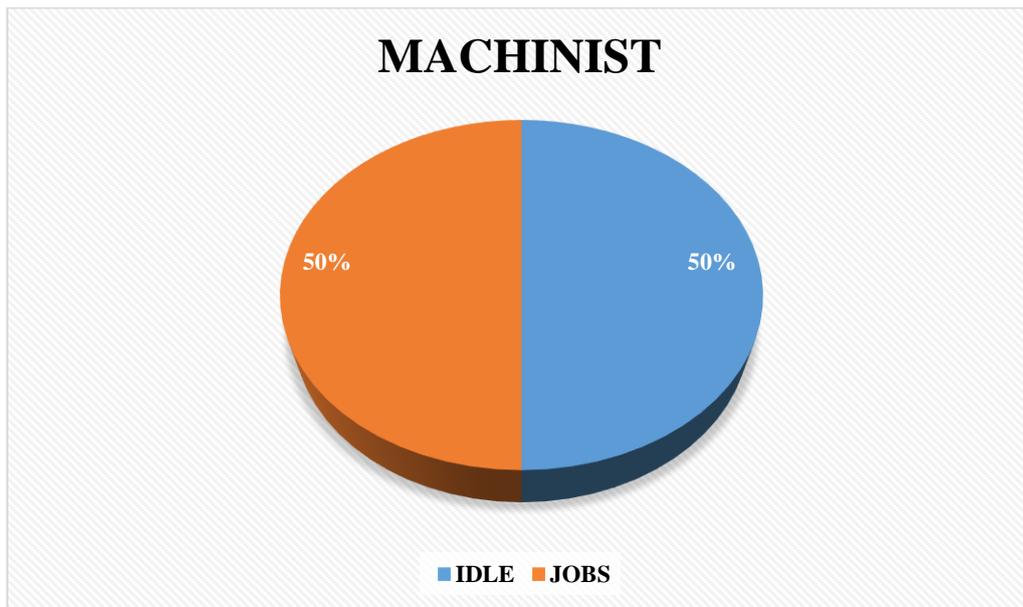


## 11.2.8 MACHINIST

**Table No. 11.9: Respondents (MACHINIST) Current Classification**

| TYPE OF ENGAGEMENT | PERCENTAGE | MACHINIST |                        | TOTAL | TYPE |
|--------------------|------------|-----------|------------------------|-------|------|
|                    |            | BREAKUP   |                        |       |      |
| ENTERPRENEURSHIP   | 0.00       |           |                        | 0     |      |
| FUTHER STUDIES     | 0.00       |           |                        | 0     |      |
| IDLE               | 0.50       |           |                        | 5     |      |
| JOBS               |            |           |                        | 5     |      |
|                    |            | 0         | JOB IN RELATED FIELD   |       | 0    |
|                    |            | 0.1       | CONTRACT JOB RELATED   |       | 1    |
|                    |            | 0         | JOB IN UNRELATED FIELD |       | 0    |
|                    |            | 0.4       | CONTRACT JOB UNRELATED |       | 4    |
|                    | 0.50       | 0         | GOVT JOB               |       | 0    |

**Graph No. 11.11: Respondents (MACHINIST) Current Classification**



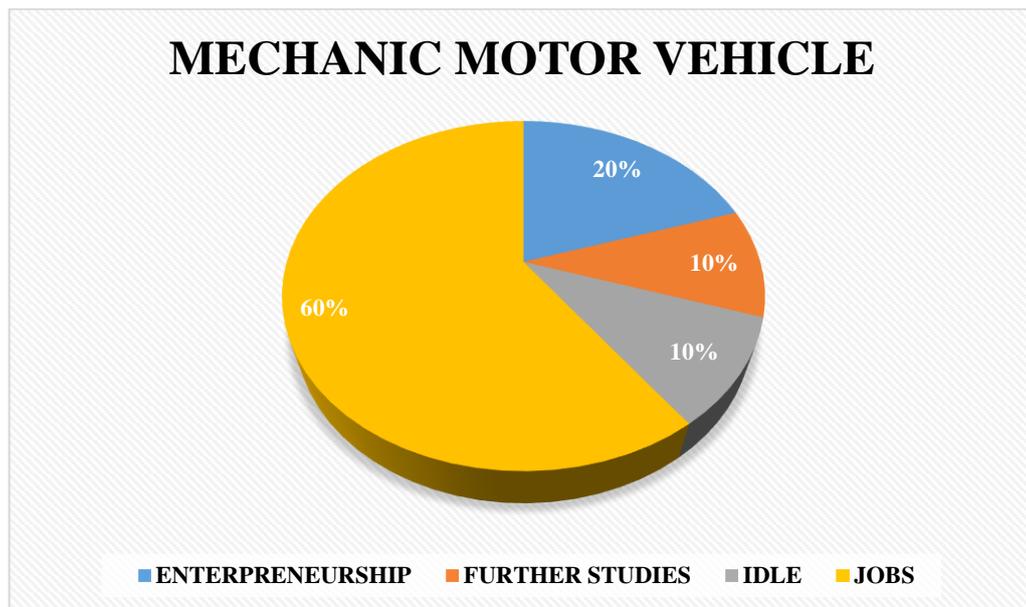


## 11.2.9 MECHANIC MOTOR VEHICLE

**Table No. 11.10: Respondents (MECHANIC MOTOR VEHICLE) Current Classification**

| MECHANIC MOTOR VEHICLE |            |         |                        | TOTAL | TYPE |
|------------------------|------------|---------|------------------------|-------|------|
| TYPE OF ENGAGEMENT     | PERCENTAGE | BREAKUP |                        | 10    |      |
| ENTERPRENEURSHIP       | 0.20       |         |                        | 2     |      |
| FUTHER STUDIES         | 0.10       |         |                        | 1     |      |
| IDLE                   | 0.10       |         |                        | 1     |      |
| JOBS                   |            |         |                        | 6     |      |
|                        |            | 0.2     | JOB IN RELATED FIELD   |       | 2    |
|                        |            | 0.2     | CONTRACT JOB RELATED   |       | 2    |
|                        |            | 0.2     | JOB IN UNRELATED FIELD |       | 2    |
|                        |            | 0       | CONTRACT JOB UNRELATED |       | 0    |
|                        | 0.60       | 0       | GOVT JOB               |       | 0    |

**Graph No. 11.12: Respondents (MECHANIC MOTOR VEHICLE) Current Classification**



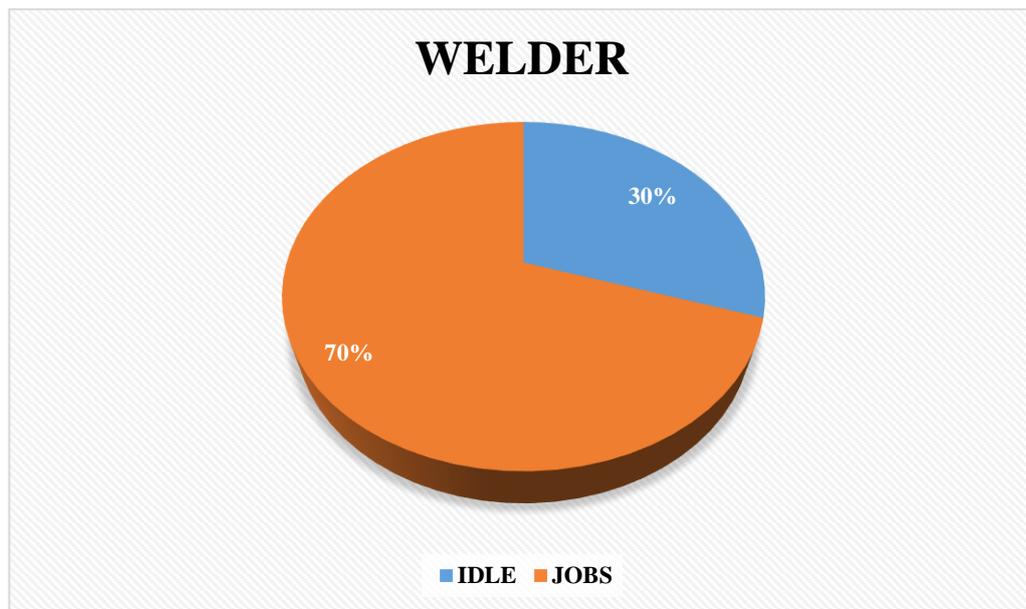


## 11.2.10 WELDER

*Table No. 11.11: Respondents (WELDER) Current Classification*

| TYPE OF ENGAGEMENT | PERCENTAGE | WELDER  |                        | TOTAL | TYPE |
|--------------------|------------|---------|------------------------|-------|------|
|                    |            | BREAKUP |                        |       |      |
| ENTERPRENEURSHIP   | 0.00       |         |                        | 10    |      |
| FUTHER STUDIES     | 0.00       |         |                        | 0     |      |
| IDLE               | 0.30       |         |                        | 3     |      |
| JOBS               |            |         |                        | 7     |      |
|                    |            | 0.1     | JOB IN RELATED FIELD   |       | 1    |
|                    |            | 0.1     | CONTRACT JOB RELATED   |       | 1    |
|                    |            | 0       | JOB IN UNRELATED FIELD |       | 0    |
|                    |            | 0.5     | CONTRACT JOB UNRELATED |       | 5    |
|                    | 0.70       | 0       | GOVT JOB               |       | 0    |

*Graph No. 11.13: Respondents (WELDER) Current Classification*



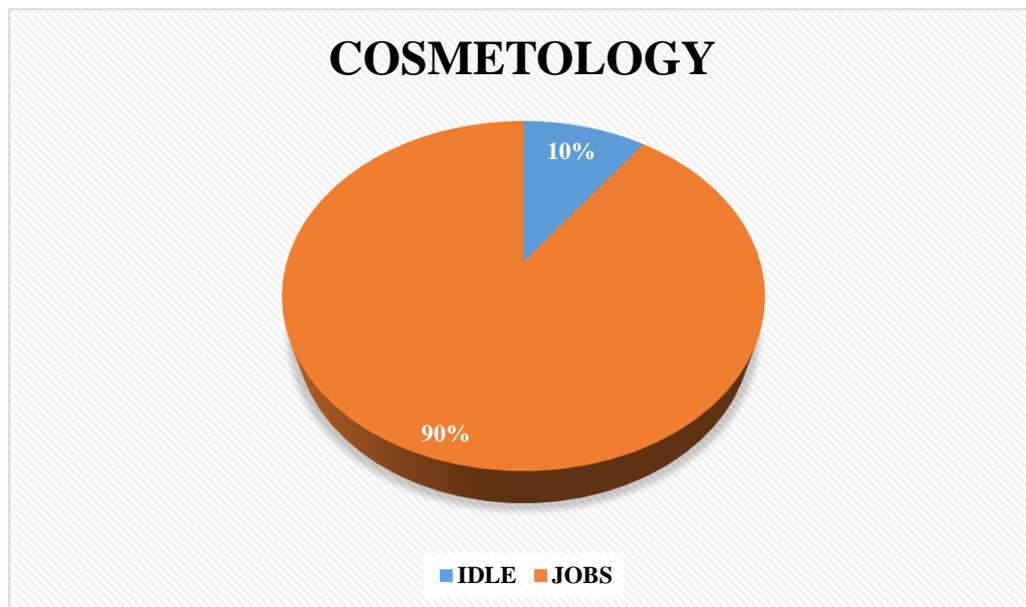


## 11.2.11 COSMETOLOGY

*Table No. 11.12: Respondents (COSMETOLOGY) Current Classification*

| COSMETOLOGY        |            |         | TOTAL | TYPE                   |
|--------------------|------------|---------|-------|------------------------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |       |                        |
| ENTERPRENEURSHIP   | 0.00       |         | 10    |                        |
| FUTHER STUDIES     | 0.00       |         | 0     |                        |
| IDLE               | 0.10       |         | 1     |                        |
| JOBS               |            |         | 9     |                        |
|                    |            | 0.1     |       | JOB IN RELATED FIELD   |
|                    |            | 0.6     |       | CONTRACT JOB RELATED   |
|                    |            | 0       |       | JOB IN UNRELATED FIELD |
|                    |            | 0.1     |       | CONTRACT JOB UNRELATED |
|                    | 0.90       | 0.1     |       | GOVT JOB               |

*Graph No. 11.14: Respondents (COSMETOLOGY) Current Classification*



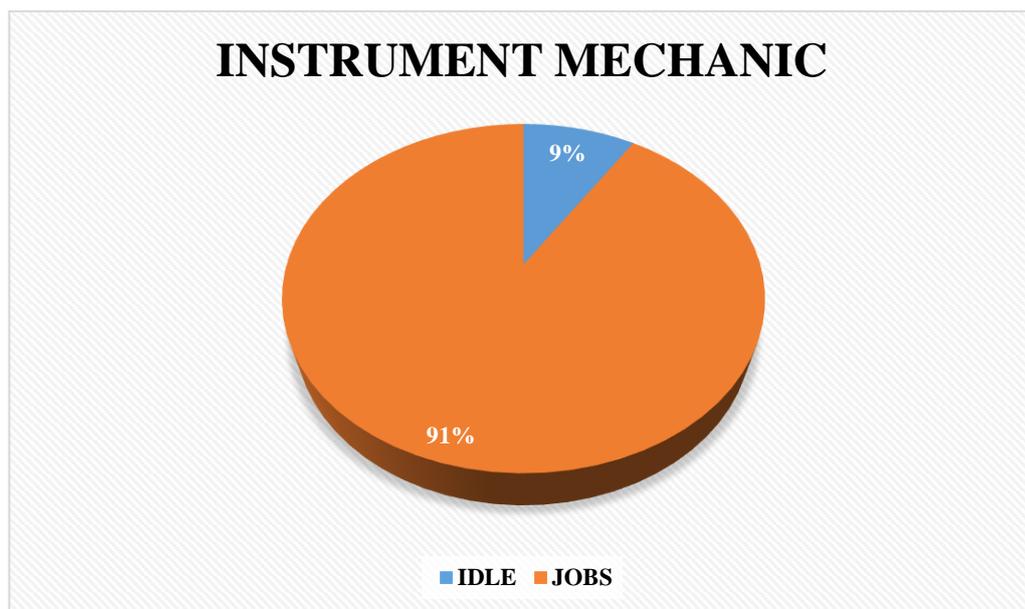


## 11.2.12 INSTRUMENT MECHANIC

**Table No. 11.13: Respondents (INSTRUMENT MECHANIC) Current Classification**

| INSTRUMENT MECHANIC |            |         |                        | TOTAL | TYPE |
|---------------------|------------|---------|------------------------|-------|------|
| TYPE OF ENGAGEMENT  | PERCENTAGE | BREAKUP |                        | 11    |      |
| ENTERPRENEURSHIP    | 0.00       |         |                        | 0     |      |
| FUTHER STUDIES      | 0.00       |         |                        | 0     |      |
| IDLE                | 0.09       |         |                        | 1     |      |
| JOBS                |            |         |                        | 10    |      |
|                     |            | 0.09    | JOB IN RELATED FIELD   |       | 1    |
|                     |            | 0.27    | CONTRACT JOB RELATED   |       | 3    |
|                     |            | 0.09    | JOB IN UNRELATED FIELD |       | 1    |
|                     |            | 0.46    | CONTRACT JOB UNRELATED |       | 5    |
|                     | 0.91       | 0       | GOVT JOB               |       | 0    |

**Graph No. 11.15: Respondents (INSTRUMENT MECHANIC) Current Classification**



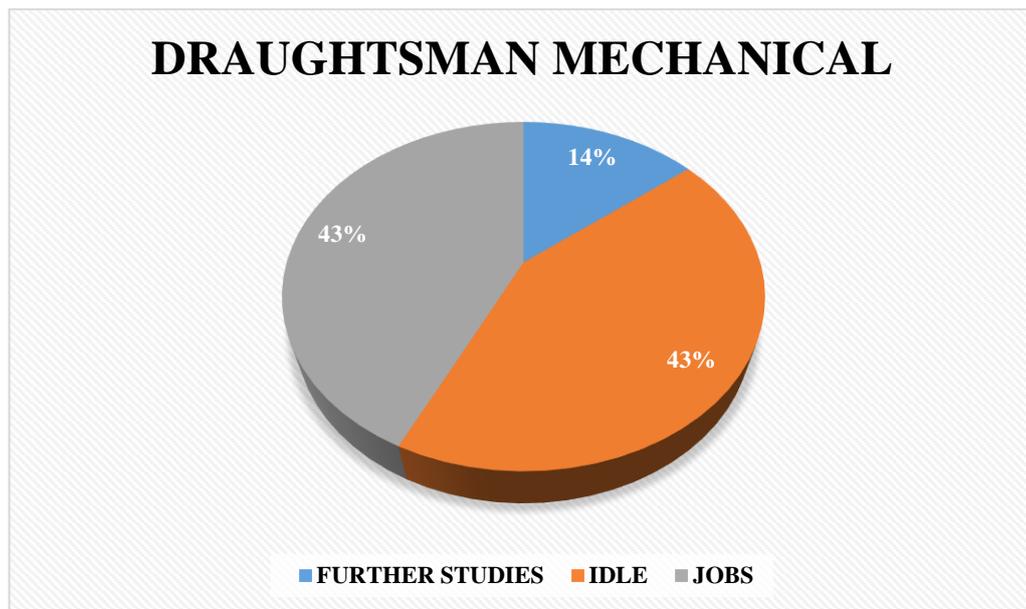


### 11.2.13 DRAUGHTSMAN MECHANICAL

**Table No. 11.14: Respondents (DRAUGHTSMAN MECHANICAL) Current Classification**

| DRAUGHTSMAN MECHANICAL |            |         |                        | TOTAL | TYPE |
|------------------------|------------|---------|------------------------|-------|------|
| TYPE OF ENGAGEMENT     | PERCENTAGE | BREAKUP |                        | 7     |      |
| ENTERPRENEURSHIP       | 0.00       |         |                        | 0     |      |
| FUTHER STUDIES         | 0.14       |         |                        | 1     |      |
| IDLE                   | 0.43       |         |                        | 3     |      |
| JOBS                   |            |         |                        | 3     |      |
|                        |            | 0.29    | JOB IN RELATED FIELD   |       | 2    |
|                        |            | 0       | CONTRACT JOB RELATED   |       | 0    |
|                        |            | 0       | JOB IN UNRELATED FIELD |       | 0    |
|                        |            | 0.14    | CONTRACT JOB UNRELATED |       | 1    |
|                        | 0.43       | 0       | GOV'T JOB              |       | 0    |

**Graph No. 11.16: Respondents (DRAUGHTSMAN MECHANICAL) Current Classification**



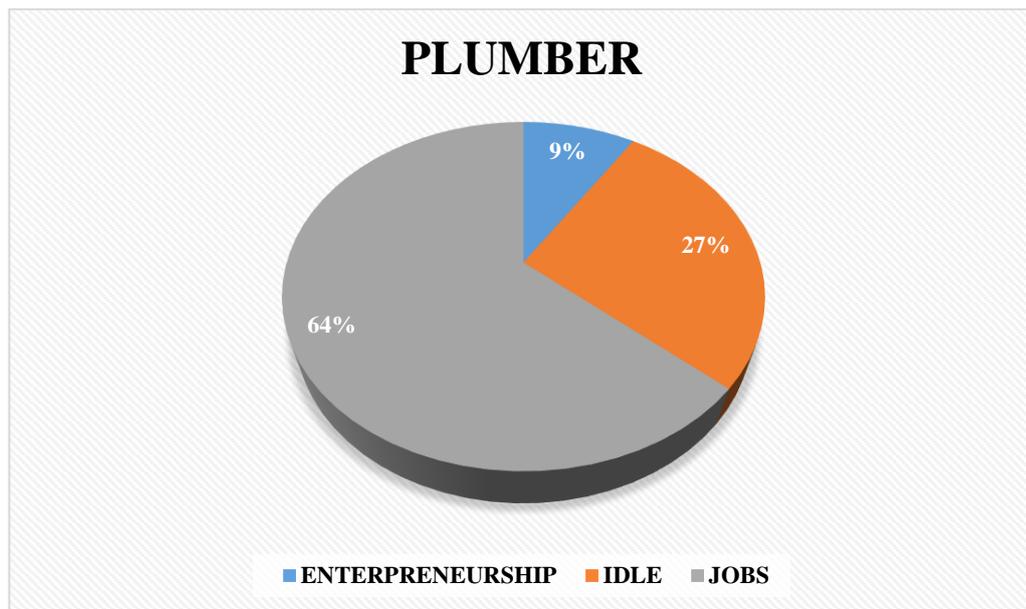


## 11.2.14 PLUMBER

*Graph No. 11.15: Respondents (PLUMBER) Current Classification*

|                    |            | PLUMBER |                        | TOTAL | TYPE |
|--------------------|------------|---------|------------------------|-------|------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |                        | 11    |      |
| ENTERPRENEURSHIP   | 0.09       |         |                        | 1     |      |
| FUTHER STUDIES     | 0.00       |         |                        | 0     |      |
| IDLE               | 0.27       |         |                        | 3     |      |
| JOBS               |            |         |                        | 7     |      |
|                    |            | 0.09    | JOB IN RELATED FIELD   |       | 1    |
|                    |            | 0       | CONTRACT JOB RELATED   |       | 0    |
|                    |            | 0       | JOB IN UNRELATED FIELD |       | 0    |
|                    |            | 0.46    | CONTRACT JOB UNRELATED |       | 5    |
|                    | 0.64       | 0.09    | GOV'T JOB              |       | 1    |

*Graph No. 11.17: Respondents (PLUMBER) Current Classification*



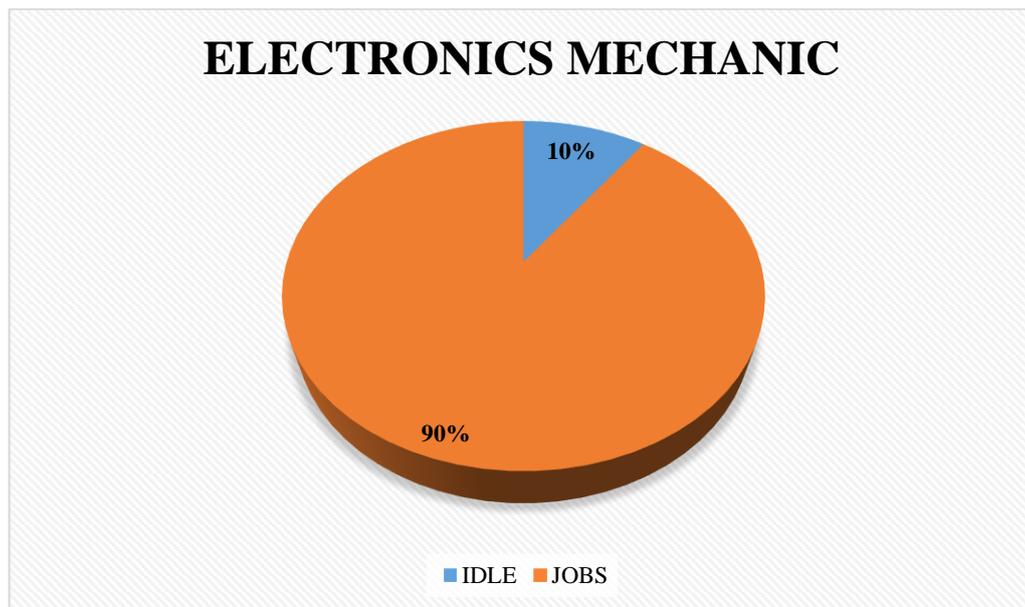


## 11.2.15 ELECTRONICS MECHANIC

**Table No. 11.16: Respondents (ELECTRONICS MECHANIC) Current Classification**

| ELECTRONICS MECHANIC |            |         |                        | TOTAL | TYPE |
|----------------------|------------|---------|------------------------|-------|------|
| TYPE OF ENGAGEMENT   | PERCENTAGE | BREAKUP |                        | 10    |      |
| ENTERPRENEURSHIP     | 0.00       |         |                        | 0     |      |
| FUTHER STUDIES       | 0.00       |         |                        | 0     |      |
| IDLE                 | 0.10       |         |                        | 1     |      |
| JOBS                 |            |         |                        | 9     |      |
|                      |            | 0       | JOB IN RELATED FIELD   |       | 0    |
|                      |            | 0.1     | CONTRACT JOB RELATED   |       | 1    |
|                      |            | 0.2     | JOB IN UNRELATED FIELD |       | 2    |
|                      |            | 0.6     | CONTRACT JOB UNRELATED |       | 6    |
|                      | 0.90       | 0       | GOVT JOB               |       | 0    |

**Graph No. 11.18: Respondents (ELECTRONICS MECHANIC) Current Classification**





## 11.2.16 CARPENTER

**Table No. 11.17: Respondents (CARPENTER) Current Classification**

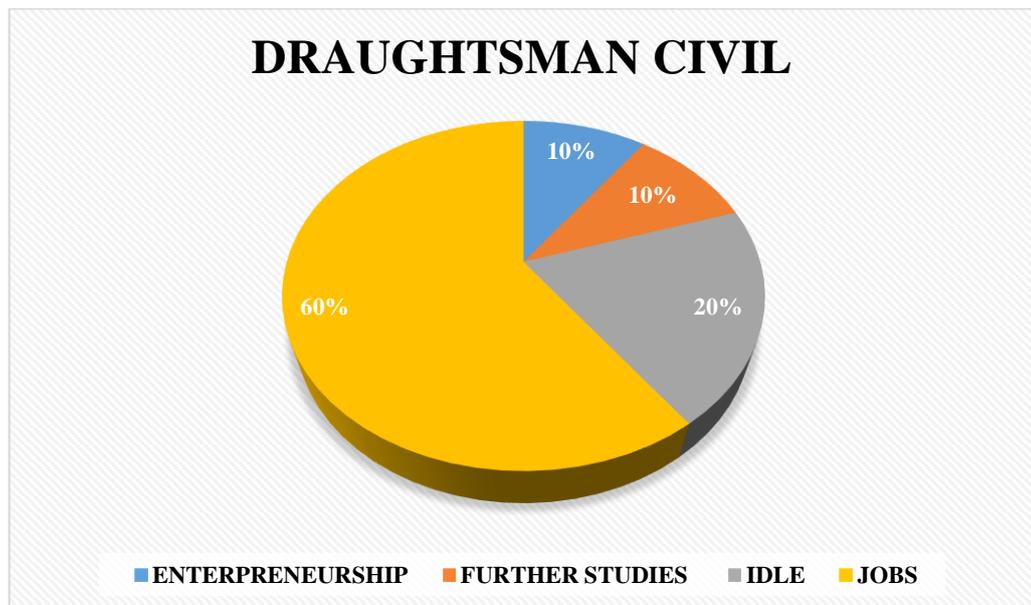
| CARPENTER          |            |         | TOTAL | TYPE                   |
|--------------------|------------|---------|-------|------------------------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |       |                        |
| ENTERPRENEURSHIP   | 0.00       |         | 2     |                        |
| FUTHER STUDIES     | 0.00       |         | 0     |                        |
| IDLE               | 0.00       |         | 0     |                        |
| JOBS               |            |         | 2     |                        |
|                    |            | 0.5     |       | JOB IN RELATED FIELD   |
|                    |            | 0.5     |       | CONTRACT JOB RELATED   |
|                    |            | 0       |       | JOB IN UNRELATED FIELD |
|                    |            | 0       |       | CONTRACT JOB UNRELATED |
|                    | 1.00       | 0       |       | GOVT JOB               |

## 11.2.17 DRAUGHTSMAN CIVIL

**Table No. 11.18: Respondents (DRAUGHTSMAN CIVIL) Current Classification**

| DRAUGHTSMAN CIVIL  |            |         | TOTAL | TYPE                   |
|--------------------|------------|---------|-------|------------------------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |       |                        |
| ENTERPRENEURSHIP   | 0.10       |         | 10    |                        |
| FUTHER STUDIES     | 0.10       |         | 1     |                        |
| IDLE               | 0.20       |         | 2     |                        |
| JOBS               |            |         | 6     |                        |
|                    |            | 0       |       | JOB IN RELATED FIELD   |
|                    |            | 0.2     |       | CONTRACT JOB RELATED   |
|                    |            | 0       |       | JOB IN UNRELATED FIELD |
|                    |            | 0.3     |       | CONTRACT JOB UNRELATED |
|                    | 0.60       | 0.1     |       | GOVT JOB               |

**Graph No. 11.19: Respondents (DRAUGHTSMAN CIVIL) Current Classification**



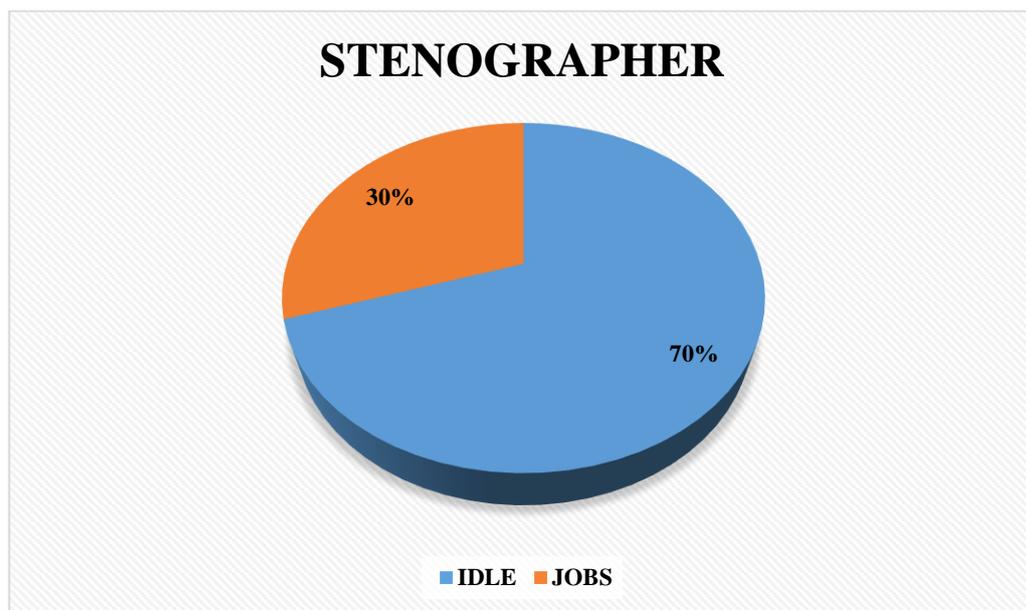


## 11.2.18 STENOGRAPHER

*Table No. 11.19: Respondents (STENOGRAPHER) Current Classification*

| STENOGRAPHER       |            |         | TOTAL | TYPE                   |
|--------------------|------------|---------|-------|------------------------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |       |                        |
| ENTERPRENEURSHIP   | 0.00       |         | 10    |                        |
| FUTHER STUDIES     | 0.00       |         | 0     |                        |
| IDLE               | 0.70       |         | 7     |                        |
| JOBS               |            |         | 3     |                        |
|                    |            | 0       |       | JOB IN RELATED FIELD   |
|                    |            | 0       |       | CONTRACT JOB RELATED   |
|                    |            | 0       |       | JOB IN UNRELATED FIELD |
|                    |            | 0.3     |       | CONTRACT JOB UNRELATED |
|                    | 0.30       | 0       |       | GOVT JOB               |

*Graph No. 11.20: Respondents (STENOGRAPHER) Current Classification*



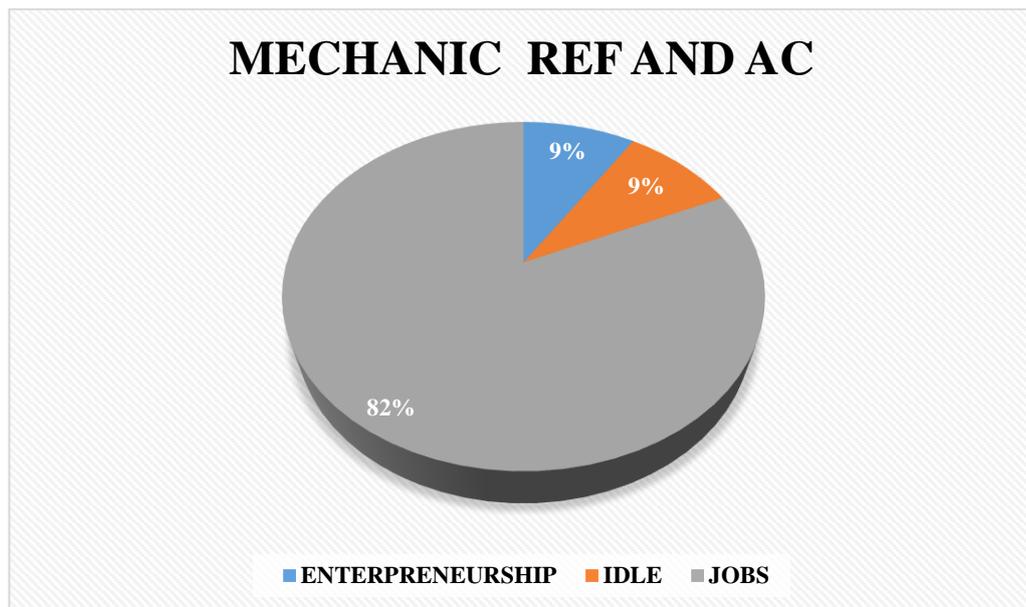


## 11.2.19 MECHANIC (REF & AC)

**Table No. 11.20: Respondents (MECHANIC -REF & AC) Current Classification**

| MECHANIC REF & AC  |            |         |                        | TOTAL | TYPE |
|--------------------|------------|---------|------------------------|-------|------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |                        | 11    |      |
| ENTERPRENEURSHIP   | 0.09       |         |                        | 1     |      |
| FUTHER STUDIES     | 0.00       |         |                        | 0     |      |
| IDLE               | 0.09       |         |                        | 1     |      |
| JOBS               |            |         |                        | 9     |      |
|                    |            | 0       | JOB IN RELATED FIELD   |       | 0    |
|                    |            | 0.46    | CONTRACT JOB RELATED   |       | 5    |
|                    |            | 0       | JOB IN UNRELATED FIELD |       | 0    |
|                    |            | 0.27    | CONTRACT JOB UNRELATED |       | 3    |
|                    | 0.82       | 0.09    | GOVVT JOB              |       | 1    |

**Graph No. 11.21: Respondents (MECHANIC -REF & AC) Current Classification**



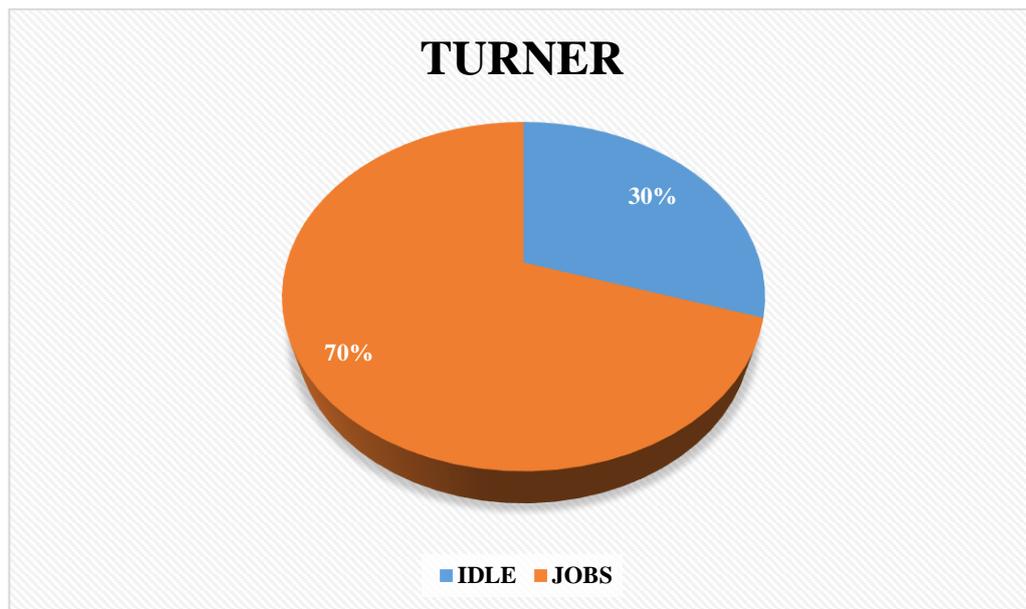


## 11.2.20 TURNER

*Table No. 11.21: Respondents (TURNER) Current classification*

| TURNER             |            |         | TOTAL | TYPE                   |
|--------------------|------------|---------|-------|------------------------|
| TYPE OF ENGAGEMENT | PERCENTAGE | BREAKUP |       |                        |
| ENTERPRENEURSHIP   | 0.00       |         | 10    |                        |
| FUTHER STUDIES     | 0.00       |         | 0     |                        |
| IDLE               | 0.30       |         | 3     |                        |
| JOBS               |            |         | 7     |                        |
|                    |            | 0       |       | JOB IN RELATED FIELD   |
|                    |            | 0       |       | CONTRACT JOB RELATED   |
|                    |            | 0       |       | JOB IN UNRELATED FIELD |
|                    |            | 0.7     |       | CONTRACT JOB UNRELATED |
|                    | 0.70       | 0       |       | GOVT JOB               |

*Graph No. 11.22: Respondents (TURNER) Current classification*



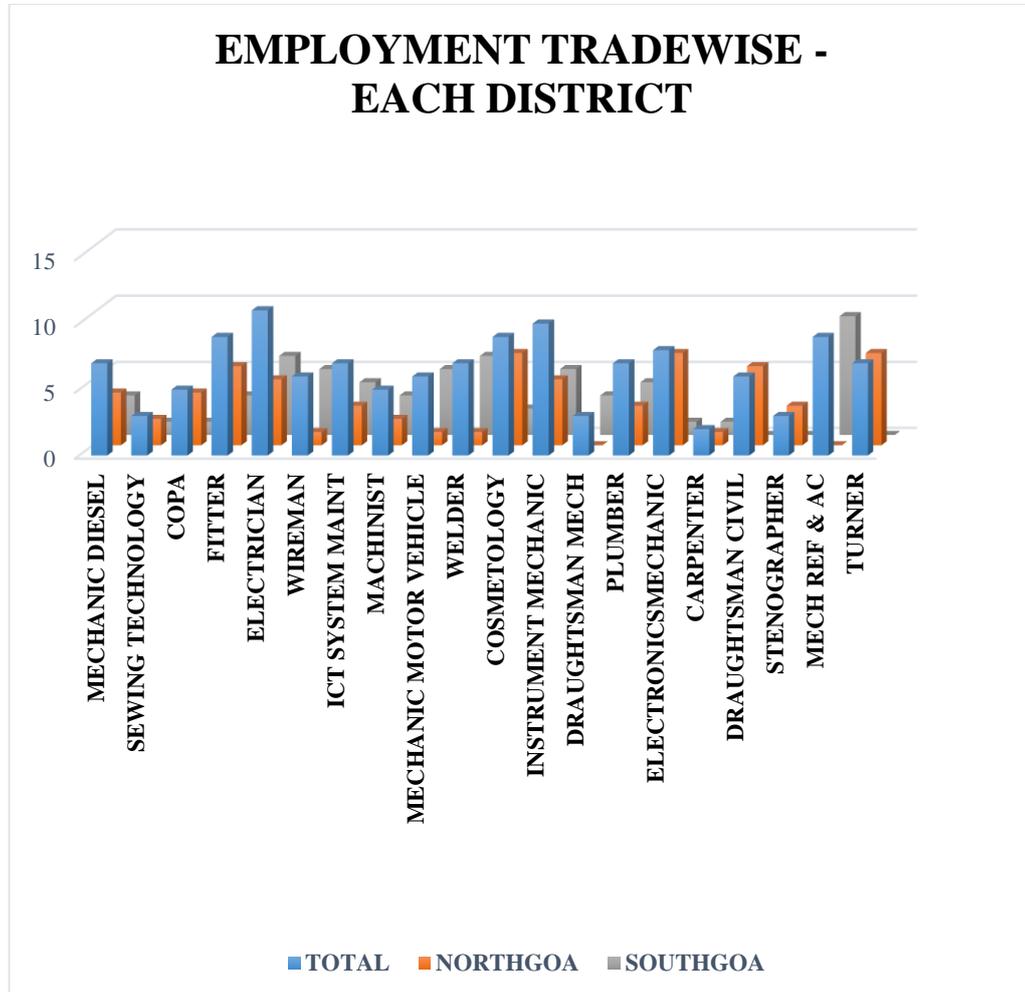


### 11.3 District wise current employment status of respondents

The employability within each district indicates whether there is any skew in terms of district wise findings. The following are the findings for the same.

Chart below explains the current employment in each of the district - trade wise

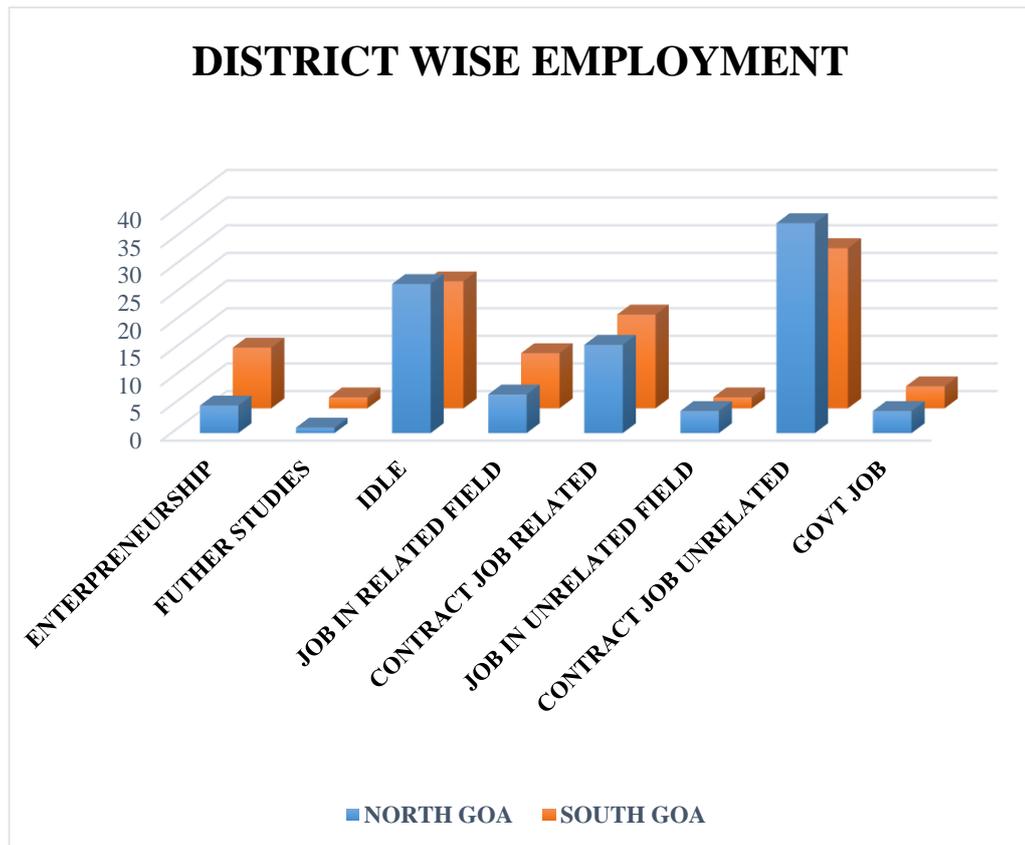
Graph No. 11.23: Employment - Current - District wise for each trade



The district wise comparison of employment is as given below:



Graph No. 11.24: Employment - Current - District wise



Due to tourism related activities in North Goa the jobs on offer in unrelated fields are quite high and the salaries offered too are quite high. Trade wise breakup of the income in each district is not considered as the jobs are not in the respective trades.

Income disparity district wise:

Table No. 11.22: Income range - District wise

| INCOME RANGE      | NORTH | SOUTH |
|-------------------|-------|-------|
| INR 0 - 6000      | 1     | 1     |
| INR 6000 - 10000  | 19    | 13    |
| INR 10000 - 15000 | 23    | 30    |
| INR 15000 - 20000 | 19    | 13    |
| INR >20000        | 8     | 4     |



## 11.4 Gender wise current employment status of respondents

Looking the current employability within the gender, to understand whether there is any difference between current employability by gender we find females are currently having higher employability / self-employment versus males. However, general conclusion cannot be made as a majority of the trades there are no female graduates.

## 11.5 Caste wise current employment status of respondents

The range of monthly income does not provide considerable variation when looked based on different castes. The average salary for current employment is in the range of INR 12000 – 18000. However, it is pertinent to note that the respondents preferred jobs in unrelated areas as the compensation was much higher.

*Table No. 11.23: Income range - Caste wise*

| <b>INCOME RANGE</b> | <b>GENERAL</b> | <b>OBC</b> | <b>SC/ST</b> |
|---------------------|----------------|------------|--------------|
| INR 0 - 6000        | 1              | 0          | 1            |
| INR 6000 - 10000    | 16             | 11         | 5            |
| INR 10000 - 15000   | 34             | 12         | 7            |
| INR 15000 - 20000   | 16             | 13         | 3            |
| INR >20000          | 7              | 4          | 1            |



# 12. TRADE WISE EMPLOYMENT SCENARIO CURRENTLY COMPARED TO SCENARIO IMMEDIATELY AFTER COURSE COMPLETION

## 12.1 Employment then and now

Employment then and now can be explained with the below graph

*Graph No 12.1: Employment - Then and Now*



We can compare the gap from the course completion to current profile of the trainees as below:



Table No 12.1: *Employment Gap*

| DETAILS OF EMPLOYMENT                        | IMMEDIATELY AFTER COURSE COMPLETION | CURRENT   | GAP CALCULATED |
|--|-------------------------------------|-----------|----------------|
|  | YR - 2019                           | YR - 2023 | (+/-)          |
| FUTHER STUDIES                               | 14                                  | 3         | -11            |
| APPRENTICESHIP                               | 43                                  | 0         | -43            |
| PAID EMPLOYEE (TEMPORARY RELATED TO SKILL)   | 33                                  | 33        | 0              |
| PAID EMPLOYEE (TEMPORARY UNRELATED TO SKILL) | 40                                  | 67        | 27             |
| PERMANENT IN RELATED FIELD                   | 8                                   | 17        | 9              |
| PERMANENT IN UNRELATED FIELD                 | 4                                   | 6         | 2              |
| GOVT JOB                                     | 2                                   | 8         | 6              |
| ENTREPRENEURS                                | 12                                  | 16        | 4              |

The results of employability in the current scenario is lukewarm with only half of trainees (employed) are engaged / employed into related trade/skill.

Overall there is an increase in unemployment from 21.5 % to 25%. At least 4 % trainees who were engaged immediately post completion of course either as Apprentice or on job are currently unemployed. There is also an obvious decline in employment of about 3.5 %.

## 12.2 Trade wise breakup of the employment

Employment Scenario – Immediately after course completion (2019) vs current (2023). Trade wise they are listed as below:

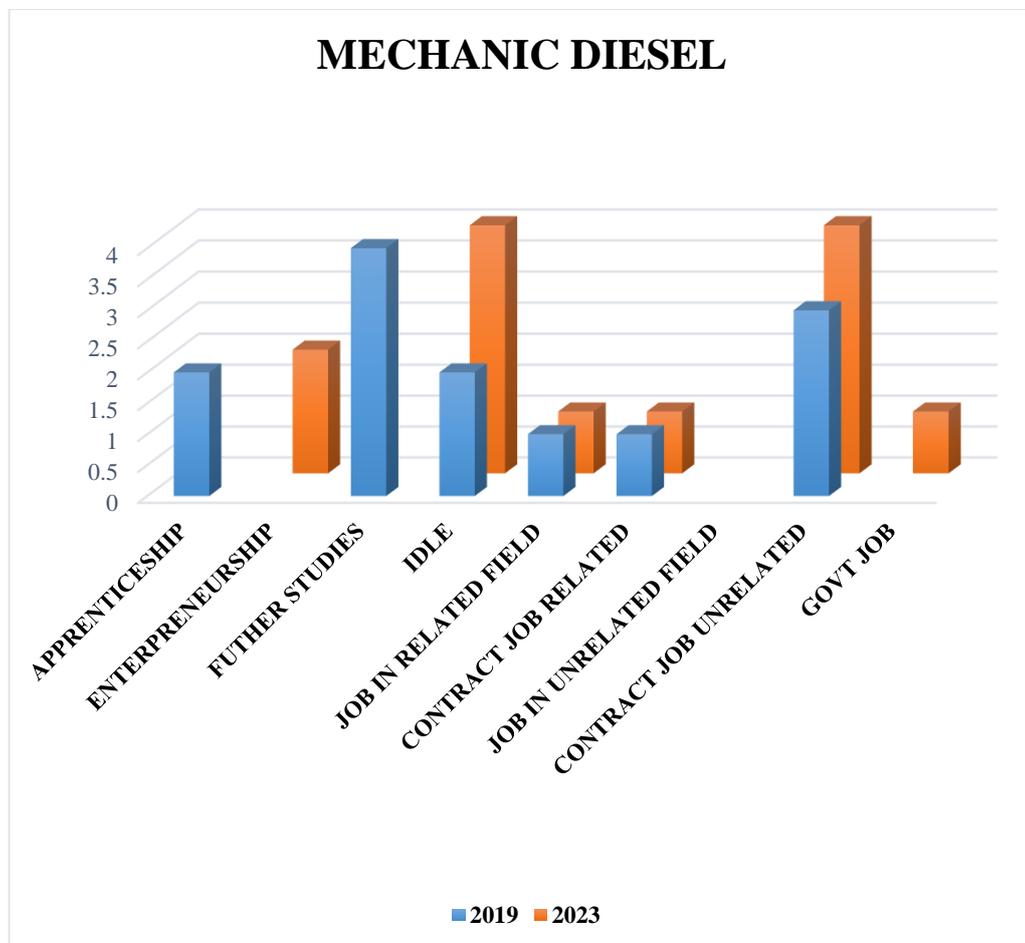


## 12.2.1 MECHANIC DIESEL

Table No 12.2: Comparison - Then and Now (MECHANIC DIESEL)

| MECHANIC DIESEL        |      |      |
|------------------------|------|------|
|                        | 2019 | 2023 |
| APPRENTICESHIP         | 2    |      |
| ENTERPRENEURSHIP       |      | 2    |
| FUTHER STUDIES         | 4    |      |
| IDLE                   | 2    | 4    |
| JOB IN RELATED FIELD   | 1    | 1    |
| CONTRACT JOB RELATED   | 1    | 1    |
| JOB IN UNRELATED FIELD |      |      |
| CONTRACT JOB UNRELATEI | 3    | 4    |
| GOVT JOB               |      | 1    |

Graph No 12.2: Comparison - Then and Now (MECHANIC DIESEL)



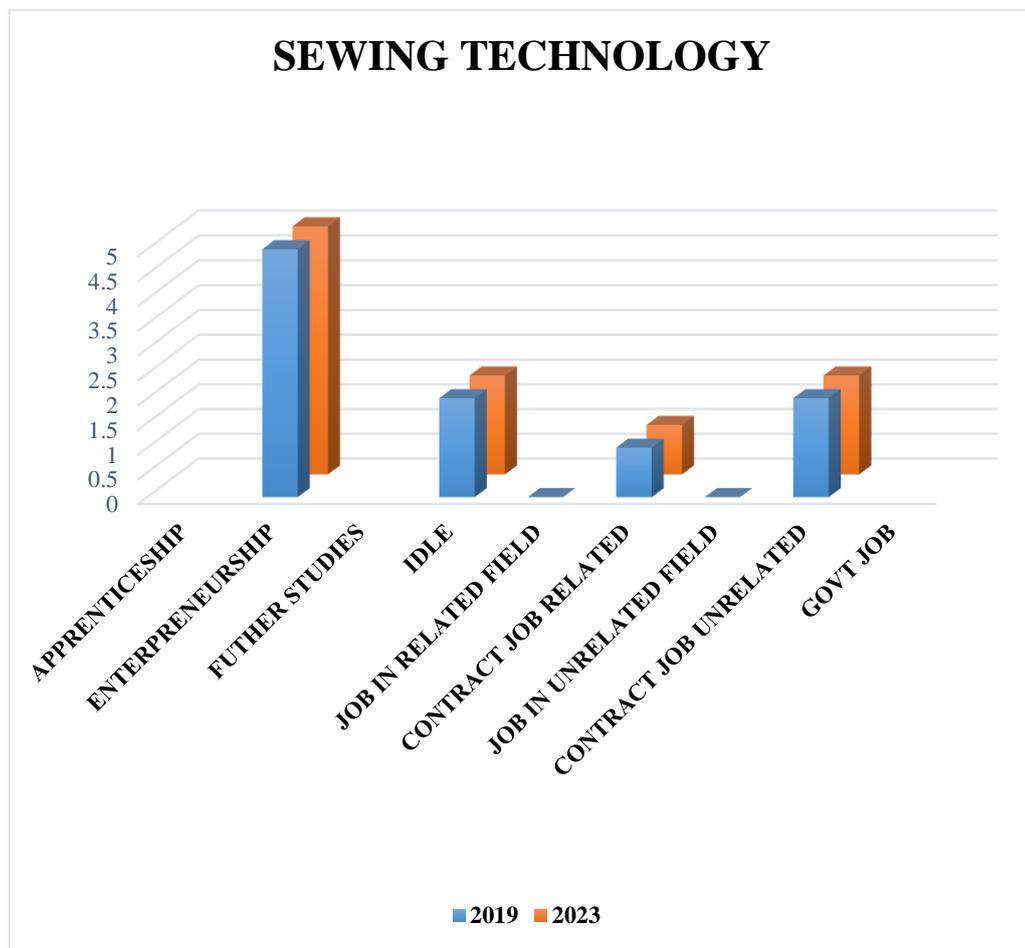


## 12.2.2 SEWING TECHNOLOGY

Table No 12.3: Comparison - Then and Now (SEWING TECHNOLOGY)

| SEWING TECHNOLOGY      |      |      |
|------------------------|------|------|
|                        | 2019 | 2023 |
| APPRENTICESHIP         |      |      |
| ENTERPRENEURSHIP       | 5    | 5    |
| FUTHER STUDIES         |      |      |
| IDLE                   | 2    | 2    |
| JOB IN RELATED FIELD   | 0    |      |
| CONTRACT JOB RELATED   | 1    | 1    |
| JOB IN UNRELATED FIELD | 0    |      |
| CONTRACT JOB UNRELATE  | 2    | 2    |
| GOVT JOB               |      |      |

Graph No 12.3: Comparison - Then and Now (SEWING TECHNOLOGY)



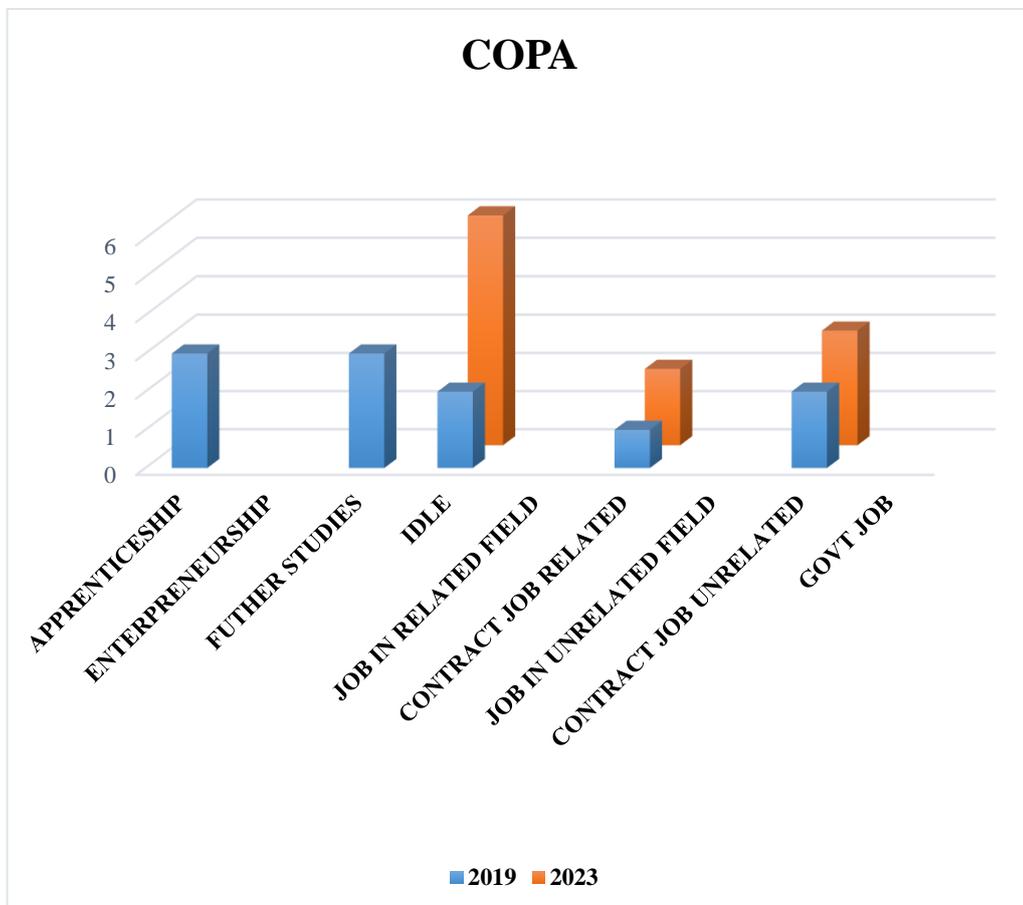


### 12.2.3 COPA

Table No 12.4: Comparison - Then and Now (COPA)

| COPA                   |      |      |
|------------------------|------|------|
|                        | 2019 | 2023 |
| APPRENTICESHIP         | 3    |      |
| ENTERPRENEURSHIP       |      |      |
| FUTHER STUDIES         | 3    |      |
| IDLE                   | 2    | 6    |
| JOB IN RELATED FIELD   |      |      |
| CONTRACT JOB RELATED   | 1    | 2    |
| JOB IN UNRELATED FIELD |      |      |
| CONTRACT JOB UNRELATEI | 2    | 3    |
| GOVT JOB               |      |      |

Graph No 12.4: Comparison - Then and Now (COPA)



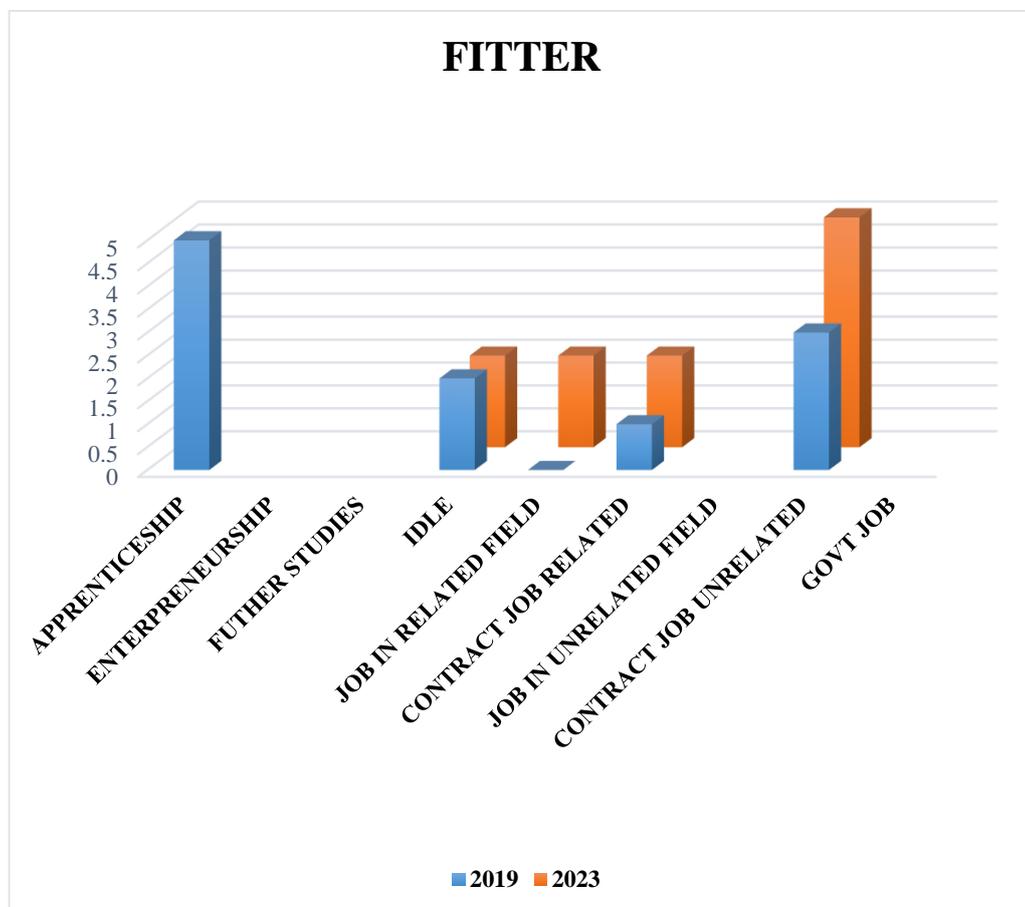


## 12.2.4 FITTER

Table No 12.5: Comparison - Then and Now (FITTER)

| FITTER                 |      |      |
|------------------------|------|------|
|                        | 2019 | 2023 |
| APPRENTICESHIP         | 5    |      |
| ENTERPRENEURSHIP       |      |      |
| FUTHER STUDIES         |      |      |
| IDLE                   | 2    | 2    |
| JOB IN RELATED FIELD   | 0    | 2    |
| CONTRACT JOB RELATED   | 1    | 2    |
| JOB IN UNRELATED FIELD |      |      |
| CONTRACT JOB UNRELATEI | 3    | 5    |
| GOVT JOB               |      |      |

Graph No 12.5: Comparison - Then and Now (FITTER)



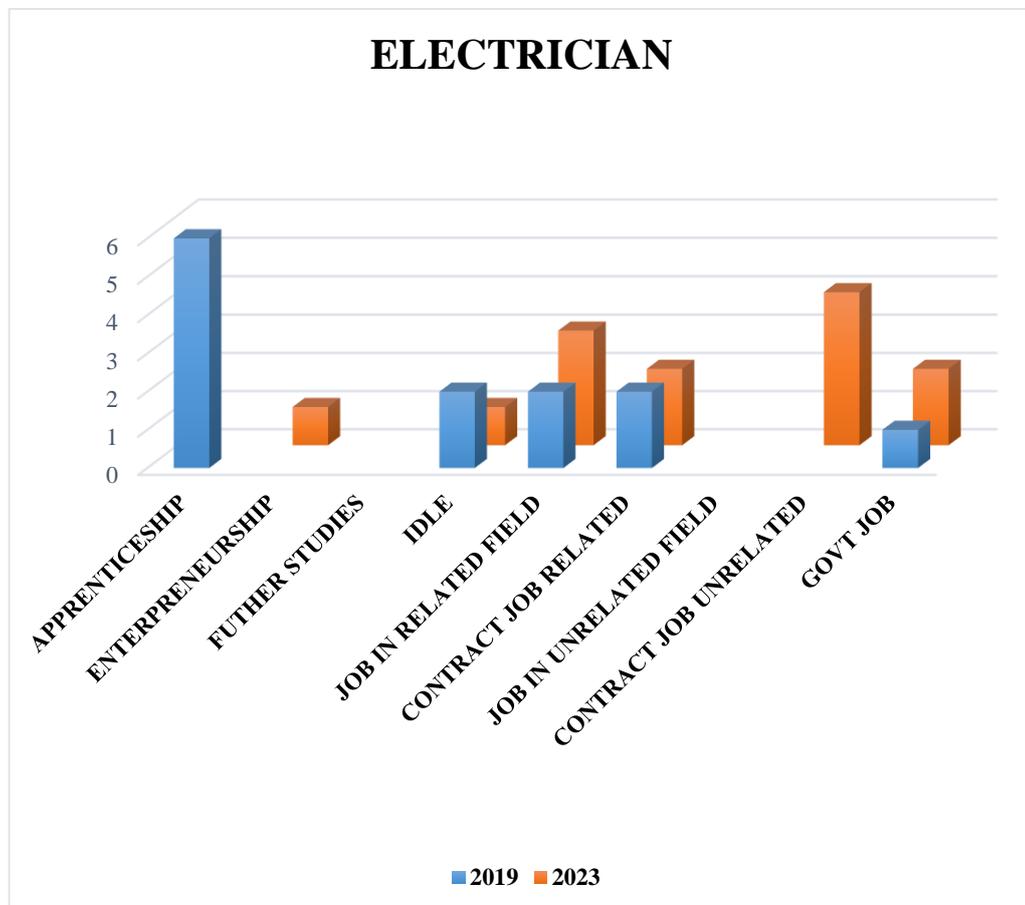


## 12.2.5 ELECTRICIAN

Table No 12.6: Comparison - Then and Now (ELECTRICIAN)

| ELECTRICIAN            |      |      |
|------------------------|------|------|
|                        | 2019 | 2023 |
| APPRENTICESHIP         | 6    |      |
| ENTERPRENEURSHIP       |      | 1    |
| FUTHER STUDIES         |      |      |
| IDLE                   | 2    | 1    |
| JOB IN RELATED FIELD   | 2    | 3    |
| CONTRACT JOB RELATED   | 2    | 2    |
| JOB IN UNRELATED FIELD |      |      |
| CONTRACT JOB UNRELATED |      | 4    |
| GOVT JOB               | 1    | 2    |

Graph No 12.6: Comparison - Then and Now (ELECTRICIAN)



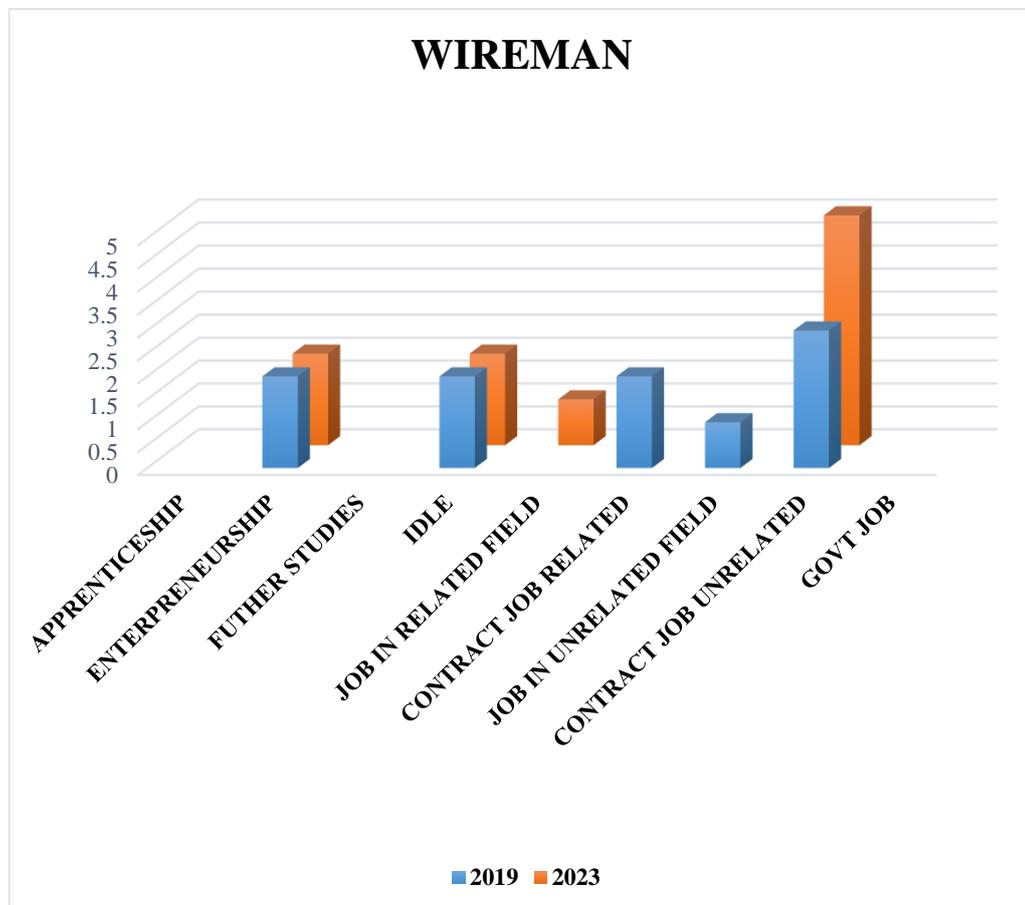


## 12.2.6 WIREMAN

Table No 12.7: Comparison - Then and Now (WIREMAN)

| WIREMAN                |      |      |
|------------------------|------|------|
|                        | 2019 | 2023 |
| APPRENTICESHIP         |      |      |
| ENTERPRENEURSHIP       | 2    | 2    |
| FUTHER STUDIES         |      |      |
| IDLE                   | 2    | 2    |
| JOB IN RELATED FIELD   |      | 1    |
| CONTRACT JOB RELATED   | 2    |      |
| JOB IN UNRELATED FIELD | 1    |      |
| CONTRACT JOB UNRELATEI | 3    | 5    |
| GOVT JOB               |      |      |

Graph No 12.7: Comparison - Then and Now (WIREMAN)



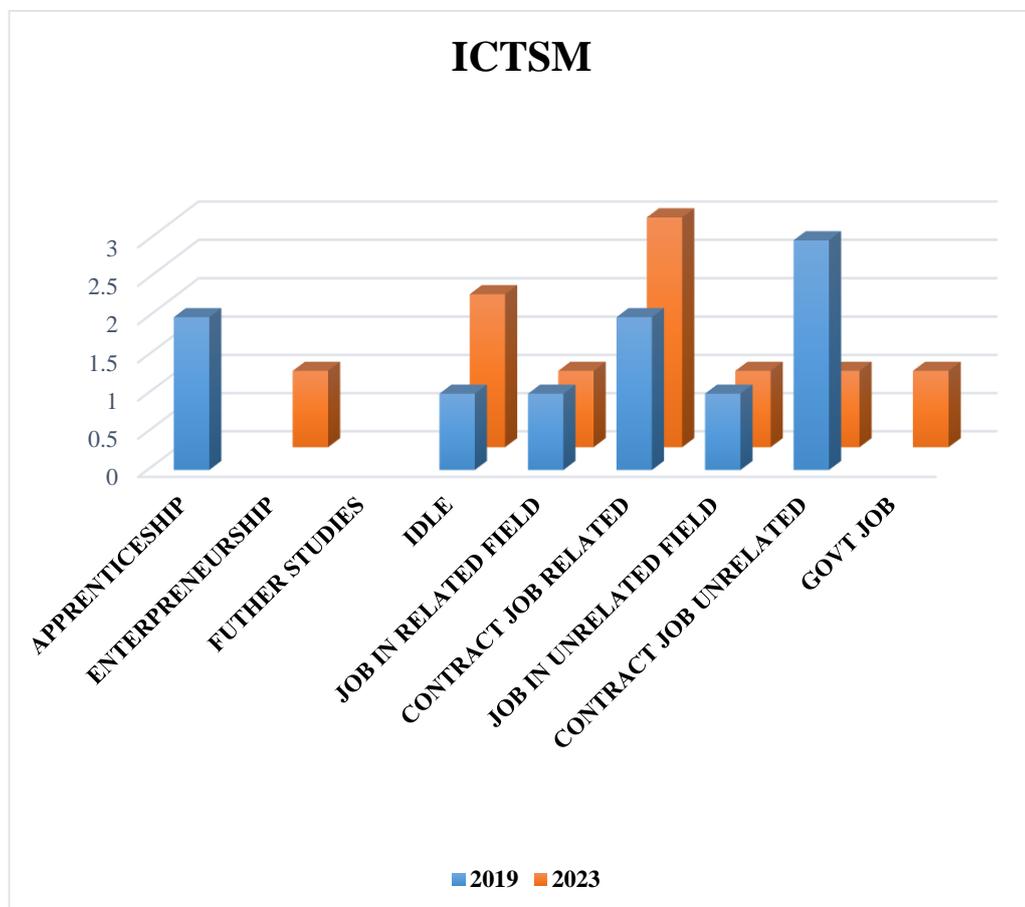


## 12.2.7 ICTSM

*Table No 12.8: Comparison - Then and Now (ICTSM)*

| ICTSM                  |      |      |
|------------------------|------|------|
|                        | 2019 | 2023 |
| APPRENTICESHIP         | 2    |      |
| ENTERPRENEURSHIP       |      | 1    |
| FUTHER STUDIES         |      |      |
| IDLE                   | 1    | 2    |
| JOB IN RELATED FIELD   | 1    | 1    |
| CONTRACT JOB RELATED   | 2    | 3    |
| JOB IN UNRELATED FIELD | 1    | 1    |
| CONTRACT JOB UNRELATEI | 3    | 1    |
| GOVT JOB               |      | 1    |

*Graph No 12.8: Comparison - Then and Now (ICTSM)*



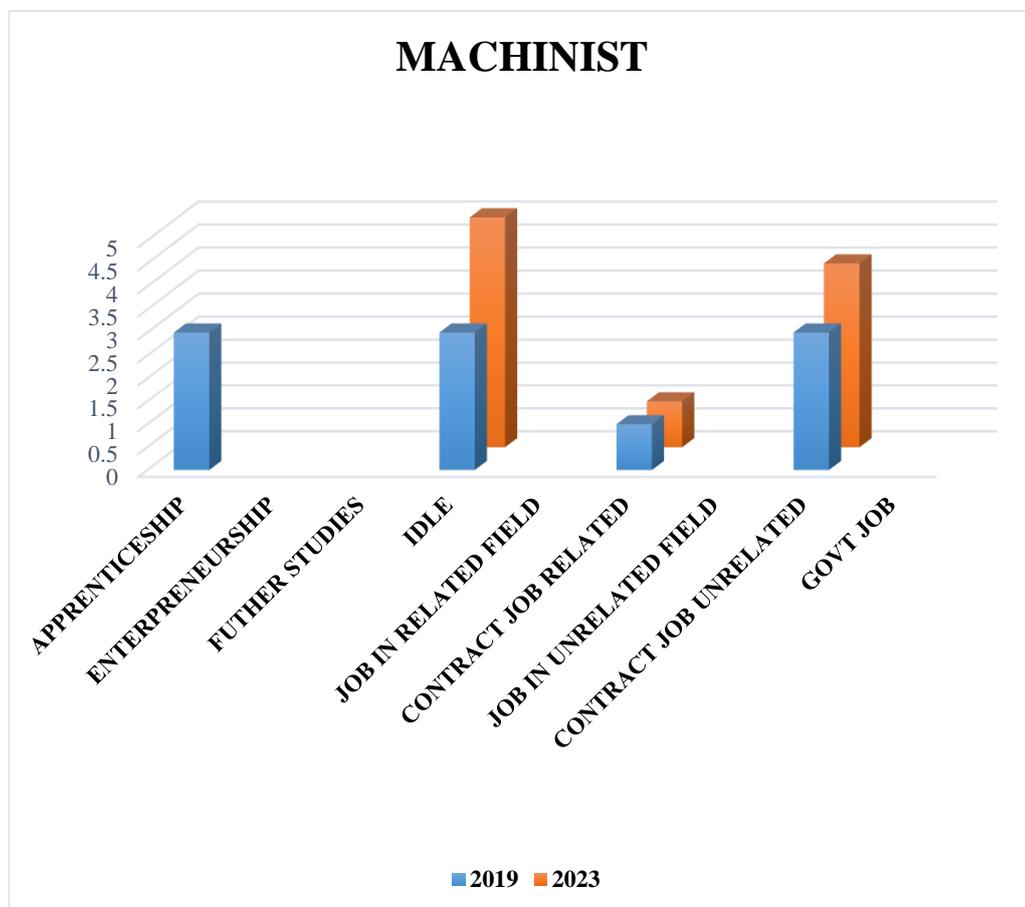


## 12.2.8 MACHINIST

Table No 12.9: Comparison - Then and Now (MACHINIST)

| MACHINIST              |      |      |
|------------------------|------|------|
|                        | 2019 | 2023 |
| APPRENTICESHIP         | 3    |      |
| ENTERPRENEURSHIP       |      |      |
| FUTHER STUDIES         |      |      |
| IDLE                   | 3    | 5    |
| JOB IN RELATED FIELD   |      |      |
| CONTRACT JOB RELATED   | 1    | 1    |
| JOB IN UNRELATED FIELD |      |      |
| CONTRACT JOB UNRELATEI | 3    | 4    |
| GOVT JOB               |      |      |

Graph No 12.9: Comparison - Then and Now (MACHINIST)



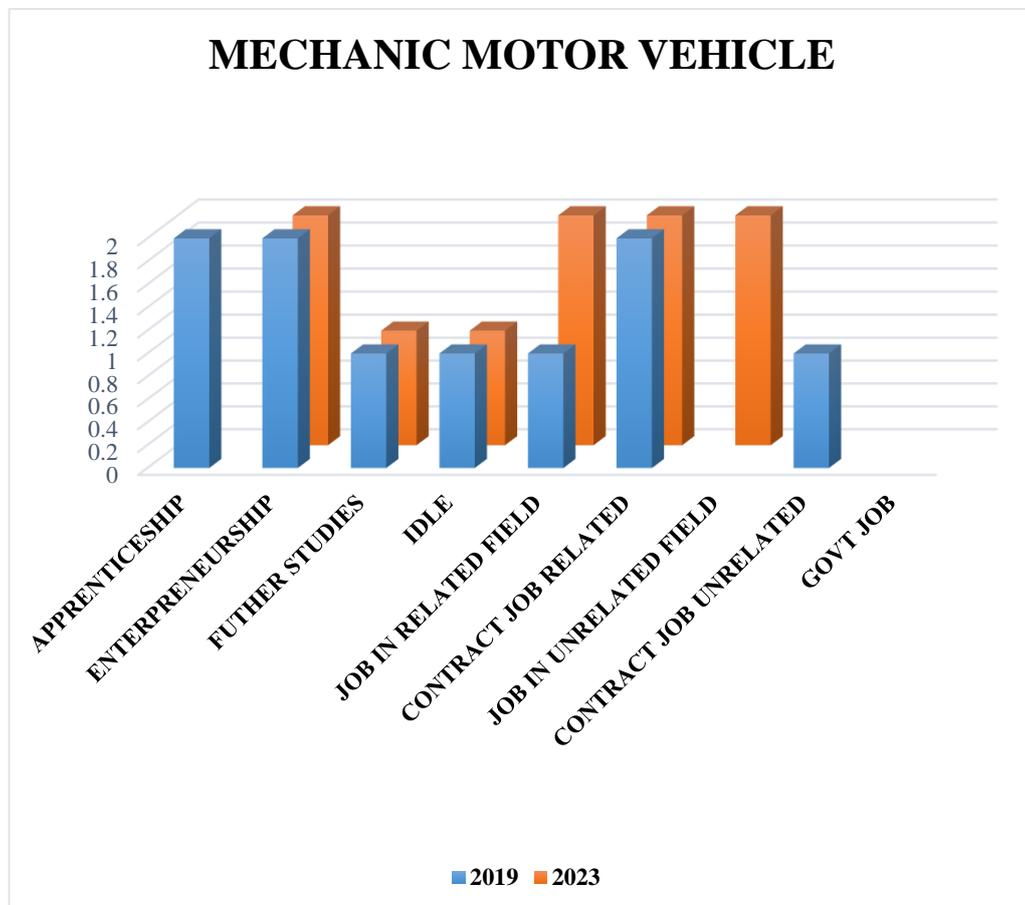


## 12.2.9 MECHANIC MOTOR VEHICLE

*Table No 12.10: Comparison - Then and Now (MECHANIC MOTOR VEHICLE)*

| MECHANIC MOTOR VEHICLE |      |      |
|------------------------|------|------|
|                        | 2019 | 2023 |
| APPRENTICESHIP         | 2    |      |
| ENTERPRENEURSHIP       | 2    | 2    |
| FUTHER STUDIES         | 1    | 1    |
| IDLE                   | 1    | 1    |
| JOB IN RELATED FIELD   | 1    | 2    |
| CONTRACT JOB RELATED   | 2    | 2    |
| JOB IN UNRELATED FIELD |      | 2    |
| CONTRACT JOB UNRELATEI | 1    |      |
| GOVT JOB               |      |      |

*Graph No 12.10: Comparison - Then and Now (MECHANIC MOTOR VEHICLE)*



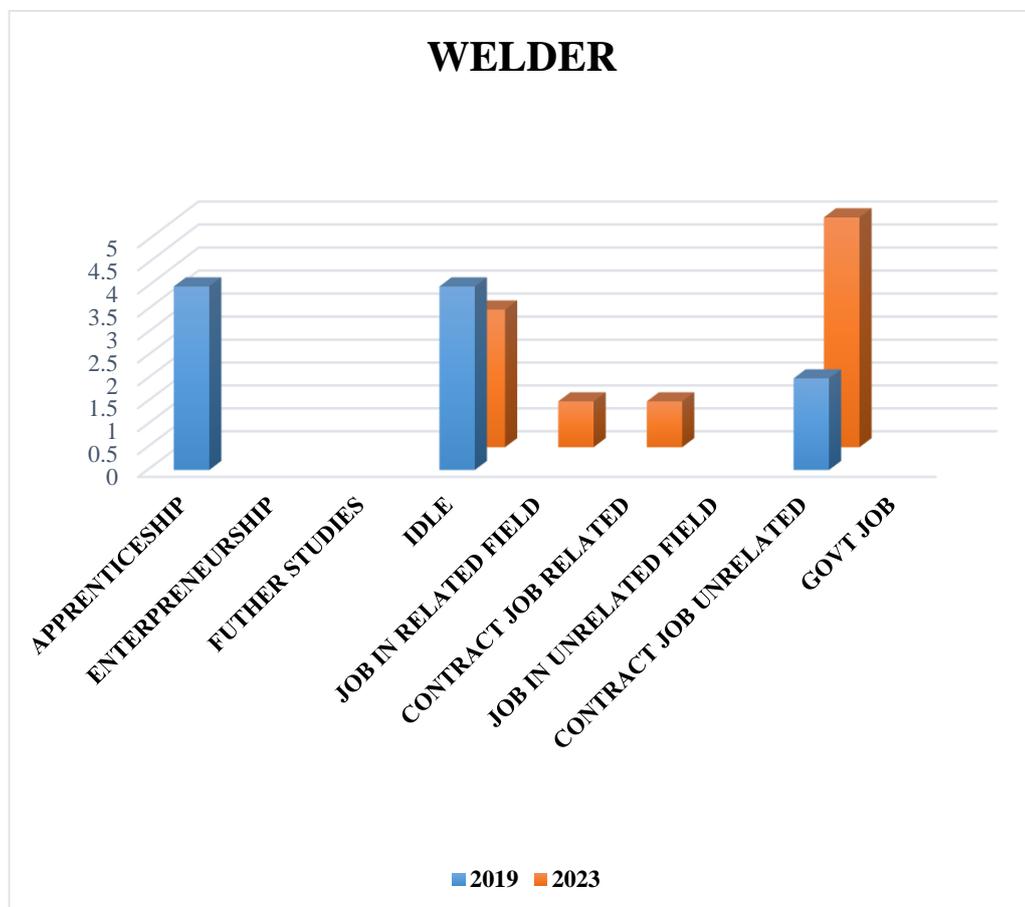


## 12.2.10 WELDER

Table No 12.11: Comparison - Then and Now (WELDER)

| WELDER                 |      |      |
|------------------------|------|------|
|                        | 2019 | 2023 |
| APPRENTICESHIP         | 4    |      |
| ENTERPRENEURSHIP       |      |      |
| FUTHER STUDIES         |      |      |
| IDLE                   | 4    | 3    |
| JOB IN RELATED FIELD   |      | 1    |
| CONTRACT JOB RELATED   |      | 1    |
| JOB IN UNRELATED FIELD |      |      |
| CONTRACT JOB UNRELATEI | 2    | 5    |
| GOVT JOB               |      |      |

Graph No 12.11: Comparison - Then and Now (WELDER)



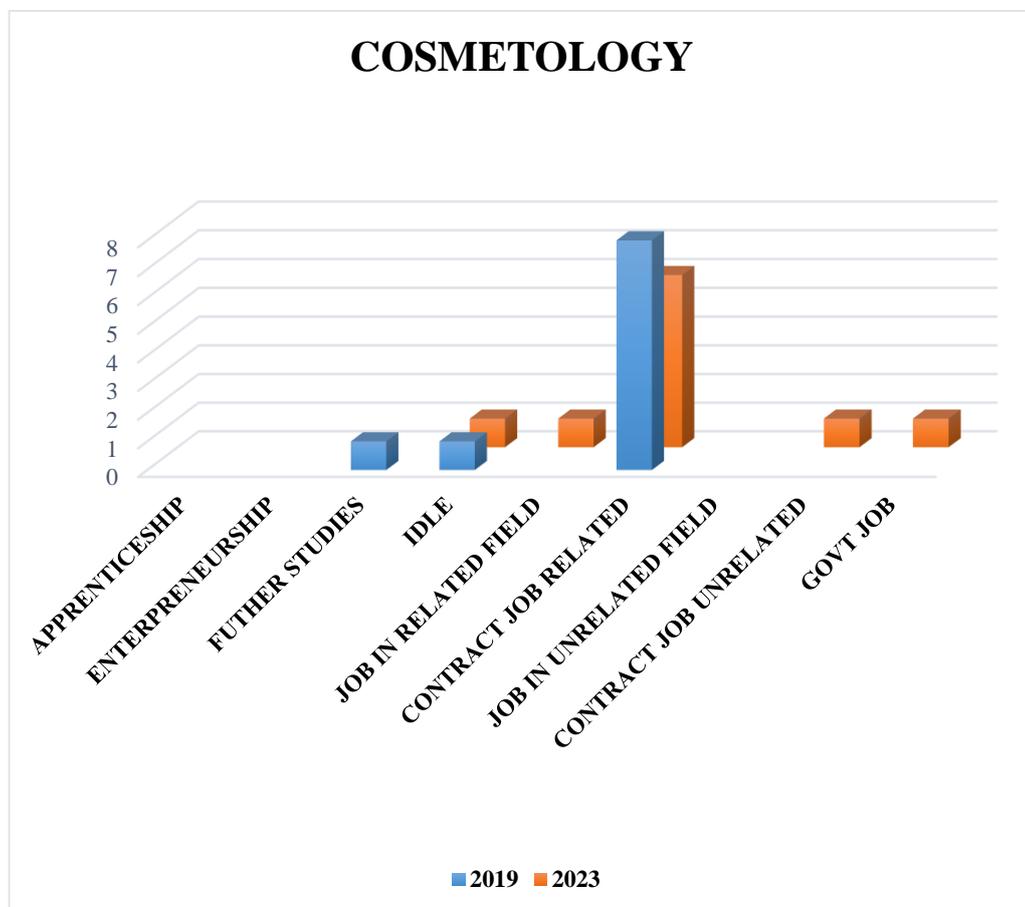


## 12.2.11 COSMETOLOGY

Table No 12.12: Comparison - Then and Now (COSMETOLOGY)

| COSMETOLOGY            |      |      |
|------------------------|------|------|
|                        | 2019 | 2023 |
| APPRENTICESHIP         |      |      |
| ENTERPRENEURSHIP       |      |      |
| FUTHER STUDIES         | 1    |      |
| IDLE                   | 1    | 1    |
| JOB IN RELATED FIELD   |      | 1    |
| CONTRACT JOB RELATED   | 8    | 6    |
| JOB IN UNRELATED FIELD |      |      |
| CONTRACT JOB UNRELATED |      | 1    |
| GOVT JOB               |      | 1    |

Graph No 12.12: Comparison - Then and Now (COSMETOLOGY)



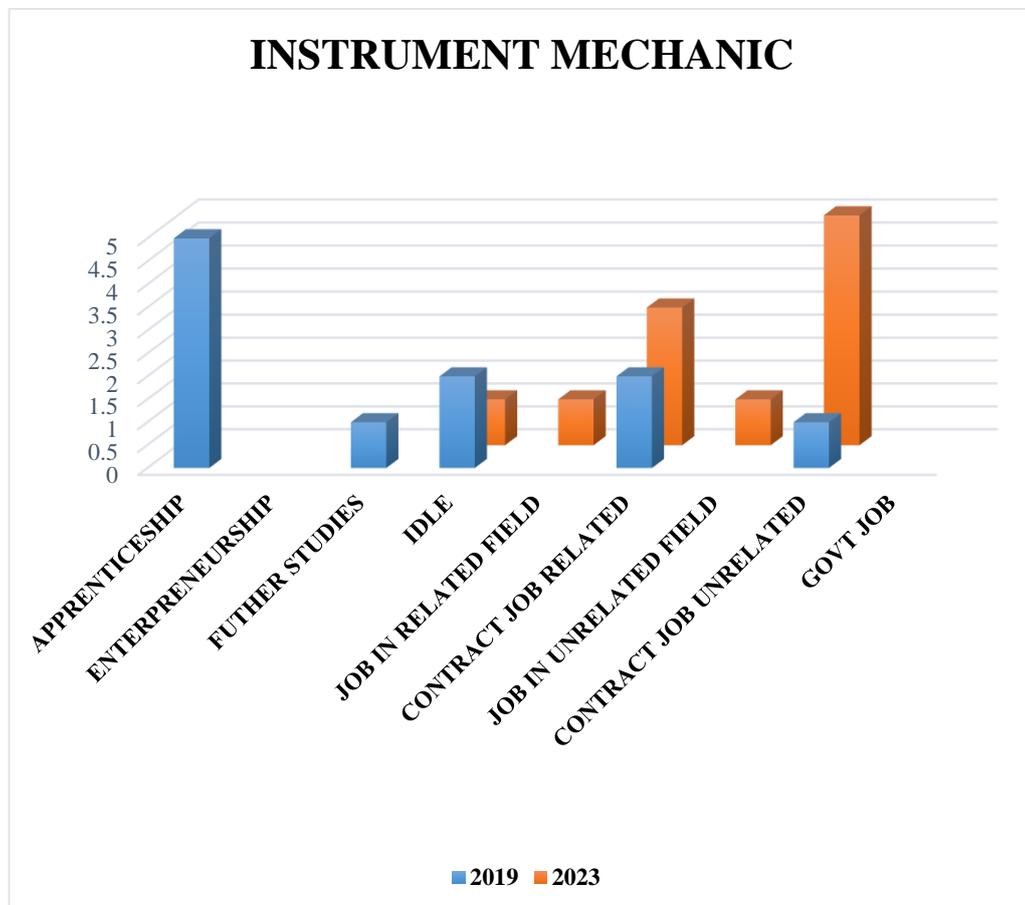


## 12.2.12 INSTRUMENT MECHANIC

*Table No 12.13 Comparison - Then and Now (INSTRUMENT MECHANIC)*

| INSTRUMENT MECHANIC    |      |      |
|------------------------|------|------|
|                        | 2019 | 2023 |
| APPRENTICESHIP         | 5    |      |
| ENTERPRENEURSHIP       |      |      |
| FUTHER STUDIES         | 1    |      |
| IDLE                   | 2    | 1    |
| JOB IN RELATED FIELD   |      | 1    |
| CONTRACT JOB RELATED   | 2    | 3    |
| JOB IN UNRELATED FIELD |      | 1    |
| CONTRACT JOB UNRELATEI | 1    | 5    |
| GOVT JOB               |      |      |

*Graph No 12.13: Comparison - Then and Now (INSTRUMENT MECHANIC)*



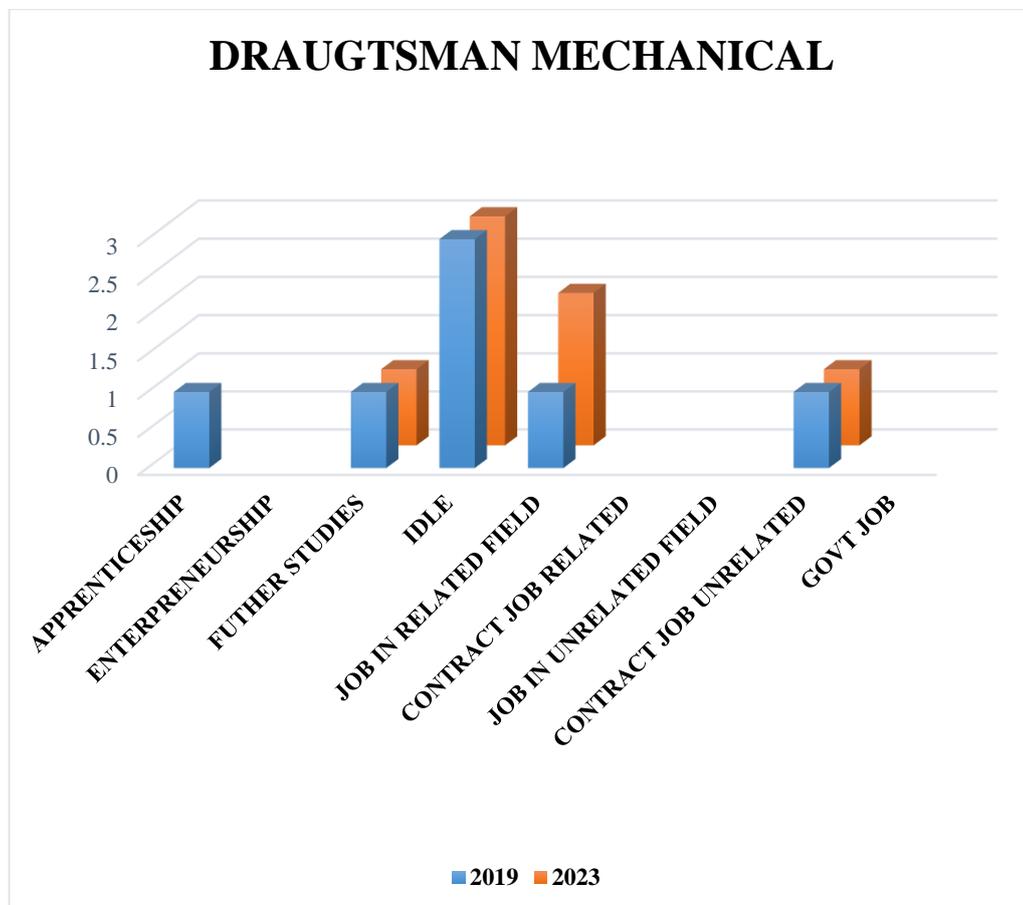


### 12.2.13 DRAUGHTSMAN MECHANICAL

Table No 12.14: Comparison - Then and Now (DRAUGHTSMAN MECHANICAL)

| DRAUGHTSMAN MECHANICAL |      |      |
|------------------------|------|------|
|                        | 2019 | 2023 |
| APPRENTICESHIP         | 1    |      |
| ENTERPRENEURSHIP       |      |      |
| FUTHER STUDIES         | 1    | 1    |
| IDLE                   | 3    | 3    |
| JOB IN RELATED FIELD   | 1    | 2    |
| CONTRACT JOB RELATED   |      |      |
| JOB IN UNRELATED FIELD |      |      |
| CONTRACT JOB UNRELATEI | 1    | 1    |
| GOVT JOB               |      |      |

Graph No 12.14: Comparison - Then and Now (DRAUGHTSMAN MECHANICAL)



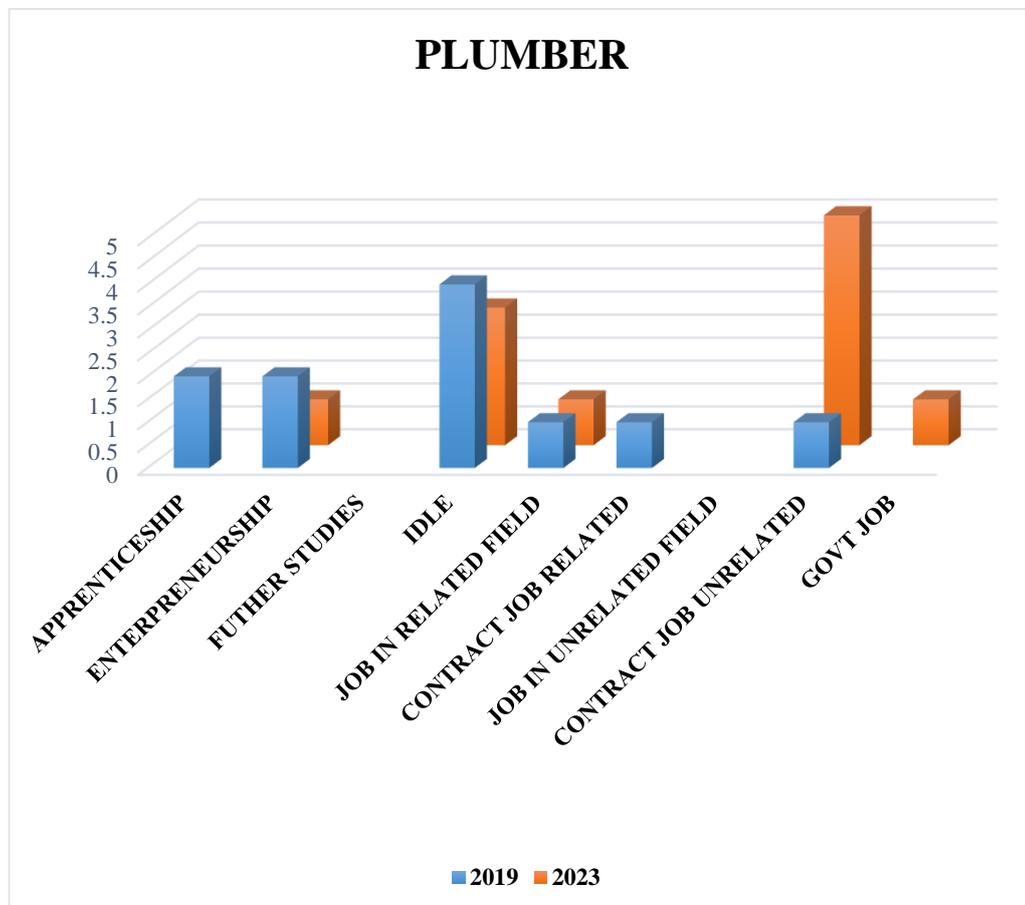


## 12.2.14 PLUMBER

Table No 12.15: Comparison - Then and Now (PLUMBER)

| PLUMBER                |      |      |
|------------------------|------|------|
|                        | 2019 | 2023 |
| APPRENTICESHIP         | 2    |      |
| ENTERPRENEURSHIP       | 2    | 1    |
| FUTHER STUDIES         |      |      |
| IDLE                   | 4    | 3    |
| JOB IN RELATED FIELD   | 1    | 1    |
| CONTRACT JOB RELATED   | 1    |      |
| JOB IN UNRELATED FIELD |      |      |
| CONTRACT JOB UNRELATEI | 1    | 5    |
| GOVT JOB               |      | 1    |

Graph No 12.15: Comparison - Then and Now (PLUMBER)



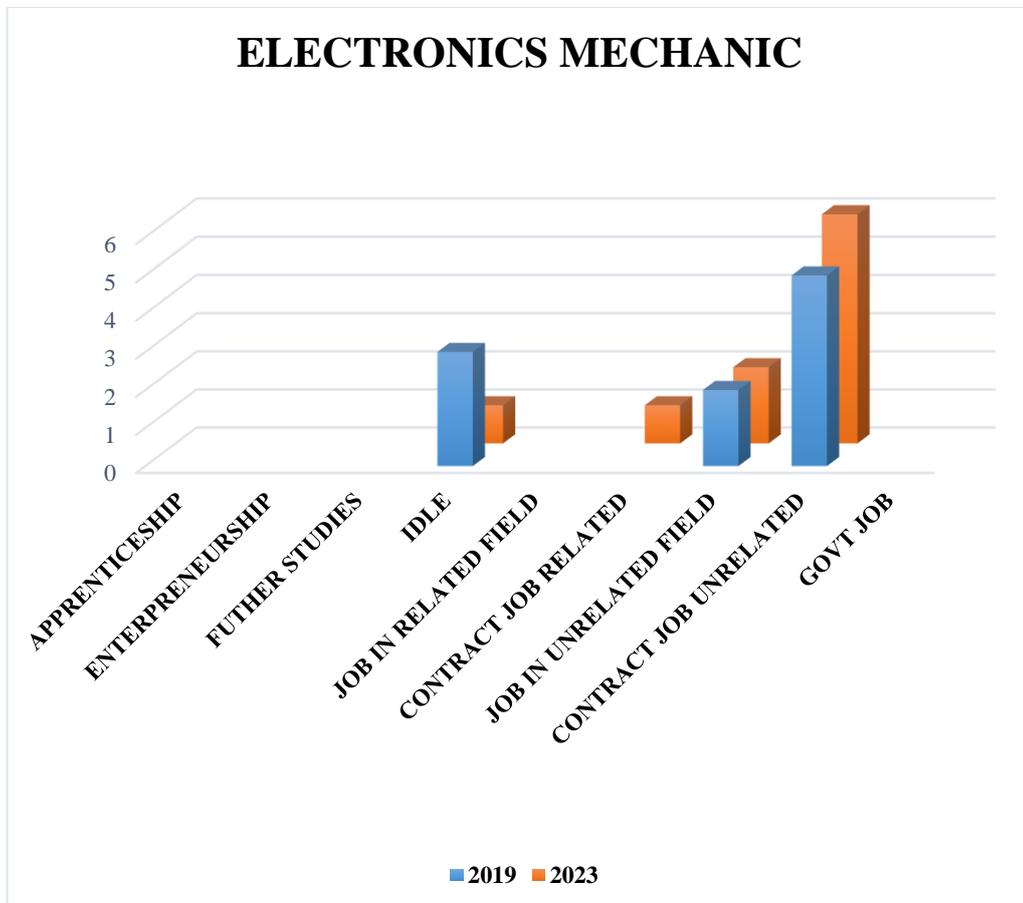


## 12.2.15 ELECTRONICS MECHANIC

Table No 12.16: Comparison - Then and Now (ELECTRONICS MECHANIC)

| ELECTRONIC MECHANIC    |      |      |
|------------------------|------|------|
|                        | 2019 | 2023 |
| APPRENTICESHIP         |      |      |
| ENTERPRENEURSHIP       |      |      |
| FUTHER STUDIES         |      |      |
| IDLE                   | 3    | 1    |
| JOB IN RELATED FIELD   |      |      |
| CONTRACT JOB RELATED   |      | 1    |
| JOB IN UNRELATED FIELD | 2    | 2    |
| CONTRACT JOB UNRELATE  | 5    | 6    |
| GOVT JOB               |      |      |

Graph No 12.16: Comparison - Then and Now (ELECTRONICS MECHANIC)



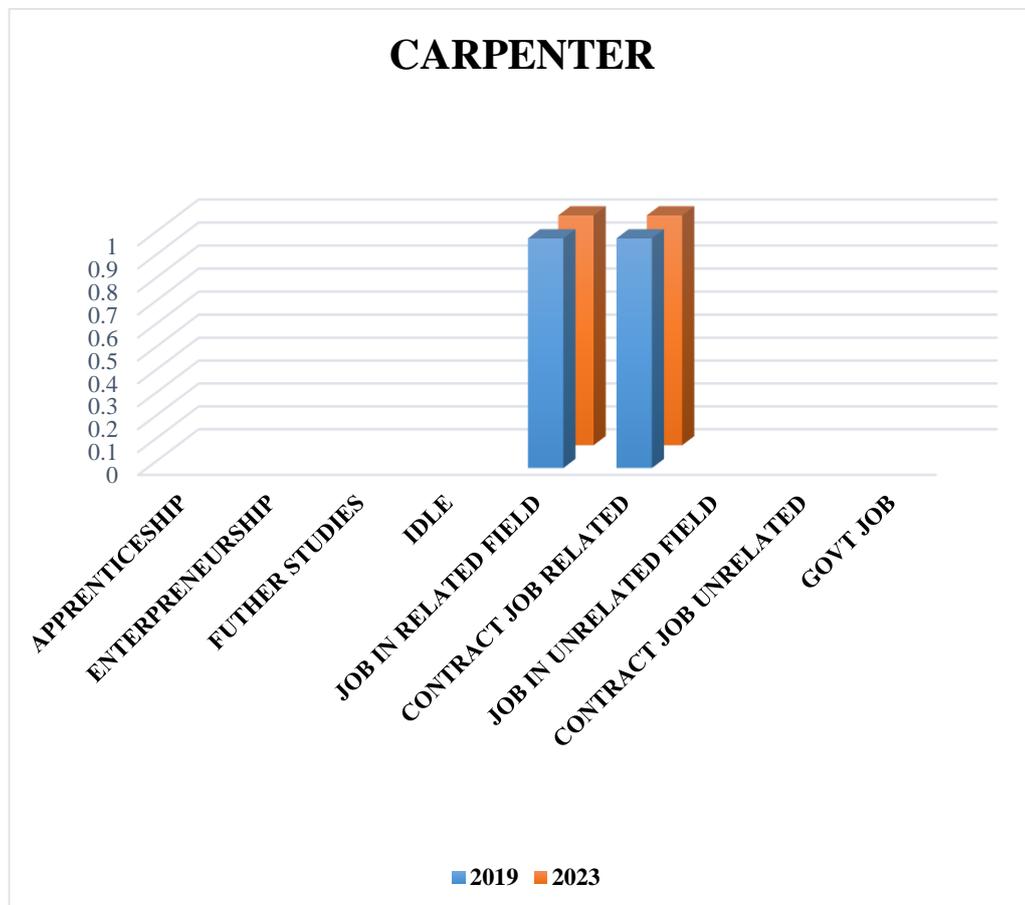


## 12.2.16 CARPENTER

Table No 12.17: Comparison - Then and Now (CARPENTER)

| CARPENTER              |      |      |
|------------------------|------|------|
|                        | 2019 | 2023 |
| APPRENTICESHIP         |      |      |
| ENTERPRENEURSHIP       |      |      |
| FUTHER STUDIES         |      |      |
| IDLE                   |      |      |
| JOB IN RELATED FIELD   | 1    | 1    |
| CONTRACT JOB RELATED   | 1    | 1    |
| JOB IN UNRELATED FIELD |      |      |
| CONTRACT JOB UNRELATED |      |      |
| GOVT JOB               |      |      |

Graph No 12.17: Comparison - Then and Now (CARPENTER)



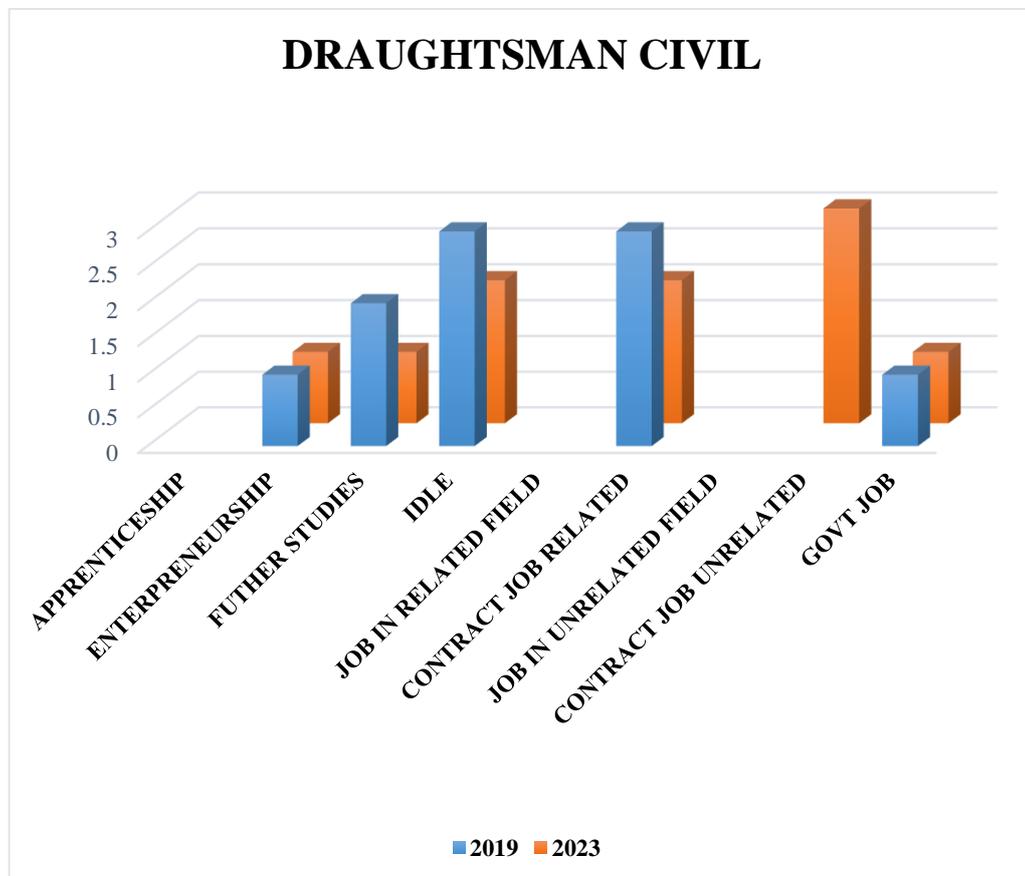


## 12.2.17 DRAUGHTSMAN CIVIL

Table No 12.18: Comparison - Then and Now (DRAUGHTSMAN CIVIL)

| DRAUGHTSMAN CIVIL      |      |      |
|------------------------|------|------|
|                        | 2019 | 2023 |
| APPRENTICESHIP         |      |      |
| ENTERPRENEURSHIP       | 1    | 1    |
| FUTHER STUDIES         | 2    | 1    |
| IDLE                   | 3    | 2    |
| JOB IN RELATED FIELD   |      |      |
| CONTRACT JOB RELATED   | 3    | 2    |
| JOB IN UNRELATED FIELD |      |      |
| CONTRACT JOB UNRELATED |      | 3    |
| GOVT JOB               | 1    | 1    |

Graph No 12.18: Comparison - Then and Now (DRAUGHTSMAN CIVIL)



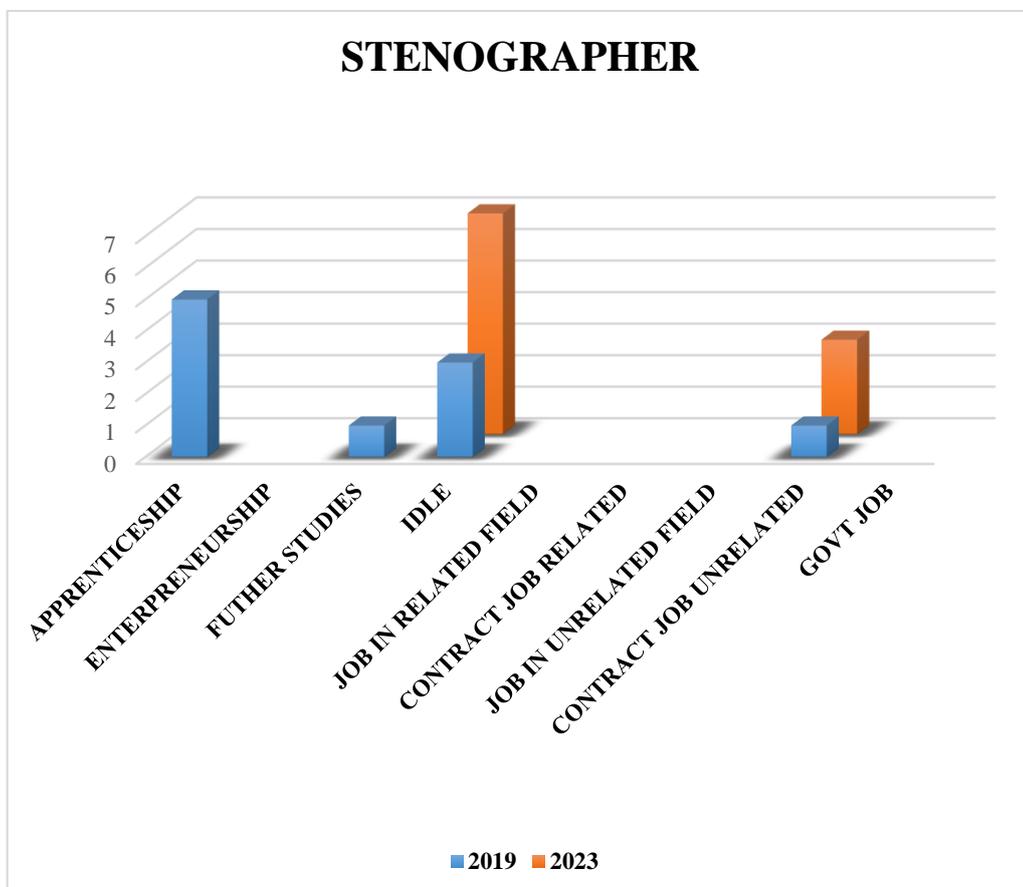


## 12.2.18 STENOGRAPHER

Table No 12.19: Comparison - Then and Now (STENOGRAPHER)

| STENOGRAPHER           |      |      |
|------------------------|------|------|
|                        | 2019 | 2023 |
| APPRENTICESHIP         | 5    |      |
| ENTERPRENEURSHIP       |      |      |
| FUTHER STUDIES         | 1    |      |
| IDLE                   | 3    | 7    |
| JOB IN RELATED FIELD   |      |      |
| CONTRACT JOB RELATED   |      |      |
| JOB IN UNRELATED FIELD |      |      |
| CONTRACT JOB UNRELATE  | 1    | 3    |
| GOVT JOB               |      |      |

Graph No 12.19: Comparison - Then and Now (STENOGRAPHER)



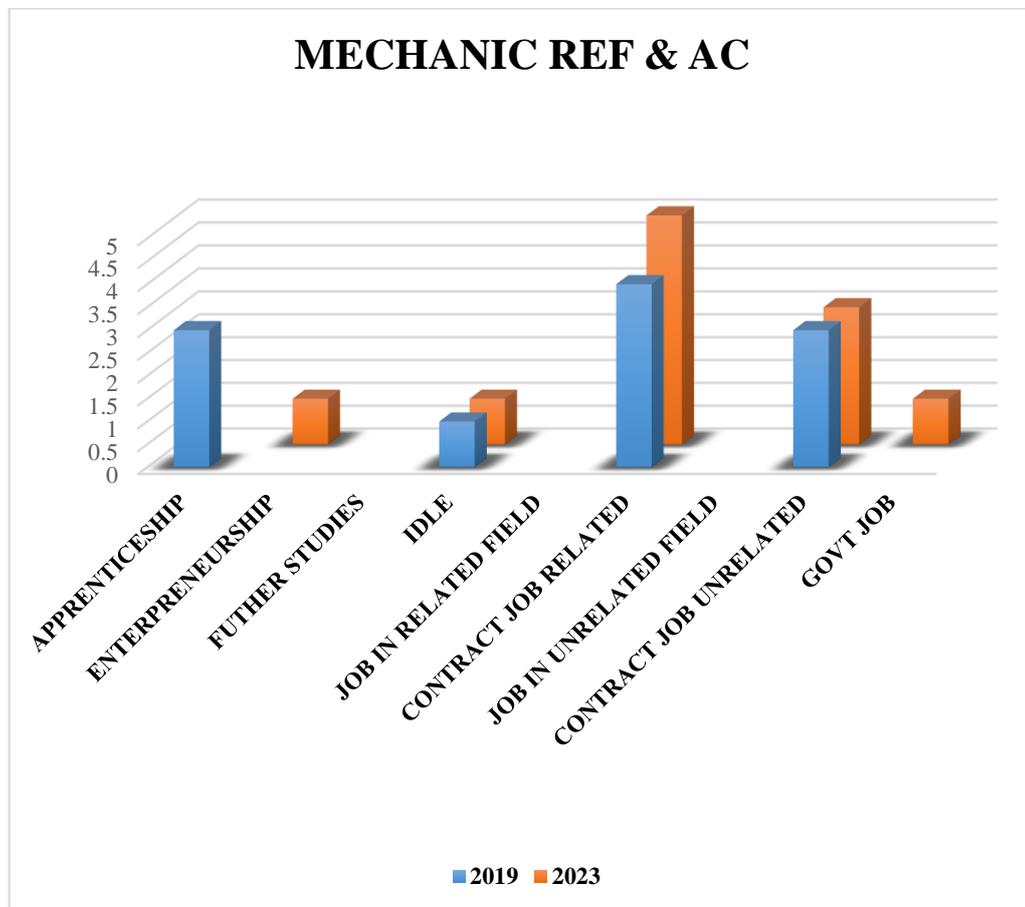


## 12.2.19 MECHANIC REF AND AC

Table No 12.20: Comparison - Then and Now (MECHANIC -REF & AC)

| MECHANIC REF & AC      |      |      |
|------------------------|------|------|
|                        | 2019 | 2023 |
| APPRENTICESHIP         | 3    |      |
| ENTERPRENEURSHIP       |      | 1    |
| FUTHER STUDIES         |      |      |
| IDLE                   | 1    | 1    |
| JOB IN RELATED FIELD   |      |      |
| CONTRACT JOB RELATED   | 4    | 5    |
| JOB IN UNRELATED FIELD |      |      |
| CONTRACT JOB UNRELATEI | 3    | 3    |
| GOVT JOB               |      | 1    |

Graph No 12.20: Comparison - Then and Now (MECHANIC -REF & AC)



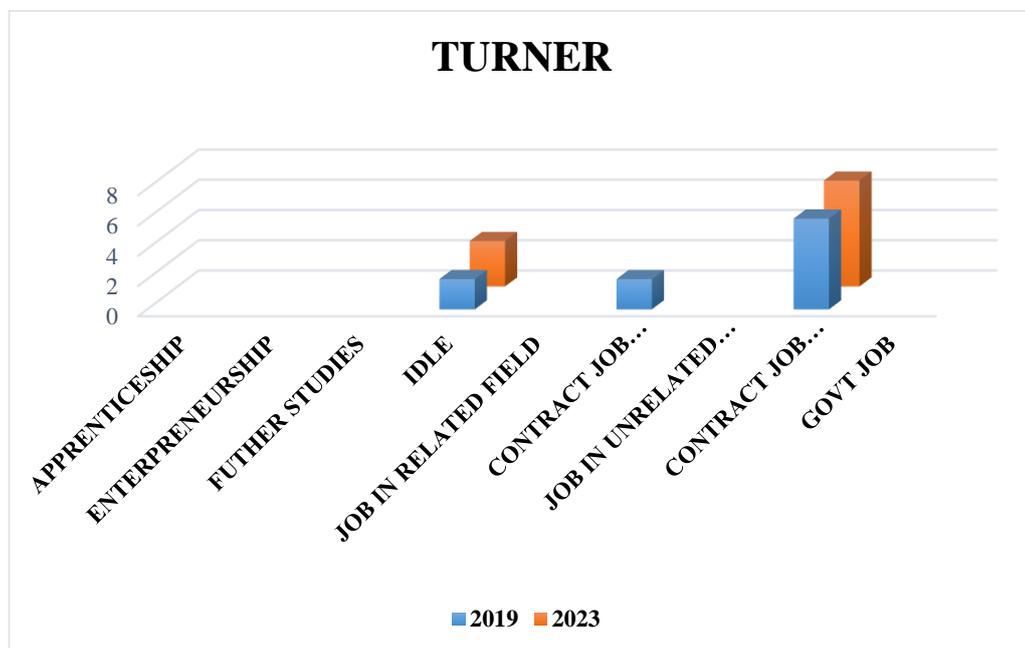


## 12.2.20 TURNER

*Table No 12.21: Comparison - Then and Now (TURNER)*

| TURNER                 |      |      |
|------------------------|------|------|
|                        | 2019 | 2023 |
| APPRENTICESHIP         |      |      |
| ENTERPRENEURSHIP       |      |      |
| FUTHER STUDIES         |      |      |
| IDLE                   | 2    | 3    |
| JOB IN RELATED FIELD   |      |      |
| CONTRACT JOB RELATED   | 2    |      |
| JOB IN UNRELATED FIELD |      |      |
| CONTRACT JOB UNRELATEI | 6    | 7    |
| GOVT JOB               |      |      |

*Graph No 12.21: Comparison - Then and Now (TURNER)*



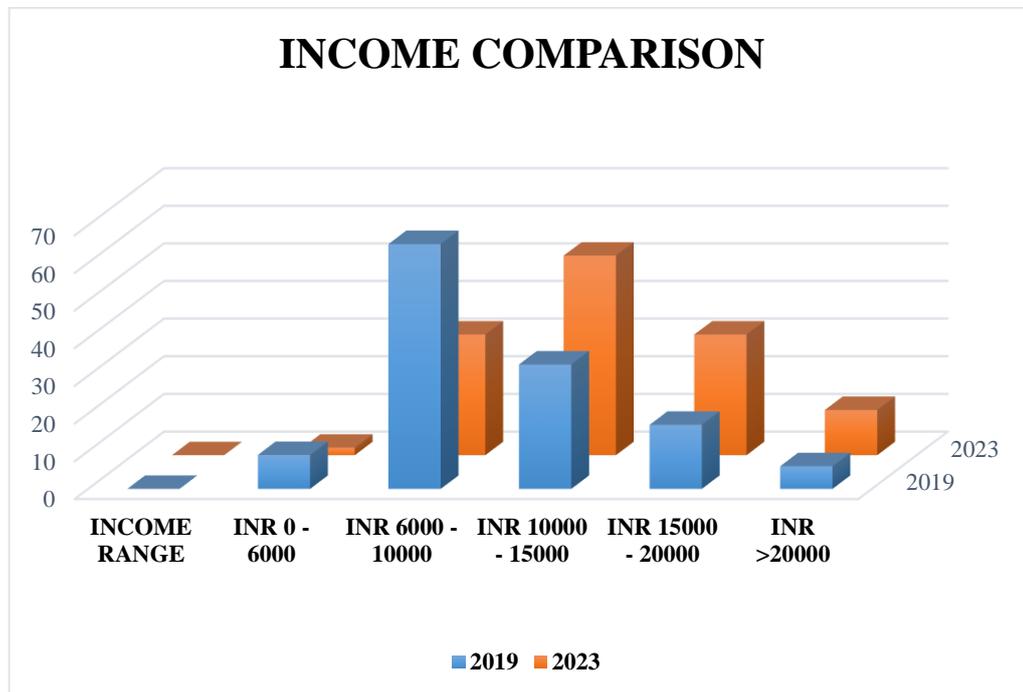
Considering all aspects of employability, it is noted that salary plays an important role and graduates prefer to work on any high paying jobs. Entrepreneurs are doing exceedingly well and can be used as role models for the other trainees who have intention to start on their own. Currently Almost 25% of the graduates are unemployed which needs to be addressed.



## 12.3 Income pattern in employment

The following table indicates the income distribution of the two scenarios – after course completion and in the current time among trainees engaged.

*Graph No 12.22: Income Comparison - Then and Now*



Most of the income is concentrated below INR 20,000. All incomes above INR 20000 are those of entrepreneurs and 77% of the entrepreneurs are using the skills learnt as few have ventured into other opportunities.

As far as paid employment is considered, there has been decrease in current employment for employing COPA, Mechanic diesel. Welder, Mechanic diesel, Fitter and Machinist are with low demand in the job market.

Electrician, Wireman, Mechanic motor vehicle, Draughtsman mechanical are in high demand as compared to other courses.



## 13. CONCLUSIONS AND SUGGESTIONS

### 13.1 Employment scenario immediately after passing out

Trades like Sewing technology, Electrician, Plumbing, and Cosmetology show a high degree of self-employment / entrepreneurship and with appropriate support and facilitation the percentage of self-employment / entrepreneurship in these trades can be significantly increased, more so by improving awareness of Govt. schemes for self-employment. A tie-up with EDC or similar institutions will help realise the potential of these trades to prospective trainees.

A sizeable majority of those surveyed in the trades, Fitter, Electrician, Stenographer, and Instrument Mechanic (at least 5 out of 10 trainees) have reported to be engaged in Apprenticeship. However, the areas of Apprenticeship engaged in are a grave concern as the trainees in some companies are put to work in unrelated areas like cleaning kitchens, removing shrubs etc.

Very few continued into the further or advanced studies after the completion of the course.

Of the total respondent base surveyed, only 24.5% (49/200) reported being paid in their respective trades (temporary or permanent), a very low number.

The quantum of salary is a key factor in overall employment. Contract jobs (like packaging, assembling etc.) in MNCs offer higher salaries as compared to salaries offered in the surveyed trades. Most employed respondents said they would switch jobs to work in trades they originally trained for if they were offered salaries that match their current jobs in MNCs.



## **13.2 Coverage of Apprenticeship Training /**

### **On job Training (OJT)**

The study shows only a few trainees (21.5%) have undergone apprenticeship training. Lack of training opportunities results in fewer opportunities for gaining relevant experience. Facilitating industry partnerships with Private and Public-sector Undertakings will help open up opportunities for apprenticeships to ITI graduates.

On Job Training (OJT) is necessary to improve the work efficiency and trainee satisfaction and confidence. Owing to lack of OJT opportunities, only 6.5% of survey respondents had OJT.

Lack of opportunities for Apprenticeship and On Job Training (OJT) are two key probable reasons behind low salary offers received in the surveyed trades.

## **13.3 Industry view**

Based on a sample survey with the Industry, the Industry felt that the trainees lack skills.

At least one out of four trainees remain unemployed / unengaged post course completion. The key reason which has been indicated by these trainees is mainly of unavailability of job opportunities in their geographical area and those that are available do not belong to the field / trade they have acquired training in. Therefore, it becomes important to work out the outcome-based input which is being provided to these trainees.

Conducting an audit of skill-sets required by the Employment Sector in order to tailor the ITI Trades to meet the Industry skill requirements will help close the current gap between Industry requirements and skills provided in ITI Trades Programmes.

Institution Management Committee is crucial in involving industry partner and training labour force as per industry requirement.



Expanding the scope of ITI programmes via short term courses to provide ITI graduates with exposure to skills aligned with Industry requirements will help improve employability of the graduates.

### **13.4 Placement and Counselling cell**

The study found that ITIs lacked dedicated Placement Officers to help graduates with placements in Industries.

The trainees were not informed about prospective industries and the skill requirements they're looking for in graduates.

Information on various Government schemes like CM Rojgar Yojana and self-employment schemes were not given to the trainees. Soft skill training was not given to all the trades.

90% Respondents who had jobs had got them through information from family and friends and not through the placement cell.

Maintaining a list of trainees by trade category along with personal contact details of graduates who've completed their training will help in reaching out to them with placement opportunities.

Additionally, maintaining a dedicated page on the Directorate website listing apprenticeship and job opportunities will help keep graduates informed and facilitate job applications.

### **13.5 Additional Suggestions for Improvement**

Points for consideration:

#### **13.5.1 Infra and training**

Non Functional computers and other infrastructure in few of the ITIs (as on 2019) was a major area which required improvement.

New technologies in Sewing, welding needs to be included in the curriculum. Upgradation of training machinery and equipment (E.g. Computerised embroidery machines, Robotic welding, CNC machines etc.).



Increasing industry relevance training, on-the-job training, industrial exposure of teachers and need assessment of trainers.

Consider strengthening pedagogical approaches and introduction of new methodologies for soft skills and teaching work readiness. Shop floor discipline is a key soft skills requirement along with safety, work ethics punctuality, personal appearance, and ability to adjust to the work environment.

Introduction of short term programs for associated trade skills.

Popularising online training courses offered by companies like Udemy for additional learning.

Place more focus on the quality of general/core skills such as communication, Soft skills, IT skills as well as Entrepreneurial skills.

Intensify entrepreneurial training to create self-employment.

### **13.5.2 Industry linkages**

Formal agreements with companies and company groups (i.e. through Memorandum of Understanding (MoU's)/ Memorandum of Association (MoA's) to define cooperation models and mutual responsibilities.

Improved industry liaising to increase placement of the trainees.

Involvement of industry experts in ITI training, e.g. through guest lectures.

Talks / videos of success stories of pass out trainees to be shown to trainee undergoing courses.

Staff development of ITI trainers, including industry visits to developing training supply in line with market / functional needs in the Industry.

Introduction of new competency based training programs, additional trades/training programs or topping up the course with short term courses with industry linkages.

Company visits and other industry exposure activities.

Improving the relevance of entrepreneurship education and training, e.g. through incorporating business practitioners and financial institutions.



Conducting placement activities (job fairs, recruitment days, job matching services, etc.).

Activities to increase exposure of trainees to labour market realities, including through expansion of on-the-job training (OJT), company visits, etc.

Activities to increase the share of trainees undergoing OJT in line with the curriculum and to improve the quality of OJT.

Facilitating trainers to participate in further training, including technology-based continuous professional development programs.

Organizing in-service training in cooperation with industry.

Inclusion of safety training / hygiene training as part of curriculum.

### **13.6 Marginalised sector**

Increasing career counselling and marketing of ITI trades/courses among female youth, ST/ minority and other disadvantaged sections of the society.



# 14 KEY FINDINGS AND RECOMMENDATIONS

The key findings are presented as per the main study objectives as detailed below: The level of the ITI programmes appears to be adequate in terms of the skills they provide. Graduates employed in the related fields are satisfied with the levels of skills acquired. However, getting employment in a related skill/ trade is a challenge.

## 14.1 Employment outcomes and occupation of graduates

### Key findings

The employment rate including self-employed among respondents was 74.5% (149/200). The majority of these employed graduates 49% (73/149) were employed on temporary basis and in unrelated trades / skills and the rest (39%) were in temporary or permanent employment in their areas of training. The proportion of graduate respondents unemployed and looking for a job was relatively high, standing at 25.5%. 12% of the trainees had started their own business.

Income plays a major role in the job selection by the graduates. Jobs in the trades the trainee has studied are being offered less salaries and hence the trainees opt for jobs with higher salaries which are not be in their area of specialisation (e.g. Packers, Assemblers etc.).

### Recommendations

Wages are related to supply and demand of a certain skill. A fair wage, could probably be achieved by balance of supply and demand of skills.

The high rate of unemployment in related fields could be a pointer to skills mismatch with the vocational sector. There is an urgent need for an audit of skills required by the employment sector, and those currently offered by ITI programmes in order to identify the gap between them.

Industry prefers employees with multiple skills and it is highly recommended that clubbing of areas of specialisation (Bundle of Training Options) be formed e.g.: For



Office employment: (Stenographer, COPA, ICT system maintenance) For Maintenance department employment (Plumbing, Electrician, Mechanical Ref and AC, ICT system maintenance, Fitter) etc. trainees can be provided with short term courses in related fields to enhance their employability. A detailed program should be worked out after discussing with the Industry.

To further enhance graduate employment, employers and employer organizations consider forming linkages with ITI institutions to recruit graduates upon completion of their studies.

Institutions can conduct career fairs where they could sensitize potential employers of the skills their graduates are equipped with.

## **14.2 Methodological Issues in Placement cell**

### **Key findings**

Some institutions did not keep databases for their graduates. In cases where databases existed, they were not up to date.

Institutions also did not keep a database of companies which employ the graduates and the trades which they prefer or employ.

### **Recommendations**

A dedicated placement and counselling officer.

Institutions maintain databases of their graduates on completion and work to establish alumni associations that could assist in updating the database.

It is also recommended that institutions maintain databases of the companies which have employed the graduates and the trades they employ and this list be made available to trainees

A dedicated page on directorate website to inform trainees on the apprenticeship as well as job opportunities to help them source jobs for employment.



## **14.3 Female trainees**

### **Key Findings**

This study established that female graduates are the mostly taking trades of Cosmetology and Sewing technology and are using the training for self-employment. They need to be encouraged, hand-hold and provided with adequate schemes to scale up their enterprise. Other trades like Stenographer, COPA female graduates have difficulties in finding employment. This scenario needs to be interrogated further by additional research.

### **Recommendations**

A dedicated page on directorate website to inform trainees of vacancies for apprenticeships and jobs, with a dedicated tab listing opportunities for women.

## **14.4 Quality of Content Training Delivery and recommendations**

### **Key Findings**

All the Graduates rated the course material and practical's that they went through highly in terms of content and instructional quality. Quality of content of the trades appears to be adequate in terms of the skills required for jobs. Trainees who were employed in the same trade are generally of the view that the skills acquired at ITIs are adequate to enable them to perform the tasks in their work adequately to the satisfaction of their employers. They only suggest minimal improvements. The views of graduate respondents were not in tandem with those of employers who rated the skills of graduates as inadequate.

The overwhelming majority of the respondents (70%) indicated that they would not recommend the programmes they went through to others as they did not get jobs in their area of skill.



## **Recommendations**

It is highly recommended that there be an audit of skills required by the employment sector and ITI programmes and enrolment rates be tailored to match the required skills.

The level of the ITI programmes appears to be adequate in terms of the skills they provide. Trainers and Graduates are satisfied with the levels of skills acquired. The scope of the ITI programmes should be expanded to expose the graduates to more skills through short term courses but maintaining the standards.

Improve industry partnership and involve industry for development and reframing of courses for each trade and clubbing of courses for a particular job.

Designing outcome-based training, introduction of short-term and long-term employment-oriented courses and assist in further diffusion of technology in teaching and learning.



# 15. SUCCESS STORIES

## 15.1 In entrepreneurship

### SEWING TECHNOLOGY

TRAINEE NAME: MS MELINDA FERNANDES

REG NO: SC301809247011

Is doing extremely well in her village. She was gifted a sewing machine by her father after the course and she started her own tailoring business. Now she is well known in her village and earns close to fifty thousand rupees every month.

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### MECHANIC MOTOR VEHICLE

TRAINEE NAME: BHAVESH K. KAMBLI

REG NO: NC301707215001

Is doing extremely well in his Vocation. He had a garage started by his father. After the course he has expanded to four garages and employs about 15 people. He also specializes in water boat engines used in coastal region.

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### ELECTRICIAN

TRAINEE NAME: PRASAD G. GAUNKAR

REG NO: SC301709231017

He worked for two years under one contractor after the course. In the year 2021 he has started his own firm and now a team of electricians under him. He earns more than thirty thousand on an average per month.

---



## **15.2 In Jobs**

### **COSMETOLOGY**

TRAINEE NAME: DIPTI PALNI

REG NO: SC301807239001

Is doing extremely well in her Job. She was appointed by an NGO Jan Sanstha Sikshan to train other trainees in the course. She now trains close to 20 trainees in every batch.

—

### **COSMETOLOGY**

TRAINEE NAME: ALFRA SHAIKH

REG NO: SC301809239001

She has moved to Bangalore and works under some beautician. She earns a salary close to Twenty thousand rupees.

—

### **FITTER**

TRAINEE NAME: JEEVAN MALIK

REG NO 00170830000214

Within 3 years he is in charge of Maintenance department in a company which employs over 60 employees.

—



## 16.CURRENT INITIATIVES AND ACTION TAKEN AT ITI'S

Subsequent to the presentation of the draft report on recommendation of the committee a review was done at the institution level to understand and record the improvements and the action taken in the last 2 years. The observations are as given below:

1. **Signing of MoU** : Directorate has signed 47 Memorandum of Understanding (MoUs) with various leading industries to conduct campus interview every year, Participation in Placement Fairs and Apprenticeship Bharti Mela, Offer regular or contract jobs to Apprentices, Training of Trainer (ToT), To upgrade skilling program, Industrial visit for trainees, Deputation of Industry Expert in ITI and Entrepreneurship Development.
2. **Signing of flexi MoU**: Directorate has signed a flexi MOU with industry to conduct training program to meet specific skill requirement of the Industry.
3. **Apprenticeship Melas**: Apprenticeship Melas were conducted in both districts as per instructions of MSDE, Govt. of India.
4. **Job Melas**: Job Melas were conducted in ITI's as well at the State level.
5. **Industry Connect**: Two Workshop on Industry connect were conducted in both district for better coordination between in Directorate and Industry, to ascertain the demand of workforce from industry, to obtain suggestions from industry to fill this gap, for support under CSR activities etc.
6. **Pradhan Mantri Kaushal Vikas Yojana (PMKVY)** : Was launched in 2019 with an objective to give industry relevant training by way of short term courses. About 1400 youth have benefitted.
7. **Chief Minister Kaushal Path Yojana (CMKPS)**: The candidates trained under PMKVY will be reskilled / up-skilled.



8. **Training of Unorganised sector workers:** Directorate has upgraded the existing ITI in the state as Model ITI which has taken up training of unorganised sector workers, training of existing industrial workforce, conducted skill awareness program for SC/ST.
9. **Counsellors and Coordinators:** Appointed Skill Coordinator at state level and two skill coordinators at district level. Four counsellors at Government ITI's for psychological counselling of trainees are appointed.
10. **Alumni cell :** Alumni cell formed at ITI.
11. **E-classroom:** All Government ITI's have an E-classroom and Skill Centre of Excellence has been setup at Farmagudi Govt. ITI with assistance of Sri Sri Rural Development Program Trust. IT labs with latest computers are now setup.
12. **Initiatives for females:** Various short term courses in 10 Government ITI's have started. Skill awareness is made in digital and print media. Women Entrepreneurship programmes at state/ District and Taluka levels under SANKALP scheme are conducted. Special programmes to enhance women participation are being conducted.
13. **SPMC:** State level Monitoring Cell (SPMC) is setup under the STRIVE scheme.
14. **Train the trainer programme:** Training the trainers with the help of various associations like Goa Pharmaceuticals Manufacturers Association, Forum for Innovation Incubation Research and Entrepreneurship (Fiire), Goa Institute of Management etc. are conducted for vocational trainers and instructors of various trades.
15. **National Apprenticeship Promotion Scheme (NAPS):** Directorate has taken up numerous initiatives to encourage trainees to engage as apprentice. A portal is setup and 468 Private sector establishments and 82 Public sector establishments have registered to engage Apprentices.



# **ANNEXURES**



## ANNEXURE A

### ITI QUESTIONNAIRE FOR GRADUATES

NAME:

CTS TRADE:

Roll number (as per NCVT MIS Portal)-

Age-

Gender -

Trade Type (Engg. /Non-Engg.) -

Category (General, OBC, SC, ST, PwD etc.) -

Religion -

Taluka-

NCVT MIS code of ITI -

Month and Year of passing out from ITI-

#### What did you do immediately after completion of ITI Course?

1. Paid employment-  Permanent  Temporary

1) What did you do after completing ITI training?

- Started working in company
- Set up own business
- Searching for job
- Joined as apprentice in company

2) When did you start your first job after passing out from ITI?

- 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(1year)
- More than 1year



3) Which channels did you use for job search (select all those applicable)

|                          |  |                          |  |
|--------------------------|--|--------------------------|--|
| <input type="checkbox"/> | Newspaper Ads and advertisements                               | <input type="checkbox"/> | Through part-time jobs during/ after study |
| <input type="checkbox"/> | Help of family contacts of parents, relatives, etc.            | <input type="checkbox"/> | Through training & Placement cell of ITI   |
| <input type="checkbox"/> | With help of personal contacts of friends, fellow students etc | <input type="checkbox"/> | Through job fairs                          |
| <input type="checkbox"/> | Independent contact to employers                               | <input type="checkbox"/> | Through principal /faculty of the ITI      |
| <input type="checkbox"/> | Social Media   | <input type="checkbox"/> | Through internship after training          |
| <input type="checkbox"/> | Magazines  | <input type="checkbox"/> | Job Websites                               |
| <input type="checkbox"/> | Labour Contractors/ Agents                                     | <input type="checkbox"/> | Others (Please specify):                   |

4) Which channel do you feel is the most effective for procuring employment?

|                          |   |                          |  |
|--------------------------|---|--------------------------|--|
| <input type="checkbox"/> | Newspaper Ads and advertisements                                | <input type="checkbox"/> | Through part-time jobs during/ after study |
| <input type="checkbox"/> | Help of family contacts of parents, relatives, etc              | <input type="checkbox"/> | Through training & Placement cell of ITI   |
| <input type="checkbox"/> | With help of personal contacts of friends, fellow students etc. | <input type="checkbox"/> | Through job fairs                          |
| <input type="checkbox"/> | Independent contact to employers                                | <input type="checkbox"/> | Through principal /faculty of the ITI      |
| <input type="checkbox"/> | Magazines   | <input type="checkbox"/> | Job Websites                               |
| <input type="checkbox"/> | Labour Contractors/ Agents                                      | <input type="checkbox"/> | Others (Please specify):                   |

5) Were you placed on campus or off campus?

- On campus  
 Off campus

6) List the companies in which you answered interviews, if recruited on campus.

7) List the companies in which you answered interviews, if recruited off campus.



**8)** Is your job related to the same trade in which you received training?

- Yes
- No

**9)** Reason choosing different trade for employment, if any?

**10)** Satisfaction with the current job

- Very satisfied
- Satisfied
- OK
- Dissatisfied
- Very dissatisfied

**11)** Reason for dissatisfaction:

- Low Salary & benefits
- Not related to my field of study
- Proximity to residence
- Others:

**12)** Household income (per month) (excluding your income)?

- INR 0 – 15,000
- INR 15,001 to 30,000
- INR 30,001 to 50,000
- INR 50,001 to 70,000
- INR >70,000

**13)** Range of your monthly salary when you first started working after completion of ITI?

- INR 0 - 6000
- INR 6000 - 10000
- INR 10000 - 15000
- INR 15000 – 20000
- INR >20000



**14) The Sector in which you received training**

|  |  |
|--|--|
| <input type="radio"/> Aerospace & Aviation             | <input type="radio"/> Construction             |
| <input type="radio"/> Agriculture Machinery            | <input type="radio"/> Electrical & Electronics |
| <input type="radio"/> Apparel                          | <input type="radio"/> Healthcare               |
| <input type="radio"/> Automobile                       | <input type="radio"/> Food Processing          |
| <input type="radio"/> Beauty & Wellness                | <input type="radio"/> Infrastructure equipment |
| <input type="radio"/> Chemical                         | <input type="radio"/> Iron & Steel             |
| <input type="radio"/> Paints & Coatings                | <input type="radio"/> Retail                   |
| <input type="radio"/> Plumbing                         | <input type="radio"/> Telecom                  |
| <input type="radio"/> Production & Manufacturing       | <input type="radio"/> Logistics                |
| <input type="radio"/> Refrigeration & Air Conditioning | <input type="radio"/> Oil & Gas                |
| <input type="radio"/> Instrumentation                  | <input type="radio"/> Mining                   |
| <input type="radio"/> IT &ITeS                         | <input type="radio"/> Rubber                   |

**15) Sector in which you are employed**

|  |  |
|--|--|
| <input type="radio"/> Aerospace & Aviation             | <input type="radio"/> Construction             |
| <input type="radio"/> Agriculture Machinery            | <input type="radio"/> Electrical & Electronics |
| <input type="radio"/> Apparel                          | <input type="radio"/> Healthcare               |
| <input type="radio"/> Automobile                       | <input type="radio"/> Food Processing          |
| <input type="radio"/> Beauty & Wellness                | <input type="radio"/> Infrastructure equipment |
| <input type="radio"/> Chemical                         | <input type="radio"/> Iron & Steel             |
| <input type="radio"/> Paints & Coatings                | <input type="radio"/> Retail                   |
| <input type="radio"/> Plumbing                         | <input type="radio"/> Telecom                  |
| <input type="radio"/> Production & Manufacturing       | <input type="radio"/> Logistics                |
| <input type="radio"/> Refrigeration & Air Conditioning | <input type="radio"/> Oil & Gas                |
| <input type="radio"/> Instrumentation                  | <input type="radio"/> Mining                   |
| <input type="radio"/> IT &ITeS                         | <input type="radio"/> Rubber                   |



**16)** The sector in which the training was received but not got the employment. What are the reasons for not getting the employment in that particular sector?

**17)** Position

Operator

**18)** Size of the company you are employed in

|                       |                                |                       |                                 |
|-----------------------|--------------------------------|-----------------------|---------------------------------|
| <input type="radio"/> | 5 to less than 50 employees    | <input type="radio"/> | 500 to less than 1000 employees |
| <input type="radio"/> | 50 to less than 200 employees  | <input type="radio"/> | Greater than 1000 employees     |
| <input type="radio"/> | 200 to less than 500 employees | <input type="radio"/> |                                 |
|                       |                                |                       |                                 |

**19)** Do you feel your salary is justified for the job you do?

Yes

No

**20)** Are you planning to go for higher studies in future?

Yes

No

**21)** Are you planning to start business in future?

Yes

No

**22)** Did ITI provide you with basic computer training?

Yes

No

**23)** Did ITI provide you with SOFTSKILL training?

Yes

No



24) Did ITI provide you with Interview training

- Yes  
 No

25) Were you made aware by ITI of various government schemes of securing employment?

- Yes  
 No

26) Were you made aware by ITI of various government schemes for starting business?

- Yes  
 No

27) Were you made aware by ITI of job prospects after completing training?

- Yes  
 No

28) Do you feel that you received proper training in selected trade in ITI?

29) Did ITI take you on industrial visits for getting you accustomed with industry?

30) Are you using the skills received in ITI in current employment?

- Yes  
 No

31) Did the company provide you additional training?

- Yes  
 No

32) Are you comfortable in using basic computer applications like MS Word, MS Excel, MS PowerPoint / Email / Browsing / Searching etc.?

- Yes  
 No

33) Did you receive sufficient practical training in the selected trade?

- Yes  
 No



34) Did you take any online training in the selected trade?

- Yes
- No

**LOOKING FOR CHANGE - ADDITIONAL QUESTIONS**

1) Reason for searching job though you are employed?.

- For salary raise
- Not satisfied in current job
- Harsh working conditions in current job
- Other

2) Paid employment

- Permanent
- Temporary

3) When did you start working in your current job



## **APPRENTICESHIP**

- 1) When did you start your apprenticeship?
  
- 2) Apprenticeship engagement company name and sector
  
- 3) Monthly Stipend
  - INR 0 - 6000
  - INR 6000 - 10000
  - INR 10000 - 15000
  - INR 15000 - 20000
  - INR >20000
  
- 4) Duration of apprenticeship (in months)
  
- 5) What did you do after completion of apprenticeship?
  - Got employment in same company
  - Got employment in different company Unemployed
  - Unemployed



## UNEMPLOYED - ADDITIONAL QUESTIONS

Not Working – Unemployed but looking for a job

Not Working – Unemployed and not looking for a job

### 1) Reason for Unemployment

|                       |                                |                       |  |
|-----------------------|--------------------------------|-----------------------|--|
| <input type="radio"/> | Advanced or further studies    | <input type="radio"/> | Not found a job related to my field of study |
| <input type="radio"/> | Health – related issues        | <input type="radio"/> | No job opportunity in the region             |
| <input type="radio"/> | Waiting for reply from company | <input type="radio"/> | Planning to start business                   |
| <input type="radio"/> | Family concerns                | <input type="radio"/> | Did not look for a job yet                   |
| <input type="radio"/> | Lack of work-experience        | <input type="radio"/> | Working at home/ with family                 |
| <input type="radio"/> | Not found a desired job        | <input type="radio"/> | Others ( Specify )                           |

### 2) Advance / Further studies - Type of study

- Engineering University/ College
- Non- Engineering University/ College
- Technical Training
- Others

### 3) Duration of further study course

### 4) Are you interested in participating in tracer study (for an incentive): Yes/No

### 5) Were you made aware by ITI of various government schemes of securing employment?

- Yes
- No

### 6) Were you made aware by ITI of various government schemes of starting business?

- Yes
- No



**7)** Do you feel that you received proper training in selected trade in ITI?

Yes

No

**8)** Are you using the skills received in ITI in your business?

Yes

No

**9)** Do you feel that training received in ITI in selected trade is sufficient in starting business in that trade?

Yes

No

**10)** Are you comfortable in using basic computer applications like MS Word, MS Excel, MS PowerPoint/ Browser/ email etc.?

Yes

No

**11)** Did you receive training in communication skills?

Yes

No

**12)** Did you receive sufficient practical training in the selected trade?

Yes

No



### **What Are you doing now?**

1) Still working in my first job

Yes

No

2) Range of your monthly salary when you first started working after completion of ITI?

INR 0 - 6000

INR 6000 - 10000

INR 10000 - 15000

INR 15000 - 20000

INR >20000

3) The Sector in which you received training

|  |  |
|--|--|
| <input type="radio"/> Aerospace & Aviation             | <input type="radio"/> Construction             |
| <input type="radio"/> Agriculture Machinery            | <input type="radio"/> Electrical & Electronics |
| <input type="radio"/> Apparel                          | <input type="radio"/> Healthcare               |
| <input type="radio"/> Automobile                       | <input type="radio"/> Food Processing          |
| <input type="radio"/> Beauty & Wellness                | <input type="radio"/> Infrastructure equipment |
| <input type="radio"/> Chemical                         | <input type="radio"/> Iron & Steel             |
| <input type="radio"/> Paints & Coatings                | <input type="radio"/> Retail                   |
| <input type="radio"/> Plumbing                         | <input type="radio"/> Telecom                  |
| <input type="radio"/> Production & Manufacturing       | <input type="radio"/> Logistics                |
| <input type="radio"/> Refrigeration & Air Conditioning | <input type="radio"/> Oil & Gas                |
| <input type="radio"/> Instrumentation                  | <input type="radio"/> Mining                   |
| <input type="radio"/> IT &ITeS                         | <input type="radio"/> Rubber                   |



## SELF EMPLOYED

### Nature/ Sector of self employment

- Service
- Manufacturing
- IT
- Retail
- Others

1) When did you start your work?

2) Reason choosing different trade in setting up business

3) Range of your monthly salary when you first started working after completion of ITI?

- INR 0 - 6000
- INR 6000 - 10000
- INR 10000 - 15000
- INR 15000 - 20000
- INR >20000



**NOT APPRENTICESHIP - On the job training (OJT)/ Internship/ Industrial training provided during the course**

**1) Did you undergo on the job training (OJT) )/Internship/Industrial training in company/establishment during training period while in Institute?**

**2) Duration of On the Job Training(OJT)/Internship/Industrial training (in days)**

- Around 15 days
- 15 to 30 day
- 30 to 45 days
- 45 to 60 days
- More than 60 days



## Quality and usefulness of the training obtained

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

a) Quality of classroom learning

|                       |   |                       |   |                       |   |                       |   |                       |   |
|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|
| <input type="radio"/> | 1 | <input type="radio"/> | 2 | <input type="radio"/> | 3 | <input type="radio"/> | 4 | <input type="radio"/> | 5 |
|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|

b) Supply of teaching and learning materials (books, IT lab, internet, etc)

|                       |   |                       |   |                       |   |                       |   |                       |   |
|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|
| <input type="radio"/> | 1 | <input type="radio"/> | 2 | <input type="radio"/> | 3 | <input type="radio"/> | 4 | <input type="radio"/> | 5 |
|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|

c) Teaching quality of lectures

|                       |   |                       |   |                       |   |                       |   |                       |   |
|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|
| <input type="radio"/> | 1 | <input type="radio"/> | 2 | <input type="radio"/> | 3 | <input type="radio"/> | 4 | <input type="radio"/> | 5 |
|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|

d) Availability of technical equipment (e.g. lab equipment, measuring instruments, etc.)

|                       |   |                       |   |                       |   |                       |   |                       |   |
|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|
| <input type="radio"/> | 1 | <input type="radio"/> | 2 | <input type="radio"/> | 3 | <input type="radio"/> | 4 | <input type="radio"/> | 5 |
|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|

e) Quality of equipment

|                       |   |                       |   |                       |   |                       |   |                       |   |
|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|
| <input type="radio"/> | 1 | <input type="radio"/> | 2 | <input type="radio"/> | 3 | <input type="radio"/> | 4 | <input type="radio"/> | 5 |
|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|

### 2) Rate your Trade / Course on a scale of 1 (very bad) to 5 (very good) on below parameters

a) Content is up to date with regards to practical / Industry requirements

|                       |   |                       |   |                       |   |                       |   |                       |   |
|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|
| <input type="radio"/> | 1 | <input type="radio"/> | 2 | <input type="radio"/> | 3 | <input type="radio"/> | 4 | <input type="radio"/> | 5 |
|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|

b) Quality of teaching in lab

|                       |   |                       |   |                       |   |                       |   |                       |   |
|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|
| <input type="radio"/> | 1 | <input type="radio"/> | 2 | <input type="radio"/> | 3 | <input type="radio"/> | 4 | <input type="radio"/> | 5 |
|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|

c) Relationship between theory and practical

|                       |   |                       |   |                       |   |                       |   |                       |   |
|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|
| <input type="radio"/> | 1 | <input type="radio"/> | 2 | <input type="radio"/> | 3 | <input type="radio"/> | 4 | <input type="radio"/> | 5 |
|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|



d) Scope of employment for the trade

|                       |   |                       |   |                       |   |                       |   |                       |   |
|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|
| <input type="radio"/> | 1 | <input type="radio"/> | 2 | <input type="radio"/> | 3 | <input type="radio"/> | 4 | <input type="radio"/> | 5 |
|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|-----------------------|---|

**3) Suggestions to improve the training program: ( Add additional page if required )**







| SR NO | NAME OF TRAINEE    | REGISTRATION NUMBER | CATEGORY | TRADE                | YEARS   | GENDER | INSTITUTION  | RURAL/ URBAN | SCVT/NCVT | PHYSICALLY CHALLENGED |
|-------|--------------------|---------------------|----------|----------------------|---------|--------|--------------|--------------|-----------|-----------------------|
| 151   | ಪ್ರಸುಧೇಪ್ ಮನಾಪ್ಪ   |                     | GEN      | ELECTRONICS MECHANIC | 2 YEARS | MALE   | ITI- SATTARI | RURAL        | SCVT      | NO                    |
| 152   | ದೀಪ್ತೇಶ್ ಗೋಪಾಲ್    |                     | GEN      | ELECTRONICS MECHANIC | 2 YEARS | MALE   | ITI- SATTARI | RURAL        | SCVT      | NO                    |
| 153   | ಬಾಲೇಶ್ ಹೆಚ್ ಶರಣ್   |                     | GEN      | ELECTRONICS MECHANIC | 2 YEARS | MALE   | ITI- SATTARI | RURAL        | SCVT      | NO                    |
| 154   | ಕಾಶ್ಯಪ್ ಹೆಚ್ ಶರಣ್  |                     | GEN      | ELECTRONICS MECHANIC | 2 YEARS | MALE   | ITI- SATTARI | RURAL        | SCVT      | NO                    |
| 155   | ನೀಲೇಶ್ ಹೆಚ್ ಶರಣ್   |                     | ST       | ELECTRONICS MECHANIC | 2 YEARS | MALE   | ITI- SATTARI | RURAL        | SCVT      | NO                    |
| 156   | ಪ್ರಾಣೇಶ್ ಹೆಚ್ ಶರಣ್ |                     | GEN      | ELECTRONICS MECHANIC | 2 YEARS | MALE   | ITI- SATTARI | RURAL        | SCVT      | NO                    |
| 157   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | ELECTRONICS MECHANIC | 2 YEARS | MALE   | ITI- SATTARI | RURAL        | SCVT      | NO                    |
| 158   | ಎ.ಎ.ಎ.ಎ.ಎ.         |                     | OBC      | CARPENTRY            | 1 YEAR  | MALE   | CANACONA     | RURAL        | NCVT      | NO                    |
| 159   | ಎ.ಎ.ಎ.ಎ.ಎ.         |                     | OBC      | CARPENTRY            | 1 YEAR  | MALE   | CANACONA     | RURAL        | NCVT      | NO                    |
| 160   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | DRAUGHTSMAN CIVIL    | 2 YEARS | FEMALE | BICHOLIM     | URBAN        | NCVT      | NO                    |
| 161   | ಪ್ರಾಣೇಶ್ ಹೆಚ್ ಶರಣ್ |                     | OBC      | DRAUGHTSMAN CIVIL    | 2 YEARS | MALE   | BICHOLIM     | URBAN        | NCVT      | NO                    |
| 162   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | DRAUGHTSMAN CIVIL    | 2 YEARS | MALE   | BICHOLIM     | URBAN        | NCVT      | NO                    |
| 163   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | DRAUGHTSMAN CIVIL    | 2 YEARS | FEMALE | BICHOLIM     | URBAN        | NCVT      | NO                    |
| 164   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | DRAUGHTSMAN CIVIL    | 2 YEARS | MALE   | BICHOLIM     | URBAN        | NCVT      | NO                    |
| 165   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | DRAUGHTSMAN CIVIL    | 2 YEARS | MALE   | BICHOLIM     | URBAN        | NCVT      | NO                    |
| 166   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | DRAUGHTSMAN CIVIL    | 2 YEARS | MALE   | BICHOLIM     | URBAN        | NCVT      | NO                    |
| 167   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | DRAUGHTSMAN CIVIL    | 2 YEARS | FEMALE | BICHOLIM     | URBAN        | NCVT      | NO                    |
| 168   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | DRAUGHTSMAN CIVIL    | 2 YEARS | FEMALE | BICHOLIM     | URBAN        | NCVT      | NO                    |
| 169   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | DRAUGHTSMAN CIVIL    | 2 YEARS | FEMALE | BICHOLIM     | URBAN        | NCVT      | NO                    |
| 170   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | STENOGRAPHER         | 1 YEAR  | FEMALE | BICHOLIM     | URBAN        | NCVT      | NO                    |
| 171   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        | NC30180725008       | GEN      | STENOGRAPHER         | 1 YEAR  | FEMALE | MAPUSA       | URBAN        | NCVT      | NO                    |
| 172   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        | NC30180725011       | OBC      | STENOGRAPHER         | 1 YEAR  | FEMALE | MAPUSA       | URBAN        | NCVT      | NO                    |
| 173   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | STENOGRAPHER         | 1 YEAR  | FEMALE | BICHOLIM     | URBAN        | NCVT      | NO                    |
| 174   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        | NC30180725015       | OBC      | STENOGRAPHER         | 1 YEAR  | MALE   | MAPUSA       | URBAN        | NCVT      | NO                    |
| 175   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | STENOGRAPHER         | 1 YEAR  | FEMALE | BICHOLIM     | URBAN        | NCVT      | NO                    |
| 176   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | SC       | STENOGRAPHER         | 1 YEAR  | FEMALE | BICHOLIM     | URBAN        | NCVT      | NO                    |
| 177   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | STENOGRAPHER         | 1 YEAR  | FEMALE | BICHOLIM     | URBAN        | NCVT      | NO                    |
| 178   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        | NC30180725020       | GEN      | STENOGRAPHER         | 1 YEAR  | FEMALE | MAPUSA       | URBAN        | NCVT      | NO                    |
| 179   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | STENOGRAPHER         | 1 YEAR  | FEMALE | BICHOLIM     | URBAN        | NCVT      | NO                    |
| 180   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | MECHANIC ( REF & AC) | 2 YEARS | MALE   | FARMAGUDI    | URBAN        | NCVT      | NO                    |
| 181   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | MECHANIC ( REF & AC) | 2 YEARS | MALE   | FARMAGUDI    | URBAN        | NCVT      | NO                    |
| 182   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | MECHANIC ( REF & AC) | 2 YEARS | MALE   | FARMAGUDI    | URBAN        | NCVT      | NO                    |
| 183   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | SC       | MECHANIC ( REF & AC) | 2 YEARS | MALE   | FARMAGUDI    | URBAN        | NCVT      | NO                    |
| 184   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | MECHANIC ( REF & AC) | 2 YEARS | MALE   | FARMAGUDI    | URBAN        | NCVT      | NO                    |
| 185   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | ST       | MECHANIC ( REF & AC) | 2 YEARS | MALE   | FARMAGUDI    | URBAN        | NCVT      | NO                    |
| 186   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | OBC      | MECHANIC ( REF & AC) | 2 YEARS | MALE   | CACORA       | URBAN        | NCVT      | NO                    |
| 187   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | OBC      | MECHANIC ( REF & AC) | 2 YEARS | MALE   | CACORA       | URBAN        | NCVT      | NO                    |
| 188   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | MECHANIC ( REF & AC) | 2 YEARS | MALE   | CACORA       | URBAN        | NCVT      | NO                    |
| 189   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | MECHANIC ( REF & AC) | 2 YEARS | MALE   | CACORA       | URBAN        | NCVT      | NO                    |
| 190   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | OBC      | MECHANIC ( REF & AC) | 2 YEARS | MALE   | CACORA       | URBAN        | NCVT      | NO                    |
| 191   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        | NC301707221001      | GEN      | TURNER               | 2 YEARS | MALE   | MAPUSA       | URBAN        | NCVT      | NO                    |
| 192   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | TURNER               | 2 YEARS | MALE   | ITI- SATTARI | RURAL        | NCVT      | NO                    |
| 193   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | TURNER               | 2 YEARS | MALE   | ITI- SATTARI | RURAL        | NCVT      | NO                    |
| 194   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | TURNER               | 2 YEARS | MALE   | ITI- SATTARI | RURAL        | NCVT      | NO                    |
| 195   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | TURNER               | 2 YEARS | MALE   | ITI- SATTARI | RURAL        | NCVT      | NO                    |
| 196   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | TURNER               | 2 YEARS | MALE   | ITI- SATTARI | RURAL        | NCVT      | NO                    |
| 197   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | TURNER               | 2 YEARS | MALE   | ITI- SATTARI | RURAL        | NCVT      | NO                    |
| 198   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | TURNER               | 2 YEARS | MALE   | ITI- SATTARI | RURAL        | NCVT      | NO                    |
| 199   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | TURNER               | 2 YEARS | MALE   | ITI- SATTARI | RURAL        | NCVT      | NO                    |
| 200   | ಬಿ.ಎ.ಎ.ಎ.ಎ.        |                     | GEN      | TURNER               | 2 YEARS | MALE   | ITI- SATTARI | RURAL        | NCVT      | NO                    |



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