

Final Report - Tracer Study

Tracer Study of Graduates from ITIs in Assam
(RFP No.: DET(E)T - 66/2021/109)



Submitted to : Directorate of Employment and Craftsmen Training,
Skill, Employment & Entrepreneurship Department,
Government of Assam

Submitted by : Ernst and Young LLP

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Client	Directorate of Employment and Craftsmen Training, Skill, Employment & Entrepreneurship Department, Government of Assam
Title	Final Report - “Engagement of an agency for conducting Tracer Study of Graduates from ITIs in Assam”
Abstract	<p>This report marks the submission of final report of the study titled <i>“Conducting Tracer Study of graduates from ITIs in Assam”</i>. The study is commissioned by Directorate of Employment and Craftsmen Training, Skill Employment and Entrepreneurship Department, Government of Assam under the National Skills Strengthening for Industrial Value Enhancement (STRIVE) project, which has been developed by the Gol with World Bank assistance to incentivize the critical institutional reforms required in the Institutional Training Systems. The key objective of STRIVE is to improve the quality and market relevance of vocational training provided through ITIs and apprenticeship. The Directorate of Employment and Craftsmen Training, Government of Assam, therefore, is making concerted efforts to increase the overall learning, placement and employment outcomes for its ITI graduates. To achieve these activities envisaged by the Government of Assam, in its quest to realize the overall objectives, it is pertinent to get feedback from ITI graduates and their employers to gather labour market and employment information (by tracking graduates) to understand career progression of ITI graduates in labour market and evaluate the effect of long-term ITI trainings on employment outcomes and undertake a process evaluation of the training interventions for improvement in TVET.</p> <p>This project sought to conduct a tracer study for ITI graduates of academic year 2017-18 and 2018-19 from 11 ITIs of Assam (1 covered during pilot phase and 10 for final survey).</p>
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Abbreviation

ACRONYMS	FULL FORM
APL	Above Poverty Line
ATS	Apprenticeship Training Scheme
BPL	Below Poverty Line
CAPI	Computer Aided Personal Interview
CATI	Computer Aided Telephonic Interview
COE	Centre of Excellence
COPA	Computer Operator & Programming Assistant
CSTARI	Centre for Staff Training & Research Institute
CTS	Craftsmen Training Scheme
DECT	Directorate of Employment & Craftsmen Training
DGT	Directorate General of Training
EDP	Entrepreneurship Development Program
EWS	Economic Weaker Section
EY	Ernst & Young
GOA	Government of Assam
IT	Information Technology
IT-BBBT	Information Technology - Broad Based Basic Training
ITI	Industrial Training Institute
MMV	Mechanic - Motor Vehicle
MOBC	Minorities and Other Backward Classes (MOBC)
MSME	Ministry of Micro, Small and Medium Enterprises
NAPS	National Apprenticeship Promotion Scheme
NCVET	National Council of Vocational Education and Training
NCVT	National Council of Vocational Training
NIMI	National Instructional Media Institute
OBC	Other Backward Class
OJT	On Job Training
PFORR	Performance for Results
PPO	Plastic Processing Operator

ACRONYMS	FULL FORM
PPP	Public Private Partnership
PSU	Public Sector Undertaking
SC	Scheduled Caste
SCVT	State Council of Vocational Training
SPIU	State Project Implementation Unit
SSC	Sector Skill Council
ST	Scheduled Tribe
STRIVE	Skills Strengthening for Industrial Value Enhancement
TCPC	Training cum Placement cell
TVET	Technical Vocational Education & Training

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Executive Summary

Executive Summary

The Directorate of Employment and Craftsmen Training (DECT) under Skill, Employment and Entrepreneurship Department, Government of Assam is implementing the Skills Strengthening for Industrial Value Enhancement (STRIVE) project in the state of Assam. This tracer study has been conducted for graduates of ITIs under Result Area 2 of STRIVE project to understand their career progression in the labour market and provide feedback for improvements in ITI training program. The survey design included three primary surveys i.e., ITI graduate survey, Employer's survey, and Institutional (ITI) survey.

The ITI graduate survey covered candidates, who graduated in the year 2017-18 and 2018-19 in NCVT, SCVT and CoE programs. The study targeted 367 graduates as sample size representing the ITI graduate population of 6715 across the 30 ITIs in Assam through the selected 10 ITIs. Accordingly, 367 graduates (Sample size) were successfully reached, and they responded to the survey instruments. 33 employers across Assam were interviewed to obtain their views and opinions on the quality and relevance of ITI training program and their satisfaction. Institutional survey was conducted in all the 10 selected ITIs of this tracer study (1 additional project ITI was covered under the Pilot Study wherein 44 graduates were interviewed). This tracer study report has the following sections:

Section 1- Introduction: This section provides the background of ITI program, STRIVE project and the rationale of the study, objectives, scope of work and key stakeholders of the study.

Section 2 - Detailed Approach and Methodology: This section provides details of the three phased approach (Inception and Design, Primary Surveys Administration and Data Collection, Data Analysis and Report Writing) followed by the detailed methodology of data collection and analysis that was adopted to conduct this tracer study.

Section 3 - Data presentation and Analysis: The summary of the responses received under graduate's survey for each question is presented, segregated by Project ITI (Govt.), Project ITI (Pvt.) and Non-project ITI (Govt.) through tabular format and their respective graphical representations based on the consolidated results of each question. This section includes specific results of interviewed graduates of ITIs, employers and ITIs.

Section 4 - Key findings: It summarize the major findings of all the three surveys. The findings are presented in following themes:

1) Graduate's profile:

367 graduates participated in graduate's survey. The proportion from project ITIs (Govt.) was 51.77%, Project ITI (Pvt.) was 7.90% and non-project ITIs was 40.33%. There were 309 (84.20%) males and 58 (15.80%) females. Higher (79.29%) proportion of male graduates were

found in engineering trades where lower (5.99%) proportion of female graduates in non-engineering trades. Most of the graduates participated belonged to Hinduism (89.10%) followed by Islam (9.54%). Almost 50.14% belonged to OBC community, considerable representation of General category with 25.89%, 9.81% were SCs and 9.54% were STs. 77.66% had 3-5-member sized families. 31.88% respondents have primary family occupation as farming, whereas second most common occupation was Govt. Job (25.07%). 28.61% had monthly household income range ₹10K-20K and 20.44% reported ₹5K-10K monthly household income range.

2) Pre-training

95.91% of the respondents were not working before enrolment in ITI training and had monthly income NIL. The most effective source of information for ITI training were Peers/Friends/Relatives (62.40%) and other were Newspaper/TV/radio Advertisements (23.16%). To secure a government job was the first major reason for taking up IT course (87.74%) and second was to get job in PSUs (42.51%). 78.20% of graduates were enrolled in the desired trade of ITI training.

3) Rating on quality of teaching and learning conditions of ITI

Graduate's rating indicated that their overall training experience was positive and highlighted that the training infrastructure, training delivery and hostel facilities were adequate. 11.99% graduates availed hostel facility and out of them, 95.45% were satisfied with hostel facility.

4) Availability of training components during ITI training

Most of the graduates shared that there was no provision of Industrial tour, OJT and EDP training programs during ITI training. 50.14% responded that there was no provision of Job / career advice or guidance during their ITI training. 62.13% of graduates reported that ITIs did not provide any kind of support for getting valued employment after the ITI training. From rest of the graduates, who had received support from ITIs, the most common supports provided by ITIs were Mock interview (57.55%) and preparation of CVs (54.68%). 84.20% graduates reported that there was no follow-up by the ITIs after training completion.

5) Transition to work

Time to start seeking job: 44.15% of graduates began looking for jobs after more than one month of graduation.

Job search methods: The major sources of job information for graduates were personal contacts (41.03%). 19.23% were found job through Job ads/announcements

Time taken to get first job: Approximately 60% of the graduates found work after six months of graduation, where 21.79% of graduates found work within 1-3 months of graduation.

Socio-economic enablers to get job: Most common enablers were Personal relationship/ Family / relatives (73.08%), Economic status (37.18%) and Geographic region (19.23%).

Socio-economic barriers to get job: Most common barriers were Salary (71.12%), Distance of workplace from home (41.69%) and Information for Market / job (28.07%).

6) Labour market outcome

Labour Force Participation Rate (LFPR) based on the Study for the ITI Graduates: The overall LFPR was found to be 80.93%. The LFPR was higher in male (85.76%) than female graduates (55.17%).

Unemployment Rate based on the Study for the ITI Graduates: The overall unemployment rate was found to be 52.86%. The unemployment rate was higher in females (75.00%) than in male graduates (50.17%).

Employment outcome based on the study for the ITI Graduates: Overall 32.97% graduates (31.06% male and 1.91% of female) joined jobs (Employment and apprenticeship), 5.17% graduates (4.90% male and 0.27% female) secured self-employment, 14.99% graduates (9.81% male and 5.18% female) went for higher studies and 46.86% graduates (38.42% male and 8.44% female) found to be neither in employment nor in education and training (NEET) out of 367 interviewed graduates.

Present monthly income: 45% of employed ITI graduates have the range of monthly salary from ₹10K to ₹20K, 29% have ₹5K to ₹10K. Whereas 42.11% of self-employed graduates have the range of monthly income from ₹10K to ₹20K.

The average salary of interviewed and employed graduates was found ₹17,340.61

7) Job Occupation Characteristics

a. Employment

Nature of present employment: Most of the nature of occupations were Full time permanent salaried (44.63%), Full time contractual (22.31%), Apprenticeship (17.36%) and Temporary employee (12.40%)

Industry Sector: 34.71% of graduates were found employed in manufacturing sector while 65.29% were found working in service sector.

Industry Type: Among employed graduates, 25.62% of the graduates reported to be working in PSUs; approx. 20.66% reported for working in micro-organizations, 14.88% were working in Government. Only 8.66% were found working in large-scale organizations.

Type of Industry: It was observed that only 45.45% of the employed graduates secured employment in the same sector in which they had received training at ITI.

Designation: The major occupational group / designation was found to be Support staff / Worker / Operator (28.93%), Assistant / Trainee (14.88%), other Trades Workers (19.01%), and

Apprentice (17.36%). Certain occupations were distinct and difficult to categorize in major groups / designations.

b. Self-employment:

Reasons for taking up self-employment: 47.37% of self-employed graduates had their own business idea, 36.84% were supported by Family / Friends / relatives.

Nature of Self-employment: 63.16% of self-employed have started new venture and rest 36.84% have joined family business.

Industry sector of present self-employed: 57.89% of the self-employed graduates were working in service sector, 26.32% were working in sales and rest were in manufacturing sector.

Business loan to start or expand business: None of the self-employed graduate has taken any loan from any of the financial institution to start or expand of his / her business.

Starting investment for new venture: Two third of self-employed graduates have started their business from up to INR 1 Lac investment, whereas one third have INR 1 to 5 lakh as investment.

Number of persons deployed in present business: 84.21% self-employed graduated have deployed 1 to 3 persons in their present business.

Status of present business: About 50% of the self-employed graduates reported their present status of business as successful, whereas 31.58% reported it as struggling.

Self-employment Trade / Sector v/s ITI training trade / sector: 73.68% of self-employed graduates reported that they are running businesses in different sector / trade from which they had ITI training in.

c. Higher studies:

it is important to note that nearly one tenth of the total students graduated from ITI courses intend to pursue further higher degree. Out of them, it was found that most of the graduates wanted to study further (70.91%) and didn't get the desired job (43.64%). Majority of graduates had plans to take up a job after completing higher studies. It was observed that self-employment is the least preferred choice among the students graduated from ITI courses.

d. Neither in employment nor in Education and Training (NEET):

The ITI graduates who reported that they were neither in employment nor in education at the time of survey were further inquired about reasons for their present status. It was found that most of the graduates are seeking suitable employment (75.58%) and preparing for government jobs (34.88%).

91.28% of graduates who reported that they were neither in employment nor in academics at the time of survey were looking for jobs from more than 12 months with the main challenges that there were no jobs available related to ITI qualification in their area / district (58.60%), not selected in any job (31.85%), Salary / wage is not meeting expectations (19.11%) and lack of connections / contacts / resources (17.20%).

8) Employment History and career progression

84% of employed graduates were found in the same job which they took up after completing the ITI training. 13% employed graduates have changed job only for one time with average 22.24% salary hike. 3% employed graduate have changed job for two times with 53.85% salary hike. 92% employed graduates reported that they did not receive any promotion during the job. 58.33% of graduates reported that reasons behind staying in same job was good salary and meets expectation, 41.67% reported that they can see their future career progression in the same job. The primary reason for job switching were cited as "Salary hike from my previous job" (68.75%), "Previous job was not related to the ITI training which I undertook" (12.50%) and "No carrier progression path" (12.50%).

9) Quality and relevance of ITI training

A higher percentage of graduates rated the overall relevance of ITI training as "Relevant" for Theoretical training (80.11%), practical training (80.65%), computer skill (72.48%), soft-skill (78.47%) and "Not Relevant" for EDP (56.40%), Industrial tour (66.49%) and OJT (69.21%). Nearly 48% of employed graduates felt that Trade specific skill and knowledge during ITI training helped for career progression and 34% of employed graduate rated communication skills for shaping their career.

10) Graduate's satisfaction and impact of ITI training

Overall, the impact of the training has been positive. There has been an improvement in economic condition for 64% of the employed graduates and 68% of the employed graduates reported an upliftment of social values / status in the society and rest has remained same. The top three contributions in society that graduate can do with valued employment were found to be; meeting household expenses (25.07%), sending money to family (21.80%) and saving for future (15.80%).

11) Specific finding on interaction with employers

Process of hiring: The top three hiring methods of employers to recruit ITI graduates were found to be 'Employee referrals / Other Recommendations (48.48%)', 'Walk-in-interview at workplace (45.45%)', 'Campus interview at Technical / Educational institutions (36.36%)'.

Preferences during recruitment of ITI graduates: It was observed that the Trade studied, Trade related Technical Skill, Communication Skill, Personality, Behavior during interview are highly preferred during recruitment whereas factors like type of ITI Certificate (SCVT / NCVT), Result of recruitment tests have lower preferences.

Training required at workplace after recruitment of ITI graduates: 60.61% employers reported that additional skills required by ITI graduate to perform the job in organization, whereas

51.52% employers reported that only Induction training is required. Generally, induction or upskilling trainings are provided by employers to ITI graduates after recruitment at workplace.

Skill Premium: Only 42.42% employers reported that they provide skill premium to ITI graduates over non-ITI graduates for the same job. Almost all the employers (96.97%) reported that they do not discriminate in male and female employee and there is no provision for skill premium to male employees over female employees.

Employer's satisfaction level on performance of ITI graduates: 63.64% employers were agreed that for the same job, ITI graduates can do more work than untrained employees. 78.79% employers were agreed that ITI graduates can learn new things faster than untrained employees. Almost all the employers would like to recommend ITI courses to other people and hire ITI graduates in other organizations too, that shown the acceptance and popularity of ITI courses among employers very high.

Employer's opinion on relevance of ITI training program: 90.91% employers were reported that Skills of ITI graduates are relevant to the organization's need. The acceptance of ITI graduate was found high. 57.58% employers reported that they are not interested to hire a non-ITI graduate in place of ITI graduate for the same job.

Area of improvement: The top three suggestions to ITI as institution from employers are:

- a. Upgrade the trade curriculum based on current industry need (69.70%)
- b. Upgrade the laboratory tools, equipment, and machineries to Industry grade (60.61%)
- c. Upgrade training delivery with latest pedagogy related to digital techniques (57.58%),

12) Specific finding on interaction with ITIs

Internal efficiency of ITI: The overall seat utilization in selected ITIs for tracer study was found to be 77.95% for all the trades and 77.42% and 78.47% in year 2018 and 2019 respectively. The drop-out rate in selected ITIs for tracer study was found 15.83% for all the trades and 13.69% and 17.83% in year 2018 and 2019 respectively. The overall Pass-out rates in selected ITIs for Tracer Study was found 89.05%. The pass-out rate had declined in year 2019 from 91.87% to 86.15%.

Area of improvement: The top three suggestions from ITI for improvement are:

- a. Requirement of renovation of training infrastructure (100%)
- b. Provision of sufficient raw material for practical (90%)
- c. Filling up of vacant Instructor positions (80%).

Section 5 - Conclusion and Recommendations: Based on the key findings in preceding section, this section draws the conclusions and furnishes the recommendations on following aspects:

- 1) **Training Infrastructure and Training Delivery:** To improve trainee's aspiration for admission and satisfaction towards ITI training, to improve the ITI grading based on DGT framework, to match the employer preferences during recruitment, reduce drop-out percentage and improve the pass-out percentage, it is critical to update the existing training infrastructure and training delivery including modernization the campus, upgrade classroom with digital pedagogy equipment, equip workshop and laboratories with industry aligned machineries and tools, filling up vacant post of instructors, etc. Benchmarking of ITIs with National or International standards needs to be done which will improve ITI grading based DGT's framework. And a thorough AS-IS assessment of existing training infrastructure and facilities needs to be carried out to identify the gaps is recommended.

- 2) **Diversification of Trades and curriculum:** The findings show that there is need of survey to analyse the industry requirements. Trade rationalization and update in curriculum based on recommendations of industry survey and introduction of finishing school model in identified priority trades for the skills that employers are looking for, is recommended.

- 3) **Training Cum Placement Cell:** It is recommended to establish / strengthen the Training Cum Placement Cell (TCPC) in each ITI for Compilation of information on various industries and their job opportunities, Effective linkages between ITIs and Industries, to improve coverage of apprenticeship, OJT effective Industry linkages etc., career counselling and Job readiness of graduates, Support graduates on transition to work and post-placement follow-up and support

- 4) **Industry linkages and OJT:** One of the main reasons for the high unemployment rate among ITI graduates is a disconnection with real working world. The ITI training must be supported by multifold industry linkages and on-the-job training. This is one of the most effective strategies for reducing ITI graduates' skill mismatch.

- 5) **Apprenticeship:** Looking at very low percentage of apprenticeship training, it is recommended that:
 - a. DECT should focus on exchange of information at all levels w.r.t. apprenticeship
 - b. DECT should plan out proper guidelines for directing the Public-Sector Undertakings to appoint / provide apprenticeship opportunities to ITI graduates.
 - c. TCPC at ITI level should identify local industry partners for apprenticeship training through special drives on apprenticeship registration on NAPS portal

6) Internal efficiency of ITIs:

- a. Increase Seat Utilization: Improve outreach activities w.r.t branding and awareness for ITI admissions amongst the target beneficiaries. Offer quality skill education through state-of art training infrastrucure and qualified cum experienced faculties. Provide trainees with 100% job opportunities through improved and quality placement linkages.
- b. Reduce Drop-out & increase Pass out percentage: Provide counseling to aspirants during admission process enabling them to select the appropriate trade and ITI. Develop and periodically monitor training plan / progress for each trainee. Modernize training infrastructure as per National / International benchmarks to attract and retain the trainees and deliver quality training to reduce drop-outs.

7) Training need assessment and outcome based Professional Learning and Development of ITI instructor: To keep up to date with the latest technology, equipment & machineries, industrial skill requirements and to improve the quality delivery of training (Pedagogy), it is recommended to carry out Training need assessment of ITI instructors and plan an outcome based 360^o Professional Learning and Development linked with their career progression.

8) Increase female participation: As a result, the following are suggested:

- a. Special attention to be given for improvement in LFPR (female) including introducing new female oriented trades
- b. Increase seats in trades, where there are high seat utilization of females (in Assam)
- c. Motivate industries thourgh TCPC cells / workshops, to provide support services for females who are willing to work.
- d. Opening of Women ITI s in unserved blocks to ensure training facility at doorstep in the female oriented trades
- e. Organise workshops and outreach programs in industries to reduce the gender biasness while offering employment opportunities

9) Entrepreneurship Development Training: Self-employment should be promoted and encouraged. This entails that DECT should introduce dedicated courses on Entrepreneurship Development or detailed modules in exisitng ITI courses as an integral part including financial literacy, project report preparation and digital marketing etc.

10)Enrolment seats augmentation: It is recommended to augment the enrolment seats to cater to the youth aspirations and employers' need through increasing units of existing trades of ITI, which have higher aspiration level of Youth and employment opportunities,

Open new trades in emerging area and opening of new ITIs in unserved block of assam with popular and new emerging trades to make ITI's reach to rural / disadvantaged or vulnerable groups of the society.

11)Robust IEC activities plan: To improve the seat utilization and promotion of ITI courses, a 360⁰ robust and strategic IEC activities plan should be planned and implemented for branding and awareness of ITI training programs among the society and target audience.

12)Graduate data and tracer study: Finally, the tracer study team believes this kind of study may be enhanced in future by:

- a. Engaging a trained statistician / data administrator (ITI staff) under TCPC cell for updating trainees' database and organizing a workshop on importance of tracer surveys with 'under training trainees' prior to their graduation.
- b. DECT could carry out needs and satisfaction surveys of employers on a regular basis to keep them engaged which could go a long way in improvement in employment, apprenticeship, retention rates etc.



Section

1

Introduction

1. Introduction

1.1. Project background

Industrial Training Institutes (ITIs) form the backbone of long-term Skill Development Ecosystem in India. The ITIs intends to develop an increasingly competitive and well-qualified workforce, which is capable of adapting to changing labour market needs and technological advancements. At the national level, long-term skills development is coordinated by the Directorate General of Training (DGT), Ministry of Skill Development & Entrepreneurship (MSDE). The regulatory and quality assurance functions (curriculum development, assessment, and certification) are largely carried out at the national level by the National Council for Vocational Education and Training (NCVET), assisted by different central government institutions such as the National Instructional Media Institute (NIMI) and the Central Staff Training and Research Institute (CSTARI). A National Skills Qualifications Framework (NSQF) has been formulated to foster articulation, coordination between different skill development programs and to bring about an equivalence with formal Education. Like the NCVET at Central level, State Council for Vocational Training (SCVT) at the state level is responsible for assessment & certification for state specific ITI training programs.

There are currently approximately 14,000 ITIs across India, enrolling almost 2.2 million students per year, of which 70 percent are in private ITIs. Institutional conditions differ with respect to availability of teachers and training equipment in different locations and thus training quality, differ significantly among different ITIs (between urban and rural areas, government, and private ITIs). However, ITIs themselves face a series of challenges in adapting to increasingly dynamic industry demands.

The Skills Strengthening for Industrial Value Enhancement (STRIVE) project has been developed by the Gol with World Bank assistance to incentivize the critical institutional reforms required in the Industrial Training Institute (ITI) and Apprenticeship Program to improve access to quality and market-driven vocational training. It consists of a Program for Result (PforR) instrument that is comprised of four results areas as below:

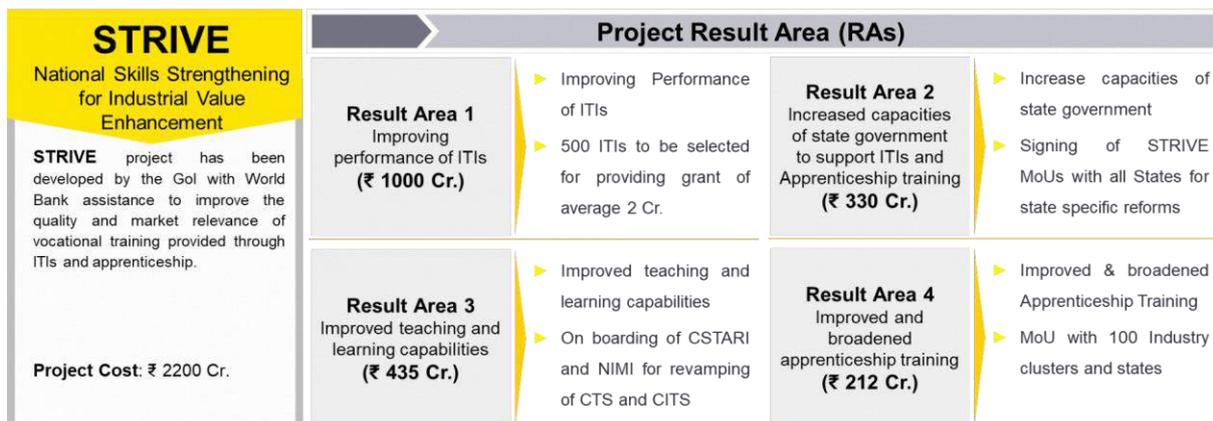


Figure 1 - STRIVE project

Under Result Area 2, STRIVE aims to improve the overall operational environment of long-term training ecosystem (ITIs and apprenticeship) at the state level through both policy related and programmatic interventions including implementation of tracer studies.

Directorate of Employment and Craftsmen Training (DECT) under Skill, Employment and Entrepreneurships Department, Government of Assam is actively participating in implementation of the STRIVE project in the state of Assam. 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. DECT had commissioned the conduct of tracer study for graduates of ITIs under Result Area 2 of STRIVE project.

1.2. Context of tracer study

Assam has 126 ITIs out of which 36 are Govt. ITIs¹ (including 5 Women ITIs & 1 ITI for Divyangs), 65 are Private ITIs (SCVT Affiliated), 7 are Private ITIs (NCVT Affiliated), 18 are ITIs in PPP mode. The total seat strength as of 2020-21 was 21300. The tracer study for graduates of ITIs has been carried out in order to:

- ▶ Gather labour market and employment information
- ▶ Understand the career progression of graduates from ITIs of ASSAM in the labour market
- ▶ Evaluate the effects of interventions on the employment outcomes
- ▶ Get feedback for improvement of TVET system of Assam

The study required to track ITI graduates of academic years 2017-18 and 2018-19. This study sought to measure how the ITI's training / skilling initiatives of the State fare in terms of delivering benefits to the ITI graduates. This study was also intended to look at the employment outcomes of ITI graduates. To draw meaningful inferences, this tracer study included samples of government and private ITIs, representative sample of graduates, representation of all prevailing trades (Engineering & Non-Engineering, 1-year & 2-year trades), type of ITIs (Project and Non-Project ITIs) and covered student background characteristics; gender, caste, location (rural/urban), education level, and household economic status.

¹ Data provided in Terms of reference in RFP document for engagement of an agency for conducting tracer study of graduates from ITIs in Assam

1.3. Objectives

The main objective of the project was to carry out a Tracer Study of graduates from Industrial Training Institutes (ITIs) of Assam to understand their career progression in the labour market. Tracer Study was also expected to provide feedback for improvements in Technical and Vocational Education and Training (TVET) of the state.

A broad range of aspects of gainful employment (Employment, Self-employment, Apprenticeship) as well as prior learning experiences was to be included. The Tracer Study tried to explain the causes of employment outcomes (professional success) of ITI trainings in the state of Assam and to analyze the impact of Technical and Vocational Education and Training (TVET) programs.

The study aimed at surveying multiple stakeholders including ITI graduates, employers and ITIs, analyzing survey data according to the expectations and protocols, arrive at key findings and draw recommendations for the Government, within a timeframe defined by the DECT.

1.4. Scope of work

Major duties of EY included the following:

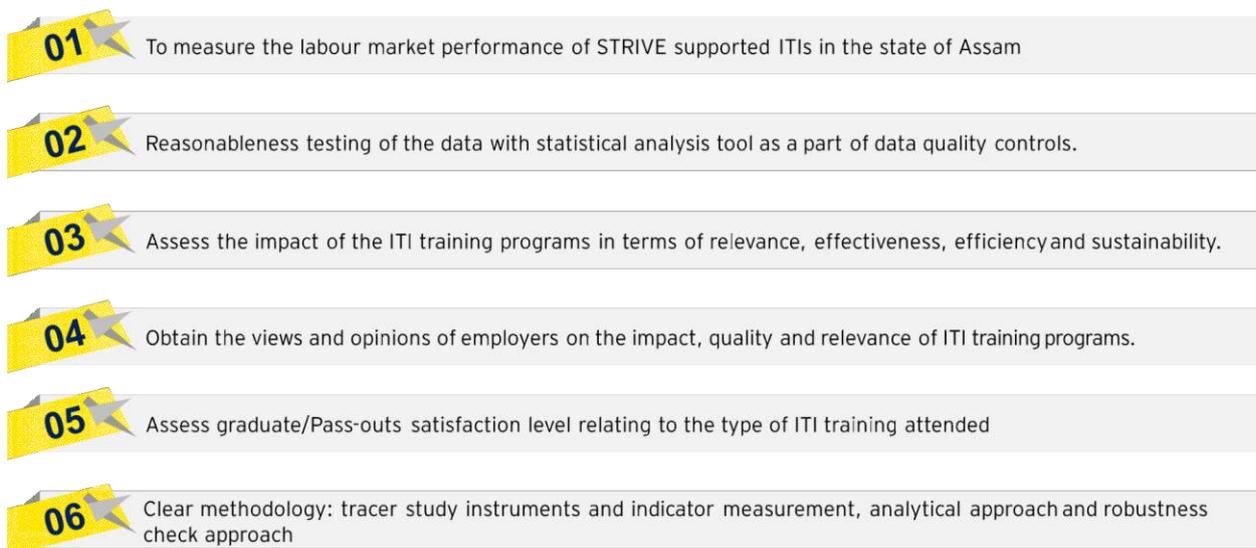


Figure 2 - Scope of work under tracer study assignment

The RFP expected EY to conduct tracer study for ITI graduates in project and non-project ITIs of Assam under STRIVE to assess:

- ▶ The labour market performance of the ITI graduates regarding job quality, ITI training relevance and effectiveness of their ITI education in securing employment, their job satisfaction etc.
- ▶ The perceptions of employers regarding the quality of the employees they recruited from the pool of ITI graduates.

- ▶ The Impact of ITI training of Assam in equipping ITI graduates with the necessary skills to successfully gain employment.

Multi-stakeholder interactions were expected to be held across various social groups using both quantitative and qualitative research tools:

- ▶ To collect quantitative data on personal profile of ITI graduate including information on the socio-economic background.
- ▶ To collect quantitative aspects of employment and income status of ITI graduates prior to their ITI training.
- ▶ To collect qualitative aspects of socio-economic enablers and barriers facing graduates in securing valued employment
- ▶ To collect quantitative information on the present work situation of ITI graduates to better understand gainful employment which covers:
 - Job/Occupation characteristics
 - Full-time / part-time employment, self -employment, apprenticeship as well as those who are unemployed
 - Present income level
 - Quality of gainful employment disaggregated by gender and social groups and correlate it with their background, academic performance, trades and aspirations.
- ▶ To collect information on time needed to find a job, methods of finding a job,
- ▶ To collect information of employment history / career progression of the graduate from the time he/she passed out from the ITI
- ▶ To understand the graduate perception of the quality and usefulness (Relevance of training) of ITI training
- ▶ To understand the graduate perception on his / her satisfaction with the training received.
- ▶ To collect information of students who are not in employment/have left the employment and the reasons for the same.

More specifically, this tracer study sought to:

- ▶ Provide comprehensive information on labour market outcome of the graduates
- ▶ Review the relevance and effectiveness of learning in ITI in relation to employability (Skills Mismatch)
- ▶ Establish employment rates of ITI graduates
- ▶ Establish the level of employer satisfaction regarding ITI graduate employee's skills and level of performance
- ▶ Determine the means by which graduates acquire employment

- ▶ Establish the difficulties encountered by those graduates that have not been able to find relevant employment
- ▶ Establish waiting times for first employment and associated reasons

1.5. Stakeholders

The key stakeholders for this engagement are as shown below:

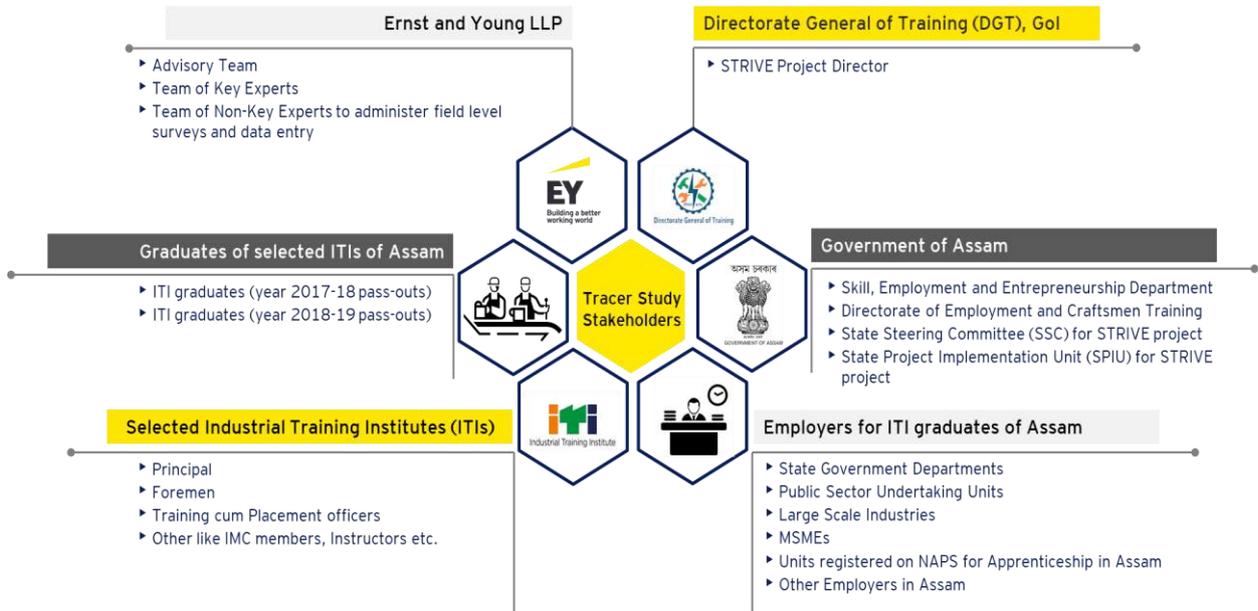


Figure 3 - Key stakeholders

Above key stakeholders had played an important role for the success of entire study by providing guidance, data and support on the key aspects of Tracer Study.



Section

2

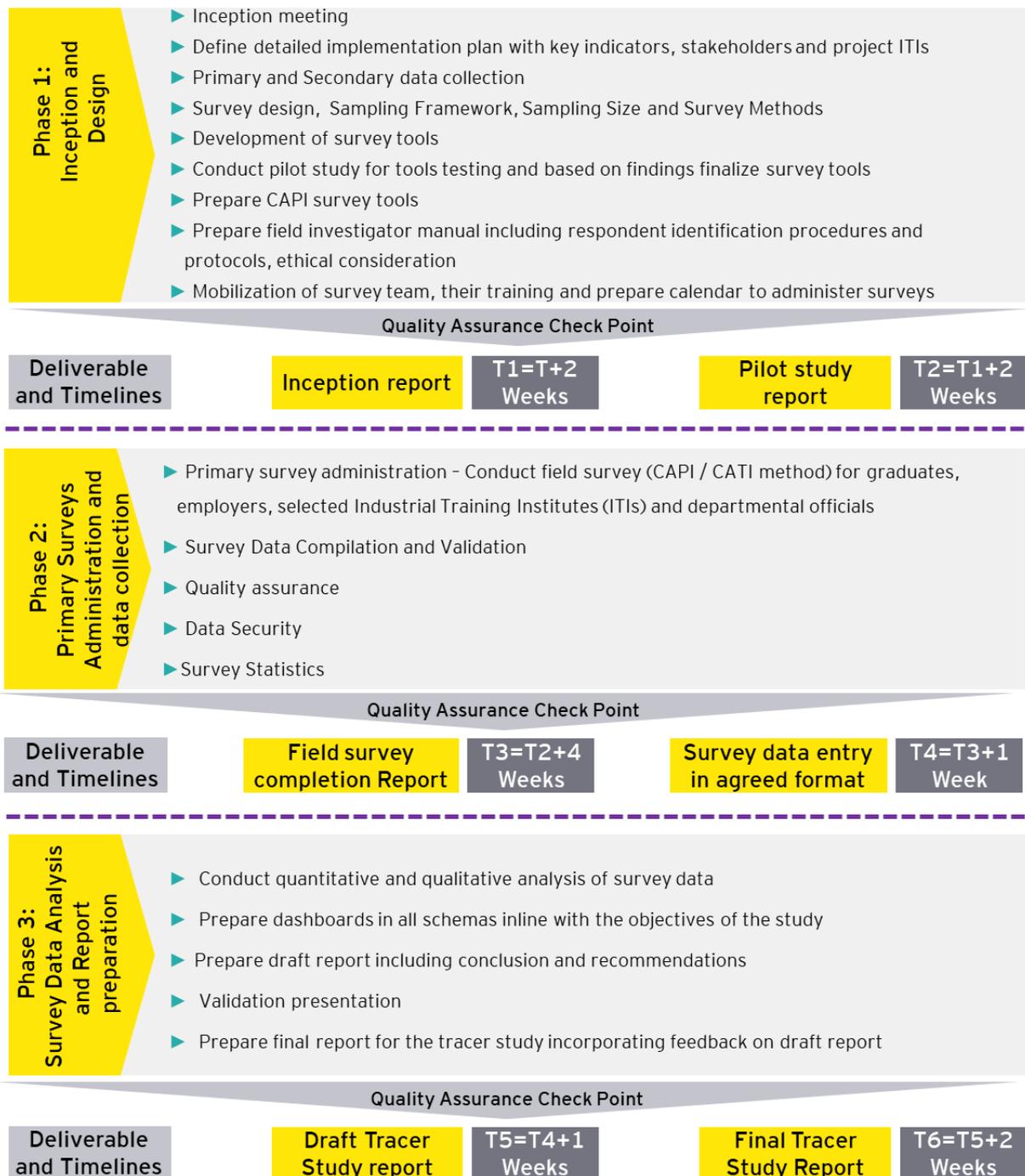
Detailed Approach and Methodology

2. Detailed Approach and Methodology

2.1. Approach

The approach had three phases - Inception and Design, Primary Surveys Administration and Data Collection, Data Analysis and Report Writing. We had contextualized the approach to incorporate the context as stated in the RFP and tailored it to DECT's mandate for tracer study. Therefore, our approach was guided by our strategy of conducting the **engagement in a consultative, participatory, and exploratory manner**.

EY's Approach Framework to conduct the Tracer study in-line with the DECT, Assam requirement is described below:



The Approach diagram represents the activities in each of the three phases. The activities undertaken at each stage were bridged with the deliverables / outputs via Quality Assurance Check Points.

The team of key and non-key experts used a 'Blended model of CAPI/CATI Survey, qualitative face-to-face within target beneficiaries' to collate information from various stakeholders, use statistical data analysis tools to generate dashboards of the employment outcome and relevance of ITI training disaggregated by gender and social groups.

2.2. Methodology

The key behind successful execution of any project is the presence of a comprehensive and robust implementation plan at the core of project planning. This particularly becomes important in context of tracer study, which perpetually requires a harmonization of different verticals in short time span for better planning, timely execution, and consistent approach. This section presents the project implementation plan for carrying out various activities under the three phases defined in approach section:

2.2.1. Survey design

EY used social research techniques such as Structured questionnaires (Closed and open-ended questions) of good quality and proper length, in-depth face-to-face interview, and case study to conduct the tracer study. The below diagram provides a snapshot of the study components:

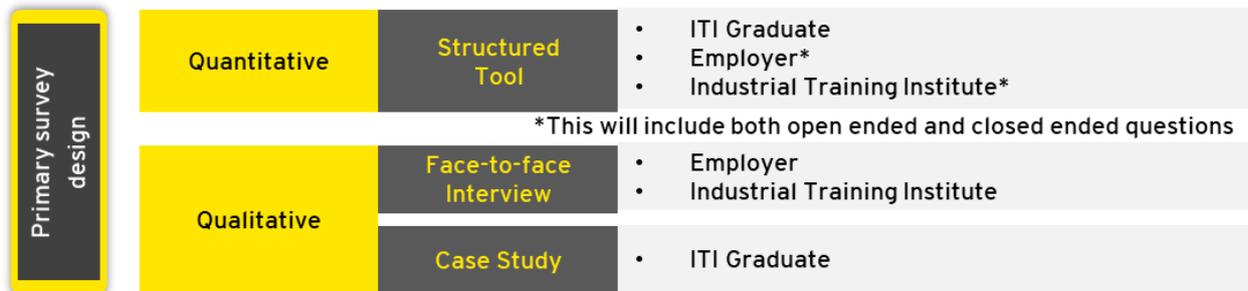


Figure 4 - Primary survey design

2.2.2. Selection of ITIs for tracer study

Rationales for selection of ITIs are as below:

- ▶ Inclusion of all the five STRIVE project ITIs
- ▶ Geographical coverage of state (North, South, East, West and Center)
- ▶ Representation of government, women, and private ITIs
- ▶ Participation of ITIs from urban as well as rural areas of Assam
- ▶ Consideration of size of ITIs based on the enrolment capacity
- ▶ Inclusion of majority of existing trades in ITIs of Assam

Based upon the above rationales, and in consultation with DECT officials, 11 ITIs have been selected for conducting the Tracer Study. Pilot study was carried out at Government Women ITI, Guwahati and primary survey for main tracer study was conducted in rest 10 selected ITIs. The geographical coverage of tracer study across Assam is as shown below:

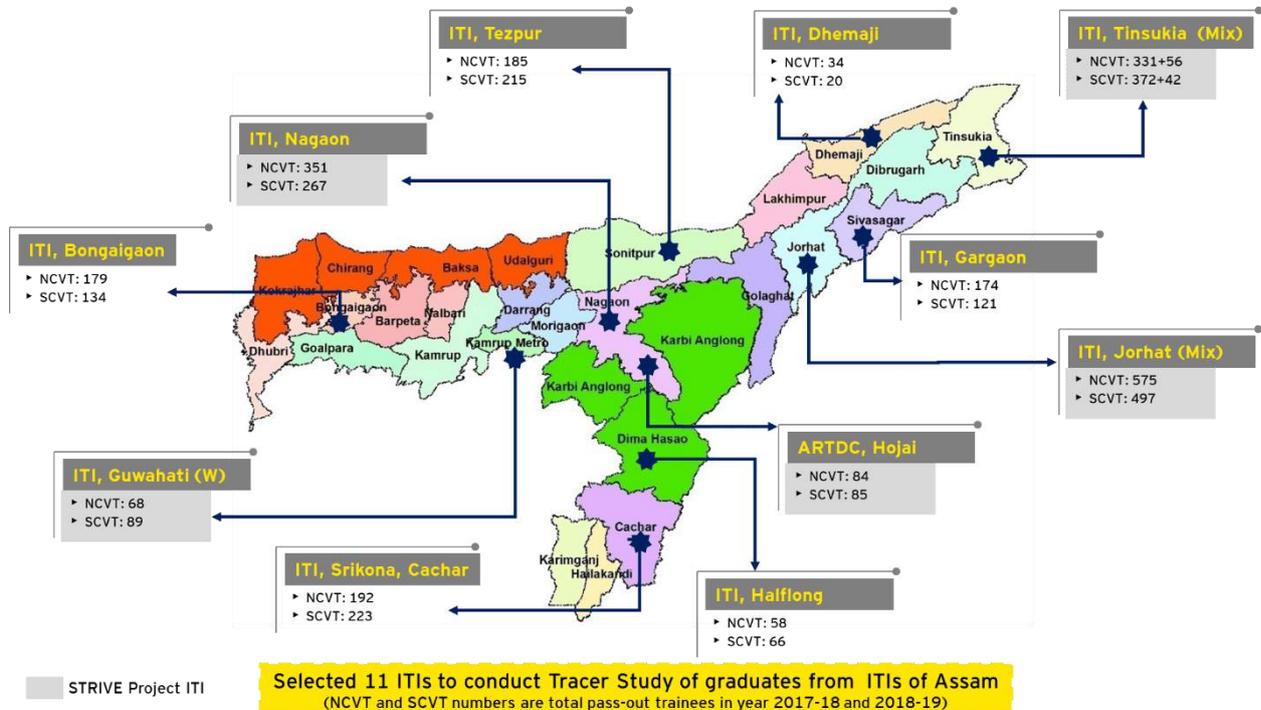


Figure 5 - Geographical coverage of Tracer Study across Assam

2.2.3. Primary data collection

The following data were collected from selected 11 industrial training institutes:

1. Demographic data of ITI graduates in year 2017-18 and 2018-19
2. Trade-wise Instructor detail
3. Existing and potential employer of ITI graduates in the periphery of ITI
4. Trade wise successful candidates to showcase their success stories under tracer study

2.2.4. Sampling framework, Size and Sampling methods

1. **Graduate selection framework:** The demographic data of graduates received from ITIs were compiled in a single data sheet. It was ensured that key parameters like trade, pass-out year, type of certification, Name and contract detail were properly filled. A comprehensive list of all the graduates was developed in excel format.

The final sample size of 367 graduates for primary survey (as per approved pilot study report) was distributed over all the 10 identified ITIs, based on their % of pass-out data

in the total population (keeping minimum 30 graduate sample size in STRIVE project ITI and 20 graduate sample size in non-STRIVE project ITI.)

Distribution of sample numbers equally in all the trades: The sample numbers for a particular Trade in an ITI were further distributed based on % of pass-out in trade type (NCVT/SCVT) in that sampling frame.

Random sampling method to select graduate from a sampling frame: We adopted the systematic random sampling approach for selecting the graduates in sampling frame.

Since non-response and traceability were relatively high, we considered two times over sample from the sampling frame to ensure a sufficient response rate.

The SC / ST / OBC / MOBC status, minority, gender, disability marital status and rural-urban coverage were based on natural fallout, since we had employed systematic random sampling in each sampling frame (Trade wise)

2. **Employer selection framework:** EY team had prepared the list of employers for survey from following sources:
 - a. Identification of Industries during graduates' survey, who have employed recent graduates
 - b. Collection of employer data from selected ITIs of Assam for tracer study
 - c. Listing of sector wise industries across Assam through secondary research

Finally, sampling frames were created in the following categories of employers:

- ▶ Government
- ▶ Public Sector Undertaking (Central / State)
- ▶ Private (Organized) covering Large | Medium | Small | Micro industries
- ▶ Private (Unorganized)
- ▶ Other

In each frame, employers were listed sector wise. Our focus was for incorporation of all the priority sectors of Assam for employment, while selection of employers in each category. We adopted the systematic random sampling approach for selecting the employer from the sampling frames. Sample size of minimum 4-5 across each category was considered to target 30 employers.

EY team has conducted employer survey through face-to-face mode at their workplace

3. **Case Study framework:** Successful graduate for case study was defined, who has valued employment (Placement or self-employment) more than ₹ 10,000 per month after ITI training. A list of successful candidates was prepared from data received from ITIs and

identified during graduate's survey. A sampling frame was created based on ITI and trade. 50 case studies were distributed across all the ITIs and popular trades.

- 4. Industrial Training Institutions:** All the selected 10 ITIs were considered for institutional survey.

2.2.5. Development of Survey Tools

Three specific surveys have been planned during the survey design. Questionnaires were prepared to administer surveys across all the stakeholders. Survey tools were prepared for following stakeholders:

- ▶ ITI graduates
- ▶ Employers
- ▶ Industrial Training Institutes

EY prepared survey tools which were based on the key indicators and information areas, as per scope of work. These surveys collected the respondents' views / opinions on the impact of ITI training, labour market performance and designed to bring together the voices, ideas, feedback and concerns of ITI graduates, employers, and ITIs.

CAPI development: EY's in house resources had developed the CAPI tool of all the survey questionnaires (for Quantitative survey) consisting of all the scripting related aspects as below:

- ▶ Scripting application development
- ▶ Modification in scripting application after pilot study exercise
- ▶ Back-end support
- ▶ Server management
- ▶ Dashboard indicators development
- ▶ Troubleshooting management during the entire data collection process

The entire scripting development process was led by our in-house IT & scripting team. All the guidance on the technical aspects of the CAPI survey tools was provided by the EY core research team.

2.2.6. Pilot testing survey tools

A pilot study was conducted as preliminary, small-scale "rehearsal" to test survey protocols, survey tools, data collection methods, and other study techniques in preparation for a main survey. The field survey team conducted surveys for ITI graduates, employers, and ITI during pilot study. The survey statistics was as below:

- ▶ ITI Graduate's survey : 44
- ▶ Employer's survey : 12

- ▶ Industrial Training Institute's survey : 1
- ▶ Case Study : 2

Survey tools were finalized based on the pilot study findings. Importance of Pilot Study for this Tracer Study engagement were to:

- ▶ Help in finalization of the survey tools
- ▶ Test the proposed survey design and process
- ▶ Educate field survey team on different methods of survey
- ▶ Determine the feasibility of survey and to help in efficient utilization of resources
- ▶ Check how many respondents needs to be contacted to achieve the sample size
- ▶ Provide preliminary data that can be used for data analysis and findings of tracer study

2.2.7. Preparation of filed investigator manual

The field investigator manual was prepared for field survey team for data collection during the primary survey. This manual contained the instructions for filed investigators to carry-out the primary survey under tracer study for graduates from ITIs of Assam. This manual covered the following points:

- ▶ A brief overview of Craftsmen Training scheme
- ▶ Objectives of the survey
- ▶ Detail of survey instruments
- ▶ Sample size
- ▶ Respondent identification procedure and protocols
- ▶ Ethical considerations for fieldwork
- ▶ Administer Survey Tools

2.2.8. Ethical consideration

To ensure ethical consideration, field investigators had used following regulations during survey:

- ▶ Respect the person participating in the survey.
- ▶ Upon meeting a potential respondent of survey, the objectives of the survey should be explained.
- ▶ Assure the respondents that all the information collected during interview, would be treated in confidence, and only used for the purpose of this tracer study.
- ▶ After that left to decide whether responded wanted to participate in the study or not
- ▶ Ensure that "voluntary informed consent" would be taken from the respondents before start of main survey.

Consent can be taken in following manner:

- ▶ Signing of hard copy of consent form by respondent before start of survey (in case of face-to-face interview)
- ▶ Read consent statement before start of main survey questionnaire and ask for providing consent for survey participation (in case of CAPI)

The key elements of consent form were:

- ▶ **Confidentiality:** Confidentiality would be ensured
- ▶ **Voluntary Participation:** Participation in the survey is voluntary in nature and the participants are free to withdraw or refuse at any point during the survey.
- ▶ **Privacy:** Data collected during survey will be treated in confidence and only used for the purpose of this tracer study. The respondents are kept in a comfortable situation during the survey and the interviews will be conducted without any disturbance.

2.2.9. Constraints and Limitations of the study

The identification of ITI graduates was begun with collection of contact details and demographic data from the ITIs. The primary data provided by ITI for tracer study contained only mobile numbers with incomplete addresses in most cases. The tracer study faced a number of challenges during data collection. These included:

- ▶ Poor records of students' profiles were the biggest challenge of the study
- ▶ Collecting the graduate's contacts was time-consuming because student lists provided by the academic office contained only students' names, and most of them had no contact addresses or phone numbers. In many cases, the telephone numbers listed were not reachable; therefore, more than one sampling method was applied.
- ▶ Most of the Industrial Training Institutes (ITIs) did not maintain or updated their databases of ITI graduates. This resulted in difficulties in reaching out to the graduates in person / face-to-face interview.

To overcome this, we adopted our agreed approach CAPI method. While contacting sampled graduates through available mobile number during CAPI survey, most of the time responses were "not available / temporarily out of service etc." due to outdated contact information. Therefore, non-responsiveness rate was very high.

- ▶ There was difficulty of getting "correct" answers: This bias, which was not only specific to tracer studies, but to interviews in general, was difficult to estimate. There was a certain risk that respondent want to please the institution (ITI/Employer) and therefore answer in a positive manner.

- ▶ Many participants refused to provide the contact information of their employers, so it was hard to ascertain the view of the employers regarding the academic preparation and attitudinal quality of the graduates who work for them. Lacking that information, it was difficult to verify how the outcomes produced by ITI graduates were satisfactory for employers
- ▶ Some of the graduates had refused to fill the survey form
- ▶ Income calculation was difficult. There was no provision to cross-check income figures with employers and in case of self-employment it was not always easy to verify the income level.
- ▶ Factual information was filled basis the responses given by the graduates and no documentary evidence was verified during the survey

2.2.10. Survey team and training

The field survey team consisted of EY professionals who have experience of conducting surveys, research studies along with thematic knowledge. The team having a unique blend of both technical and functional expertise and skills, EY aimed to ensure that the quality of the research is maintained.

After CAPI tool's development and pre-tested by EY professionals, a one-day training was organized for our field investigators covering sessions on objectives and scope of Tracer study engagement, Details of survey tools, Survey design, Sampling methodology and sample size, Ethical consideration during surveys, Respondent identification protocols, Survey administration methodology for all the surveys etc.

The focus of the training was on orienting the surveyors on the intent and intended outcome of each question. Towards this, each question was explained in detail. In terms of pedagogy the training was focused both on providing relevant information and skill set required to conduct data collection. The trainings comprised of mock surveys and common data entry errors were discussed and surveyor's concerns were addressed. This has ensured that every surveyor got personalized support and confidence to go about the surveys.

Furthermore, surveyors were briefed on ethical considerations such as maintaining confidentiality, conducting interviews in a non-threatening and conducive environment as they may be interacting with socially and economically vulnerable groups.

2.2.11. Data collection - survey administration

The surveyors had carried out all the three surveys with defined survey tools and methods. The research team downloaded the raw data (main survey data) from server in the MS-Excel format. This data, in turn, used to generate the team wise main survey variance/feedback report. Based

- ▶ To check the quality of the data being collected by the field teams, **team leader conducted 5% back-checks** covered by each of the team members throughout the survey.
- ▶ On a **regular** basis, **Senior research analyst checked the progress** of field work based on synchronized data, dashboard and seek clarification from the team leader, if required.
- ▶ IT **team** cleaned the server regularly and took a **backup of the uploaded data**. IT team was responsible for **checking and generation of the variance report**.

Quality control by DECT: DECT Officials / representatives carried out random checks during survey. EY proposed following steps be followed as a part of quality control and monitoring process with DET:

- ▶ **Status** update calls with client team.
- ▶ **Develop** monitoring guidelines under field investigator manual.

2.2.13. Data analysis

Research team conducted data analysis to understand trends after primary survey. Data analysis was conducted for all the questions disaggregated by gender or category. Output from the analysis is presented in both tabular and graphic forms.



Section

3

Data Presentation and Analysis

3. Data Presentation and Analysis

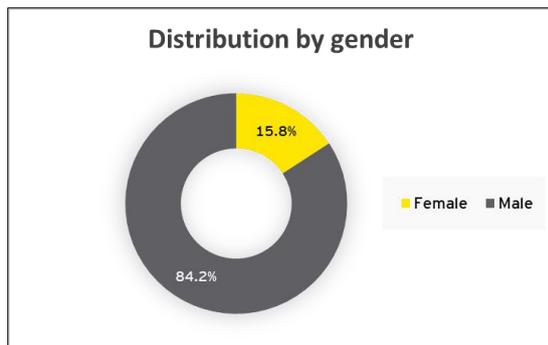
3.1. Specific result of interviewed graduates of ITIs in Assam

As mentioned in the preceding section, the graduate survey was administered with a total of 367 ITI graduates. The sample was spread across all the 10 ITIs and all the existing trades in pass-out years of 2018 and 2019. The summary of the responses received for each question of CAPI survey tool and the respective graphical representations are provided below.

3.1.1 Personal and Socioeconomic background of graduates

Table 1 - Distribution of ITI graduates by gender

Sl. No.	Type of ITI	Total ITIs Number	Survey completed					
			Total		Male		Female	
			Number	%	Number	%	Number	%
1	Project ITI - Government	4	190	51.77%	154	41.96%	36	9.81%
2	Project ITI - Private	1	29	7.90%	29	7.90%	0	0.00%
3	Non-Project ITI- Government	5	148	40.33%	126	34.33%	22	5.99%
Total		10	367	100.00%	309	84.20%	58	15.80%



The participation of graduates in survey from project ITIs (Govt.) was 51.77%, Project ITI (Pvt.) was 7.90% and non-project ITIs was 40.33% who have passed out in year 2018 and 2019 from one year and two-year trades. Out of the 367 graduates that were interviewed during the tracer study, 84.20% were males and 15.80% were females. The

representation from female cohort was much lesser than the male graduates.

Table 2 - Distribution of ITI graduates by Residence district and gender

Sl. No.	District	Female		Male		Total	
		Number	%	Number	%	Number	%
1	Barpeta	1	0.27%	4	1.09%	5	1.36%
2	Biswanath	-	-	5	1.36%	5	1.36%
3	Bongaigaon	7	1.91%	8	2.18%	15	4.09%
4	Cachar	2	0.54%	14	3.81%	16	4.36%
5	Charaideo	-	-	4	1.09%	4	1.09%
6	Chirang	1	0.27%	3	0.82%	4	1.09%

Sl. No.	District	Female		Male		Total	
		Number	%	Number	%	Number	%
7	Darrang	-	-	7	1.91%	7	1.91%
8	Dhemaji	5	1.36%	12	3.27%	17	4.63%
9	Dhubri	1	0.27%	6	1.63%	7	1.91%
10	Dibrugarh	9	2.45%	29	7.90%	38	10.35%
11	Dima Hasao	-	-	8	2.18%	8	2.18%
12	East Karbi Anglong	-	-	5	1.36%	5	1.36%
13	Golaghat	2	0.54%	8	2.18%	10	2.72%
14	Hailakandi	-	-	1	0.27%	1	0.27%
15	Hojai	-	-	7	1.91%	7	1.91%
16	Jorhat	13	3.54%	41	11.17%	54	14.71%
17	Kamrup Metropolitan	-	-	1	0.27%	1	0.27%
18	Kamrup Rural	-	-	5	1.36%	5	1.36%
19	Karimganj	1	0.27%	6	1.63%	7	1.91%
20	Kokrajhar	-	-	4	1.09%	4	1.09%
21	Lakhimpur	-	-	9	2.45%	9	2.45%
22	Majuli	-	-	1	0.27%	1	0.27%
23	Moren	-	-	1	0.27%	1	0.27%
24	Morigaon	-	-	3	0.82%	3	0.82%
25	Nagaon	3	0.82%	15	4.09%	18	4.90%
26	Silchar	-	-	1	0.27%	1	0.27%
27	Sivasagar	11	3.00%	47	12.81%	58	15.80%
28	Sonitpur	-	-	13	3.54%	13	3.54%
29	Tezpur	-	-	1	0.27%	1	0.27%
30	Tinsukia	2	0.54%	38	10.35%	40	10.90%
31	Udalguri	-	-	1	0.27%	1	0.27%
32	West Karbi Anglong	-	-	1	0.27%	1	0.27%
Total		58	15.80%	309	84.20%	367	100%

The maximum participation of graduates in survey was from 4 districts viz., Sivasagar (15.80%), Jorhat (14.71%), Tinsukia (10.90%) and Dibrugarh (10.35%)

Table 3 - Distribution of ITI graduates by region and gender

Sl. No.	Type of ITI	Region	Male		Female		Total	
			Number	%	Number	%	Number	%
1	Project ITI - Govt.	Urban	63	17.17%	17	4.63%	80	21.80%
		Rural	91	24.80%	19	5.18%	110	29.97%
2	Project ITI- Pvt.	Urban	11	3.00%	0	0.00%	11	3.00%
		Rural	18	4.90%	0	0.00%	18	4.90%
3	Non-Project ITI-Govt.	Urban	38	10.35%	11	3.00%	49	13.35%
		Rural	88	23.98%	11	3.00%	99	26.98%
Total		Urban	112	30.52%	28	7.63%	140	38.15%
		Rural	197	53.68%	30	8.17%	227	61.85%

Distribution of surveyed graduates over gender and region indicates that approx. 30 % participation was from rural area and 20% participation was from Urban area in Project ITIs and maximum participation from rural males (53.68%) and minimum participation from urban females (7.63%) across the sampled ITIs.

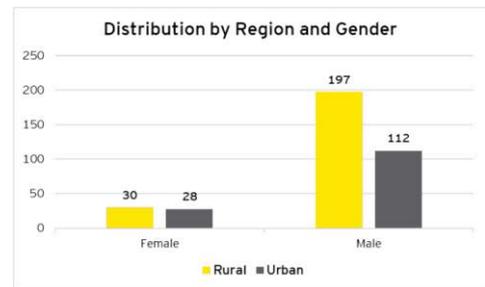


Table 4 - Distribution by Gender v/s Trade category and Trade duration

Sl. No.	Type of ITI	Gender	Engineering						Non-Engineering					
			One year		Two-Year		Total		One year		Two-Year		Total	
			#	%	#	%	#	%	#	%	#	%	#	%
1.	Project ITI - Govt.	Male	63	17.17%	82	22.34%	145	39.51%	9	2.45%	0	0%	9	2.45%
		Female	10	2.72%	15	4.09%	25	6.81%	11	3.00%	0	0%	11	3.00%
		Total	73	19.89%	97	26.43%	170	46.32%	20	5.45%	0	0%	20	5.45%
2.	Project ITI- Pvt.	Male	12	3.27%	17	4.63%	29	7.90%	0	0.00%	0	0%	0	0.00%
		Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0%	0	0.00%
		Total	12	3.27%	17	4.63%	29	7.90%	0	0.00%	0	0%	0	0.00%
3.	Non-Project ITI- Govt.	Male	53	14.44%	64	17.44%	117	31.88%	9	2.45%	0	0%	9	2.45%
		Female	8	2.18%	3	0.82%	11	3.00%	11	3.00%	0	0%	11	3.00%
		Total	61	16.62%	67	18.26%	128	34.88%	20	5.45%	0	0%	20	5.45%
Total		Male	128	34.88%	163	44.41%	291	79.29%	18	4.90%	0	0%	18	4.90%
		Female	18	4.90%	18	4.90%	36	9.81%	22	5.99%	0	0%	22	5.99%

Sl. No.	Type of ITI	Gender	Engineering						Non-Engineering					
			One year		Two-Year		Total		One year		Two-Year		Total	
			#	%	#	%	#	%	#	%	#	%	#	%
		Total	146	39.78%	181	49.32%	327	89.10%	40	10.90%	0	0%	40	10.90%

Table 5 - Distribution by religion and gender

Sl. No.	Type of ITI	Gender	Hinduism		Islam		Sikhism		Christianity		Buddhism		Total	
			#	%	#	%	#	%	#	%	#	%	#	%
1.	Project ITI - Govt.	Male	145	39.51%	7	1.91%	0	0.00%	1	0.27%	1	0.27%	154	41.96%
		Female	34	9.26%	1	0.27%	0	0.00%	0	0.00%	1	0.27%	36	9.81%
		Total	179	48.77%	8	2.18%	0	0.00%	1	0.27%	2	0.54%	190	51.77%
2.	Project ITI - Pvt.	Male	12	3.27%	16	4.36%	1	0.27%	0	0.00%	0	0.00%	29	7.90%
		Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
		Total	12	3.27%	16	4.36%	1	0.27%	0	0.00%	0	0.00%	29	7.90%
3.	Non-Project ITI - Govt.	Male	115	31.34%	10	2.72%	0	0.00%	1	0.27%	0	0.00%	126	34.33%
		Female	21	5.72%	1	0.27%	0	0.00%	0	0.00%	0	0.00%	22	5.99%
		Total	136	37.06%	11	3.00%	0	0.00%	1	0.27%	0	0.00%	148	40.33%
Total		Male	272	74.11%	33	8.99%	1	0.27%	2	0.54%	1	0.27%	309	84.20%
		Female	55	14.99%	2	0.54%	0	0.00%	0	0.00%	1	0.27%	58	15.80%
		Total	327	89.10%	35	9.54%	1	0.27%	2	0.54%	2	0.54%	367	100.00%

Regarding the religious affiliation of the respondents, it is observed that 89.10% of the graduates belonged to Hinduism. Around one-tenth of the graduates followed Islam and rest followed Sikhism, Christianity, and Buddhism.

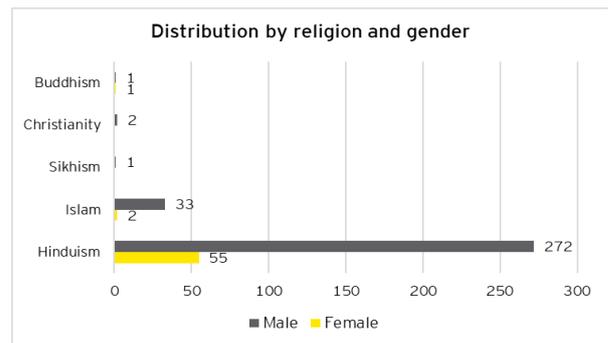


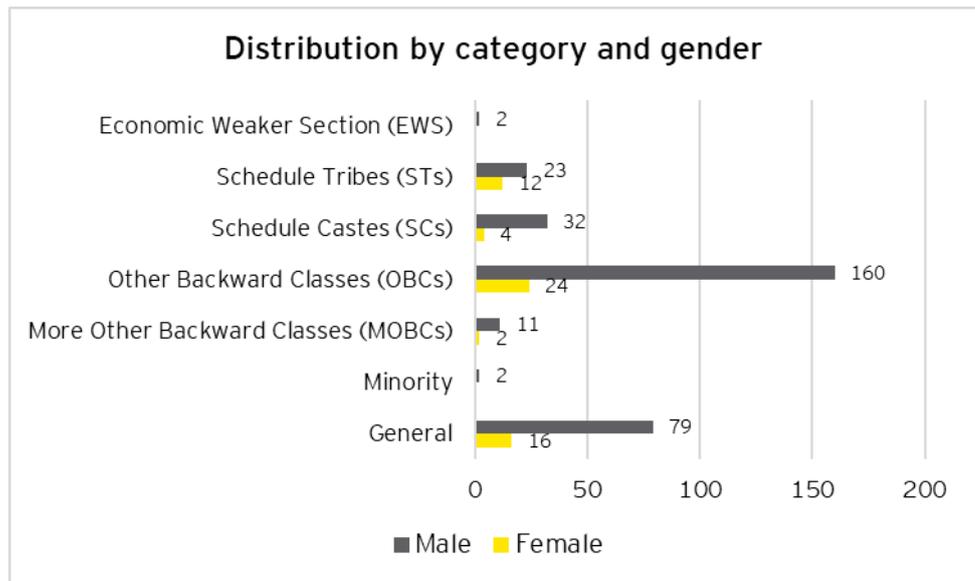
Table 6 - Distribution by category and gender

Sl. No.	Type of ITI	Gender	General		Minority		MOBCs		OBCs		SCs		STs		EWS		Total	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%		
1.	Project ITI - Govt.	Male	40	10.90%	2	0.54%	10	2.72%	77	20.98%	16	4.36%	8	2.18%	1	0.27%	154	41.96%

Sl. No.	Type of ITI	Gender	General		Minority		MOBCs		OBCs		SCs		STs		EWS		Total	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
		Female	8	2.18%	0	0.00%	2	0.54%	16	4.36%	3	0.82%	7	1.91%	0	0.00%	36	9.81%
		Total	48	13.08%	02	0.54%	12	3.27%	93	25.34%	19	5.18%	15	4.09%	1	0.27%	190	51.77%
2.	Project ITI- Pvt.	Male	12	3.27%	0	0.00%	0	0.00%	17	4.63%	0	0.00%	0	0.00%	0	0.00%	29	7.90%
		Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
		Total	12	3.27%	0	0.00%	0	0.00%	17	4.63%	0	0.00%	0	0.00%	0	0.00%	29	7.90%
3.	Non-Project ITI- Govt.	Male	27	7.36%	0	0.00%	1	0.27%	66	17.98%	16	4.36%	15	4.09%	1	0.27%	126	34.33%
		Female	8	2.18%	0	0.00%	0	0.00%	8	2.18%	1	0.27%	5	1.36%	0	0.00%	22	5.99%
		Total	35	9.54%	0	0.00%	1	0.27%	74	20.16%	17	4.63%	20	5.45%	1	0.27%	148	40.33%
	Total	Male	79	21.53%	2	0.54%	11	3.00%	160	43.60%	32	8.28%	23	6.27%	2	0.54%	309	84.20%
		Female	16	4.36%	0	0.00%	2	0.54%	24	6.54%	4	1.09%	12	3.27%	0	0.00%	58	15.80%
		Total	95	25.89%	2	0.54%	13	3.54%	184	50.14%	36	9.81%	35	9.54%	2	0.54%	367	100.00%

MOBCs= More Other Backward Classes, OBCs = Other Backward Classes, SCs = Schedule Castes, STs = Schedule Tribes, EWS = Economic Weaker Section

Almost half of the respondents (50.14%) belonged to other backward Classes. There was considerable representation from General category with 25.89% of the respondents and.



equal representation of Scheduled Castes (9.81%) and Schedule Tribes (9.54%). And rest were from Minorities, MOBCs and EWS categories. The maximum participation from male OBCs (50.14%), minimum participation from male EWS (0.54%), male minority (0.54%) and female MOBCs (0.54%).

Table 7 - Distribution by economic status and gender

Sl. No.	Type of ITI	Gender	APL		BPL		NA		Total	
			#	%	#	%	#	%	#	%
1	Project ITI - Govt.	Male	50	13.62%	64	17.44%	40	10.90%	154	41.96%
		Female	17	4.63%	11	3.00%	8	2.18%	36	9.81%
		Total	67	18.26%	75	20.44%	48	13.08%	190	51.77%
2	Project ITI- Pvt.	Male	14	3.81%	5	1.36%	10	2.72%	29	7.90%
		Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%
		Total	14	3.81%	5	1.36%	10	2.72%	29	7.90%
3	Non-Project ITI-Govt.	Male	49	13.35%	55	14.99%	22	5.99%	126	34.33%
		Female	10	2.72%	8	2.18%	4	1.09%	22	5.99%
		Total	59	16.08%	63	17.17%	26	7.08%	148	40.33%
Total		Male	113	30.79%	124	33.79%	72	19.62%	309	84.20%
		Female	27	7.36%	19	5.18%	11	3.27%	58	15.80%
		Total	140	38.15%	143	38.96%	84	22.89%	367	100.00%

Out of the total, 140 belonged to APL and 143 belonged to BPL category which meant almost equal representation of graduates belonging to APL (38.15%) and those belonging to BPL (38.96%) was found in the sample. 22.89% graduates did not want to mention their economic status.

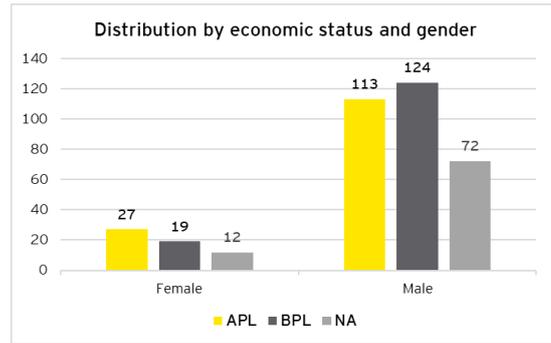


Table 8 - Distribution by marital status and gender

Sl. No.	Type of ITI	Gender	Married		Unmarried		Widow		Total	
			#	%	#	%	#	%	#	%
1	Project ITI - Govt.	Male	8	2.18%	146	39.78%	0	0.00%	154	41.96%
		Female	11	3.00%	25	6.81%	0	0.00%	36	9.81%
		Total	19	5.18%	171	46.59%	0	0.00%	190	51.77%
2	Project ITI- Pvt.	Male	4	1.09%	25	6.81%	0	0.00%	29	7.90%
		Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%
		Total	4	1.09%	25	6.81%	0	0.00%	29	7.90%
3	Non-Project ITI-Govt.	Male	9	2.45%	117	31.88%	0	0.00%	126	34.33%
		Female	5	1.36%	16	4.36%	1	0.27%	22	5.99%
		Total	14	3.81%	133	36.24%	1	0.27%	148	40.33%
Total		Male	21	5.72%	288	78.47%	0	0.00%	309	84.20%
		Female	16	4.36%	41	11.17%	1	0.27%	58	15.80%
		Total	37	10.08%	329	89.65%	1	0.27%	367	100.00%

Regarding the marital status of the graduates, most (89.65%) of them were unmarried and only 10.08% were married. It is an important observation that amongst the married graduates, approx. equal percentage of marital status in males and females was observed.

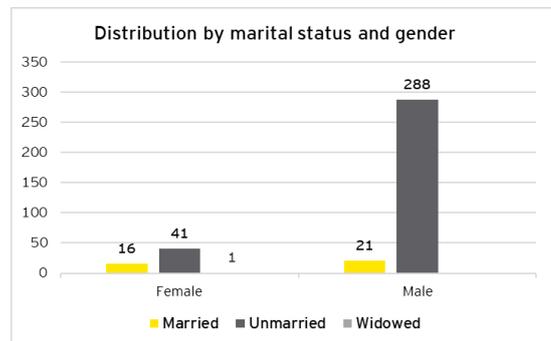


Table 9 - Distribution by household size and gender

Sl. No.	Type of ITI	Gender	3-5 members		Above 5 members		Up to 2 members		Total	
			#	%	#	%	#	%	#	%
1	Project ITI - Govt.	Male	124	33.79%	25	6.81%	5	1.36%	154	41.96%
		Female	58	15.80%	6	1.63%	2	0.54%	36	9.81%

Sl. No.	Type of ITI	Gender	3-5 members		Above 5 members		Up to 2 members		Total	
			#	%	#	%	#	%	#	%
		Total	152	41.42%	31	8.45%	7	1.91%	190	51.77%
2	Project ITI-Pvt.	Male	26	7.08%	3	0.82%	0	0.00%	29	7.90%
		Female	0	0.00%	0	0.00%	0	0.00%	0	0.00%
		Total	26	7.08%	3	0.82%	0	0.00%	29	7.90%
3	Non-Project ITI-Govt.	Male	92	25.07%	29	7.90%	5	1.36%	126	34.33%
		Female	15	4.09%	7	1.91%	0	0.00%	22	5.99%
		Total	107	29.16%	36	9.81%	5	1.36%	148	40.33%
Total		Male	242	65.94%	57	15.53%	10	2.72%	309	84.20%
		Female	73	19.89%	13	3.54%	2	0.54%	58	15.80%
		Total	285	77.66%	70	19.07%	12	3.27%	367	100.00%

This table shows that 77.66% of graduates belonged to families with 3 to 5 members, 19.07% of graduates belonged to above 5 members size of the household. A very less percentage of graduates (3.27%) belonged to up to 2 members household size.

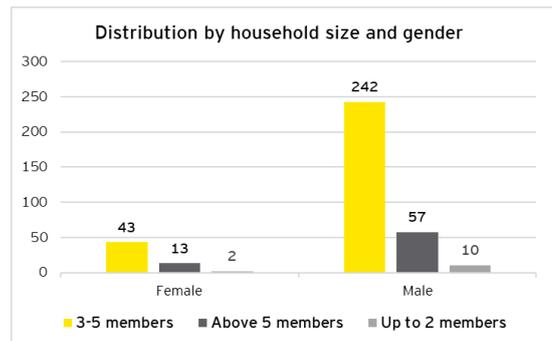
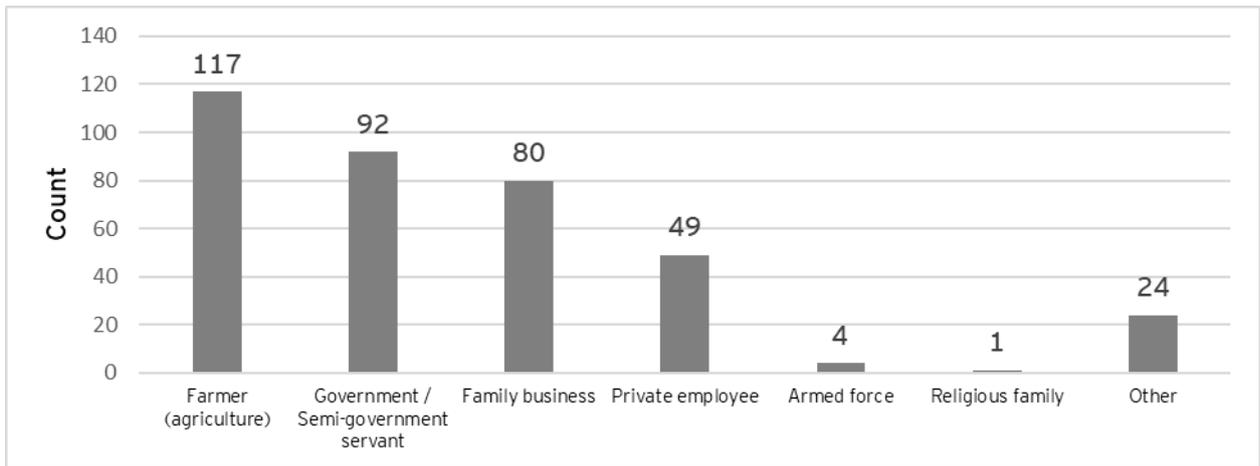


Table 10 - Distribution by primary occupation of household

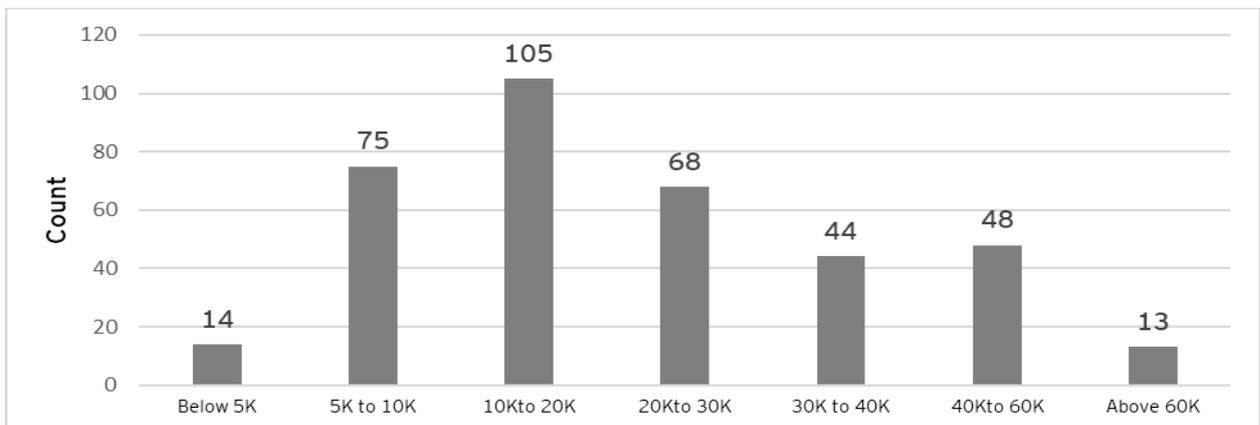
Sl. No.	Primary occupation of household	Non-project ITI - Govt.		Project ITI-Govt.		Project ITI-Pvt.		Total	
		#	%	#	%	#	%	#	%
1	Farmer (agriculture)	47	12.81%	56	15.26%	14	3.81%	117	31.88%
2	Government / Semi-government servant	35	9.54%	50	13.62%	7	1.91%	92	25.07%
3	Family business	33	8.99%	44	11.99%	3	0.82%	80	21.80%
4	Private employee	19	5.18%	26	7.08%	4	1.09%	49	13.35%
5	Armed force	3	0.82%	1	0.27%	0	0.00%	4	1.09%
6	Religious family	0	0.00%	1	0.27%	0	0.00%	1	0.27%
7	Other	11	3.00%	12	3.27%	1	0.27%	24	6.54%
Total		148	40.33%	190	51.77%	29	7.90%	367	100%



As given in the figure above, 31.88% of the graduates reported that the occupation of the Head of household was farming (Agriculture). The second most common occupation was Government / Semi-Government job with 25.07%, third most common occupation was family business with 21.80%. Rest were private employees, worked in armed forces, engaged in religious works etc.

Table 11 - Distribution by average monthly income of family

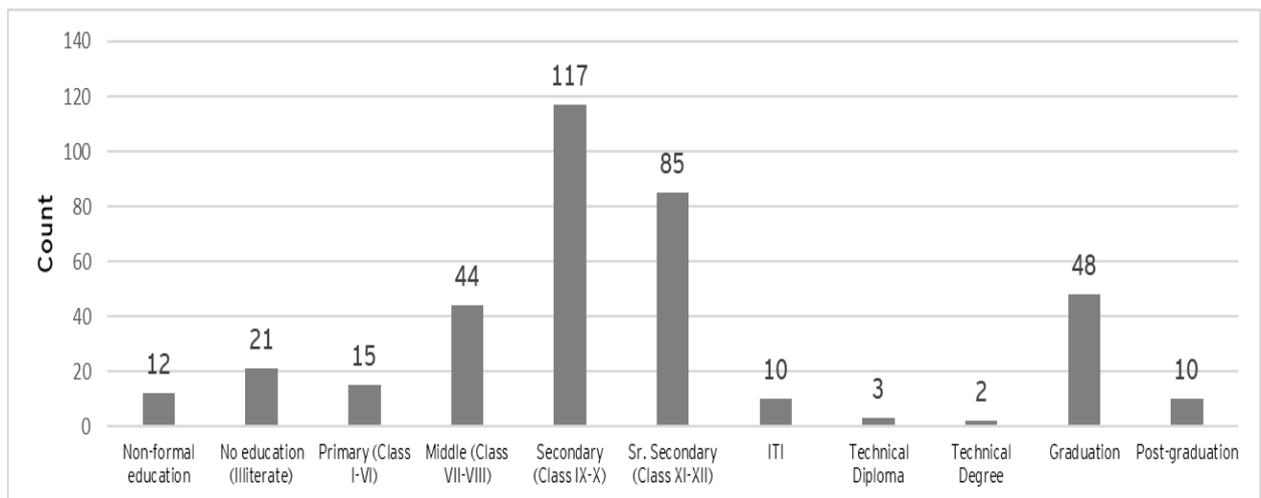
Sl. No.	Average monthly income of family	Non-project ITI - Govt.		Project ITI-Govt.		Project ITI-Pvt.		Total	
		#	%	#	%	#	%	#	%
1	Below 5K	5	1.36%	3	0.82%	6	1.63%	14	3.81%
2	5K to 10K	25	6.81%	36	9.81%	14	3.81%	75	20.44%
3	10Kto 20K	45	12.26%	53	14.44%	7	1.91%	105	28.61%
4	20Kto 30K	28	7.63%	38	10.35%	2	0.54%	68	18.53%
5	30K to 40K	24	6.54%	20	5.45%	0	0.00%	44	11.99%
6	40Kto 60K	18	4.90%	30	8.17%	0	0.00%	48	13.08%
7	Above 60K	3	0.82%	10	2.72%	0	0.00%	13	3.54%
Total		148	40.33%	190	51.77%	29	7.90%	367	100.00%



The graduates were asked to report about their monthly household income range. 28.61% of the graduates reported that their monthly household income ranged between ₹ 10,000 and ₹ 20,000 and 20.44% of the graduates reported that their monthly household income ranged between ₹5,000 to ₹ 10,000.

Table 12 - Distribution by highest education of father

Sl. No.	Highest level of education of father	Non-project ITI - Govt.		Project ITI-Govt.		Project ITI-Pvt.		Total	
		#	%	#	%	#	%	#	%
1	Non-formal education	4	1.09%	3	0.82%	5	1.36%	12	3.27%
2	No education (Illiterate)	6	1.63%	12	3.27%	3	0.82%	21	5.72%
3	Primary (Class I-VI)	8	2.18%	3	0.82%	4	1.09%	15	4.09%
4	Middle (Class VII-VIII)	20	5.45%	19	5.18%	5	1.36%	44	11.99%
5	Secondary (Class IX-X)	50	13.62%	64	17.44%	3	0.82%	117	31.88%
6	Sr. Secondary (Class XI-XII)	29	7.90%	50	13.62%	6	1.63%	85	23.16%
7	ITI	3	0.82%	6	1.63%	1	0.27%	10	2.72%
8	Technical Diploma	0	0.00%	3	0.82%	0	0.00%	3	0.82%
9	Technical Degree	2	0.54%	0	0.00%	0	0.00%	2	0.54%
10	Graduation	21	5.72%	25	6.81%	2	0.54%	48	13.08%
11	Post-graduation	5	1.36%	5	1.36%	0	0.00%	10	2.72%
Total		148	40.33%	190	51.71%	29	7.90%	367	100.00%

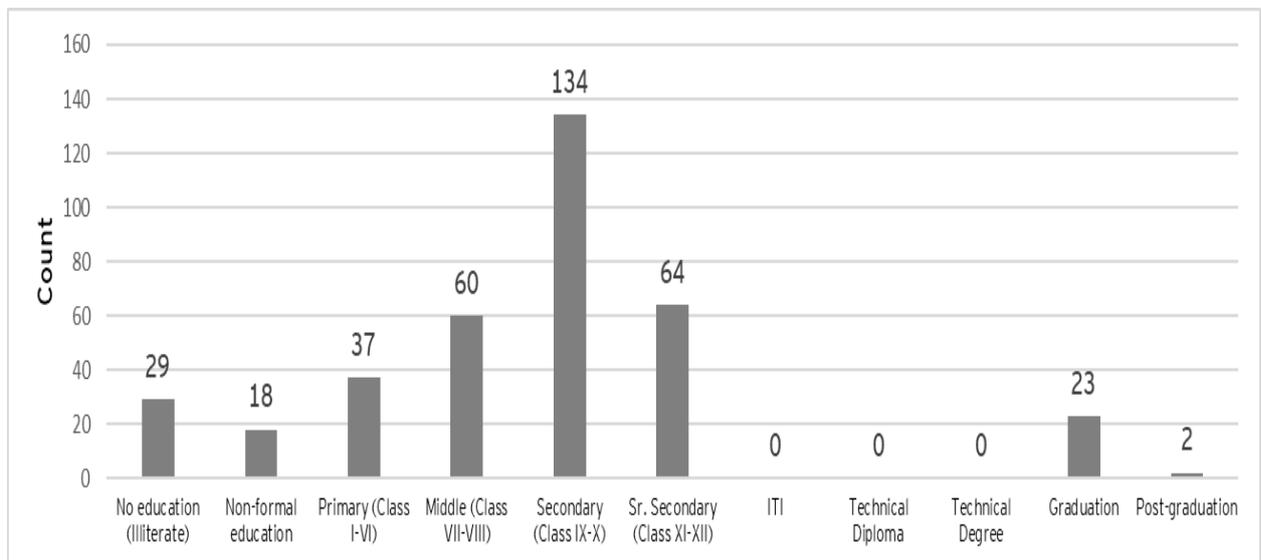


Graduates were asked to indicate level of education attained by their father. Above table captures the highest education attainment of the graduate's father. 31.88% of the graduates reported that their father had attained secondary level of education. A sizeable proportion of

students had reported that their father had completed education till senior secondary / graduation.

Table 13 - Distribution by highest education of mother

Sl. No.	Highest level of education of mother	Non-project ITI - Govt.		Project ITI-Govt.		Project ITI-Pvt.		Total	
		#	%	#	%	#	%	#	%
1	No education (Illiterate)	7	1.91%	19	5.18%	3	0.82%	29	7.90%
2	Non-formal education	5	1.36%	6	1.63%	7	1.91%	18	4.90%
3	Primary (Class I-VI)	22	5.99%	11	3.00%	4	1.09%	37	10.08%
4	Middle (Class VII-VIII)	28	7.63%	30	8.17%	2	0.54%	60	16.35%
5	Secondary (Class IX-X)	50	13.62%	77	20.98%	7	1.91%	134	36.51%
6	Sr. Secondary (Class XI-XII)	26	7.08%	33	8.99%	5	1.36%	64	17.44%
7	ITI	-	0.00%	-	0.00%	-	0.00%	-	-
8	Technical Diploma	-	0.00%	-	0.00%	-	0.00%	-	-
9	Technical Degree	-	0.00%	-	0.00%	-	0.00%	-	-
10	Graduation	8	2.18%	14	3.81%	1	0.27%	23	6.27%
11	Post-graduation	2	0.54%	0	0.00%	0	0.00%	2	0.54%
Total		148	40.33%	190	51.71%	29	7.90%	367	100.00%

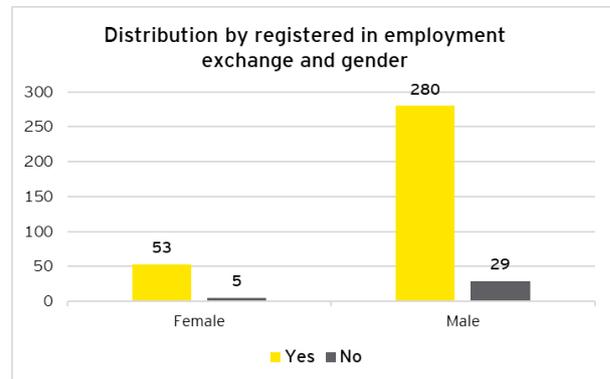


Graduates were asked to indicate level of education attained by their mothers. Above table captures the highest education attainment of the graduate's mothers. 36.51% of the graduates reported that their mother had attained secondary level of education. A sizeable proportion of students had reported that their mother had completed education till middle / senior secondary.

Table 14 - Distribution by registered in employment exchange and gender

Sl. No.	Type of ITI	Gender	Registered in employment exchange - YES		Registered in employment exchange - NO		Total	
			#	%	#	%	#	%
1	Project ITI - Govt.	Male	142	38.69%	12	3.27%	154	41.96%
		Female	32	8.72%	4	1.09%	36	9.81%
		Total	174	47.41%	16	4.36%	190	51.77%
2	Project ITI-Pvt.	Male	26	7.08%	3	0.82%	29	7.90%
		Female	0	0.00%	0	0.00%	0	0.00%
		Total	26	7.08%	3	0.82%	29	7.90%
3	Non-Project ITI-Govt.	Male	112	30.52%	14	3.81%	126	34.33%
		Female	21	5.72%	1	0.27%	22	5.99%
		Total	133	36.24%	15	4.09%	148	40.33%
Total		Male	280	76.29%	29	7.90%	309	84.20%
		Female	53	14.44%	5	1.36%	58	15.80%
		Total	333	90.74%	34	9.26%	367	100.00%

As given in above table, around 90% of the graduates are registered in employment exchanges and about 10% of the graduates have not registered in employment exchanges.



3.1.2 Education, Employment, and Income of ITI graduate before joining of ITI

Table 15 - Distribution by last qualification of ITI graduate before enrolment in ITI training

Sl. No.	Qualification of ITI graduate before enrolment in ITI training	Non-project ITI - Govt.		Project ITI-Govt.		Project ITI-Pvt.		Total	
		#	%	#	%	#	%	#	%
1	Middle (VIII)	1	0.27%	4	1.09%	0	0.00%	5	1.36%
2	Secondary (X)	28	7.63%	23	6.27%	3	0.82%	54	14.71%
3	XI	1	0.27%	1	0.27%	0	0.00%	2	0.54%
4	Senior Secondary (XII)	95	25.89%	120	32.70%	22	5.99%	237	64.58%
5	Under-graduate	3	0.82%	11	3.00%	0	0.00%	14	3.81%

Sl. No.	Qualification of ITI graduate before enrolment in ITI training	Non-project ITI - Govt.		Project ITI-Govt.		Project ITI-Pvt.		Total	
		#	%	#	%	#	%	#	%
6	Graduate	20	5.45%	31	8.45%	4	1.09%	55	14.99%
Total		148	40.33%	190	51.71%	29	7.90%	367	100.00%

Minimum qualification for ITI training is Secondary for some trades while it is Senior Secondary for others. Also, in few trades VIII pass students are allowed. Almost two-third of the respondents (64.58%) had enrolled in ITIs after completing class 12th, 14.71% had enrolled after completing class 10th. A reasonable proportion (14.99%) of the respondents had enrolled after completing graduation.

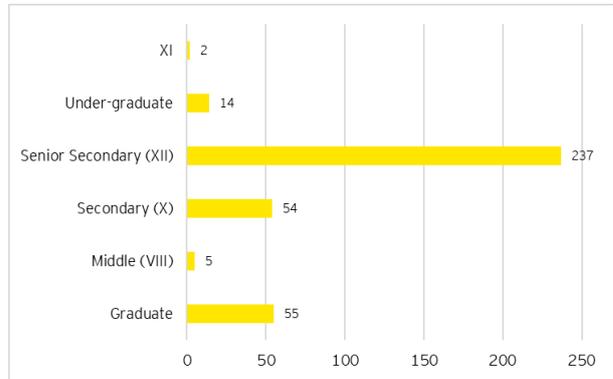


Table 16 - Distribution by working of ITI graduate before enrolment in ITI

Sl. No.	Type of ITI	Gender	Working of ITI graduate before ITI enrolment - YES		Working of ITI graduate before ITI enrolment - NO		Total	
			#	%	#	%	#	%
1	Project ITI - Govt.	Male	3	0.82%	151	41.14%	154	41.96%
		Female	0	0.00%	36	9.81%	36	9.81%
		Total	3	0.82%	187	50.95%	190	51.77%
2	Project ITI-Pvt.	Male	2	0.54%	27	7.36%	29	7.90%
		Female	0	0.00%	0	0.00%	0	0.00%
		Total	2	0.54%	27	7.36%	29	7.90%
3	Non-Project ITI-Govt.	Male	7	1.91%	119	32.43%	126	34.33%
		Female	3	0.82%	19	5.18%	22	5.99%
		Total	10	2.72%	138	37.60%	148	40.33%
Total		Male	12	3.27%	297	80.93%	309	84.20%
		Female	3	0.82%	55	14.99%	58	15.80%
		Total	15	4.09%	352	95.91%	367	100.00%

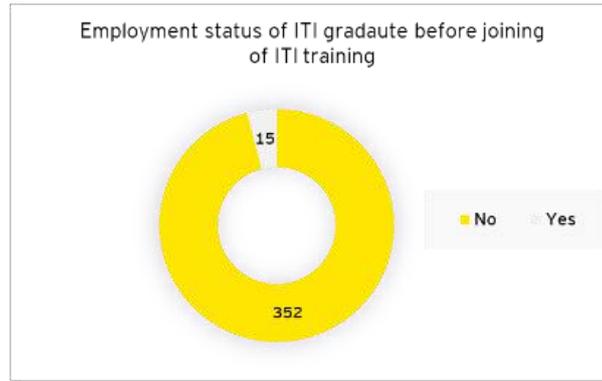


Table 17 - Distribution by average monthly income of ITI graduate before ITI training

Sl. No.	Average Monthly income of ITI graduate before ITI training	Non-project ITI - Govt.		Project ITI-Govt.		Project ITI-Pvt.		Total	
		#	%	#	%	#	%	#	%
1	NIL	138	37.60%	187	50.95%	27	7.36%	352	95.91%
2	<5K	3	0.82%	0	0.00%	0	0.00%	3	0.82%
3	5K-10K	3	0.82%	1	0.27%	2	0.54%	6	1.63%
4	10K-15K	3	0.82%	0	0.00%	0	0.00%	3	0.82%
5	15K-20K	0	0.00%	1	0.27%	0	0.00%	1	0.27%
6	30K - 40K	0	0.00%	1	0.27%	0	0.00%	1	0.27%
7	Above 40K	1	0.27%	0	0.00%	0	0.00%	1	0.27%
Total		148	40.33%	190	51.71%	29	7.90%	367	100.00%

95.91% of the respondents were not working before enrolment in ITI training had no monthly income.

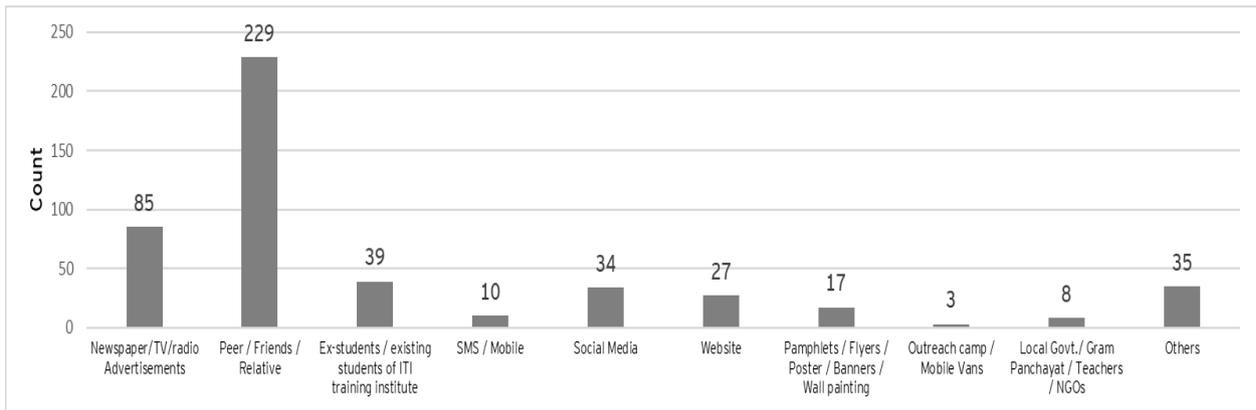
3.1.3 ITI training program

Table 18 - Distribution by source of ITI training information

Sl. No.	Source of ITI training information	Total*	
		Number	%
1	Newspaper/TV/radio Advertisements	85	23.16%
2	Peer / Friends / Relative	229	62.40%
3	Ex-students / existing students at ITI	39	10.63%
4	SMS / Mobile	10	2.72%
5	Social Media	34	9.26%
6	Website	27	7.36%

Sl. No.	Source of ITI training information	Total*	
		Number	%
7	Pamphlets / Flyers / Poster / Banners / Wall painting	17	4.63%
8	Outreach camp / Mobile Vans	3	0.82%
9	Local Govt./ Gram Panchayat / Teachers / NGOs	8	2.18%
10	Others	35	9.54%

*Out of 367 responses



The most effective source of information for ITI training are Peers / Friends / Relatives (62.40%), Newspaper / TV / radio Advertisements (23.16%), Ex-students / existing students at ITI (10.63%) and social media (9.26%).

In compliance of suggestions provided by DECT on draft tracer study report, provide “The main reasons for taking up ITI course by Division wise”:

Assam has five divisions and districts under each division are as below:

Table 19 - Divisions and Districts of Assam

Sl. No.	Division Name	Division Office	Districts
1.	Barak Valley	Silchar	Cachar, Slichar, Hailakandi, and Karimganj
2.	Central Assam	Nagaon	Dima Hasao, East Karbi Anglong, West Karbi Anglong, Morigaon, Hojai and Nagaon
3.	Lower Assam	Guwahati	Baksa, Barpeta, Bongaigaon, Chirang, Dhubri, Goalpara, Nalbari, Kamrup Metropolitan, Kamrup Rural, Kokrajhar, and South Salmara - Mankachar
4.	North Assam	Tezpur	Darrang, Sonitpur, Tezpur, Biswanath and Udalguri
5.	Upper Assam	Jorhat	Charaideo, Dhemaji, Dibrugarh, Golaghat, Jorhat, Lakhimpur, Majuli Sivasagar, and Tinsukia

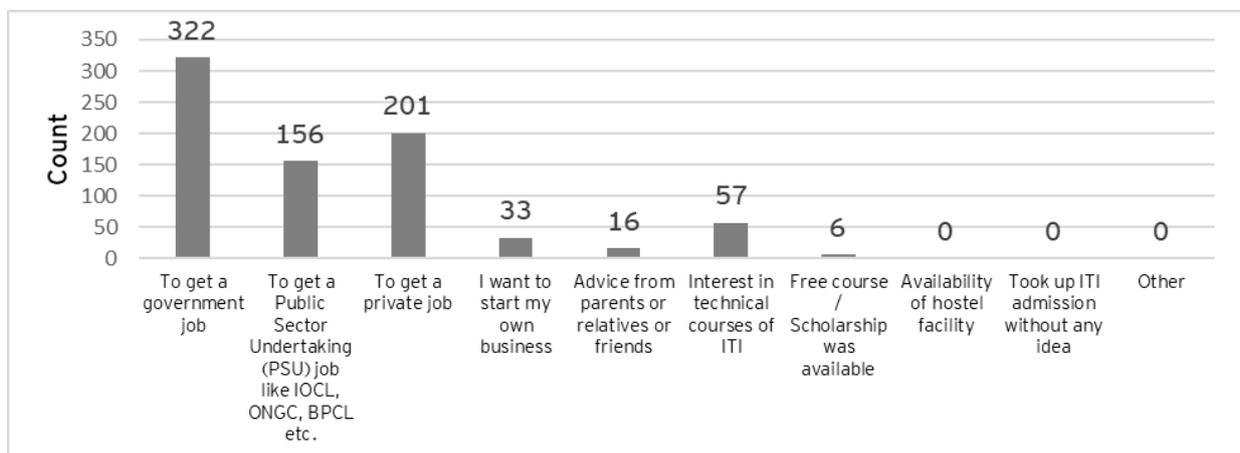
Source: [Districts | Assam State Portal](#)

Table 20 - Distribution by the main reasons for taking up ITI course – Division wise

Sl. No.	Division		To get a government job	To get a PSU Job	To get a private job	I want to start my own business	Advice from parents or relatives or friends	Interest in technical courses of ITI	Free course / Scholarship was available
1.	Barak Valley	No.	22	15	15	3	3	10	1
		%	5.99%	4.09%	4.09%	0.82%	0.82%	2.72%	0.27%
2.	Central Assam	No.	42	21	24	1	2	2	0
		%	11.44%	5.72%	6.54%	0.27%	0.54%	0.54%	0.00%
3.	Lower Assam	No.	36	12	21	3	1	6	0
		%	9.81%	3.27%	5.72%	0.82%	0.27%	1.63%	0.00%
4.	North Assam	No.	24	12	18	9	0	7	0
		%	6.54%	3.27%	4.90%	2.45%	0.00%	1.91%	0.00%
5.	Upper Assam	No.	198	96	123	17	10	32	5
		%	53.95%	26.16%	33.51%	4.63%	2.72%	8.72%	1.36%
Total		No.	322	156	201	33	16	57	6
		%	87.74%	42.51%	54.77%	8.99%	4.36%	15.53%	1.63%

*Out of 367 responses

The graduates were asked about their main reasons for taking up ITI courses. The table above highlights their reasons to take up the course. To secure a government job after completion of their education (87.74%), to get job in PSUs (42.51%), to get a private job (54.77%) and Interest in technical courses of ITIs (15.53%) have emerged as major reasons for the graduates for taking up the ITI courses.



If we compare preference towards “to get a PSU Job” across the 5 divisions of Assam, higher number of youth from upper Assam have affinity towards PSU jobs (26.16%) than rest of the other divisions (3.27% in lower and north assam).

~58% of respondents have preferred first two options i.e. “To get a government job” and “To get a PSU Job”, which are almost double of preference towards “To get a private job”.

Table 21 - Distribution by enrolment in desired trade of ITI training

Sl. No.	Enrolment in desired trade of ITI training	Gender	Got enrolment in desired trade of ITI training - YES		Got enrolment in desired trade of ITI training - NO		Total	
			#	%	#	%	#	%
1	Project ITI - Govt.	Male	118	32.15%	36	9.81%	154	41.96%
		Female	30	8.17%	6	1.63%	36	9.81%
		Total	148	40.33%	42	11.44%	190	51.77%
2	Project ITI-Pvt.	Male	14	3.81%	15	4.09%	29	7.90%
		Female	0	0.00%	0	0.00%	0	0.00%
		Total	14	3.81%	15	4.09%	29	7.90%
3	Non-Project ITI-Govt.	Male	106	28.88%	20	5.45%	126	34.33%
		Female	19	5.18%	3	0.82%	22	5.99%
		Total	125	34.06%	23	6.27%	148	40.33%
Total	Total	Male	238	64.85%	71	19.35%	309	84.20%
		Female	48	13.35%	9	2.45%	58	15.80%
		Total	287	78.20%	80	21.80%	367	100.00%



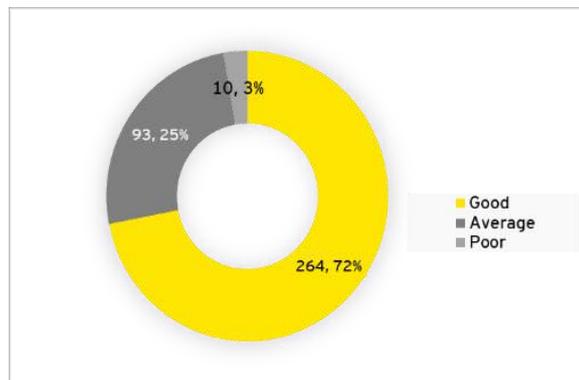
78.20% of graduates were enrolled in the desired trade of ITI training

Table 22 - Distribution by rating of teaching and learning conditions at ITI

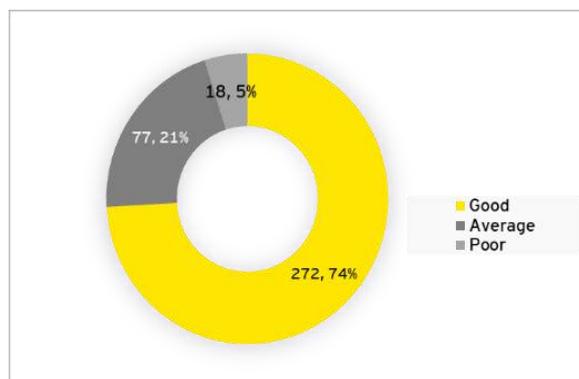
The tracer study tried to capture graduate’s perception on quality of teaching and learning conditions at ITIs. In almost all the teaching and learning conditions, approx. 72% of the

graduates chose 'Good' as a rating and approx. 25% of the graduates chose 'Average'. The mean for all components indicates that the graduates were satisfied with all the components of learning and teaching conditions.

Sl. No.	Rating of teaching and learning condition - Quality of training infrastructure	Non-Project ITI-Govt.		Project ITI - Govt.		Project ITI-Pvt.		Total	
		#	%	#	%	#	%	#	%
1	Good	89	24.25%	150	40.87%	25	6.81%	264	71.93%
2	Average	53	14.44%	36	9.81%	4	1.09%	93	25.34%
3	Poor	6	1.63%	4	1.09%	0	0.00%	10	2.72%
Total		148	40.33%	190	51.77%	29	7.90%	367	100%



Sl. No.	Rating of teaching and learning condition - Quality of practical training	Non-Project ITI-Govt.		Project ITI - Govt.		Project ITI-Pvt.		Total	
		#	%	#	%	#	%	#	%
1	Good	95	25.89%	151	41.14%	26	7.08%	272	74.11%
2	Average	44	11.99%	30	8.17%	3	0.82%	77	20.98%
3	Poor	9	2.45%	9	2.45%	0	0.00%	18	4.90%
Total		148	40.33%	190	51.77%	29	7.90%	367	100%



Sl. No.	Rating of teaching and learning condition - Quality of classroom training delivery	Non-Project ITI-Govt.		Project ITI - Govt.		Project ITI-Pvt.		Total	
		#	%	#	%	#	%	#	%
1	Good	111	30.25%	155	42.23%	26	7.08%	292	79.56%
2	Average	34	9.26%	31	8.45%	3	0.82%	68	18.53%
3	Poor	3	0.82%	4	1.09%	0	0.00%	7	1.91%
Total		148	40.33%	190	51.77%	29	7.90%	367	100%

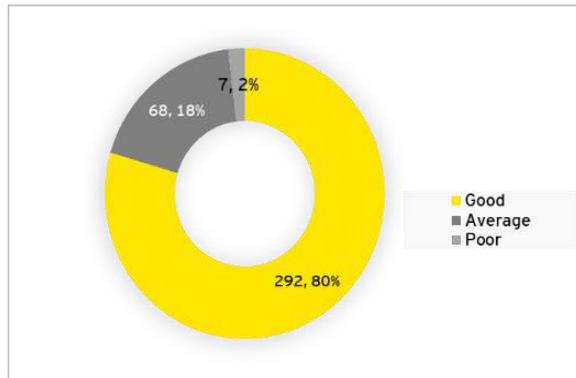
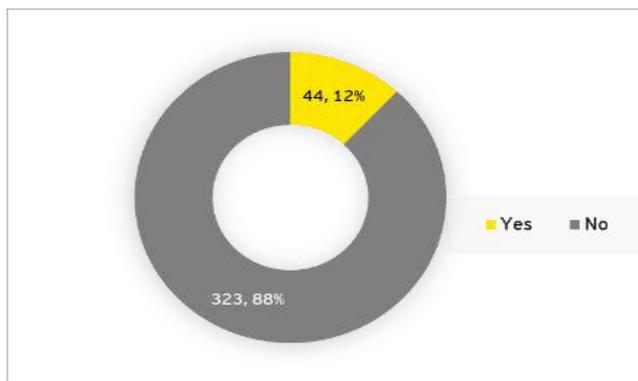
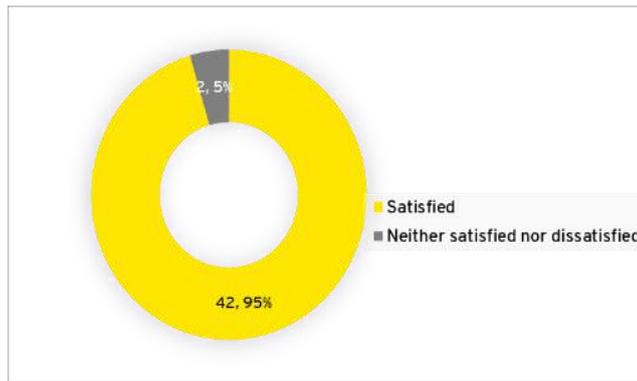


Table 23 - Distribution by availing of hostel facility and their rating

Sl. No.	Avail hostel facility	Non-Project ITI-Govt.		Project ITI - Govt.		Project ITI-Pvt.		Total	
		#	%	#	%	#	%	#	%
1	Yes	6	1.64%	13	3.54%	25	6.81%	44	11.09%
2	No	142	38.69%	177	48.23%	4	1.09%	323	88.01%
Total		148	40.33%	190	51.77%	29	7.90%	367	100%



Sl. No.	Rating of hostel facility	Non-Project ITI-Govt.		Project ITI - Govt.		Project ITI-Pvt.		Total	
		#	%	#	%	#	%	#	%
1	Satisfied	5	11.36%	12	27.27%	25	56.82%	42	95.45%
2	Neither satisfied nor dissatisfied	1	2.27%	1	2.27%	0	0.00%	2	4.55%
Total		6	13.64%	13	29.55%	25	56.82%	44	100%



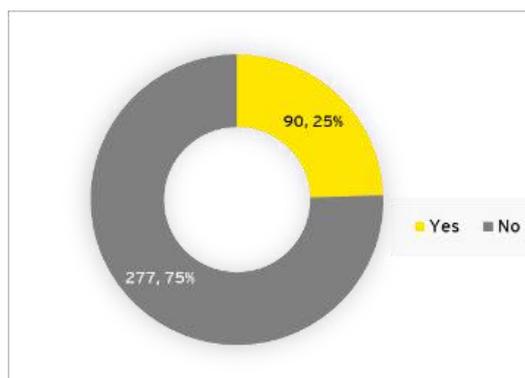
The assessment on the quality of hostel facilities in the institutes indicates that the graduates were generally satisfied with all the services provided under this component. 11.99% of graduates availed hostel facility and 95.45% of them gave satisfied rating with the hostel facility.

The analysis of data for provision of training components in below tables indicates that:

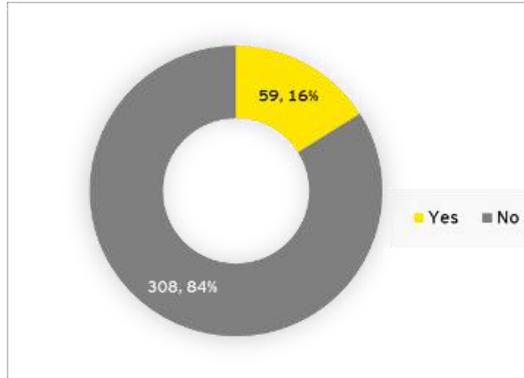
- ▶ 75.48% of graduates answered that there was no provision of Industrial tour during their ITI training
- ▶ 83.92% of graduates answered that there was no provision of On-The-Job Training during their ITI training
- ▶ 73.84% of graduates answered that there was no provision of Entrepreneurship Development program during their ITI training
- ▶ 50.14% of the graduates answered that there was no provision of Job / career advice or guidance during their ITI training

Table 22 - Distribution by provision of training component during ITI training

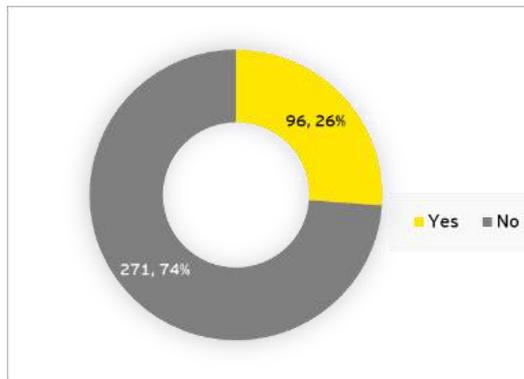
Sl. No.	Provision of training component - Industrial tour	Non-Project ITI-Govt.		Project ITI - Govt.		Project ITI-Pvt.		Total	
		#	%	#	%	#	%	#	%
1	Yes	32	8.72%	41	11.17%	17	4.63%	90	24.52%
2	No	116	31.61%	149	40.60%	12	3.27%	277	75.48%
Total		148	40.33%	190	51.77%	29	7.90%	367	100%



Sl. No.	Provision of training component - On-The-Job training	Non-Project ITI-Govt.		Project ITI - Govt.		Project ITI-Pvt.		Total	
		#	%	#	%	#	%	#	%
1	Yes	28	7.63%	25	6.81%	6	1.63%	59	16.08%
2	No	120	32.70%	165	44.96%	23	6.27%	308	83.92%
Total		148	40.33%	190	51.77%	29	7.90%	367	100%



Sl. No.	Provision of training component - Entrepreneurship Development Program	Non-Project ITI-Govt.		Project ITI - Govt.		Project ITI-Pvt.		Total	
		#	%	#	%	#	%	#	%
1	Yes	41	11.17%	47	12.81%	8	2.18%	96	26.16%
2	No	107	29.16%	143	38.96%	21	5.72%	271	73.84%
Total		148	40.33%	190	51.77%	29	7.90%	367	100%



Sl. No.	Provision of training component - Job and career advice / guidance	Non-Project ITI-Govt.		Project ITI - Govt.		Project ITI-Pvt.		Total	
		#	%	#	%	#	%	#	%
1	Yes	80	21.80%	96	26.16%	7	1.91%	183	49.86%
2	No	68	18.53%	94	25.61%	22	5.99%	184	50.14%
Total		148	40.33%	190	51.77%	29	7.90%	367	100%

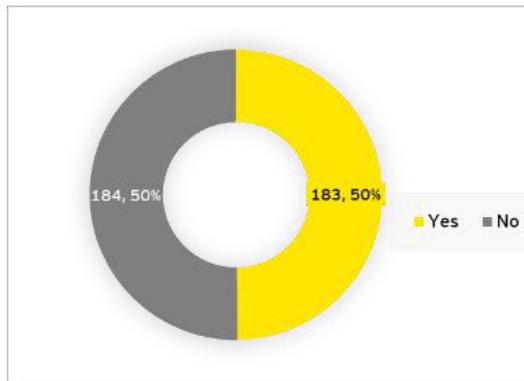
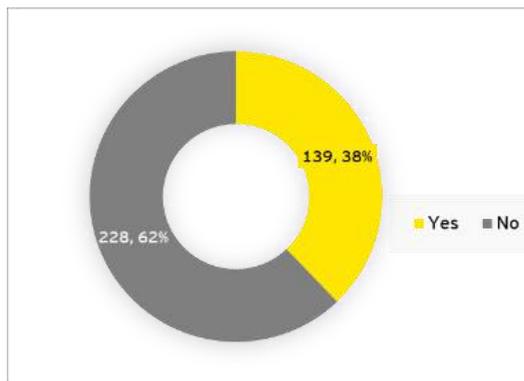


Table 24 - Distribution by support provided by the ITI to get valued employment

Sl. No.	Support provided by the ITI to get the valued employment	Non-Project ITI-Govt.		Project ITI - Govt.		Project ITI-Pvt.		Total	
		#	%	#	%	#	%	#	%
1	Yes	64	17.44%	66	17.98%	9	2.45%	139	37.87%
2	No	84	22.89%	124	33.79%	20	5.45%	228	62.13%
Total		148	40.33%	190	51.77%	29	7.90%	367	100%



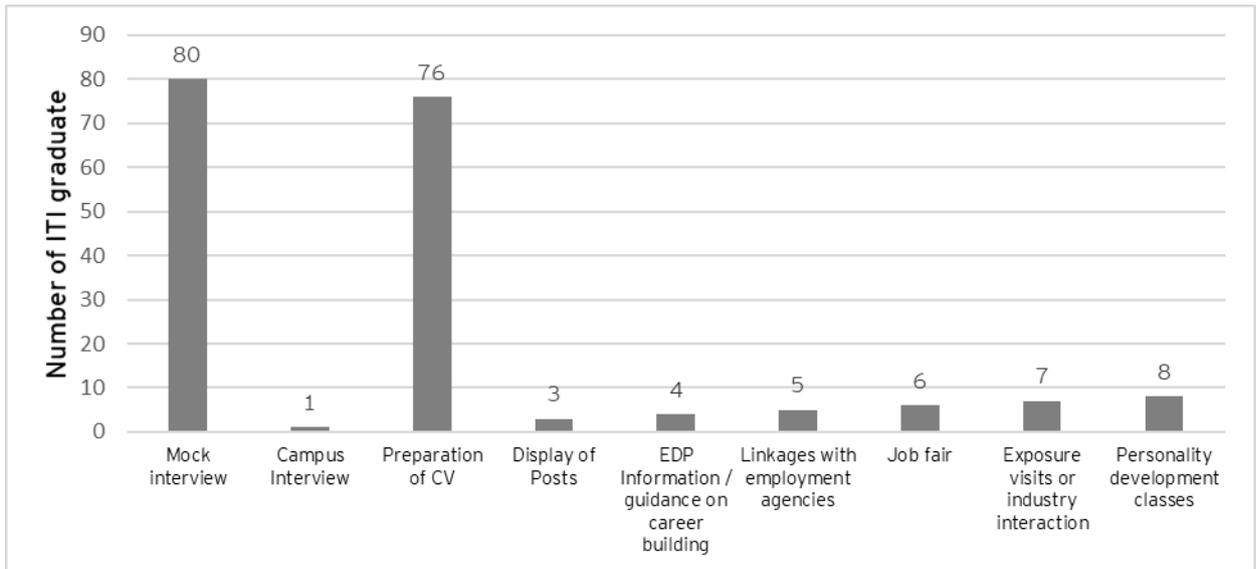
62.13% of graduates reported that ITI did not provide any kind of support for getting valued employment after the ITI training

Table 25 - Distribution by kind of support provided by ITI to get valued employment

Sl. No.	Kind of support provided by ITI to get valued employment	Total*	
		#	%
1	Mock interview	80	57.55%
2	Campus Interview	1	0.72%
3	Preparation of CV	76	54.68%
4	Display of Posts	3	2.16%
5	Entrepreneurship Development Program Information / guidance on career building	4	2.88%
6	Linkages with employment agencies	5	3.60%

Sl. No.	Kind of support provided by ITI to get valued employment	Total*	
		#	%
7	Job fair	6	4.32%
8	Exposure visits or industry interaction	7	5.04%
9	Personality development classes	8	5.76%
Total		367	100%

*Out of 139 responses

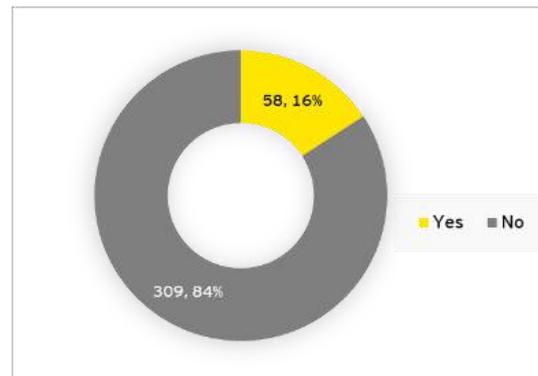


The most common supports provided by ITI for getting valued employment after the ITI training were Mock interviews (57.55%) and Preparation of CVs (54.68%).

Table 26 - Distribution by follow up done by ITI after training completion

Sl. No.	Follow-up done by ITI after training completion	Non-Project ITI- Govt.		Project ITI - Govt.		Project ITI- Pvt.		Total	
		#	%	#	%	#	%	#	%
1	Yes	24	6.54%	28	7.63%	6	1.63%	58	15.80%
2	No	124	33.79%	162	44.14%	23	6.27%	309	84.20%
Total		148	40.33%	190	51.77%	29	7.90%	367	100%

84.20% graduates reported that there was no follow-up by the ITI after training completion.



3.1.4 Transition to work

The tracer study survey asked graduates of the ITIs about the time to start seeking a job post training. Since fluctuation on the labour market is very dynamic, it was important to take this into account. The phrasing also left room for graduates to specify if they had been employed before and during the training. The graduates were asked about time it took for them to find employment after graduation; one month / one to three / three to six / over six months after they had received the training.

Table 27 - Distribution by Post training – Time to start seeking a job

Sl. No.	Time to start seeking a job	Non-Project ITI- Govt.		Project ITI - Govt.		Project ITI- Pvt.		Total	
		#	%	#	%	#	%	#	%
1	At the time of ITI graduation (within one month before or after graduation)	33	8.99%	63	17.17%	3	0.82%	99	26.98%
2	More than one month after graduation	70	19.07%	72	19.62%	20	5.45%	162	44.14%
3	More than one month before ITI graduation	28	7.63%	29	7.90%	1	0.27%	58	15.80%
4	Not applicable, no job search	17	4.63%	26	7.08%	5	1.36%	48	13.08%
Total		148	40.33%	190	51.77%	29	7.90%	367	100%

44.14% of graduates began looking for jobs more than one month after graduation. 26.98% of graduates began looking for work at the time of ITI graduation (within one month before or after graduation) and 15.80% did job search more than one month before ITI graduation.

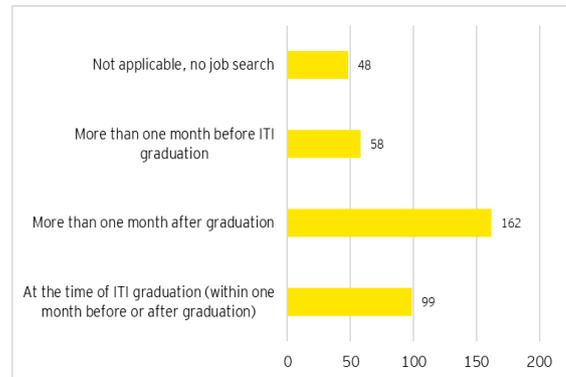
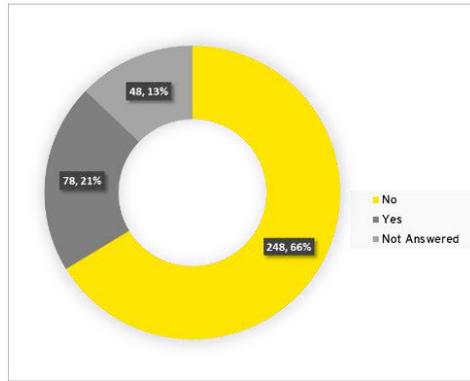


Table 28 - Distribution by - Any kind of employment / Self-employment offer after the training through ITI?

Sl. No.	Did you get any kind of employment / Self-employment offer after the training through ITI?	Non-Project ITI- Govt.		Project ITI - Govt.		Project ITI- Pvt.		Total	
		#	%	#	%	#	%	#	%
1	No	93	25.34%	128	34.88%	20	5.45%	241	65.67%
2	Yes	38	10.35%	36	9.81%	4	1.09%	78	21.25%
3	Not answered	17	4.63%	26	7.08%	5	1.36%	48	13.08%
Total		148	40.33%	190	51.77%	29	7.90%	367	100%

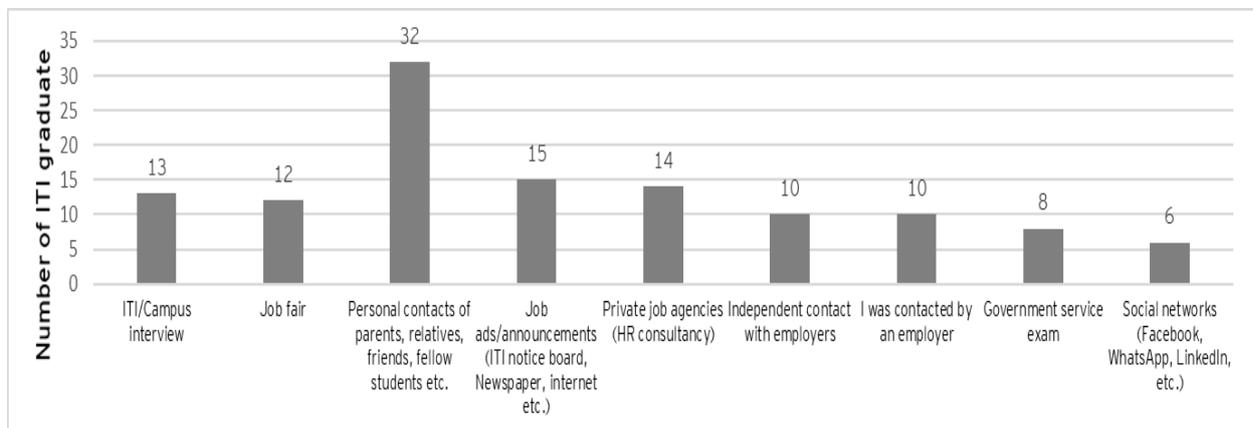


Regarding the employment after the ITI training, 65.67% of graduates reported that they did not get any kind of employment after training.

Table 29 - Distribution by job search methods

Sl. No.	Job search methods	Total	
		Number*	%
1	ITI/Campus interview	13	16.67%
2	Job fair	12	15.38%
3	Personal contacts of parents, relatives, friends, fellow students etc.	32	41.03%
4	Job ads/announcements (ITI notice board, Newspaper, internet etc.)	15	19.23%
5	Private job agencies (HR consultancy)	14	17.95%
6	Independent contact with employers	10	12.82%
7	I was contacted by an employer	10	12.82%
8	Government service exam	8	10.26%
9	Social networks (Facebook, WhatsApp, LinkedIn, etc.)	6	7.69%
10	Others	-	-

* Out of total 78 responses



Despite the effort made and resources created to make job searching easier, the major sources of job information for graduates were personal contacts of parents, relatives, friends, fellow

students etc. (41.03%). Around 19.23% of the employed graduates were found job through Job ads/announcements (ITI notice board, Newspaper, internet etc.). As stated in the above table, some other major sources included ITI/Campus interview, Job fair, Private job agencies (HR consultancy) and contacted by an employer.

3.1.5 Time taken to get first job

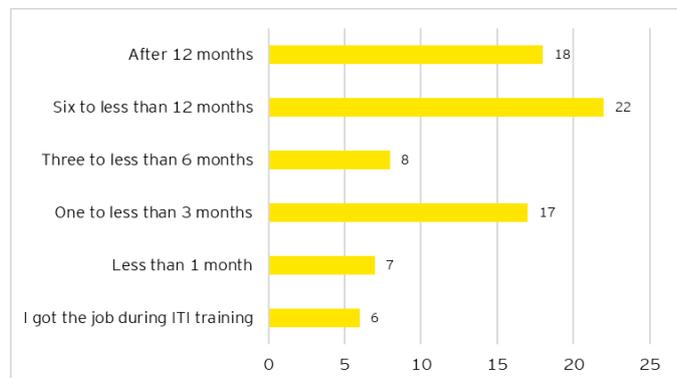
Table 30 - Time taken to get first job through ITI

Sl. No.	Time taken to get first job	Non-Project ITI- Govt.		Project ITI - Govt.		Project ITI- Pvt.		Total	
		#	%	#	%	#	%	#	%
1	I got the job during ITI training	5	6.41%	1	1.28%	0	0.00%	6	7.69%
2	Less than 1 month	3	3.85%	3	3.85%	1	1.28%	7	8.97%
3	One to less than 3 months	9	11.54%	6	7.69%	2	2.56%	17	21.79%
4	Three to less than 6 months	4	5.13%	3	3.85%	1	1.28%	8	10.26%
5	Six to less than 12 months	9	11.54%	13	16.67%	0	0.00%	22	28.21%
6	After 12 months	8	10.26%	10	12.82%	0	0.00%	18	23.08%
Total		38	48.72%	36	46.15%	4	5.13%	78	100%

* Out of total 78 responses

If the transition to work and employment takes too long, it might result in financial difficulties, a loss of confidence, and disappointments.

Furthermore, when there is a scarcity of suitable job opportunities, the challenges become even more severe. Many graduates tend to wait too long in anticipation of jobs. Above table and graph depict data on how long it took for graduates to find work after completing the training.



28.21% of graduates reported getting job within 6 to less than 12 months of graduation, 21.79% of graduates reported getting job within 1 to 3 months of graduation.

3.1.6 Socio-economic enablers

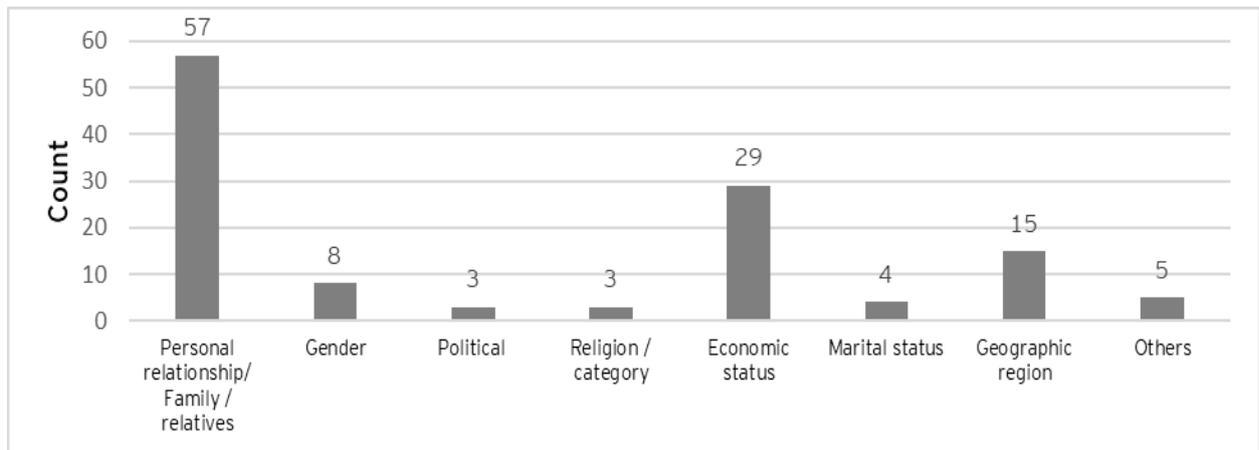
Table 31 - Distribution by Socio economic enablers

Sl. No.	Social Enablers to get a job	Total	
		#	%
1	Personal relationship/ Family / relatives	57	73.08%
2	Gender	8	10.26%

Sl. No.	Social Enablers to get a job	Total	
		#	%
3	Political	3	3.85%
4	Religion / category	3	3.85%
5	Economic status	29	37.18%
6	Marital status	4	5.13%
7	Geographic region	15	19.23%
8	Others	5	6.41%
Total		78	100%

* Out of total 78 responses

Most of employed graduates reported that socio-economic enablers to get a job were Personal relationship / Family / relatives (73.08%), Economic status (37.18%) and Geographic region (19.23%).



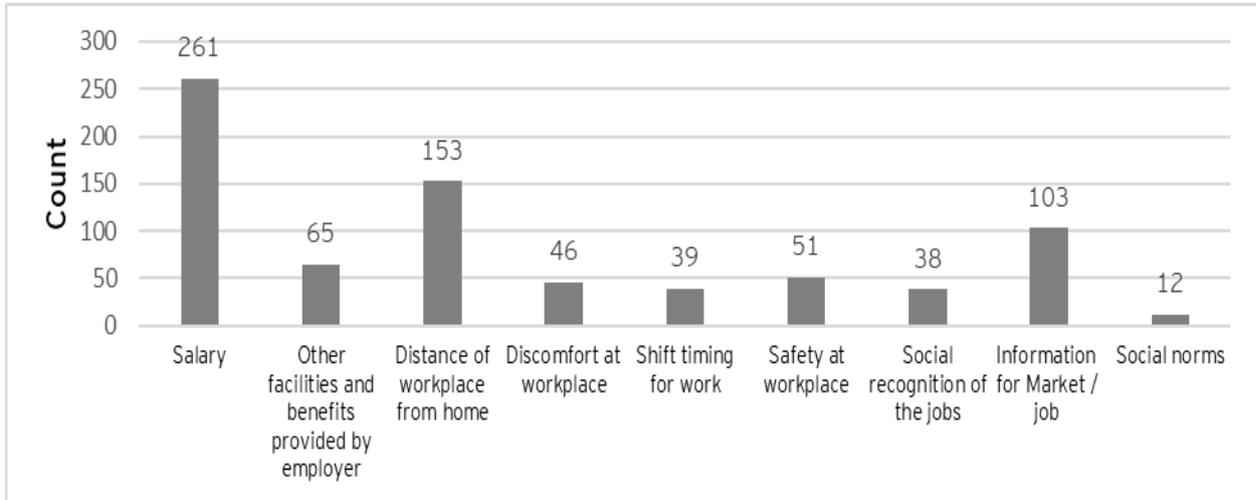
3.1.7 Socio-economic barriers

Table 32 - Distribution by Socio-Economic Barriers

Sl. No.	Socioeconomic barriers to get a job	Total	
		Number*	%
1	Salary	261	71.12%
2	Other facilities and benefits (PF, bonus, transportation etc.) provided by employer	65	17.71%
3	Distance of workplace from home	153	41.69%
4	Discomfort at workplace (Working environment)	46	12.53%
5	Shift timing for work	39	10.63%
6	Safety at workplace	51	13.90%
7	Social recognition of the jobs	38	10.35%

Sl. No.	Socioeconomic barriers to get a job	Total	
		Number*	%
8	Information about Market / job	103	28.07%
9	Social norms which define choice of careers for women candidates	12	3.27%

* Out of total 367 responses



71.12% of graduates reported that socio-economic barriers to get a job were Salary (71.12%), Distance of workplace from home (41.69%) and Information about Market / job (28.07%). provided by employers, Safety at workplace and Working environment.

3.1.8 Type of employment

ITI graduates were asked to indicate whether they were in higher education / Lateral entry in Polytechnic, neither in employment nor in academics, Apprenticeship, Self-Employed, partially employed (part-time job) / Daily wager or full-time wage / salaried employee. A snapshot of the status of ITI graduates is provided in below table.

Table 33 - Distribution by present status: Type of Employment – Project and Non-Project ITI wise

Sl. No.	Type of employment	Non-Project ITI- Govt.		Project ITI - Govt.		Project ITI- Pvt.		Total	
		#	%	#	%	#	%	#	%
1	Higher education / Lateral Entry in Polytechnic	25	6.81%	30	8.17%	0	0.00%	55	14.99%
2	Neither in employment nor in academics	63	17.17%	88	23.98%	21	5.72%	172	46.87%
3	Apprenticeship	6	1.63%	14	3.81%	1	0.27%	21	5.72%
4	Self-Employed	7	1.91%	9	2.45%	3	0.82%	19	5.18%
5	Partially employed (part-time job)/Daily wager	7	1.91%	4	1.09%	0	0.00%	11	3.00%
6	Full time wager /salaried employee	40	10.90%	45	12.26%	4	1.09%	89	24.25%
Total		148	40.33%	190	51.77%	29	7.90%	367	100.00%

The table shows present status of ITI graduates; 14.99% were in higher education / Lateral entry in Polytechnic, 46.87% were neither in employment nor in academics, 5.72% were in Apprenticeship, 5.18% were Self-Employed, 3.00% were partially employed (part-time job)/Daily wager and 24.25% were full-time wager / salaried employee at the time of survey. Majority of the graduates were found neither in employment nor in academics.

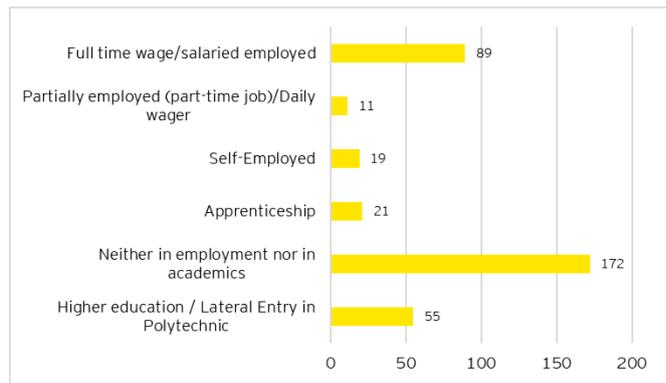


Table 34 - Distribution by present status: Type of Employment - Gender wise

Sl. No.	Type of employment	Male		Female		Total	
		#	%	#	%	#	%
1.	Higher education / Lateral Entry in Polytechnic	36	9.81%	19	5.18%	55	14.99%
2.	Neither in employment nor in academics	141	38.42%	31	8.45%	172	46.87%
3.	Apprenticeship	19	5.18%	2	0.54%	21	5.72%
4.	Self-Employed	18	4.90%	1	0.27%	19	5.18%
5.	Partially employed (part-time job)/Daily wager	11	3.00%	0	0.00%	11	3.00%
6.	Full time wager /salaried employee	84	22.89%	5	1.36%	89	24.25%
Total		309	84.20%	58	15.80%	367	100.00%

Table 35 - Distribution by present status: Type of Employment – Religion wise

Sl. No.	Type of employment	Hinduism		Islam		Sikhism		Christianity		Buddhism		Total	
		#	%	#	%	#	%	#	%	#	%	#	%
1.	Higher education / Lateral Entry in Polytechnic	53	14.44%	2	0.54%	-	0.00%	-	0.00%	-	0.00%	55	14.99%
2.	Neither in employment nor in academics	155	42.23%	18	4.90%	1	0.27%	2	0.54%	-	0.00%	172	46.87%
3.	Apprenticeship	17	4.63%	4	1.09%	-	0.00%	-	0.00%	-	0.00%	21	5.72%
4.	Self-Employed	13	3.54%	4	1.09%	-	0.00%	-	0.00%	2	0.54%	19	5.18%
5.	Partially employed (part-time job)/Daily wager	10	2.72%	1	0.27%	-	0.00%	-	0.00%	-	0.00%	11	3.00%
6.	Full time wager /salaried employee	83	22.62%	6	1.63%	-	0.00%	-	0.00%	-	0.00%	89	24.25%
Total		331	90.19%	35	9.54%	1	0.27%	2	0.54%	2	0.54%	367	100.00%

Table 36 - Distribution by present status: Type of Employment - Category wise

Sl. No.	Type of employment	General		Minority		MOBCs		OBCs		SCs		STs		EWS		Total	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1.	Higher education / Lateral Entry in Polytechnic	19	5.18%	-	0.00%	-	0.00%	26	7.08%	3	0.82%	6	1.63%	1	0.27%	55	14.99%
2.	Neither in employment nor in academics	35	9.54%	1	0.27%	6	1.63%	97	26.43%	15	4.09%	17	4.63%	1	0.27%	172	46.87%
3.	Apprenticeship	5	1.36%	1	0.27%	1	0.27%	14	3.81%	-	0.00%	-	0.00%	-	0.00%	21	5.72%
4.	Self-Employed	9	2.45%	-	0.00%	-	0.00%	5	1.36%	3	0.82%	2	0.54%	-	0.00%	19	5.18%
5.	Partially employed (part-time job)/Daily wager	3	0.82%	-	0.00%	1	0.27%	4	1.09%	2	0.54%	1	0.27%	-	0.00%	11	3.00%
6.	Full time wager /salaried employee	24	6.54%	-	0.00%	5	1.36%	38	10.35%	13	3.54%	9	2.45%	-	0.00%	89	24.25%
Total			25.89%		0.54%		3.54%		50.14%		9.81%		9.54%		0.54%		100.00%

3.1.9 Job occupation characteristics

3.1.1.1. Higher education or lateral entry in polytechnic

Table 37 - Distribution by present status - Higher Education or Lateral entry in Polytechnic

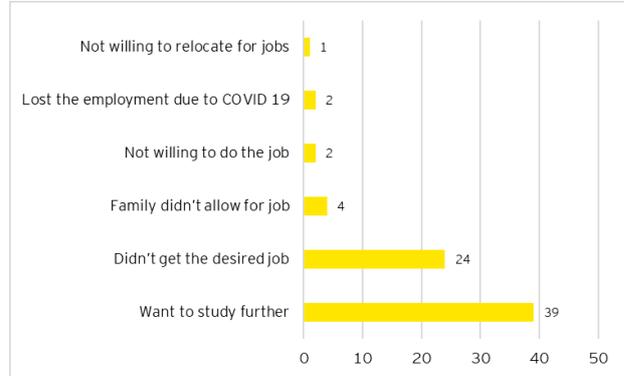
a) Reasons for enrolment in higher studies

Sl. No.	Reasons for enrolment in higher studies	Total	
		#	%
1	Want to study further	39	70.91%
2	Didn't get the desired job	24	43.64%
3	Family didn't allow for job	4	7.27%
4	Not willing to do the job	2	3.64%
5	Lost the employment due to COVID 19	2	3.64%

Sl. No.	Reasons for enrolment in higher studies	Total	
		#	%
6	Not willing to relocate for jobs	1	1.82%
Total		367	100.00%

*Out of total 55 responses

The graduated who reported that they were in higher study / lateral entry in polytechnic at the time of survey were further inquired about reasons for enrolment in higher studies. It was found that most of the graduates wanted to study further (70.91%) and didn't get the desired job (43.64%).



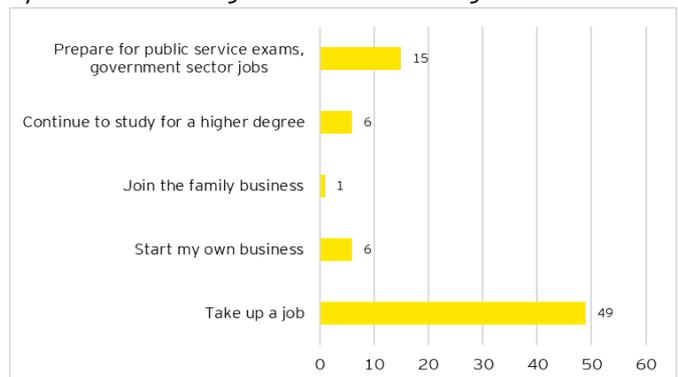
b) Future plans after completing higher education

Table 38 - Distribution by future plans after completing higher education

Sl. No.	Future plans after completing higher education	Total	
		Number	%
1	Take up a job	49	89.09%
2	Start my own business	6	10.91%
3	Join the family business	1	1.82%
4	Continue to study for a higher degree	6	10.91%
5	Prepare for public service exams, government sector jobs	15	27.27%

* Out of total 55 responses

The future career plans of graduates currently enrolled in higher education is given in above table. As evident, majority of the students graduated from ITI courses intend to secure job/employment after completion of their current course. It can be observed that self-employment is the least preferred choice among the students graduated from ITI courses. Also, it is important to note that nearly one tenth of the total students graduated from ITI courses intend to pursue further higher degree indicating a change in preference overtime.



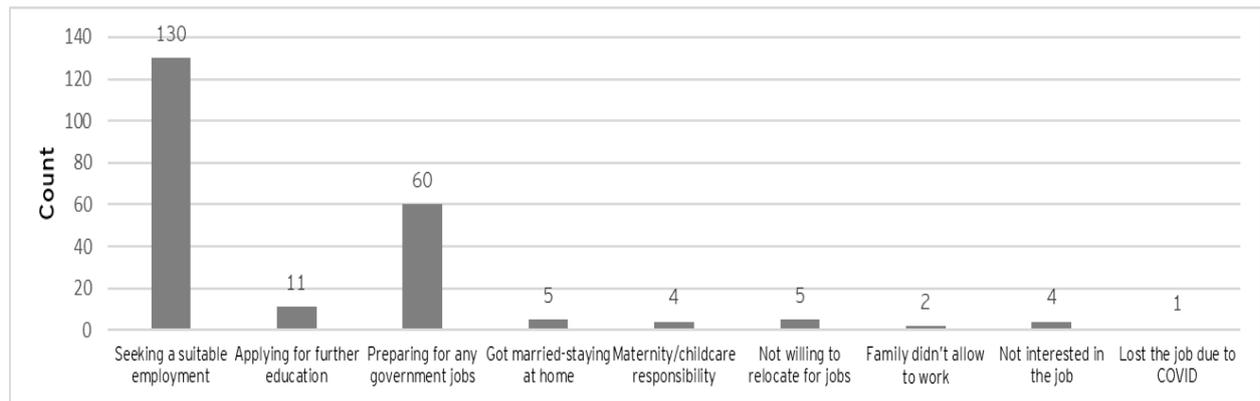
3.1.1.2. Neither in employment nor in academics

Table 39 - Distribution by present status: Neither in employment nor in academics

a) Reason for neither engaged in any employment nor enrolled in higher studies

Sl. No.	Reason for neither engaged in any employment nor enrolled in higher studies	Total*	
		Number	%
1	Seeking a suitable employment	130	75.58%
2	Applying for further education	11	6.40%
3	Preparing for any government jobs	60	34.88%
4	Got married-staying at home	5	2.91%
5	Maternity/childcare responsibility	4	2.33%
6	Not willing to relocate for jobs	5	2.91%
7	Family didn't allow to work	2	1.16%
8	Not interested in the job	4	2.33%
9	Lost the job due to COVID	1	0.58%

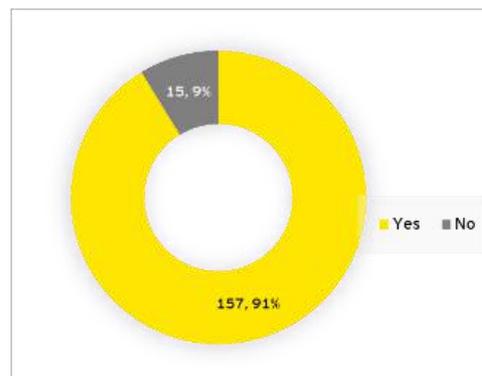
* Out of total 172 responses



The ITI graduates who reported that they were neither in employment nor in education at the time of survey were further inquired about reasons for their present status. It was found that most of the graduates are seeking suitable employment (75.58%) and preparing for government jobs (34.88%).

b) Looking for job

Sl. No.	Looking for jobs	Total	
		Number	%
1	Yes	157	91.28%
2	No	15	8.72%
Total		172	100%

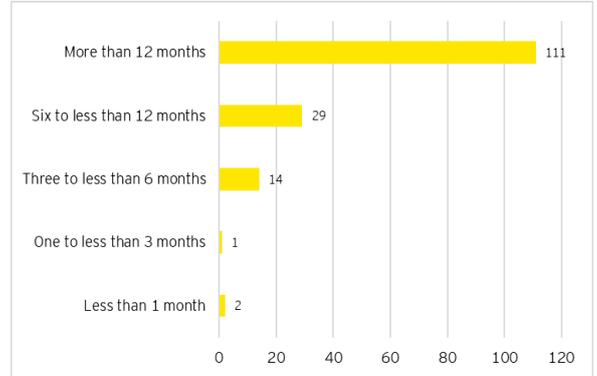


* Out of total 172 responses

91.28% of graduates who reported that they were neither in employment nor in academics at the time of survey were looking for jobs

c) *Duration of looking for jobs*

Sl. No.	Duration of looking for jobs	Total	
		Number	%
1	Less than 1 month	2	1.27%
2	One to less than 3 months	1	0.64%
3	Three to less than 6 months	14	8.92%
4	Six to less than 12 months	29	18.47%
5	More than 12 months	111	70.70%
Total		157	100%



* Out of total 157 responses

Most of the graduates who reported that they were neither in employment nor in academics at the time of survey were looking for jobs from more than 12 months.

d) *Challenges faced while looking for jobs*

Sl. No.	Challenges faced while looking for jobs	Total	
		Number	%
1	No jobs available related to my ITI qualification in my area / district	92	58.60%
2	Not being skilled enough for the jobs I want	24	15.29%
3	Not finding the kind of work or jobs I want	49	31.21%
4	Salary/wage is not meeting expectations	30	19.11%
5	Lack of connections / contacts / resources	27	17.20%
6	Not liking the job locations	6	3.82%
7	Not selected in any job	50	31.85%
8	Because of my disability	3	1.91%
9	Because of my gender	-	-
10	No jobs due to COVID	2	1.27%

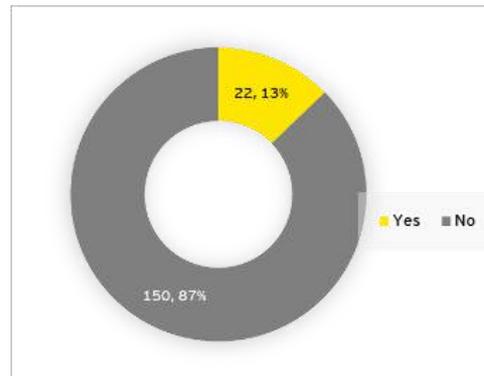
* Out of total 157 responses



The main challenges reported by graduates to get a decent job (whose status was neither in employment nor in academics) were no jobs available related to ITI qualification in their area / district (58.60%), not selected in any job (31.85%), Salary / wage is not meeting expectations (19.11%) and lack of connections / contacts / resources (17.20%).

e) Plan to start own business / Join family business

Sl. No.	Plan to start own business / Join family business	Total	
		Number	%
1	Yes	22	12.79%
2	No	150	87.21%
Total		172	100%



* Out of total 172 responses

Most of the graduates who reported that they were neither in employment nor in academics at the time of survey were not interested to start own business / join family business.

3.1.1.3. Apprenticeship

Table 40 - Distribution by apprenticeship done after ITI training – Gender wise

a) Apprenticeship after the ITI training - Gender wise

Sl. No.	Type of ITI	Gender	Apprenticeship done - YES		Apprenticeship done - NO		Total	
			#	%	#	%	#	%
1	Project ITI - Govt.	Male	48	13.08%	106	28.88%	154	41.96%
		Female	12	3.27%	24	6.54%	36	9.81%
		Total	60	16.35%	130	35.42%	190	51.77%

Sl. No.	Type of ITI	Gender	Apprenticeship done - YES		Apprenticeship done - NO		Total	
			#	%	#	%	#	%
2	Project ITI-Pvt.	Male	7	1.91%	22	5.99%	29	7.90%
		Female	0	0.00%	0	0.00%	0	0.00%
		Total	7	1.91%	22	5.99%	29	7.90%
3	Non-Project ITI-Govt.	Male	40	10.90%	86	23.43%	126	34.33%
		Female	3	0.82%	19	5.18%	22	5.99%
		Total	43	11.72%	105	28.61%	148	40.33%
Total		Male	95	25.89%	214	58.31%	309	84.20%
		Female	15	4.09%	43	11.72%	58	15.80%
		Total	110	29.97%	257	70.03%	367	100.00%

b) Apprenticeship after the ITI training - Category wise

Table 41 - Distribution by apprenticeship done after ITI training – Category wise

Sl. No.	Type of ITI	AT* (Y/N)	General		Minority		MOBCs		OBCs		SCs		STs		EWS		Total	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1	Project ITI - Govt.	Yes	14	3.81%	1	0.27%	2	0.54%	31	8.45%	7	1.91%	4	1.09%	1	0.27%	60	16.35%
		No	34	9.26%	1	0.27%	10	2.72%	62	16.89%	12	3.27%	11	3.00%	0	0.00%	130	35.42%
2	Project ITI-Pvt.	Yes	9	2.45%	0	0.00%	1	0.27%	27	7.36%	4	1.09%	2	0.54%	0	0.00%	43	11.72%
		No	26	7.08%	0	0.00%	0	0.00%	47	12.81%	13	3.54%	18	4.90%	0	0.00%	105	28.61%
3	Non-Project ITI-Govt.	Yes	4	1.09%	0	0.00%	0	0.00%	3	0.82%	0	0.00%	0	0.00%	0	0.00%	7	1.91%
		No	8	2.18%	0	0.00%	0	0.00%	14	3.81%	0	0.00%	0	0.00%	1	0.27%	22	5.99%
Total			95	25.89%	2	0.54%	13	3.54%	184	50.14%	36	9.81%	35	9.54%	2	0.54%	367	100.00%

*AT: Apprenticeship training

c) Apprenticeship in the same trade of ITI training

Table 42 - Distribution by apprenticeship done after ITI training – Trade of ITI training

Sl. No.	Apprenticeship in the same trade of ITI training	Non-Project ITI-Govt.		Project ITI - Govt.		Project ITI-Pvt.		Total	
		#	%	#	%	#	%	#	%
1	Yes	40	36.36%	58	52.73%	7	6.36%	105	95.45%

Sl. No.	Apprenticeship in the same trade of ITI training	Non-Project ITI-Govt.		Project ITI - Govt.		Project ITI-Pvt.		Total	
		#	%	#	%	#	%	#	%
2	No	3	2.73%	2	1.82%	0	0.00%	5	4.55%
Total		43	39.09%	60	54.55%	7	6.36%	110	100.00%

*110 responses

d) Apprenticeship - ITI trade (Engineering and Non-engineering)

Table 43 - Distribution by apprenticeship done after ITI training – Engineering or Non-Engineering trade

Sl. No.	Apprentice v/s ITI Trade	Non-Project ITI-Govt.		Project ITI - Govt.		Project ITI-Pvt.		Total	
		#	%	#	%	#	%	#	%
1	Engineering trade	40	36.36%	57	51.82%	7	6.36%	104	94.55%
2	Non-Engineering trade	3	2.73%	3	2.73%	0	0.00%	6	5.45%
Total		43	39.09%	60	54.55%	7	6.36%	110	100.00%

*110 responses

e) Apprenticeship - ITI trade (One-year or Two-year)

Table 44 - Distribution by apprenticeship done after ITI training – One-year or Two-year trade

Sl. No.	Apprentice v/s ITI Trade	Non-Project ITI-Govt.		Project ITI - Govt.		Project ITI-Pvt.		Total	
		#	%	#	%	#	%	#	%
1	One-year trade	23	20.91%	10	9.09%	1	0.91%	43	39.09%
2	Two-year trade	20	18.18%	41	37.27%	6	5.45%	67	60.91%
Total		43	39.09%	60	54.55%	7	6.36%	110	100.00%

*110 responses

f) Apprenticeship - ITI trades

Table 45 - Distribution by apprenticeship done after ITI training – Trade wise

Sl. No.	Apprentice v/s ITI Trades	Total	
		#	%
1	Basic Cosmetology	2	1.82%
2	Computer Operator and Programming Assistant (COPA)	5	4.55%
3	Draughtsman Civil	0	0.00%
4	Draughtsman Mechanical	0	0.00%
5	Electrician	18	16.36%
6	Electronics Mechanic	3	2.73%
7	Fabrication (fitting & Welding)	4	3.64%
8	Fitter	17	15.45%
9	Information Communication Technology System Maintenance (ICTSM)	3	2.73%

Sl. No.	Apprentice v/s ITI Trades	Total	
		#	%
10	Information Technology (IT)	2	1.82%
11	Instrument Mechanic	2	1.82%
12	Machinist	5	4.55%
13	Maintenance Mechanic Chemical Plant	0	0.00%
14	Mechanic Agricultural Machinery	1	0.91%
15	Mechanic Diesel	8	7.27%
16	Mechanic Motor Vehicle	4	3.64%
17	Mechanic Tractor	1	0.91%
18	Plastic Processing Operator	0	0.00%
19	Plumber	6	5.45%
20	Pump Operator cum Mechanic	1	0.91%
21	Refrigeration & Air-Conditioning Technician	0	0.00%
22	Sewing Technology	1	0.91%
23	Soil Testing & Crop Technician	0	0.00%
24	Stenographer	2	1.82%
25	Stenographer & Secretarial Assistant (English)	1	0.91%
26	Surface Ornamentation Technician	0	0.00%
27	Surveyor	2	1.82%
28	Turner	9	8.18%
29	Welder	10	9.09%
30	Wireman	3	2.73%
Total		110	100.00%

*110 responses

g) Distribution of Present status - Apprenticeship

Table 46 - Distribution by present status - Apprenticeship

Sl. No.	Type of ITI	Total	
		#	%
1	Project ITI - Government	14	66.67%
2	Project ITI - Private	1	4.76%
3	Non-Project ITI - Government	6	28.57%
Total		21	100.00%

h) Distribution of Present status - Apprenticeship - Duration of apprenticeship

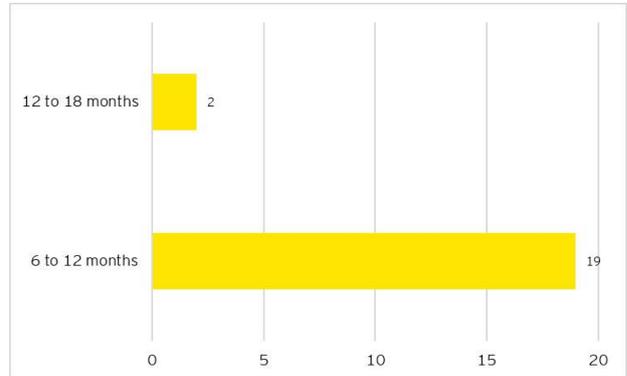
Table 47 - Distribution by present status - Duration of Apprenticeship

Sl. No.	Duration of apprenticeship	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	6 to 12 months	13	60.90%	1	4.76%	5	23.81%	19	90.48%

Sl. No.	Duration of apprenticeship	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
2	12 to 18 months	1	4.76%	0	0.00%	1	4.76%	2	9.52%
Total		14	66.67%	1	4.76%	6	28.57%	21	100.00%

*21 responses

Majority (90.48%) of graduates who have undergone apprenticeship training for around 6 to 12 months while 9.52% have done it for 12 to 18 months.

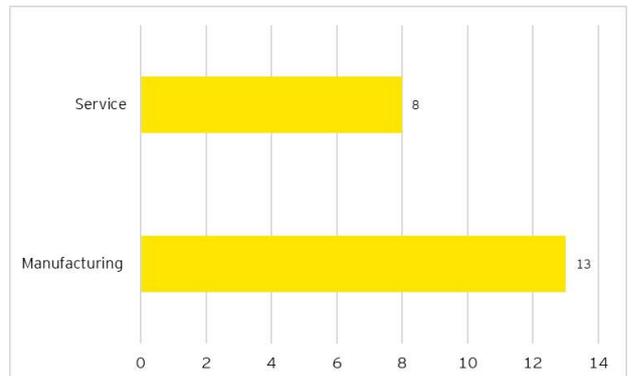


i) Industry Sector of Apprenticeship

Table 48 - Distribution by present status - Industry sector of Apprenticeship

Sl. No.	Industry sector of apprenticeship training	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	Manufacturing	10	47.62%	0	0.00%	3	14.29%	13	61.90%
2	Service	4	19.05%	1	4.76%	3	14.29%	8	38.10%
Total		14	66.67%	1	4.76%	6	28.57%	21	100.00%

61.90% of graduates who have undergone the apprenticeship training in manufacturing sector while 38.10% have done it in service sector.



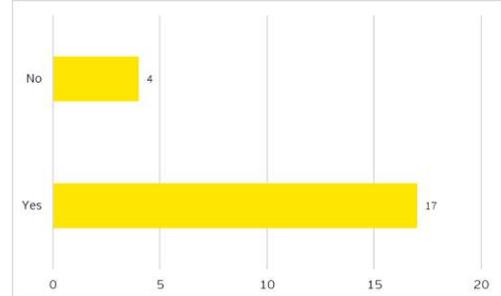
j) Apprenticeship in the same trade of ITI training

Table 49 - Distribution by present status - Apprenticeship V/s Trade of ITI Training

Sl. No.	Apprenticeship in the same trade of ITI training	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	Yes	10	47.62%	0	0.00%	3	14.29%	13	61.90%

Sl. No.	Apprenticeship in the same trade of ITI training	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
2	No	4	19.05%	1	4.76%	3	14.29%	8	38.10%
Total		14	66.67%	1	4.76%	6	28.57%	21	100.00%

Most of the graduates (80.95%) have undergone the apprenticeship training in the same trade of ITI training while 19.05 % have done it in different trade.

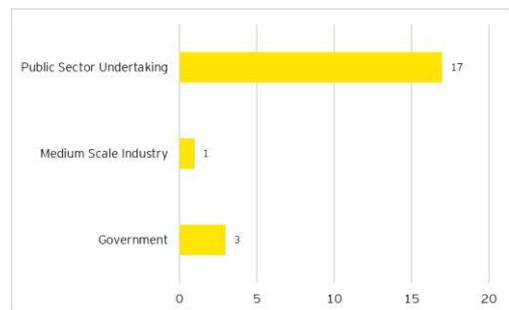


k) Type of employer for Apprenticeship

Table 50 - Distribution by present status - Type of employer for Apprenticeship

Sl. No.	Type of employer for apprenticeship	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	Government	2	9.52%	0	0.00%	1	4.76%	3	14.29%
2	Medium Scale Industry	1	4.76%	0	0.00%	0	0.00%	1	4.76%
3	Public Sector Undertaking	11	52.38%	1	4.76%	5	23.81%	17	80.95%
Total		14	66.67%	1	4.76%	6	28.57%	21	100.00%

Mostly graduates (80.95%) have undergone the apprenticeship training in PSUs and rest were in Government and medium scale industries.



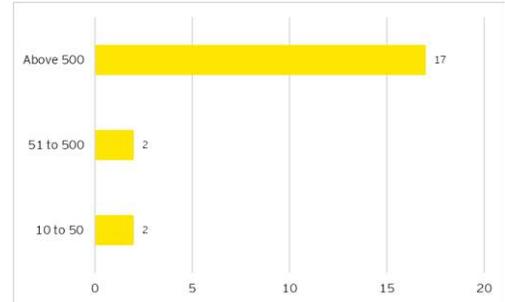
l) Size of workforce at present workplace

Table 51 - Distribution by present status – Apprenticeship: Size of Workforce at present workplace

Sl. No.	Size of workforce at present workplace	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	10 to 50	2	9.52%	0	0.00%	0	0.00%	2	9.52%

Sl. No.	Size of workforce at present workplace	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
2	51 to 500	1	4.76%	0	0.00%	1	4.76%	2	9.52%
3	Above 500	11	52.38%	1	4.76%	5	23.81%	17	80.95%
Total		14	66.67%	1	4.76%	6	28.57%	21	100.00%

80.95% of graduate who are doing apprenticeship have indicated that size of workforce at their workplace is above 500.

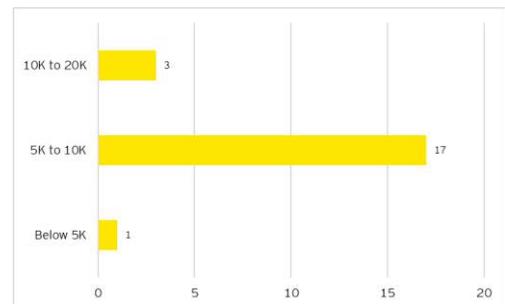


m) Present monthly income in Apprenticeship

Table 52 - Distribution by present status – Apprenticeship: Present monthly income

Sl. No.	Present monthly income during apprenticeship	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	Below 5K	0	0.00%	0	0.00%	1	4.76%	1	4.76%
2	5K to 10K	11	52.38%	1	4.76%	5	23.81%	17	80.95%
3	10K to 20K	3	14.29%	0	0.00%	0	0.00%	3	14.29%
Total		14	66.67%	1	4.76%	6	28.57%	21	100.00%

More than 80% of the respondents who went into apprenticeship had a stipend of ₹ 5000 to ₹ 10,000. Around 14.29% respondents also received ₹ 10000 to ₹ 20000 stipend as well.



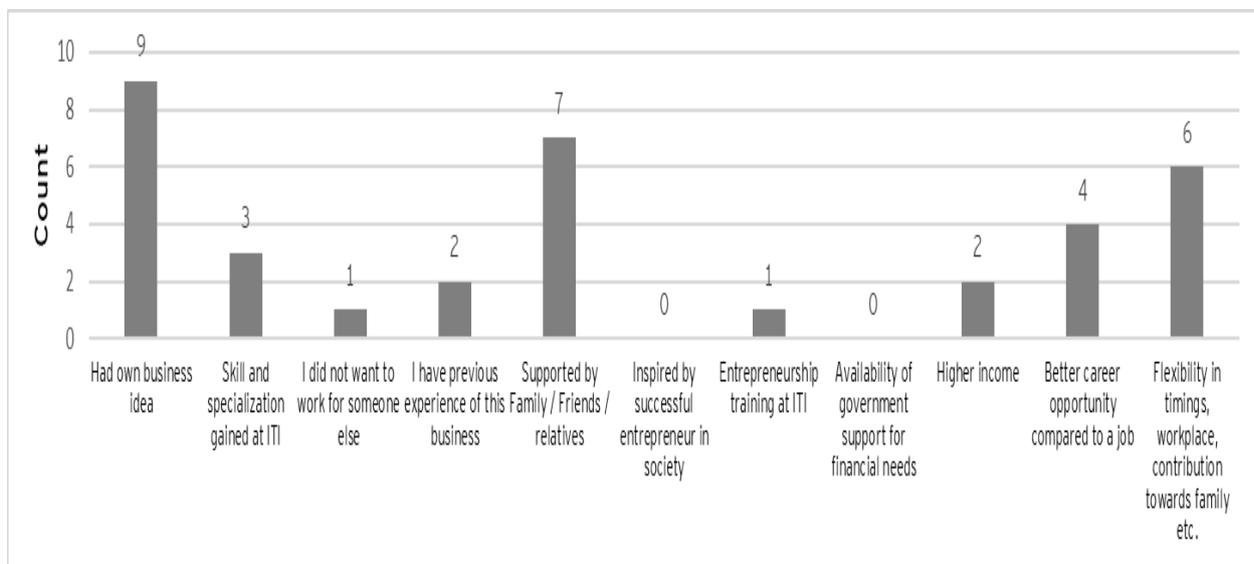
3.1.1.4. Self-employment

a) Reasons for taking up self-employment

Table 53 - Distribution by present status - Self-employment: Reasons for taking up self-employment

Sl. No.	Reasons for taking up self-employment	Total	
		Number	%
1	Had own business idea	9	47.37%

Sl. No.	Reasons for taking up self-employment	Total	
		Number	%
2	Skill and specialization gained at ITI	3	15.79%
3	I did not want to work for someone else	1	5.26%
4	I have previous experience of this business	2	10.53%
5	Supported by Family / Friends / relatives	7	36.84%
6	Inspired by successful entrepreneur in society	-	-
7	Entrepreneurship training at ITI	1	5.26%
8	Availability of government support for financial needs	-	-
9	Higher income	2	10.53%
10	Better career opportunity compared to a job	4	21.05%
11	Flexibility in timings, workplace, contribution towards family etc.	6	31.58%



The reasons for taking up self-employment after completion of ITI training were asked to self-employed graduates and it was found that 47.37% of self-employed graduates had their own business idea, 36.84% were supported by Family / Friends / relatives, 31.58% wanted flexibility in timings, workplace, contribution towards family etc. and 21.05% opted self-employment as they considered it a better career opportunity compared to a job.

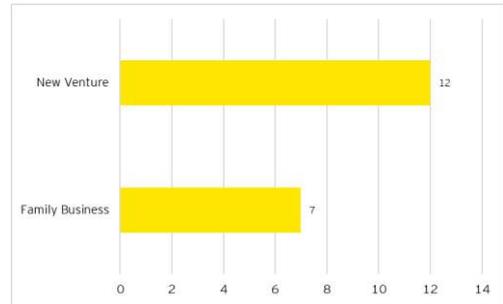
b) Nature of Self-employment

Table 54 - Distribution by present status - Self-employment: Nature of self-employment

Sl. No.	Nature of self-employment*	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	New Venture	7	36.84%	1	5.26%	4	21.05%	12	63.16%
2	Family Business	2	10.53%	2	10.53%	3	15.79%	7	36.84%
Total		9	47.37%	3	15.79%	7	36.84%	19	100.00%

*Out of 19 responses

63.16% of self-employed graduate reported that they have started new venture and rest 36.84% have joined family business.



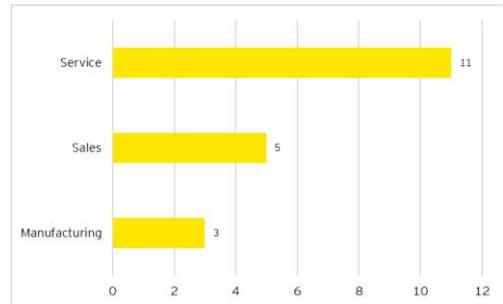
c) Industry sector of present self-employed

Table 55 - Distribution by present status - Self-employment: Industry sector of present self-employment

Sl. No.	Industry sector of present self - employment*	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	Manufacturing	0	0.00%	2	10.53%	1	5.26%	3	15.79%
2	Sales	2	10.53%	0	0.00%	3	15.79%	5	26.32%
3	Service	7	36.84%	1	5.26%	3	15.79%	11	57.89%
Total		9	47.37%	3	15.79%	7	36.84%	19	100.00%

*Out of 19 responses

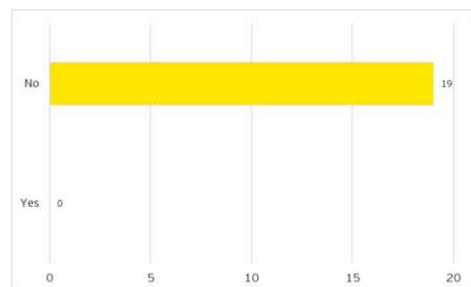
57.89% of the self-employed graduates were working in service sector, 26.32% were working in sales and rest in manufacturing sector.



d) Business loan to start or expand business

Table 56 - Distribution by present status - Self-employment: Business loan to start or expand business

Sl. No.	Business loan to start or expand business	Total	
		Number	%
1	Yes	-	-
2	No	19	100%
Total		19	100%

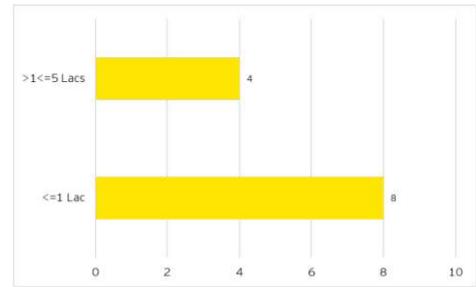


None of the self-employed graduates have taken any loan from any of the financial institution to start or expand his/her business.

e) Starting investment for new venture

Table 57 - Distribution by present status - Self-employment: Starting investment for new venture

Sl. No.	Starting investment for new venture	Total	
		Number	%
1	<=1 Lakh	8	66.67%
2	>1<=5 Lakhs	4	33.33%
Total		12	100%

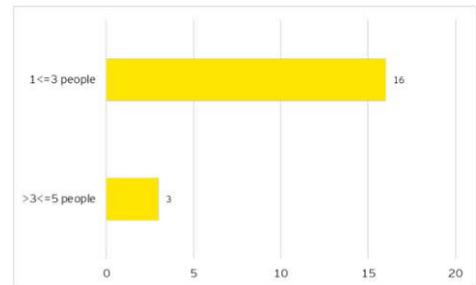


It is depicted from above table that two third of self-employed graduates have started their business with up to INR 1 Lakh investment, whereas one third have made up to INR 5 lakhs investment to start their new business.

f) Number of persons deployed in present business

Table 58 - Distribution by present status - Self-employment: Number of persons deployed in present business

Sl. No.	No. of person deployed in present business	Total	
		Number	%
1	>3<=5 people	3	15.79%
2	1<=3 people	16	84.21%
Total		19	100%



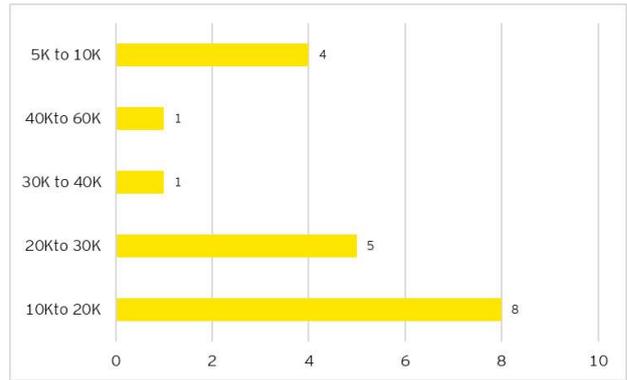
g) Present monthly income from self-employment

Table 59 - Distribution by present status - Self-employment: Present monthly income

Sl. No.	Present monthly income from self-employment*	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	5K to 10K	2	10.53%	1	5.26%	1	5.26%	4	21.05%
2	10Kto 20K	3	15.79%	2	10.53%	3	15.79%	8	42.11%
3	20Kto 30K	2	10.53%	0	0.00%	3	15.79%	5	26.32%
4	30K to 40K	1	5.26%	0	0.00%	0	0.00%	1	5.26%
5	40K to 60K	1	5.26%	0	0.00%	0	0.00%	1	5.26%
Total		9	47.37%	3	15.79%	7	36.84%	19	100.00%

*Out of 19 responses

The income from business varied among the graduates doing their businesses. Above table shows the distribution of average monthly income of self-employed graduates. 42.11% of self-employed ITI graduates have the range of monthly income from ₹10K to ₹20K. 26.23% have the range of monthly income from ₹20K to ₹30K, whereas 21.05% have the range of monthly income from ₹5K to ₹10K.



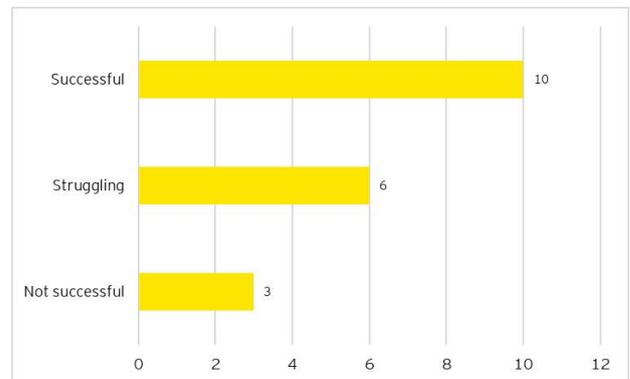
h) Status of present business

Table 60 - Distribution by present status - Self-employment: Status of present business

Sl. No.	Status of present business*	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	Not successful	1	5.26%	1	5.26%	1	5.26%	3	15.79%
2	Struggling	4	21.05%	0	0.00%	2	10.53%	6	31.58%
3	Successful	4	21.05%	2	10.53%	4	21.05%	10	52.63%
Total		9	47.37%	3	15.79%	7	36.84%	19	100.00%

*Out of 19 responses

About 50% of the self-employed graduates reported their present status of business as successful, whereas 31.58% had reported as struggling.



i) Main challenges - Starting of business

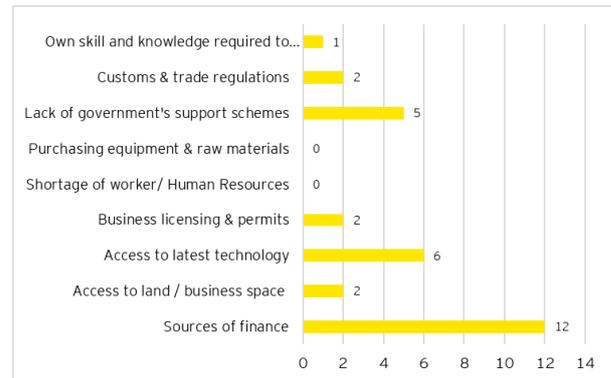
Table 61 - Distribution by present status - Self-employment: Main challenges to start a business

Sl. No.	Main challenges - starting of business	Total	
		Number*	%
1	Sources of finance	12	63.16%
2	Access to land / business space	2	10.53%
3	Access to latest technology	6	31.58%
4	Business licensing & permits	2	10.53%

Sl. No.	Main challenges - starting of business	Total	
		Number*	%
5	Shortage of worker/ Human Resources	-	-
6	Purchasing equipment & raw materials	-	-
7	Lack of government's support schemes	5	26.32%
8	Customs & trade regulations	2	10.53%
9	Own skill and knowledge required to start business	1	5.26%

* Out of 19 responses

Graduates who were running their own businesses were asked to choose challenges they faced when getting started. 'Sources of finance' being the most significant challenge for most graduates, followed by 'Access to latest technology' and 'Lack of government's support schemes'



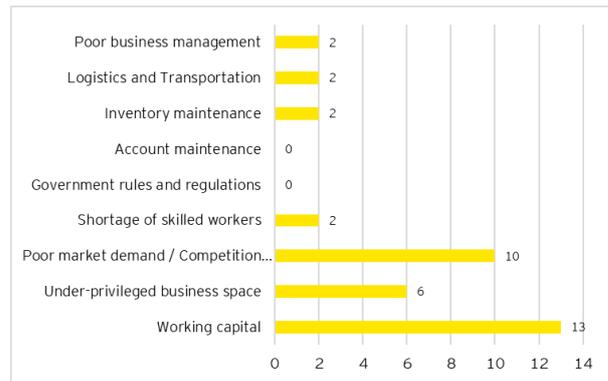
j) Main challenges - Running the business

Table 62 - Distribution by present status - Self-employment: Main challenges to run a business

Sl. No.	Main challenges - Running the business	Total	
		Number	%
1	Working capital	13	68.42%
2	Under-privileged / Inadequate business space	6	31.58%
3	Poor market demand of business products / Competition from others market players	10	52.63%
4	Shortage of skilled workers	2	10.53%
5	Government taxation, other rules and regulations	-	-
6	Account maintenance	-	-
7	Inventory maintenance	2	10.53%
8	Logistics and Transportation of goods	2	10.53%
9	Poor business management and marketing management	2	10.53%

* Out of 19 responses

The graduates were also asked to select challenges they encountered when running their own businesses. The 'Working capital' (68.42%) and the 'Poor market demand of business products' / 'Competition from others market players' (52.63%) are the two most common problems experienced by graduates while running their businesses.



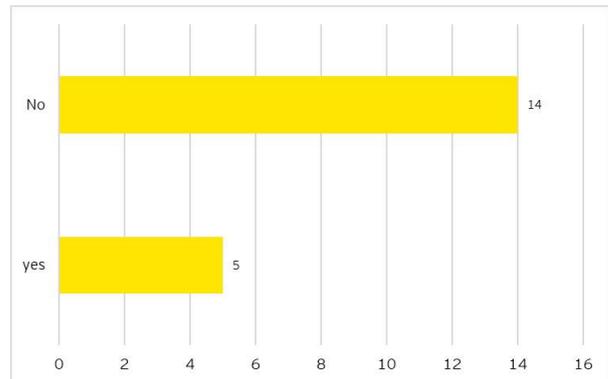
k) Self-employment Trade / Sector v/s ITI training trade / sector

Table 63 - Distribution by present status - Self-employment: Trade / Sector v/s ITI training trade / sector

Sl. No.	Self-employment trade/sector v/s ITI training trade/sector*	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	Yes	1	5.26%	3	15.79%	1	5.26%	5	26.32%
2	No	8	42.11%	0	0.00%	6	31.58%	14	73.68%
Total		9	47.37%	3	15.79%	7	36.84%	19	100.00%

*Out of 19 responses

73.68% of self-employed graduates reported that they are running businesses in different sectors / trades from which they had ITI training on.



3.1.1.5. Employment

The graduates were asked to provide information such as nature of present occupation, their designation, Industry sector, type of employer, size of workforce, monthly income, reason for staying in same job, employment history, and job satisfaction if they are employed. Following tables displays the various job titles held by ITI graduates in the employment.

a) Nature of present occupation

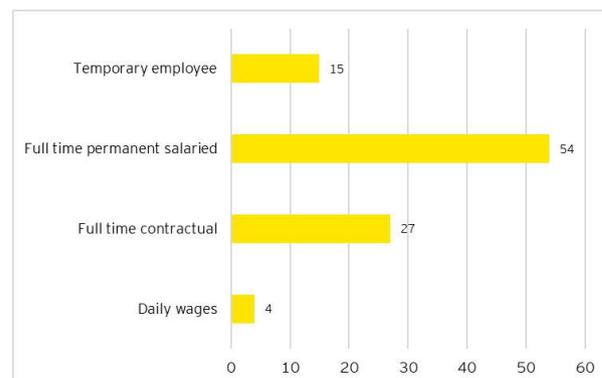
Table 64 - Distribution by present status - Employment: Nature of present occupation

Sl. No.	Nature of Present occupation*	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	Daily wages	2	2.00%	1	1.00%	1	1.00%	4	4.00%
2	Full time contractual	12	12.00%	0	0.00%	15	15.00%	27	27.00%

Sl. No.	Nature of Present occupation*	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
3	Full time permanent salaried	28	28.00%	2	2.00%	24	24.00%	54	54.00%
4	Temporary employee	7	7.00%	1	1.00%	7	7.00%	15	15.00%
Total		49	49%	4	4%	47	47%	100	100.00%

*Out of 100 responses

The top three nature of occupations were Full time permanent salaried (54%), Full time contractual (27%), and Temporary employee (15%).



b) Level / Designation in present occupation

Table 65 - Distribution by present status – Employment: Level / Designation in present occupation

Sl. No.	Level / Designation in present occupation*	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	Assistant / Trainee	9	9%	0	0%	9	9%	18	18%
2	Clerical	6	6%	0	0%	1	1%	7	7%
3	Managerial	1	1%	0	0%	0	0%	1	1%
4	Sales and Marketing	8	8%	1	1%	1	1%	10	10%
5	Supervisor	3	3%	0	0%	3	3%	6	6%
6	Support staff / Worker / Operator	14	14%	2	2%	19	19%	35	35%
7	Other	8	8%	1	1%	14	14%	23	23%
Total		49	49%	4	4%	47	47%	100	100.00%

*Out of 100 responses

The major occupation group is found to be Support staff / Worker / Operator (35%), Assistant / Trainee (18%) and other Trade Workers (23%). The classification was done with care, but it may not have been done perfectly. Certain occupations were distinct and difficult to categorize under any of the major groups. The remaining occupations are listed in the table above.

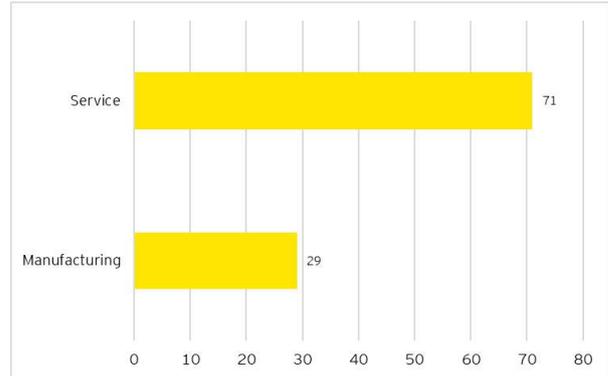
c) Industry sector of present occupation

Table 66 - Distribution by present status – Employment: Industry sector of present occupation

Sl. No.	Industry sector of present occupation*	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	Manufacturing	18	18%	2	2%	9	9%	29	29%
2	Service	31	31%	2	2%	38	38%	71	71%
Total		49	49%	4	4%	47	47%	100	100.00%

*Out of 100 responses

29% of graduates were found employed in manufacturing sector while 71% were found working in service sector.



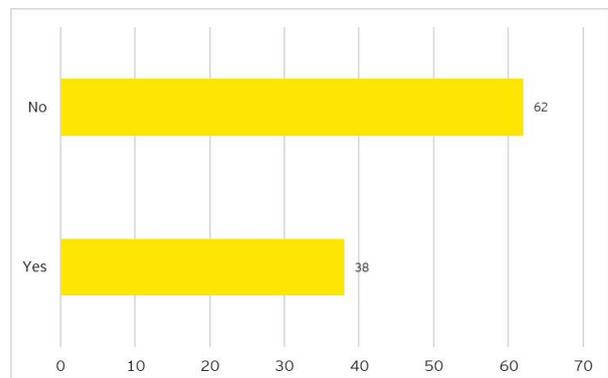
d) Present job Trade v/s ITI training trade

Table 67 - Distribution by Present status – Employment: Present job v/s ITI training trade

Sl. No.	Is the present job in same Trade, in which trained at ITI*	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	Yes	17	17%	3	3%	18	18%	38	38%
2	No	32	32%	1	1%	29	29%	62	62%
Total		49	49%	4	4%	47	47%	100	100.00%

*Out of 100 responses

Employed graduates were asked during survey to know the sectors in which the ITI graduates received training across the sectors in which they ultimately secured employment. It was observed that only 38% of the employed graduates secured employment in the same sector in which they had received training at ITIs. This indicates that for a major proportion of employed graduates, employment opportunities could not be secured in the same or related sector.



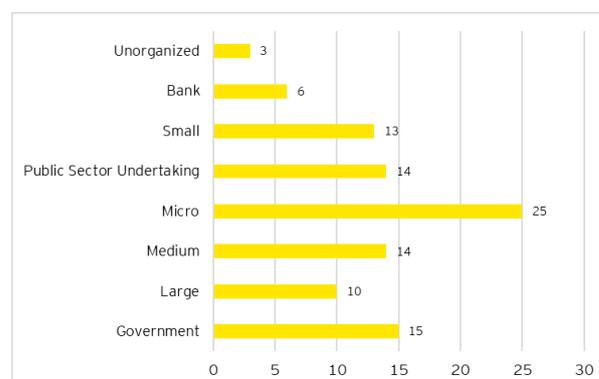
e) Type of employer of present occupation

Table 68 - Distribution by Present status – Employment: Type of employer

Sl. No.	Is the present job in same Trade, in which trained at ITI*	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	Government	7	7%	0	0%	8	8%	15	15%
2	Large	3	3%	2	2%	5	5%	10	10%
3	Medium	10	10%	0	0%	4	4%	14	14%
4	Micro	10	10%	1	1%	14	14%	25	25%
5	Public Sector Undertaking	10	10%	0	0%	4	4%	14	14%
6	Small	6	6%	1	1%	6	6%	13	13%
7	Bank	2	2%	0	0%	4	4%	6	6%
8	Unorganized	1	1%	0	0%	2	2%	3	3%
Total		49	49%	4	4%	47	47%	100	100.00%

*Out of 100 responses

Type of employer is an indicator of the size, stability etc. of the organizations and hence enables us to comment on the type of organizations the ITI graduates are employed with. Among employed graduates, 25% of the graduates, reported to be working in micro sized organizations; approx. equal percentage (13-15%) of them reported for working in government, PSU, medium, small and large-scale organizations.



f) Size of workforce at present workplace

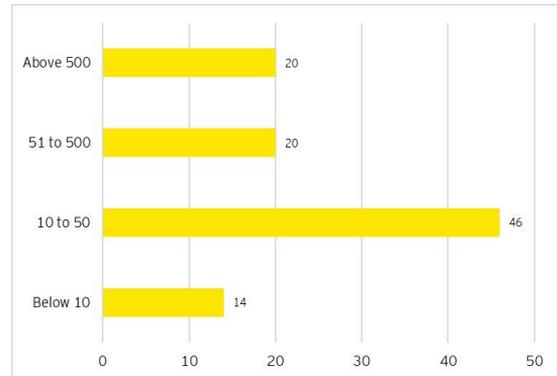
Table 69 - Distribution by present status – Employment: Size of workforce at present workplace

Sl. No.	Size of workforce at present workplace*	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	Below 10	4	4%	1	1%	9	9%	14	14%
2	10 to 50	27	27%	1	1%	18	18%	46	46%
3	51 to 500	7	7%	0	0%	13	13%	20	20%
4	Above 500	11	11%	2	2%	7	7%	20	20%

Sl. No.	Size of workforce at present workplace*	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
	Total	49	49%	4	4%	47	47%	100	100.00%

*Out of 100 responses

46% of graduate who are employed have indicated that size of workforce at their workplace is 10-50. Equal percentage (20%) of employed graduates have indicated that size of workforce at their workplace is 51-500 and above 500.



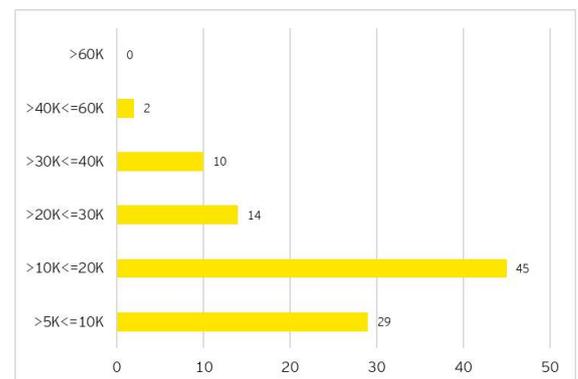
g) Present monthly income

Table 70 - Distribution by present status – Employment: Present Monthly Income

Sl. No.	Present monthly income*	Total	
		#	%
1	>5K<=10K	29	29%
2	>10K<=20K	45	45%
3	>20K<=30K	14	14%
4	>30K<=40K	10	10%
5	>40K<=60K	2	2%
6	>60K	-	-
Total		100	100.00%

*Out of 100 responses

The above table shows the statistics for employed graduates based on their range of monthly salary levels. The monthly income of employed graduates varied among the type of organization served. 45% of employed ITI graduates have the range of monthly salary from ₹10K to ₹20K. 29% have the range of monthly income from ₹5K to ₹10K, whereas 14% and 10% have the range of monthly income from ₹20K to ₹30K and ₹30K to ₹40K respectively. Only 2% had a significantly higher monthly salary range; ₹40K to ₹60K.



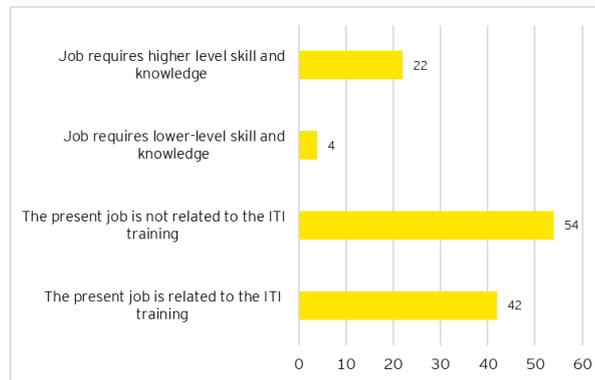
The average salary of interviewed and employed graduates was found ₹17,340.61

h) Relationship between job competence at workplace and ITI training

Table 71 - Distribution by Present status – Employment: Nature of present occupation

Sl. No.	Relationship between job competence at workplace and ITI training*	Total	
		#	%
1	The present job is related to the ITI training	52	52%
2	The present job is not related to the ITI training	54	54%
3	Job requires lower-level skill and knowledge	4	4%
4	Job requires higher level skill and knowledge	22	22%
Total		100	100.00%

*Out of 100 responses



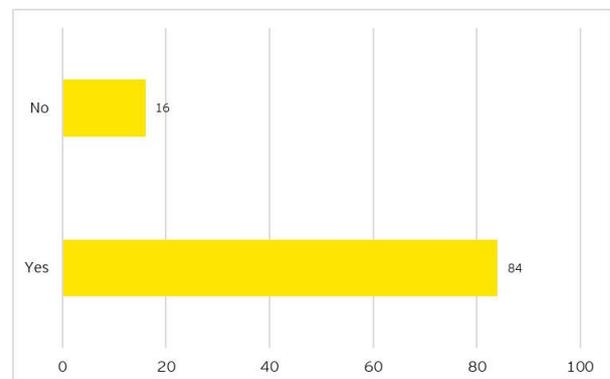
i) Employment History - Is this the same job you took up after completing ITI training?

Table 72 - Distribution by present status – Employment: Employment History

Sl. No.	Is this the same job you took up after completing ITI training? *	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	Yes	42	42%	3	3%	39	39%	84	84%
2	No	7	7%	1	1%	8	8%	16	16%
Total		49	49%	4	4%	47	47%	100	100.00%

*Out of 100 responses

Majority (84%) of employed graduates reported that they are in the same job, which they took after completing the ITI training. This shows the higher level of satisfaction with the current job status.

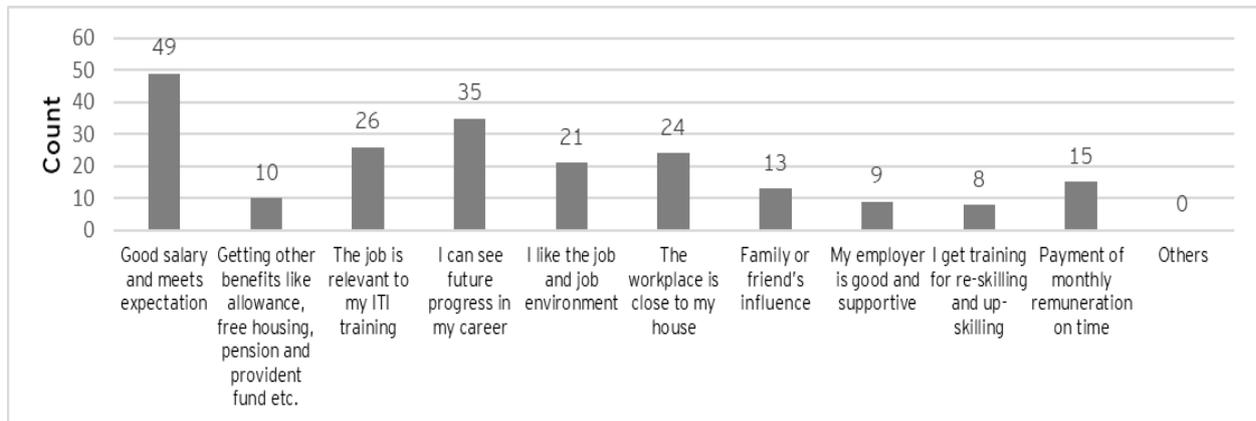


j) Reasons for staying in the same job

Table 73 - Distribution by present status – Employment: Reasons for staying in the same job

Sl. No.	Reasons for staying in the same job	Total	
		Number	%
1	Good salary and meets expectation	49	58.33%
2	Getting other benefits like allowance, free housing, pension and provident fund etc.	10	11.90%
3	The job is relevant to my ITI training	26	30.95%
4	I can see future progress in my career	35	41.67%
5	I like the job and job environment	21	25.00%
6	The workplace is close to my house	24	28.57%
7	Family or friend's influence	13	15.48%
8	My employer is good and supportive	9	10.71%
9	I get training for re-skilling and up-skilling	8	9.52%
10	Payment of monthly remuneration on time	15	17.86%
11	Others (Specify)	-	-

* Out of 84 responses



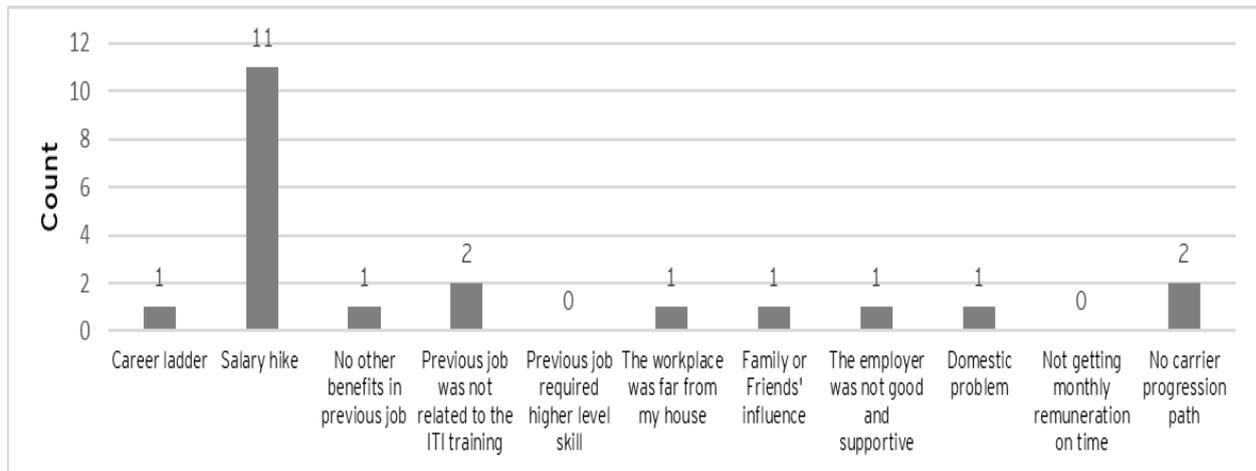
Graduates (who had not changed their job) were asked to give reasons for their decision to stay in the same job. The results are shown in above table. 58.33% of graduates chose to continue in the same job because of good salary and it met their expectations and it provided them with many new learnings. 41.67% of graduates stayed in the same job because they can see their future progress in the same job. 30.95% reported that the job was relevant to their ITI training, 28.57% reported that the workplace is close to their house. Similarly, other reasons are tabulated in above table.

k) *Reasons behind changing jobs*

Table 74 - Distribution by present status – Employment: Reasons behind changing jobs

Sl. No.	Reasons behind changing jobs	Total	
		Number	%
1	To move up on the career ladder	1	6.25%
2	Salary hike from my previous job	11	68.75%
3	No other benefits in previous job like allowance, free housing, insurance, and provident fund etc.	1	6.25%
4	Previous job was not related to the ITI training which I undertook	2	12.50%
5	Previous job required higher level skill, knowledge, and competencies	-	-
6	The workplace was far from my house	1	6.25%
7	Family or Friends' influence	1	6.25%
8	The employer was not good and supportive	1	6.25%
9	Domestic problem	1	6.25%
10	Not getting monthly remuneration on time	-	-
11	No career progression path	2	12.50%

* Out of 16 responses



Graduates (who have changed the job) were also asked to give reasons for changing jobs. There was a total of 16 responses collected. "Salary hike from my previous job" was cited as the primary reason for job switching (68.75%). The second most common reason was a mismatch between the graduate's skill and the job he was assigned "Previous job was not related to the ITI training which I undertook (12.50%)" and "No career progression path (12.50%)". Other minor reasons are tabulated in above table.

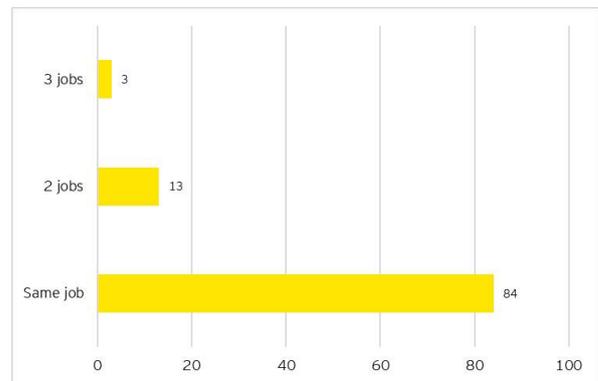
l) Number of jobs since ITI graduation

Table 75 - Distribution by present status – Employment: Number of jobs since ITI graduation

Sl. No.	Number of jobs since ITI graduation*	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	Same Job	42	42%	3	3%	39	39%	84	84%
2	2 Jobs	6	6%	0	0%	7	7%	13	13%
3	3 Jobs	1	1%	1	1%	1	1%	3	3%
Total		49	49%	4	4%	47	47%	100	100.00%

*Out of 100 responses

The fundamental features of meaningful employment include job security, stability, and opportunities for advancement. When a person changes jobs, it is commonly termed as employment mobility. It can be interpreted in two ways: positively or negatively. Some employees may move jobs if they are unable to find stable and appealing positions or if their contract terms expire. Others may shift employment / jobs for reasons such as occupational mobility, increased earning potential, and so on. According to the above table, approximately 84% of graduates did not change careers after their first job. About 13% of them had worked in two jobs and the remaining graduates had worked in three jobs.



According to the above table, approximately 84% of graduates did not change careers after their first job. About 13% of them had worked in two jobs and the remaining graduates had worked in three jobs.

m) Increase in salary during job change

Table 76 - Distribution by present status – Employment: Increase in salary during job change

Sl. No.	Increase in salary during first job change	No. of trainees change job	First Job Salary (Average)	Second Job Salary (Average)	Third Job salary (Average)	Difference in salary due to job change (a)	
						#	%
1	First Job change	13	13461.54	16,469.23	-	3007.69	22.24%
2	Second job change	3	8666.66	10,666.66	13,333.33	13,333.33	53.85%

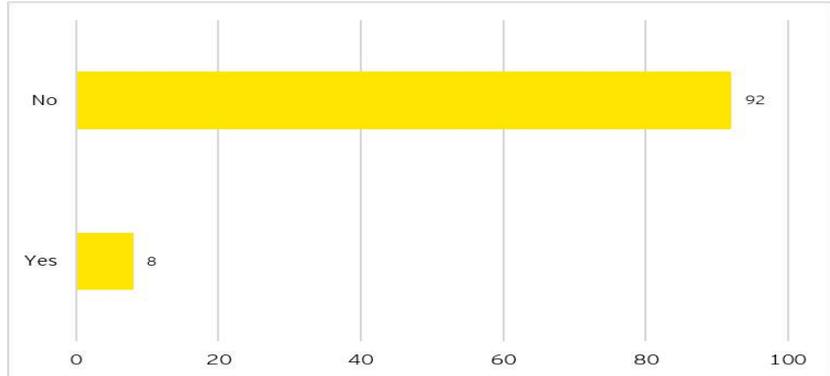
n) Promotions received

Table 77 - Distribution by present status – Employment: Promotions received

Sl. No.	Promotions received	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	Yes	3	3%	1	1%	4	4%	8	8%
2	No	46	46%	3	3%	43	43%	92	92%
Total		49	49%	4	4%	47	47%	100	100.00%

*Out of 100 responses

92% of employed graduates reported that they did not receive any promotion in their employment career.



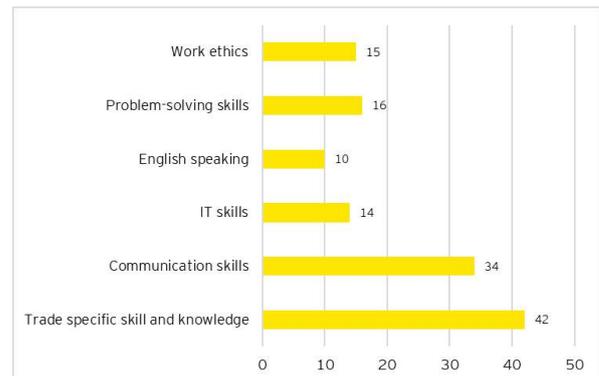
o) Skills which helped in present job or career progression

Table 78 - Distribution by present status – Employment: Skills which helped in present job or career progression

Sl. No.	Skills which helped in present job or career progression	Total	
		Number	%
1	Trade specific skill and knowledge	42	42%
2	Communication skills	34	34%
3	IT skills	14	14%
4	English speaking	10	10%
5	Problem-solving skills (creativity and initiative)	16	16%
6	Work ethics (teamwork)	15	15%

* Out of 100 responses

The relevance or importance of skill acquired during ITI training refer to the utility of the skills secured under ITI course in the present job. It can be observed from the above table that nearly 48% of employed graduates felt that Trade specific skill and knowledge during ITI training were helped for career progression and



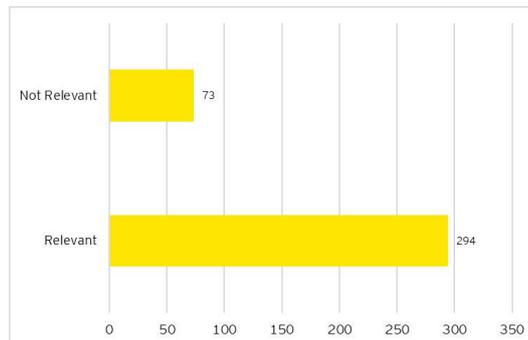
34% of employed graduate rate communication skills for shaping their career. Approx. equal percentage (14-16%) of employed graduates reported on IT skills, Problem-solving skills (creativity and initiative) and Work ethics (teamwork) for help in career progression.

3.1.10 Usefulness of ITI training program

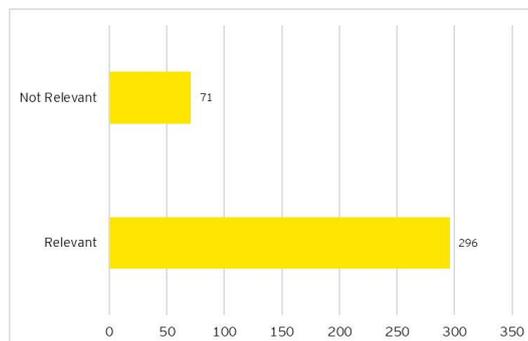
Graduates were asked to give an overall assessment on the relevance of training they received with the current economic activity. The analysis of data is given in below tables indicates a higher percentage of graduates rated the overall relevance as "relevant" for Theoretical training, practical training, computer skill and soft-skill and "Not relevant" for EDP, Industrial tour and OJT.

Table 79 - Relevance of the ITI training component with current economic activity

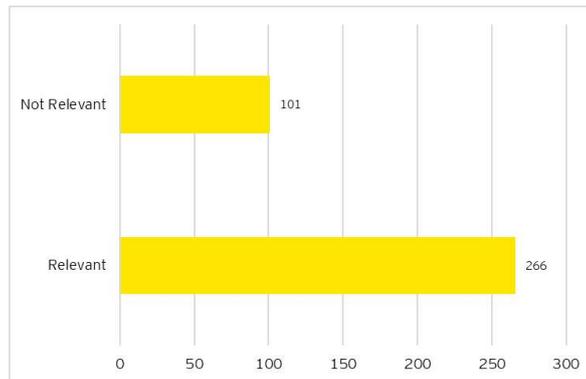
Sl. No.	Relevance of ITI training component - Theoretical training	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	Relevant	142	38.69%	28	7.63%	124	33.79%	294	80.11%
2	Not relevant	48	13.08%	1	0.27%	24	6.54%	73	19.89%
Total		190	51.77%	29	7.90%	148	40.33%	367	100.00%



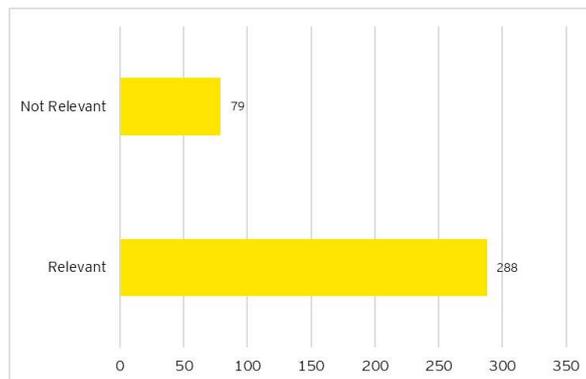
Sl. No.	Relevance of ITI training component - Practical training	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	Relevant	141	38.42%	29	7.90%	126	34.33%	296	80.65%
2	Not relevant	49	13.35%	0	0.00%	22	5.99%	71	19.35%
Total		190	51.77%	29	7.90%	148	40.33%	367	100.00%



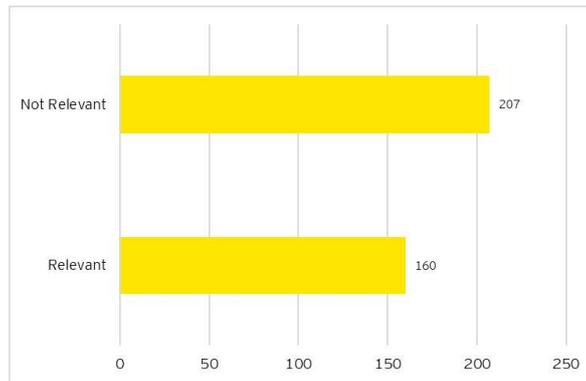
Sl. No.	Relevance of ITI training component - Computer skill	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	Relevant	134	36.51%	29	7.90%	103	28.07%	266	72.48%
2	Not relevant	56	15.26%	0	0.00%	45	12.26%	101	27.52%
Total		190	51.77%	29	7.90%	148	40.33%	367	100.00%



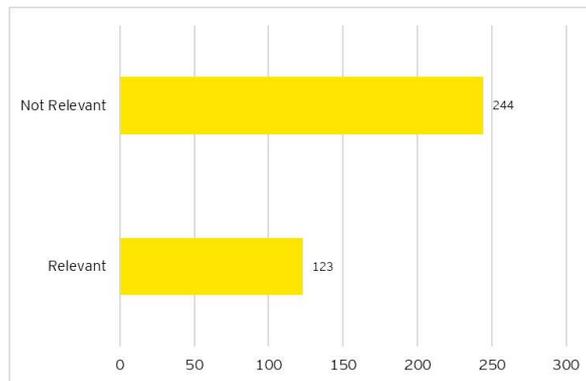
Sl. No.	Relevance of ITI training component - Soft Skill	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	Relevant	139	37.87%	28	7.63%	121	32.97%	288	78.47%
2	Not relevant	51	13.90%	1	0.27%	27	7.36%	79	21.53%
Total		190	51.77%	29	7.90%	148	40.33%	367	100.00%



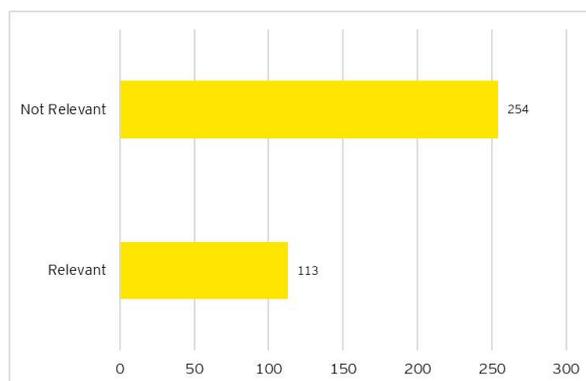
Sl. No.	Relevance of ITI training component - EDP	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	Relevant	59	16.08%	21	5.72%	80	21.80%	160	43.60%
2	Not relevant	131	35.69%	8	2.18%	68	18.53%	207	56.40%
Total		190	51.77%	29	7.90%	148	40.33%	367	100.00%



Sl. No.	Relevance of ITI training component - Industrial Tour	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	Relevant	34	9.26%	17	4.63%	72	19.62%	123	33.51%
2	Not relevant	156	42.51%	12	3.27%	76	20.71%	244	66.49%
Total		190	51.77%	29	7.90%	148	40.33%	367	100.00%



Sl. No.	Relevance of ITI training component - OJT	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	Relevant	32	8.72%	11	3.00%	70	19.07%	113	30.79%
2	Not relevant	158	43.05%	18	4.90%	78	21.25%	254	69.21%
Total		190	51.77%	29	7.90%	148	40.33%	367	100.00%

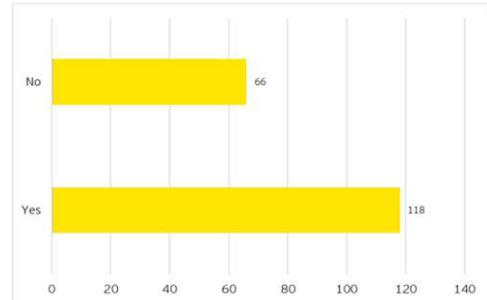


3.1.11 Impact of ITI training program on socio-economic status of ITI graduates

The main objective of valued employment is to bring about a positive change in the economic condition an individual or his / her household. It is critical to understand the impact of valued employment on the economic condition of the ITI graduates.

Table 80 - Impact of ITI training program on socio-economic status of ITI graduate

Sl. No.	Increase in economic level of family	Total	
		Number*	%
1	Yes	118	64.13%
2	No	66	35.87%
Total		184	100%



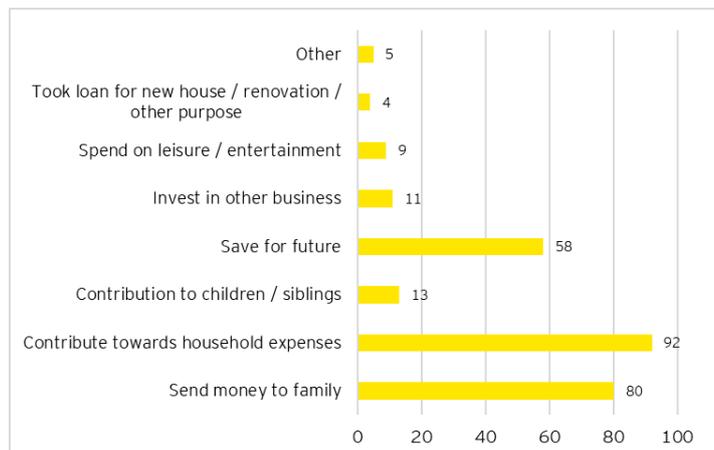
*Out of 184 responses, who have valued employment

As shown above, there has been an improvement in economic condition for around 64.13% of the employed graduates and for nearly 35.87%, the economic condition has remained the same.

Sl. No.	Type of contribution which can make from income	Total	
		Number*	%
1	Send money to family	80	21.80%
2	Contribute towards household expenses	92	25.07%
3	Contribution to children / siblings	13	3.54%
4	Save for future	58	15.80%
5	Invest in other business	11	3.00%
6	Spend on leisure / entertainment	9	2.45%
7	Took loan for new house / renovation / other purpose	4	1.09%
8	Other	5	1.36%

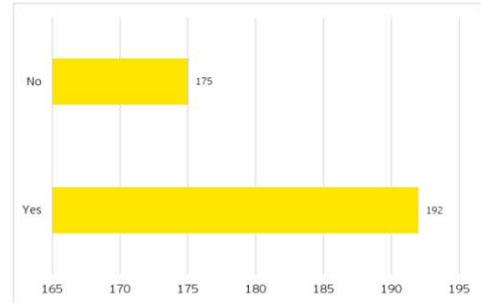
*Out of 184 responses, who have valued employment

To understand the change in economic condition, information was also sought regarding the type of contribution by the graduates post valued employment. As shown in the table above, the most common contribution has been with respect to contribution towards household expenses (25.07%), send



money to family (21.80%) and save for future (15.80%).

Sl. No.	Upliftment of social values / status in the society	Total	
		Number	%
1	Yes	127	69.02%
2	No	59	32.07%
Total		184	100%



*Out of 184 responses, who have valued employment

As shown above, there has been an upliftment of social values / status in the society for around 69.02% of the employed graduates and for nearly 32.07%, the social values / status has remained the same.

3.1.12 Trainee's satisfaction with training received

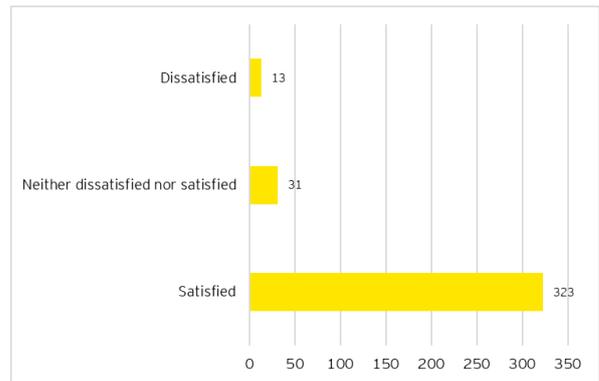
Table 81 - Trainee's satisfaction with training received

Sl. No.	If looking back, aspiration to choose the same trade again	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	To a very high extend	23	6.27%	3	0.82%	48	13.08%	74	20.16%
2	To the moderate extend	48	13.08%	9	2.45%	39	10.63%	96	26.16%
3	Not at all	119	32.43%	17	4.63%	61	16.62%	197	53.68%
Total		190	51.77%	29	7.90%	148	40.33%	367	100.00%

Sl. No.	If looking back, aspiration to choose the same ITI again	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	To a very high extend	37	10.08%	2	0.54%	51	13.90%	90	24.52%
2	To the moderate extend	59	16.08%	11	3.00%	50	13.62%	120	32.70%
3	Not at all	94	25.61%	16	4.36%	47	12.81%	157	42.78%
Total		190	51.77%	29	7.90%	148	40.33%	367	100.00%

Sl. No.	Satisfaction with ITI training	Project ITI - Govt.		Project ITI-Pvt.		Non-Project ITI-Govt.		Total	
		#	%	#	%	#	%	#	%
1	Satisfied	174	47.41%	28	7.63%	121	32.97%	323	88.01%
2	Neither dissatisfied nor satisfied	12	3.27%	0	0.00%	19	5.18%	31	8.45%
3	Dissatisfied	4	1.09%	1	0.27%	8	2.18%	13	3.54%
Total		190	51.77%	29	7.90%	148	40.33%	367	100.00%

The graduates have exhibited a high level of satisfaction for ITI courses. The proportion of graduates who were satisfied with ITI courses stand at 88.01% and a very less percentage of graduates stand at dissatisfied.



3.2. Specific result of interviewed employers of ITI graduates in Assam

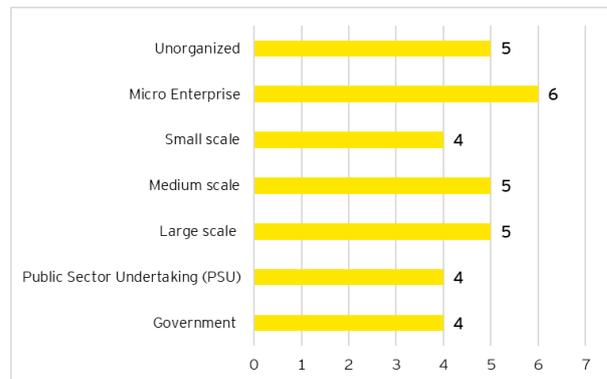
3.2.1 Profile of employers

Table 82 - Employer's profile

a) Employer's profile - Management / Investment / Turnover

Sl. No.	Employer's profile -Management / Investment / Turnover	Total	
		Number	%
1	Government	4	12.12%
2	Public Sector Undertaking (PSU)	4	12.12%
3	Large scale	5	15.15%
4	Medium scale	5	15.15%
5	Small scale	4	12.12%
6	Micro Enterprise	6	18.18%
7	Unorganized	5	15.15%
Total		33	100%

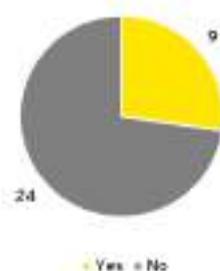
As defined and agreed during the pilot study, the study covered a mix of equal percentage of government, PSU, large, MSME and unorganized organizations.



b) Registration on NAPS for apprenticeship training

Sl. No.	Registration on NAPS for apprenticeship training	Total	
		Number	%
1	Yes	9	27.27%
2	No	24	72.73%
Total		33	100%

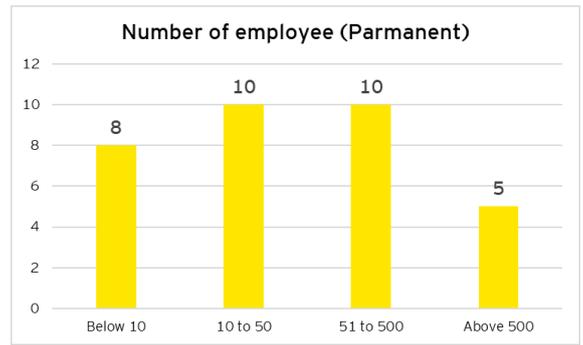
Employer registered on NAPS



72.73% employers were not registered on NAPS portal for apprenticeship training.

c) Number of employees (Permanent)

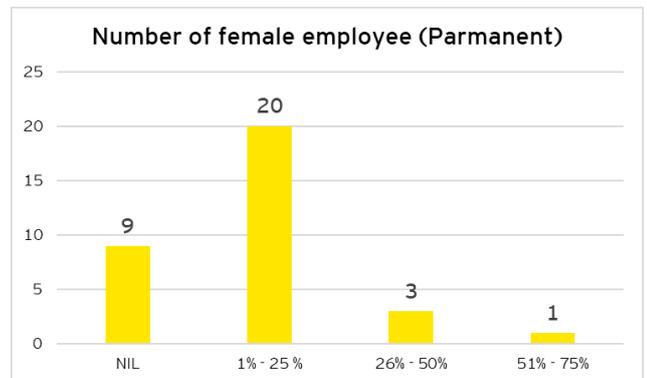
Sl. No.	Number of employees (Permanent)	Total	
		Number	%
1	Below 10	8	24.24%
2	10 to 50	10	30.30%
3	51 to 500	10	30.30%
4	Above 500	5	15.15%
Total		33	100%



30.30% of employers have 10 to 50 permanent employees and same is the percentage for 51 to 500 permanent employees. 24.24% employers have below 10. 15% have above 500 permanent employees.

d) Percentage of women employees (Permanent)

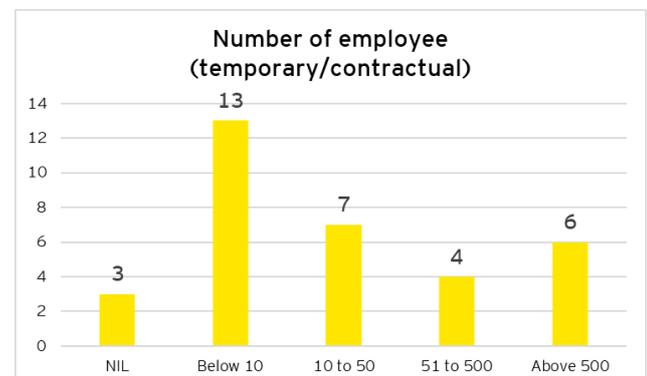
Sl. No.	Percentage of women employees (Permanent)	Total	
		Number	%
1	NIL	9	27.27
2	1% - 25 %	20	60.61
3	26 - 50%	3	9.09
4	51% - 75%	1	3.03
5	Above 76%	-	-
Total		33	100%



60.61% of employers have 1% to 25% of permanent female employees and 27.27% have no permanent female employees.

e) Number of employees (Contractual / Temporary / Daily wages and other labour)

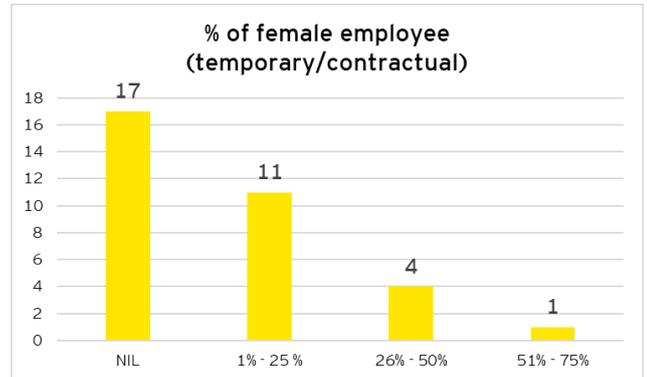
Sl. No.	Number of employees (Contractual / Temporary / Daily wages and other)	Total	
		Number	%
1	NIL	3	9.09%
2	Below 10	13	39.39%
3	10 to 50	7	21.21%
4	51 to 500	4	12.12%
5	Above 500	6	18.18%
Total		33	100%



39.39% of employers have below 10 Contractual / temporary / daily wagger employees whereas 18.18% employers have above 500 Contractual / temporary / daily wagers employees.

f) Percentage of women employees (Contractual / Temporary / Daily wages and other labour)

Sl. No.	% of women employees (Contractual / Temporary / Daily wages and other)	Total	
		Number	%
1	NIL	17	51.52
2	1% - 25 %	11	33.33
3	26 - 50%	4	12.12
4	51% - 75%	1	3.03
5	Above 76%	-	-
Total		33	100%



33.33% of employers have 1% to 25% of Contractual / temporary / daily wagger female employees and 51.52% have NIL female Contractual / temporary / daily wagers employees.

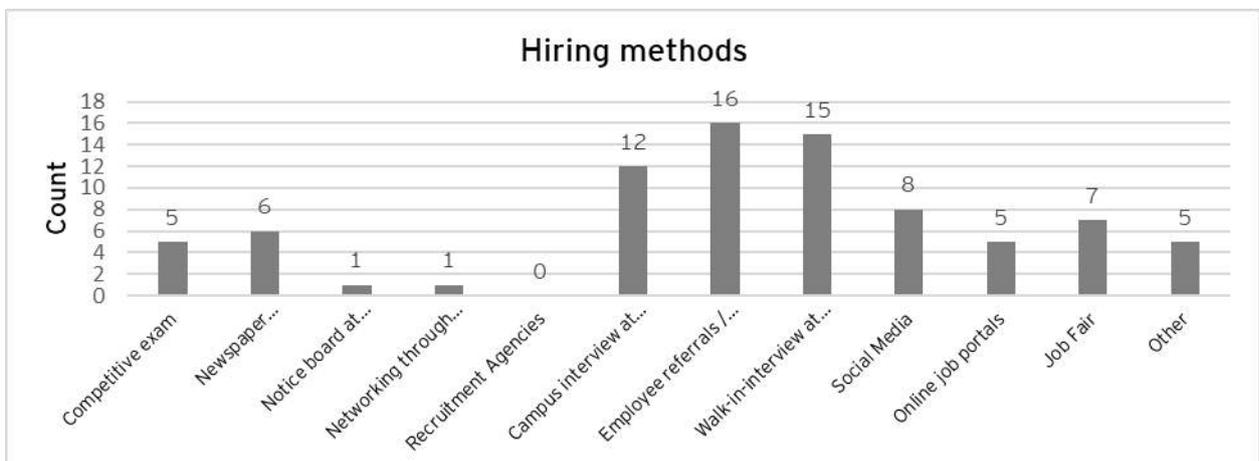
3.2.2 Manpower requirement and hiring methods

Table 83 - Manpower requirement and hiring methods

a) Hiring methods of recruitment of ITI graduates

Sl. No.	Hiring methods of ITI graduates	Total*	
		Number	%
1	Competitive exam	5	15.15%
2	Newspaper advertisements	6	18.18%
3	Notice board at workplace	1	3.03%
4	Networking through similar level of organizations	1	3.03%
5	Recruitment Agencies	-	-
6	Campus interview at Technical / Educational institutions	12	36.36%
7	Employee referrals / Other Recommendations	16	48.48%
8	Walk-in-interview at workplace	15	45.45%
9	Social Media	8	24.24%
10	Online job portals	5	15.15%
11	Job Fair	7	21.21%
12	Other	5	15.15%

*Out of 33 responses



The top three hiring methods for ITI graduates were Employee referrals / Other Recommendations (48.48%), Walk-in-interview at workplace (45.45%), Campus interview at Technical / Educational institutions (36.36%) by the employers. Some other hiring methods were through social media, job fair, newspaper advertisements, competitive exam, own Website, Employment exchange etc.

Sl. No.	Challenges faced by employers in hiring of ITI graduates	Total	
		Number	%
1	No relevant experience	14	42.42%
2	No technical skills as per job requirement	14	42.42%
3	Expectation of high salary	8	24.24%
4	Unwilling to relocate for the job	4	12.12%
5	No proper grooming for job requirement	8	24.24%
6	Unwilling to work in shifts	2	6.06%
7	Other	3	9.09%
8	No Challenge	7	21.21%

*Out of 33 responses

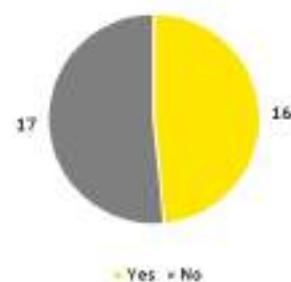


The major challenges during hiring of ITI graduates reported by employers were 'No relevant experience (42.42%)', 'No technical skills as per job requirement (42.42%)', 'Expectation of high salary (24.24%)', 'no proper grooming for job requirement (24.24%)'. 21.21% of employers reported that they did not have any challenges for hiring ITI graduates.

b) Preference to women during recruitment

Sl. No.	Preference to women during recruitment	Total	
		Number	%
1	Yes	16	48.48%
2	No	17	51.52%
Total		33	100%

Preference given to Women during recruitment



There was discussion about preference to female graduates during recruitment over male graduates. 51.52% employers said NO, whereas 48.48% employers said YES.

3.2.3 Preferences during recruitment of ITI graduates

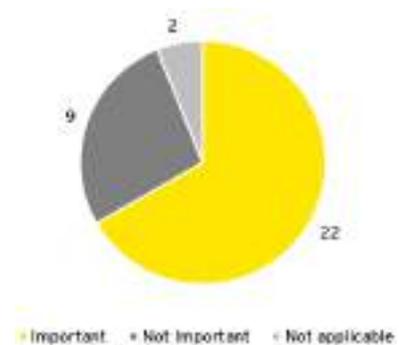
Employers were asked about preferences while carrying out recruitment of ITI graduates. On analyzing the preferences, it was observed that the overall preferences on all the factors have been marked as 'important'.

Table 84 - Preferences during recruitment of ITI graduates

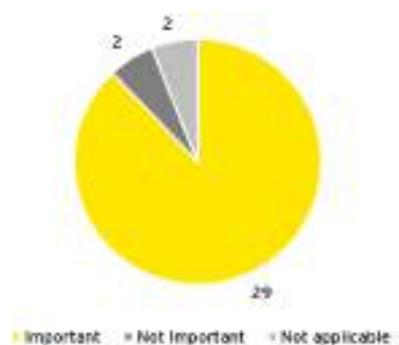
Sl. No.	Preference during recruitment - Trade studied	Total	
		Number	%
1	Important	31	93.94%
2	Not Important	-	-
3	Not applicable	2	6.06%
Total		33	100%



Sl. No.	Preference during recruitment - ITI Certificate	Total	
		Number	%
1	Important	22	66.67%
2	Not Important	9	27.27%
3	Not applicable	2	6.06%
Total		33	100%



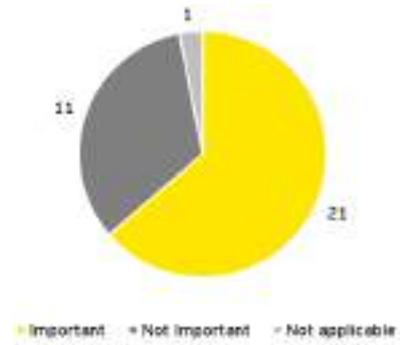
Sl. No.	Preference during recruitment - Trade related Technical Skill	Total	
		Number	%
1	Important	29	87.88%
2	Not Important	2	6.06%
3	Not applicable	2	6.06%
Total		33	100%



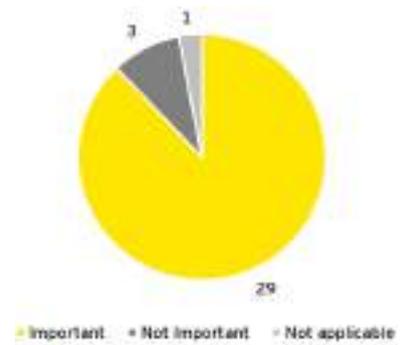
Sl. No.	Preference during recruitment - Communication Skill	Total	
		Number	%
1	Important	29	87.88%
2	Not Important	3	9.09%
3	Not applicable	1	3.03%
Total		33	100%



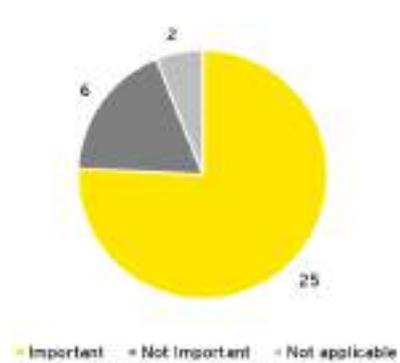
Sl. No.	Preference during recruitment - Industry experience	Total	
		Number	%
1	Important	21	63.64%
2	Not Important	11	33.33%
3	Not applicable	1	3.03%
Total		33	100%



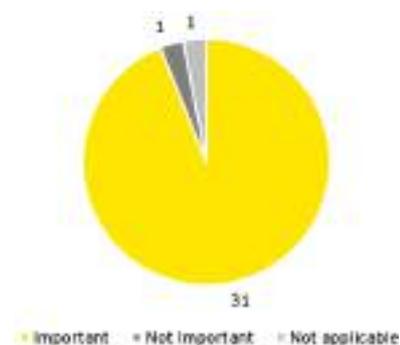
Sl. No.	Preference during recruitment - Personality	Total	
		Number	%
1	Important	29	87.88%
2	Not Important	3	9.09%
3	Not applicable	1	3.03%
Total		33	100%



Sl. No.	Preference during recruitment - Result of recruitment tests	Total	
		Number	%
1	Important	25	75.76%
2	Not Important	6	18.18%
3	Not applicable	2	6.06%
Total		33	100%



Sl. No.	Preference during recruitment - Behavior during interview	Total	
		Number	%
1	Important	31	93.94%
2	Not Important	1	3.03%
3	Not applicable	1	3.03%
Total		33	100%



3.2.4 Training and facilities provided to employee, wage premium and gender bias

Table 85 - Training and facilities provided to employee, wage premium and gender biasness

a) Perception on need of additional training to ITI graduates to perform their duties at workplace

Sl. No.	Perception on need of additional training	Total	
		Number	%
1	ITI graduates are well trained	5	15.15%
2	Induction training is required	17	51.52%
3	Additional skills required to perform the job in organization	20	60.61%
4	A fresh new training is required	2	6.06%

*Out of 33 responses

When employers were asked on need of additional training required by ITI graduate to perform their duties at workplace, 60.61% employers reported that additional skills are required by ITI graduates to perform the job in organization, whereas 51.52% employers reported that only Induction training is required. 15.15% employers said that ITI graduates are well trained.



b) Provision of any training to ITI graduates after recruitment at workplace

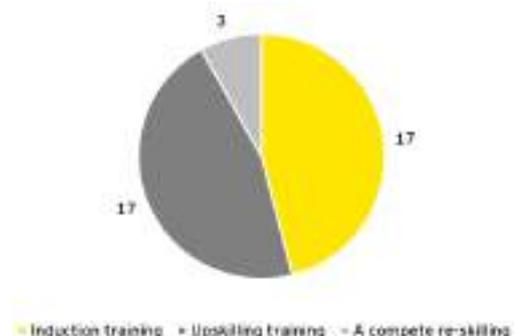
Sl. No.	Provision of any training to ITI graduates after recruitment at workplace	Total	
		Number	%
1	Yes	29	87.88%
2	No	4	12.12%
Total		33	100%



87.88% employers have training provision to ITI graduates after recruitment at workplace.

c) If yes, type of training

Sl. No.	Type of training provided to ITI graduates after recruitment	Total*	
		Number	%
1	Induction training	17	51.52%
2	Upskilling training	17	51.52%
3	A complete re-skilling	3	9.09%

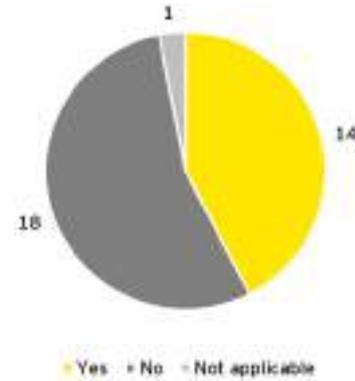


*Out of 33 responses

Above table shows that generally induction or upskilling trainings are provided by employers to ITI graduates after recruitment at workplace.

d) Skill premium: ITI graduates w.r.t. non-ITI graduate

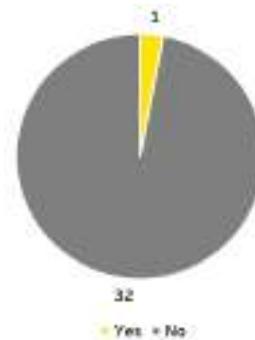
Sl. No.	Skill premium: ITI graduates w.r.t. non-ITI graduate	Total	
		Number	%
1	Yes	14	42.42%
2	No	18	54.55%
3	Not Applicable	1	3.03%
Total		33	100%



42.42% employers reported that they provide skill premium to ITI graduates over non-ITI graduates for the same job, whereas 54.55% employers reported that they do not provide skill premium to ITI graduates over non-ITI graduates for the same job

e) Skill premium: male employees w.r.t. female employees

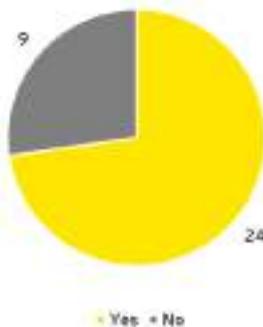
Sl. No.	Skill premium: Male employees w.r.t. female employees	Total	
		Number	%
1	Yes	1	3.03%
2	No	32	96.97%
Total		33	100%



Almost all the employers (96.97%) reported that they do not discriminate in male and female employee and there is no provision for skill premium to male employees over female employees. therefore, no gender bias was found.

f) Provision of employee benefits / facilities to the ITI graduates

Sl. No.	Provision of employee benefits / facilities to the ITI graduates	Total	
		Number	%
1	Yes	24	72.73%
2	No	9	27.27%
Total		33	100%



72.73% employers provide benefits to their employees, whereas 27.27% employers do not provide any benefits / facilities to their employees.

g) Facilities/services offered by employers to employees

Sl. No.	Facilities / services offered by employers to employees	Total	
		Number	%
1	Provident Fund	18	75.00%
2	Health Insurance / Accidental Insurance	10	41.67%
3	Employee State Insurance	13	54.17%
4	Free / subsidized accommodation	8	33.33%
5	Free / subsidized Free transportation	5	20.83%
6	Free / subsidized food in canteen	7	29.17%
7	Free Uniforms	14	58.33%
8	Other	-	-

*Out of 24 responses

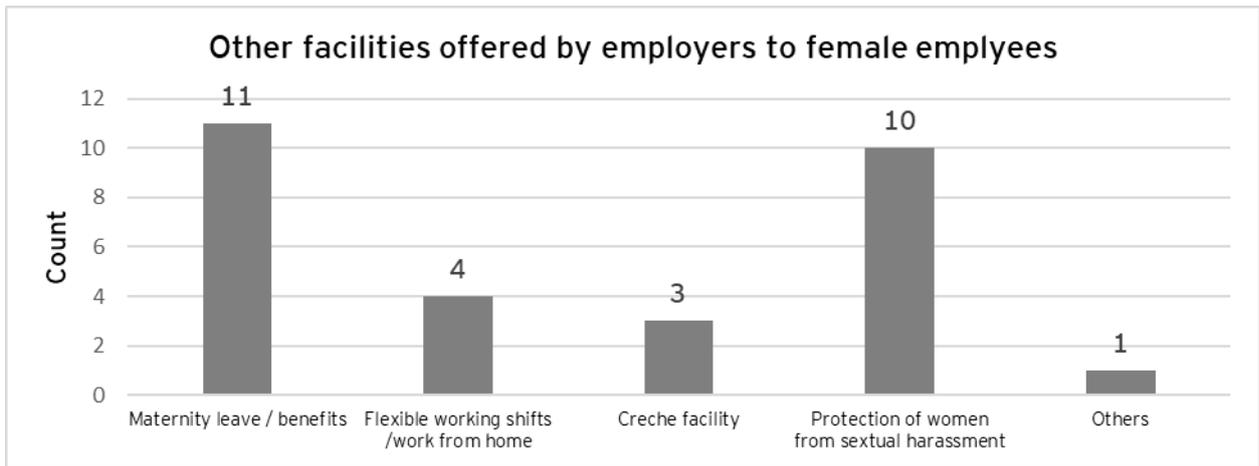


The top three employee benefits / facilities provided by employers are Provident Fund (75.00%), Employee State Insurance (54.17%), Health Insurance / Accidental Insurance (41.67%). Other employee benefits / facilities provided by employers are tabulated above.

h) Other benefits provided to women employees only

Sl. No.	Other benefits provided to women employees only	Total	
		Number	%
1	Maternity leave / benefits	11	45.83%
2	Flexible working shifts /work from home	4	16.67%
3	Creche facility	3	12.50%
4	Protection of women from sexual harassment	10	41.67%
5	Others	1	4.17%

*Out of 24 responses



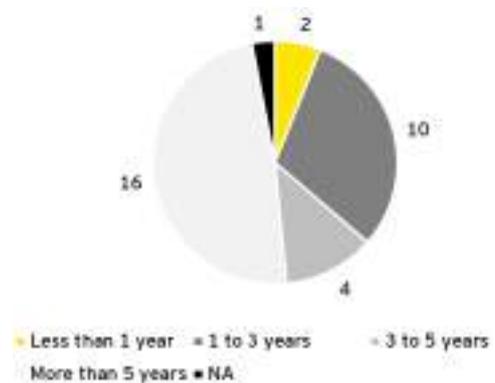
The top three employee benefits / facilities to women employee provided by employers are Maternity leave / benefits (45.83%), Protection of women from sexual harassment (41.67%) and Flexible working shifts /work from home (16.67%).

3.2.5 Retention of ITI graduate in service

Table 86 - Retention of ITI graduate in service

a) Average retention period of employees / ITI graduates at organizations

Sl. No.	Average retention period of employees / ITI graduates	Total	
		Number	%
1	Less than 1 year	2	6.06%
2	1 to 3 years	10	30.30%
3	3 to 5 years	4	12.12%
4	More than 5 years	16	48.48%
5	Did not answer	1	3.03%
Total		33	100%



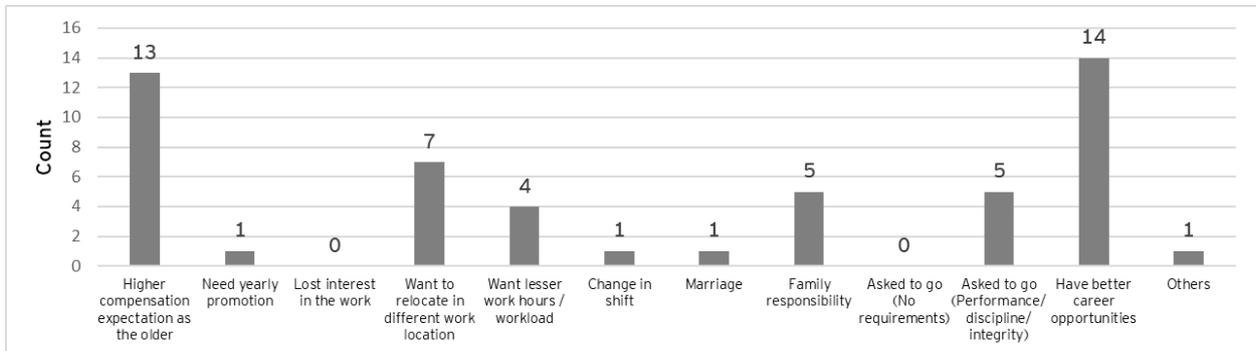
The average retention period of ITI graduates in organizations is found to be good. 48.48% of employers reported more than 5 years, 30.30% reported 1 to 3 years and 12.12% reported 3 to 5 years.

b) Major reasons of leaving organization by employees / ITI graduates

Sl. No.	Major reasons of leaving organizations by employees / ITI graduates	Total*	
		Number	%
1	Higher compensation expectation	13	39.39%
2	Need yearly promotion	1	3.03%
3	Lost interest in the work	-	-
4	Want to relocate in different work location	7	21.21%

Sl. No.	Major reasons of leaving organizations by employees / ITI graduates	Total*	
		Number	%
5	Want lesser work hours / workload	4	12.12%
6	Change in shift	1	3.03%
7	Marriage	1	3.03%
8	Family responsibility	5	15.15%
9	Asked to go (No requirements)	-	-
10	Asked to go (Performance/ discipline/ integrity)	5	15.15%
11	Have better career opportunities	14	42.42%
12	Others	1	3.03%

*Out of 33 responses

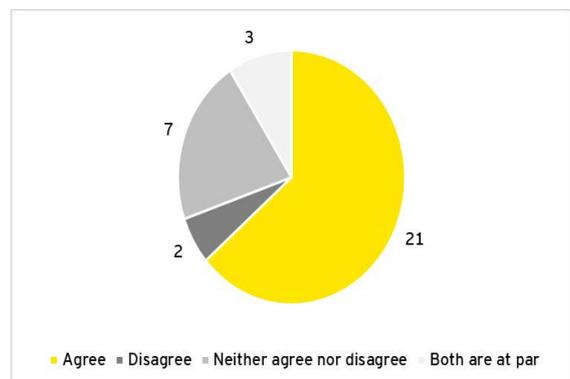


The major reasons of leaving organization by the employee were found to be 'have better career opportunities (42.42%)' and 'higher compensation expectation (39.39%)'. Other reasons are tabulated above.

3.2.6 Employer's satisfaction level rating on performance of ITI graduate

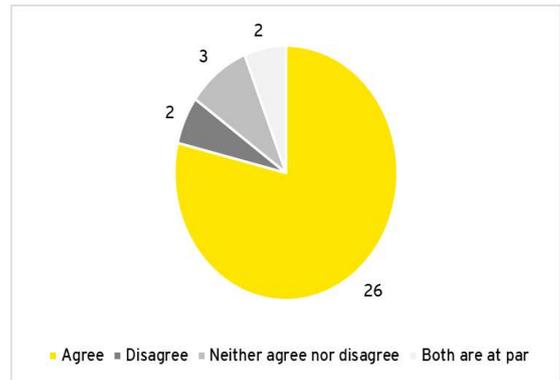
Table 87 - Employer's satisfaction level rating on performance of ITI graduate

Sl. No.	For the same job, ITI graduates can do more work, than untrained employees.	Total	
		Number	%
1	Agree	21	63.64%
2	Disagree	2	6.06%
3	Neither agree nor disagree	7	21.21%
4	Both are at par	3	9.09%
Total		33	100%



63.64% employers agreed that for the same job, ITI graduates can do more work than untrained employees.

Sl. No.	ITI graduates can learn new things faster than untrained employees	Total	
		Number	%
1	Agree	26	78.79%
2	Disagree	2	6.06%
3	Neither agree nor disagree	3	9.09%
4	Both are at par	2	6.06%
Total		33	100%



78.79% employers agreed that ITI graduates can learn new things faster than untrained employees.

3.2.7 Employer's opinion on the relevance, impact, and improvement of ITI training

Table 88 - Employer's opinion on the relevance, impact, and improvement of ITI training

a) Employer's opinion: Skills of ITI graduates relevant to the skill requirements in organization

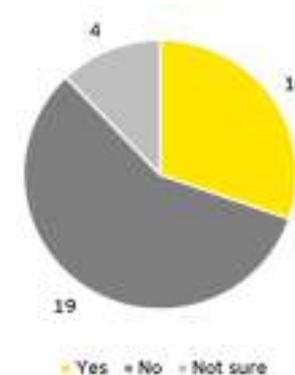
Sl. No.	Skills of ITI graduates relevant to the skill requirements in organization	Total	
		Number	%
1	Relevant	30	90.91%
2	Irrelevant	3	9.09%
Total		33	100%



The relevance of skills of ITI graduates with the skill requirement in employer's organization were found to be relevant. 90.91% employers reported that Skills of ITI graduates are relevant to the organization's need.

b) Employer's opinion: to perform the same job, are you willing to hire non-ITI graduate in place of ITI graduate

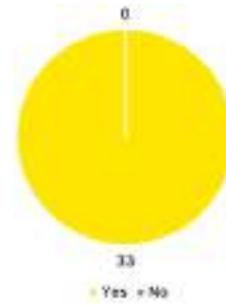
Sl. No.	Hiring of non-ITI graduate in place of ITI graduate for the same job	Total	
		Number	%
1	Yes	10	30.30%
2	No	19	57.58%
3	Not sure	4	12.12%
Total		33	100%



The acceptance of ITI graduates was found high. 57.58% employers reported that they are not interested to hire a non-ITI graduate in place of ITI graduates for the same job.

c) *Employer's opinion: Recommend ITI courses to other people*

Sl. No.	Recommend ITI courses to other people	Total	
		Number	%
1	Yes	33	100%
2	No	-	-
Total		33	100%



d) *Employer's opinion: Recommend other organizations to hire ITI graduates*

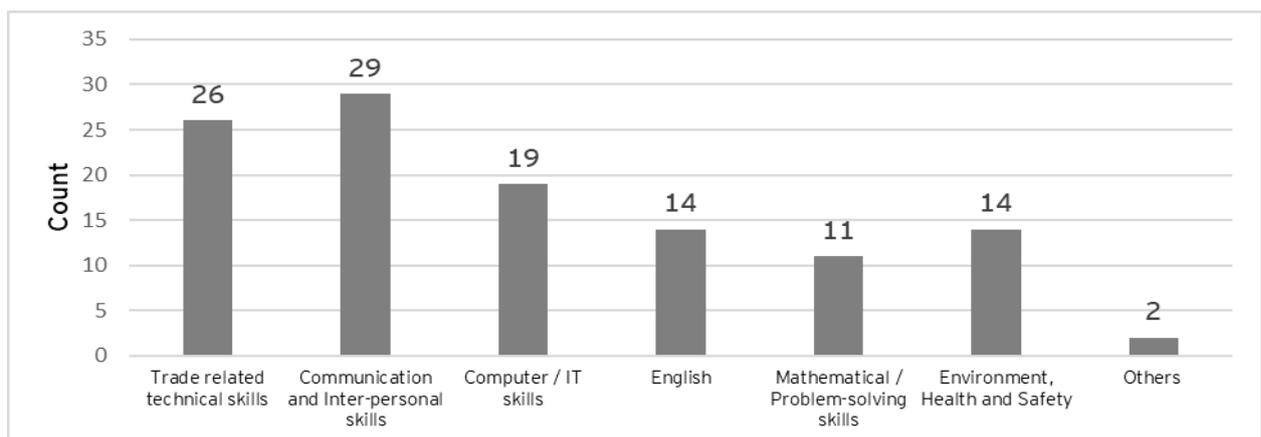
Sl. No.	Recommend other organizations to hire ITI graduates	Total	
		Number	%
1	Yes	32	96.97
2	Not answered	1	3.03
Total		33	100%



As shown in tables c and d regarding employer's opinion, the acceptance and popularity of ITI courses among employers was found to be very high. Almost all the employers would like to recommend ITI courses to other people and recommend hiring of ITI graduates to other organizations.

e) *Employer's opinion: Suggestions to ITI graduates to improve their Skill and knowledge*

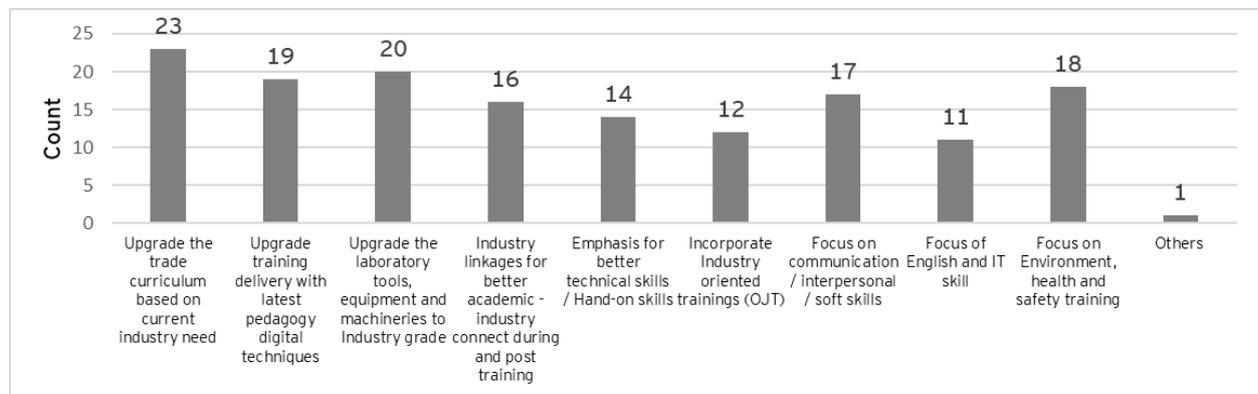
Sl. No.	Suggestions - ITI graduate	Total	
		Number	%
1	Trade related technical skills	26	78.79%
2	Communication and Inter-personal skills	29	87.88%
3	Computer / IT skills	19	57.58%
4	English	14	42.42%
5	Mathematical / Problem-solving skills	11	33.33%
6	Environment, Health and Safety	14	42.42%
7	Others	2	6.06%



The top three suggestions to ITI graduates from employers to improve their skill and knowledge to meet the industry expectation were reported as Communication and Inter-personal skills (87.88%), Trade related technical skills (78.79%) and Computer / IT skills (57.58%).

f) *Employer's opinion: Suggestions to ITIs for improvement in skill training program*

Sl. No.	Suggestions - ITI skill training program	Total	
		Number	%
1	Upgrade the trade curriculum based on current industry need	23	69.70%
2	Upgrade training delivery with latest pedagogy digital techniques	19	57.58%
3	Upgrade the laboratory tools, equipment and machineries to Industry grade	20	60.61%
4	Industry linkages for better academic - industry connect during and post training	16	48.48%
5	Emphasis for better technical skills / Hand-on skills	14	42.42%
6	Incorporate Industry oriented trainings (OJT)	12	36.36%
7	Focus on communication / interpersonal / soft skills	17	51.52%
8	Focus of English and IT skill	11	33.33%
9	Focus on Environment, health and safety training	18	54.55%
10	Others	1	3.03%



The top three suggestions to ITIs as an institution from employers for improvement in their skill training program to meet the industry expectations were reported as 'Upgrade the trade curriculum based on current industry needs (69.70%), upgrade the laboratory tools, equipment, and machineries to Industry grade (60.61%), upgrade training delivery with latest pedagogy & digital techniques (57.58%). Other suggestions are tabulated above.

3.2.8 Suitability and employment potential of trades acquired in ITIs of Assam

a) The most relevant trades in ITIs of Assam and have good employment potential / meeting the industry demand are as follows:

- ▶ Electrician
- ▶ Fitter

- ▶ Mechanic-Diesel
- ▶ Welder
- ▶ Mechanic - Motor Vehicle

b) The new emerging trades / Key skills, required in the industries of Assam in the next 5 years

- ▶ Auto Electrician
- ▶ Solar
- ▶ Artificial Intelligence
- ▶ CNC machine operator
- ▶ Robotics

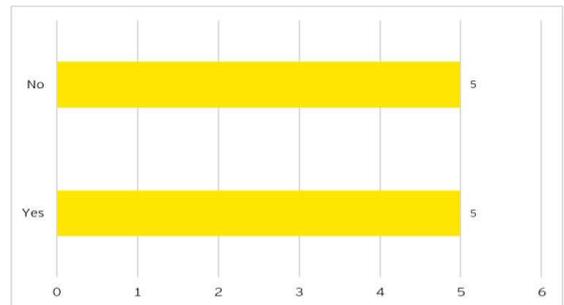
3.3. Specific results from ITIs interviewed in Assam

3.3.1 Effectiveness of training lifecycle of ITI training program

Table 89 - Effectiveness of training lifecycle of ITI training program

a) Challenges for getting admissions in ITI

Sl. No.	Challenges for getting good admissions in ITI	Total	
		Number	%
1	Yes	5	50%
2	No	5	50%
Total		10	100%



This shows that equal number of sample ITIs faces challenges for getting admissions in ITI and the major key challenges faced for getting good admissions are:

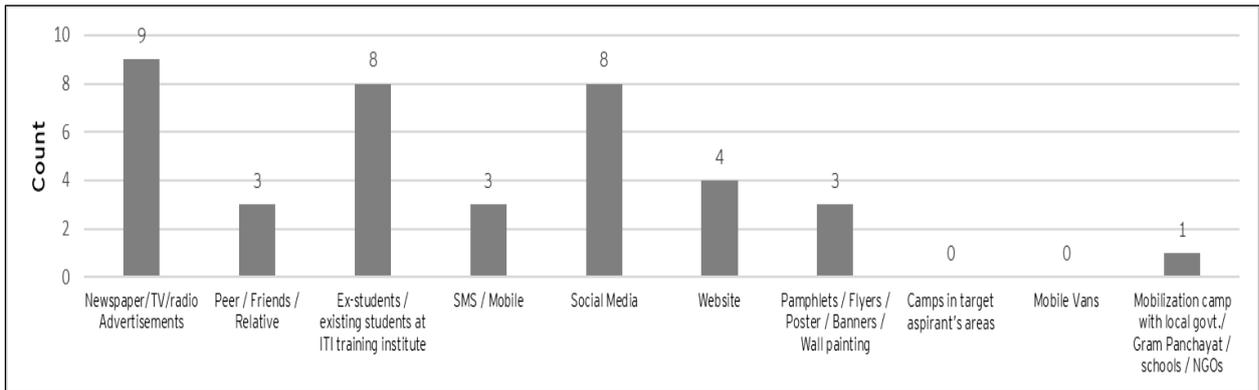
- ▶ Low interest towards trades like PPO and Sewing Technology etc.
- ▶ Online Admission
- ▶ Good percentage holders do not join ITI after allotment
- ▶ Change in demand of available trades

b) Mobilization activities carried out for admission and branding of ITI training program

Sl. No.	Mobilization activities carried out for admission and branding of ITI training program	Total	
		Number	%
1	Newspaper/TV/radio Advertisements	9	90%
2	Peer / Friends / Relative	3	30%
3	Ex-students / existing students at ITI training institute	8	80%
4	SMS	3	30%
5	Social Media	8	80%

Sl. No.	Mobilization activities carried out for admission and branding of ITI training program	Total	
		Number	%
6	Website	4	40%
7	Pamphlets / Flyers / Poster / Banners / Wall painting	3	30%
8	Camps in target aspirant's areas	-	-
9	Mobile Vans	-	-
10	Mobilization camp with local govt./ Gram Panchayat / schools / NGOs	1	10%

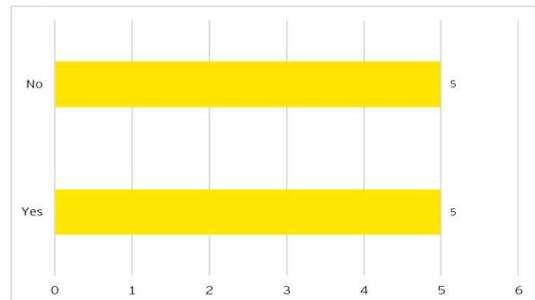
* Out of total 10 responses



The most effective mobilization activities for admission and branding of ITI training program are Newspaper/TV/radio Advertisements, Ex-students / existing students at ITI training institute and social media and less effective are mobilization camp and mobile SMS.

c) Provision of counselling the aspirants for the course / trade

Sl. No.	Provision of counselling the aspirants for the course / trade	Total	
		Number	%
1	Yes	5	50%
2	No	5	50%
Total		10	100%

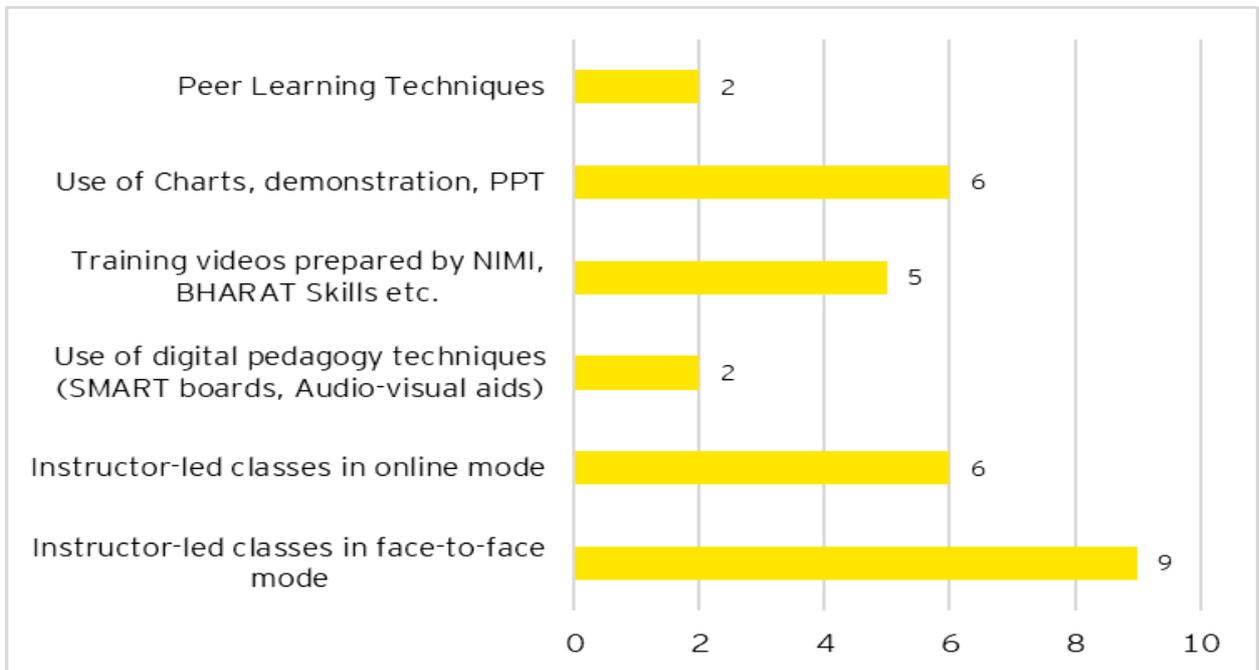


This shows that equal number of sample ITIs have provisions of counselling the aspirants for the course / trade and frequently used methods of providing the counselling to the aspirants are:

- ▶ Face to face counselling by ITI Staff
- ▶ Direct counselling and interaction with training aspirants in nearby locality of ITI during visits
- ▶ Admission related queries are met by Website, Email, Facebook page etc.
- ▶ Following the guidelines provided by DECT, Assam for counselling

d) Training delivery methods (Pedagogy techniques) in ITI

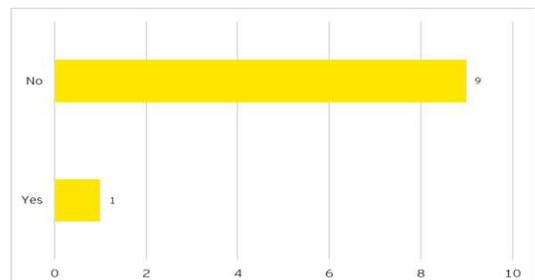
Sl. No.	Training delivery methods (Pedagogy techniques) in ITI	Total	
		Number	%
1	Instructor-led classes in face-to-face mode	9	90%
2	Instructor-led classes in online mode	6	60%
3	Use of digital pedagogy techniques (SMART boards, Audio-visual aids)	2	20%
4	Training videos prepared by NIMI, BHARAT Skills etc.	5	50%
5	Use of Charts, demonstration, PPT	6	60%
6	Peer Learning Techniques	2	20%



This shows that popular pedagogy methods in sample ITIs are Instructor-led classes in face-to-face mode and online mode, use of charts, demonstration, power point presentation and 20% ITIs have digital pedagogy techniques (SMART boards, Audio-visual aids).

e) Low trainee attendance

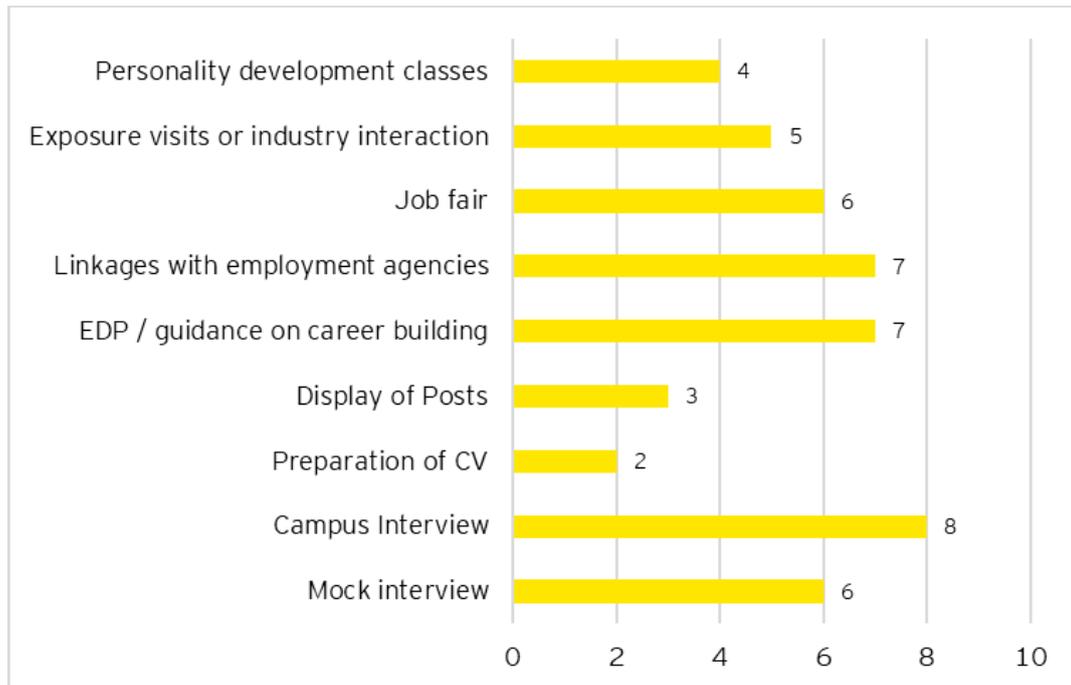
Sl. No.	Low training attendance	Total	
		Number	%
1	Yes	1	10%
2	No	9	90%
Total		10	100%



90% sample ITIs reported that they do not face low trainee attendance and the key factors, which lead to low attendance of trainees is non-availability of hostel facility.

f) Support provided for employment to trainees

Sl. No.	Supports provided for employment to trainees	Total	
		Number	%
1	Mock interview	6	60%
2	Campus Interview	8	80%
3	Preparation of CV	2	20%
4	Display of Posts	3	30%
5	EDP / guidance on career building	7	70%
6	Linkages with employment agencies	7	70%
7	Job fair	6	60%
8	Exposure visits or industry interaction	5	50%
9	Personality development classes	4	40%



The top 5 type of support provided by ITIs to trainees for employment are Campus Interview, Linkages with employment agencies, EDP / guidance on career building, Mock interviews, and Job fairs.

g) Key challenges faced by female candidates for getting valued employment after ITI training

Sl. No.	Key challenges faced by female candidates for getting valued employment after ITI training	Total	
		Number	%
1	Limited job opportunities in local industries for women	10	100%

Sl. No.	Key challenges faced by female candidates for getting valued employment after ITI training	Total	
		Number	%
2	Do not want to relocate	4	40%
3	Personal reasons like marriage, children etc.	5	50%
4	Low salary offering as compared to male	1	10%
5	Hesitation to join male dominates organization	2	20%
6	Lack the soft skills / grooming required for job	-	-
7	Lack of desired technical skill expected for the job	-	-
8	Unfavorable working hours	1	10%
9	Concerned about safety and security at workplace	2	20%
10	Unable to take risk for self-employment	3	30%
11	Limited financial resources for business	5	50%

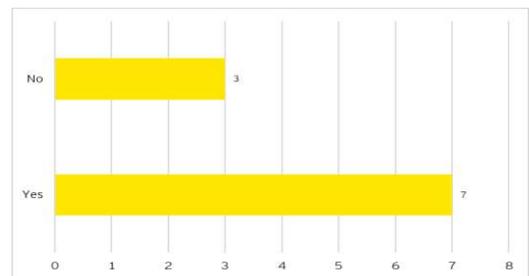
* Out of total 10 responses



Almost all the sample ITIs reported that there are limited job opportunities in local industries for women. 50% of sample ITIs agreed that women trainees face challenges of personal reasons like marriage, children etc. for getting valued employments.

h) Migration of graduates outside Assam for work

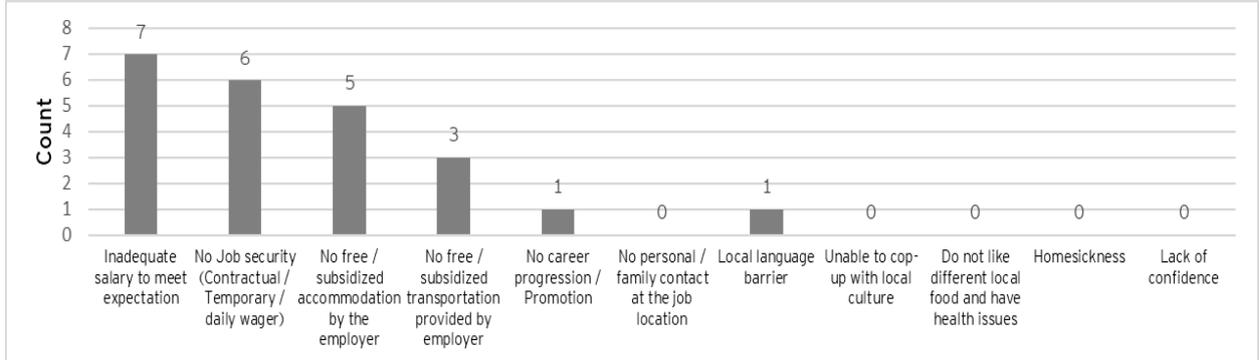
Sl. No.	Migration of graduate outside Assam for work	Total	
		Number	%
1	Yes	7	70%
2	No	3	30%
Total		10	100%



With regard to the migration of graduates outside Assam for work, 70% of sample ITIs agreed for the same and the key barriers to migration for ITI graduates are Inadequate salary to meet expectations, No Job security and no free / subsidized accommodation by the employer.

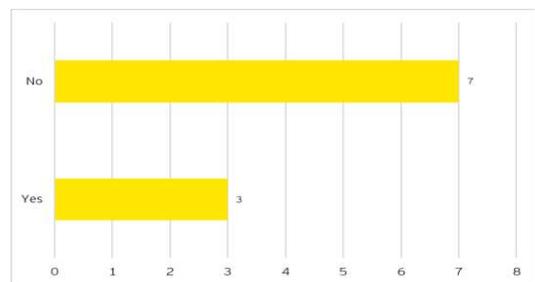
Sl. No.	Key barriers to migration for ITI graduates	Total	
		Number	%
1	Inadequate salary to meet expectation	7	100.00%
2	No Job security (Contractual / Temporary / daily wager)	6	85.71%
3	No free / subsidized accommodation by the employer	5	71.43%
4	No free / subsidized transportation provided by employer	3	42.86%
5	No career progression / Promotion	1	14.29%
6	No personal / family contact at the job location	-	-
7	Local language barrier	1	14.29%
8	Unable to cop-up with local culture	-	-
9	Do not like different local food and have health issues	-	-
10	Homesickness	-	-
11	Lack of confidence	-	-

* Out of 7 responses



i) Tracking of employment status by ITI

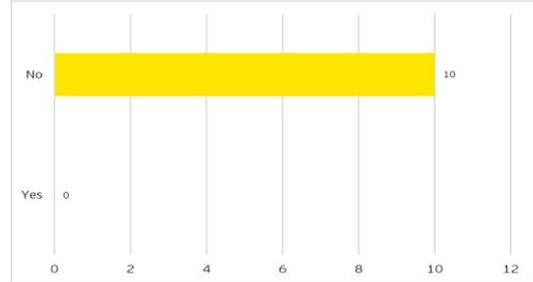
Sl. No.	Tracking of employment status by ITI	Total	
		Number	%
1	Yes	3	30%
2	No	7	70%
Total		10	100%



70% of sample ITIs reported that they do not track employment status of trainees post training.

j) MOU with employer / Industry for placement

Sl. No.	MOU with Industry / Employer for placement	Total	
		Number	%
1	Yes	0	0%
2	No	10	100%
Total		10	100%



None of the sample ITIs had MoU with the any employer / Industry for placement of trained candidates.

3.3.2 Relevance of ITI training program

a) Preferred trades amongst the ITI training aspirants in ITIs of Assam

- ▶ Electrician
- ▶ Fitter
- ▶ Computer Operator and Programming Assistant (COPA)
- ▶ Welder
- ▶ Mechanic Motor Vehicle
- ▶ Stenographer & Secretarial Assistant (English)

b) Preferred trades amongst the women aspirants in ITIs of Assam

- ▶ Computer Operator and Programming Assistant (COPA)
- ▶ Draughtsman Civil
- ▶ Stenographer & Secretarial Assistant (English)
- ▶ Basic Cosmetology
- ▶ Sewing Technology

c) Most employable and in-demand trades by the employers in Assam

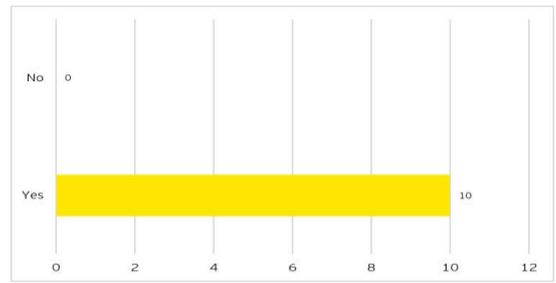
- ▶ Electrician
- ▶ Fitter
- ▶ Mechanic Diesel
- ▶ Electronics Mechanic
- ▶ Welder

3.3.3 Impact of ITI training program

Table 90 - Impact of ITI training program

a) Increase in economic level of family

Sl. No.	Increase in economic level of family	Total	
		Number	%
1	Yes	10	100%
2	No	-	-
Total		10	100%

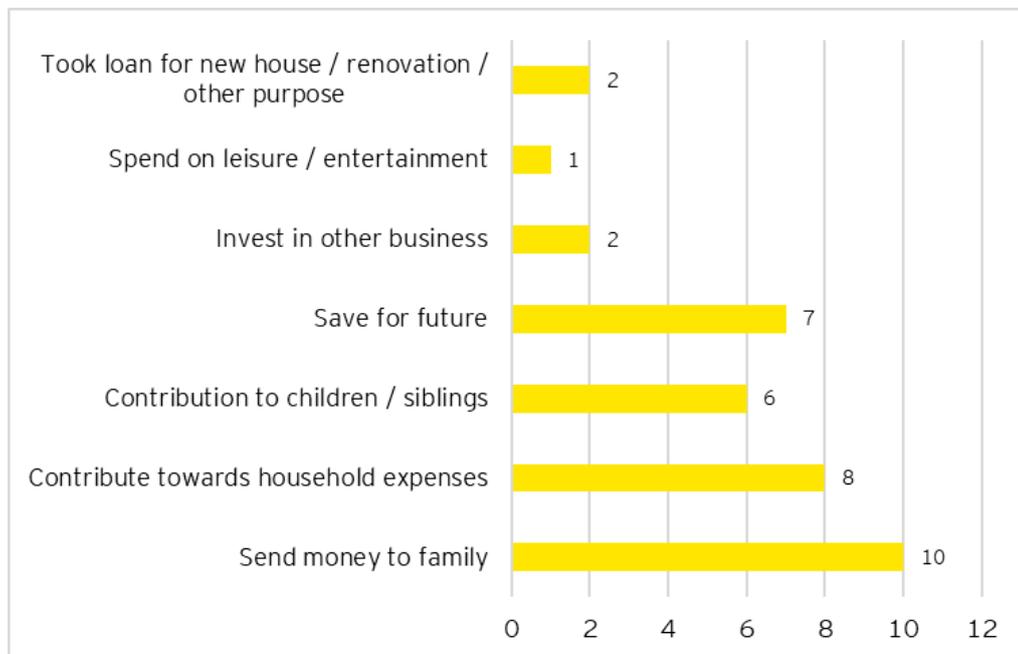


All the sample ITI agreed that there is an increase in income level of ITI graduates post ITI training.

b) Kind of contribution which can an ITI graduate make from income

Sl. No.	Kind of contribution which can make from income	Total	
		Number*	%
1	Send money to family	10	100%
2	Contribute towards household expenses	8	80%
3	Contribution to children / siblings	6	60%
4	Save for future	7	70%
5	Invest in other business	2	20%
6	Spend on leisure / entertainment	1	10%
7	Took loan for new house / renovation / other purpose	2	20%

*Out of 10 responses

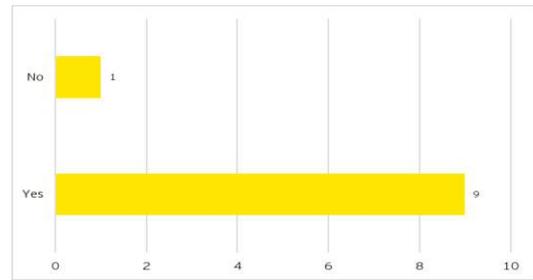


All the sample ITI reported that after ITI training, ITI graduates would be able to send money to family, 80% sample ITI reported that they could contribute towards household expenses, 70%

sample ITI reported that ITI graduate can save for future and 60% sample ITI reported that they can contribute to children / siblings post ITI training.

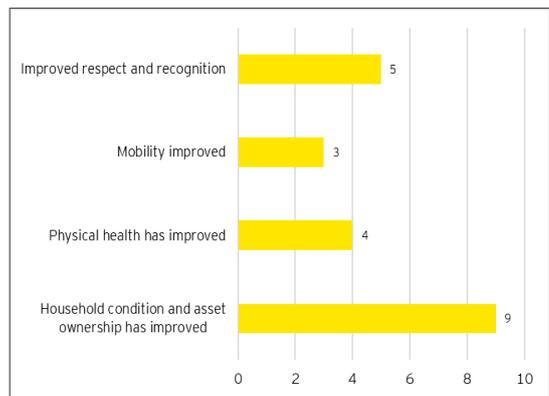
c) Upliftment of social values / status in the society

Sl. No.	Upliftment of social values / status in the society	Total	
		Number	%
1	Yes	9	90%
2	No	1	10%
Total		10	100%



Almost all the sample ITI reported that there are increase in social values / social status of an ITI graduate after ITI training and mostly their household condition and asset ownership has been improved.

Sl. No.	Kind of social upliftment after ITI training	Total	
		Number	%
1	Household condition and asset ownership has improved	9	100%
2	Physical health has improved	4	44.44%
3	Mobility improved	3	33.33%
4	Improved respect and recognition	5	55.56%
Total		9	100%



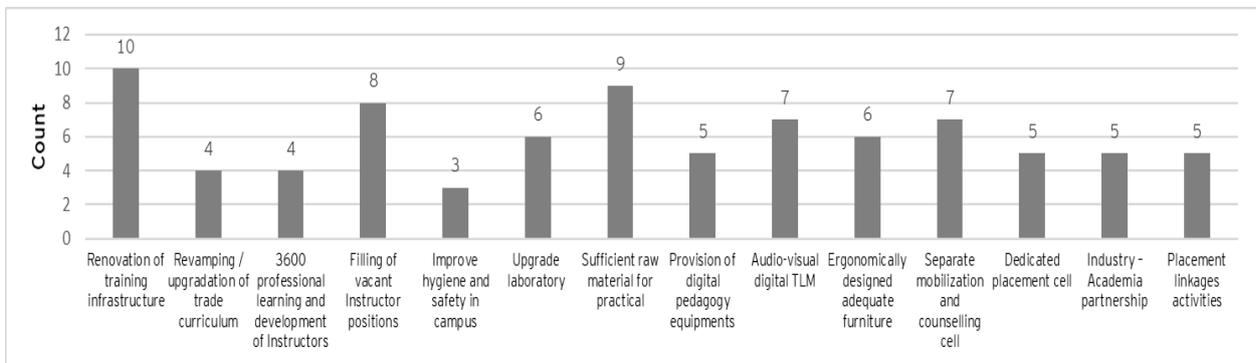
* Out of 9 responses

3.3.4 Area of improvement in ITI training program

Table 91 - Area of improvement in ITI training program

Sl. No.	Area of improvement in ITI training program	Total	
		Number	%
1	Renovation of training infrastructure	10	100%
2	Revamping / upgradation of trade curriculum aligned with Industry requirement	4	40%
3	360° professional learning and development of Instructors	4	40%
4	Filling of vacant Instructor positions	8	80%
5	Improve hygiene and safety in campus	3	30%
6	Upgrade laboratory with industry aligned latest tools and equipment	6	60%
7	Provision of sufficient raw material for practical	9	90%

Sl. No.	Area of improvement in ITI training program	Total	
		Number	%
8	Provision of digital pedagogy equipment	5	50%
9	Audio-visual digital training and learning material for theoretical and practical training	7	70%
10	Ergonomically designed adequate furniture	6	60%
11	Separate mobilization and counselling cell	7	70%
12	Dedicated placement cell	5	50%
13	Industry - Academia partnership in each trade for overall development of trainee	5	50%
14	Round the year placement linkages activities	5	50%



- ▶ 100% of sample ITIs reported that there is utmost requirement of renovation of training infrastructure.
- ▶ 90% of sample ITIs reported regarding requirement for provision of sufficient raw materials for practical.
- ▶ 80% of sample ITIs desired for filling up of vacant Instructor positions.
- ▶ 70% of sample ITIs suggested for installation and commissioning of audio-visual digital training and learning materials for theoretical and practical training.
- ▶ 70% of sample ITIs show their concern for separate mobilization and counselling cell in ITIs.



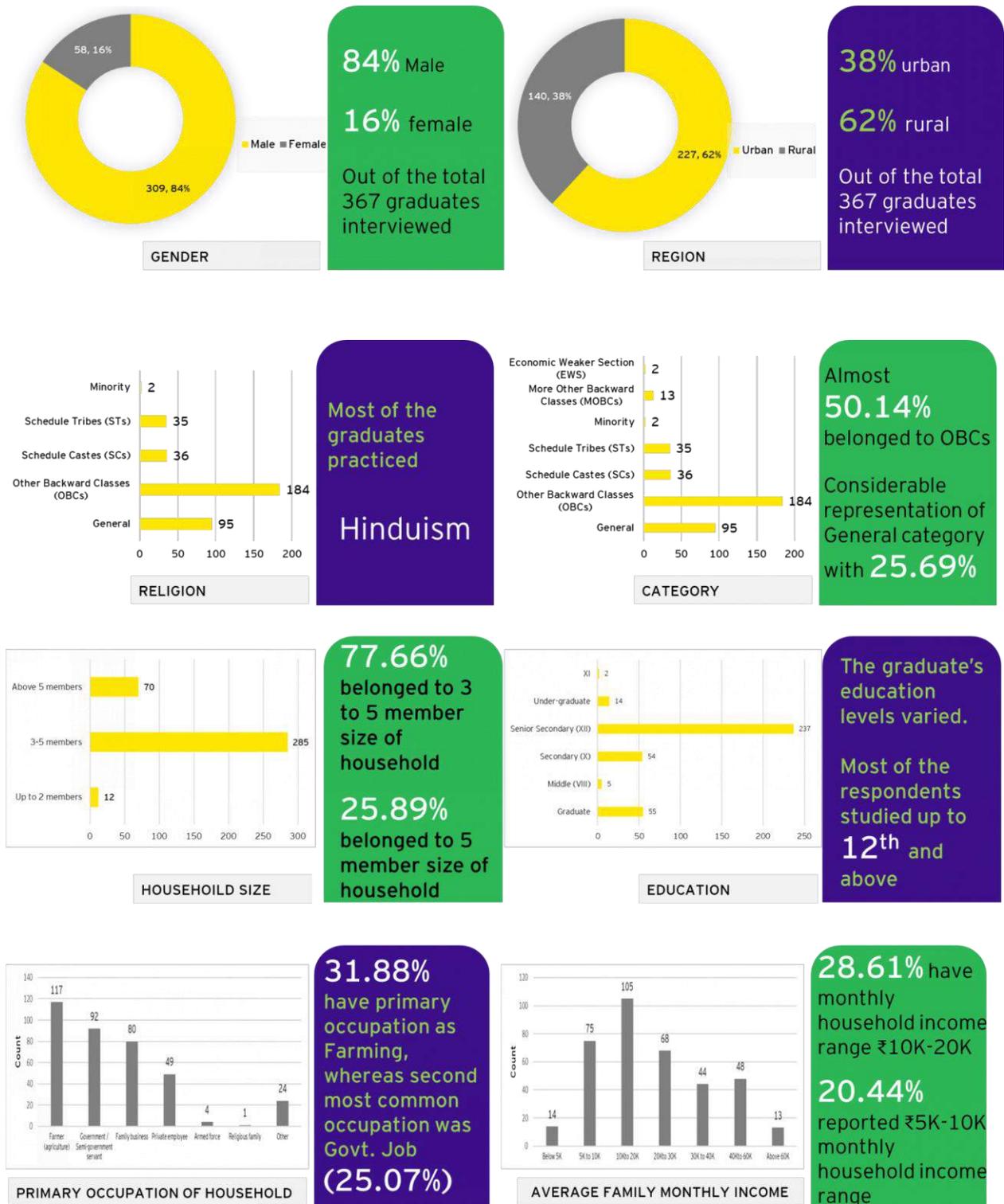
Section

4

Key Findings

4. Key Findings of Tracer Study

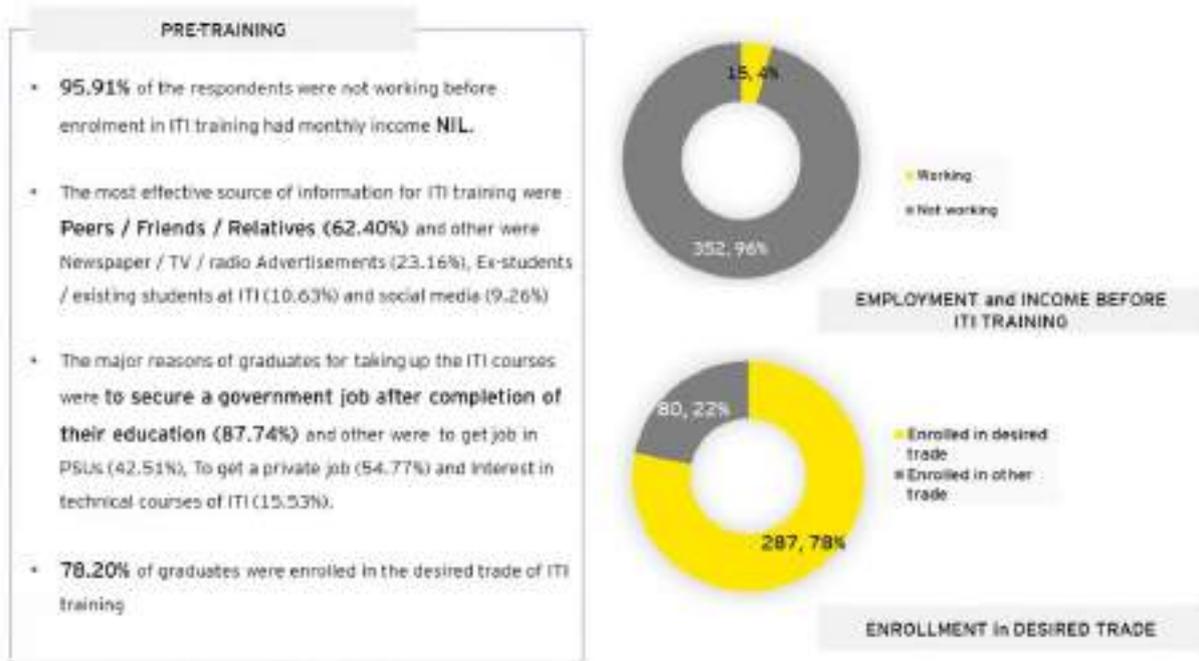
4.1. Graduate's profile



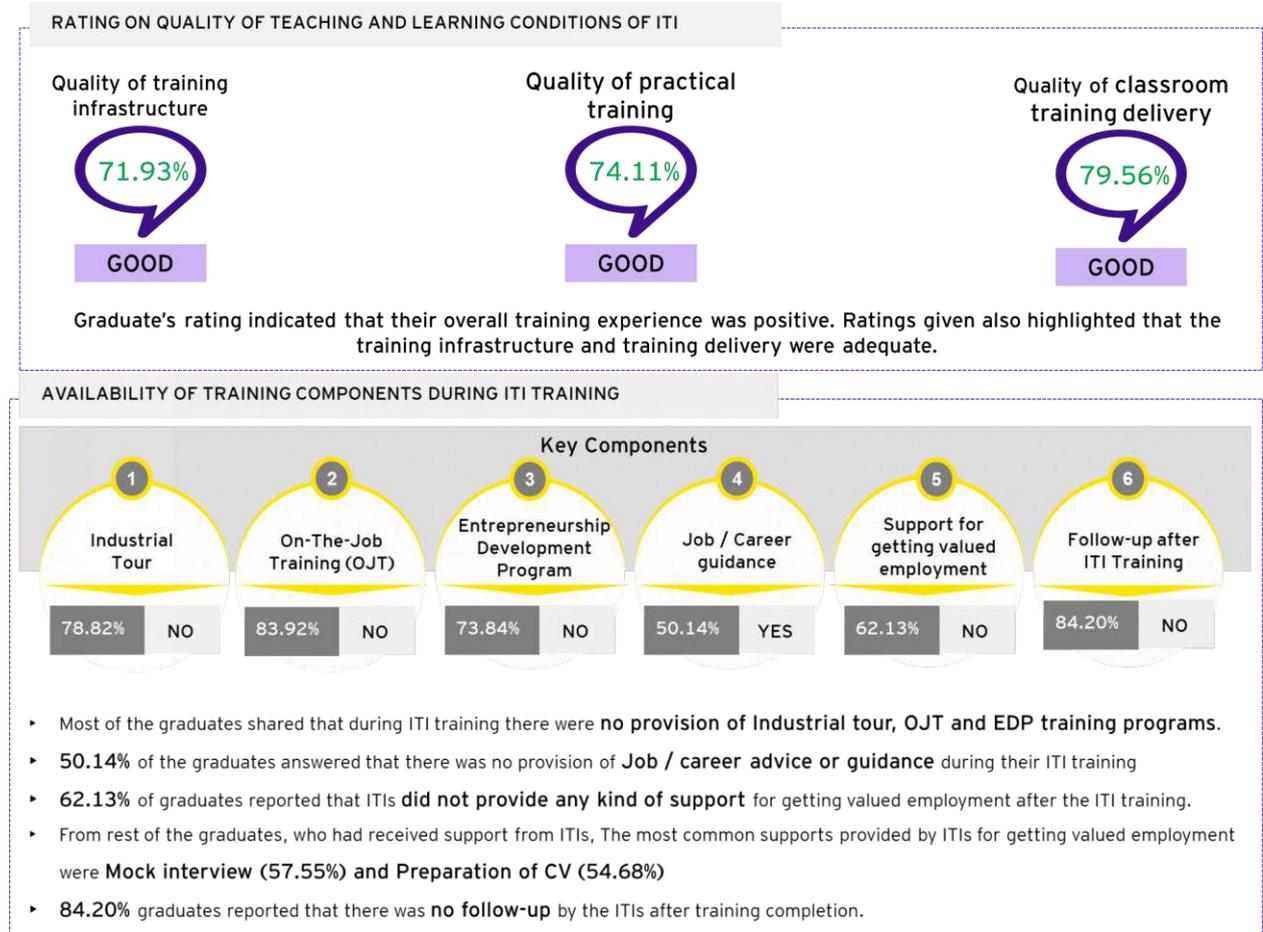
The study found that the vast majority of ITI graduates came from agricultural and low-income families (31.88%) and their parents have only up to school Secondary to senior secondary level educational background (approx. 80%). Approx. 50% participation of graduates in survey was

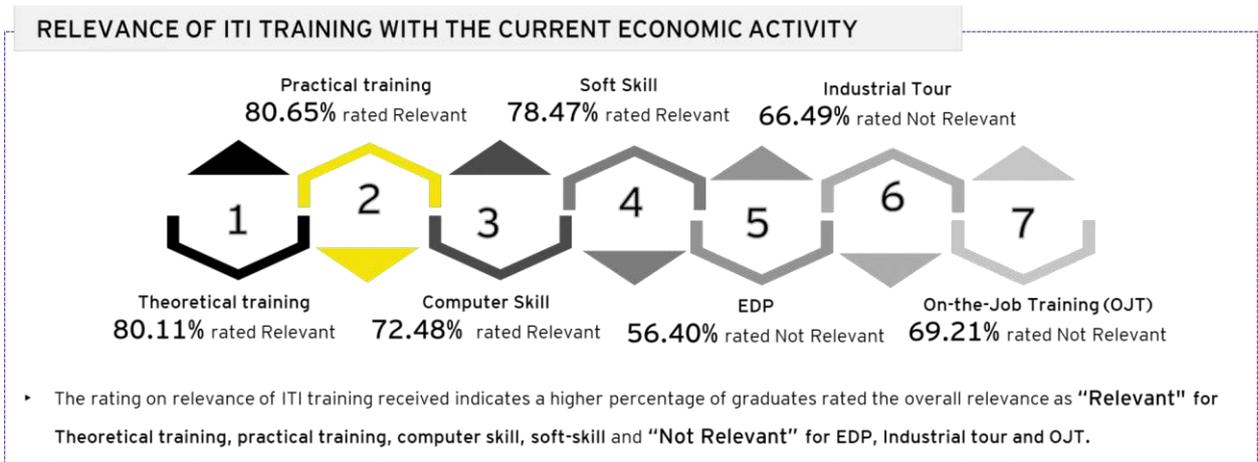
from the Upper Assam {Sivasagar (15.80%), Jorhat (14.71%), Tinsukia (10.90%) and Dibrugarh (10.35%)}

4.2. Pre training

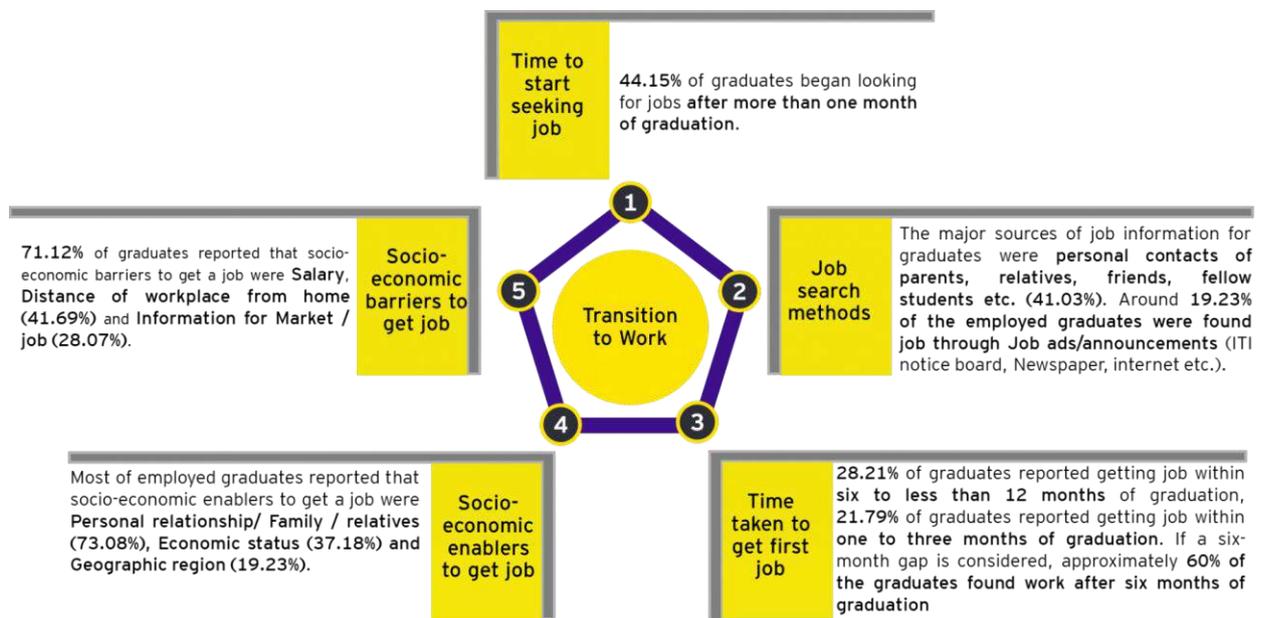


4.3. Quality and relevance of ITI Training





4.4. Transition to work



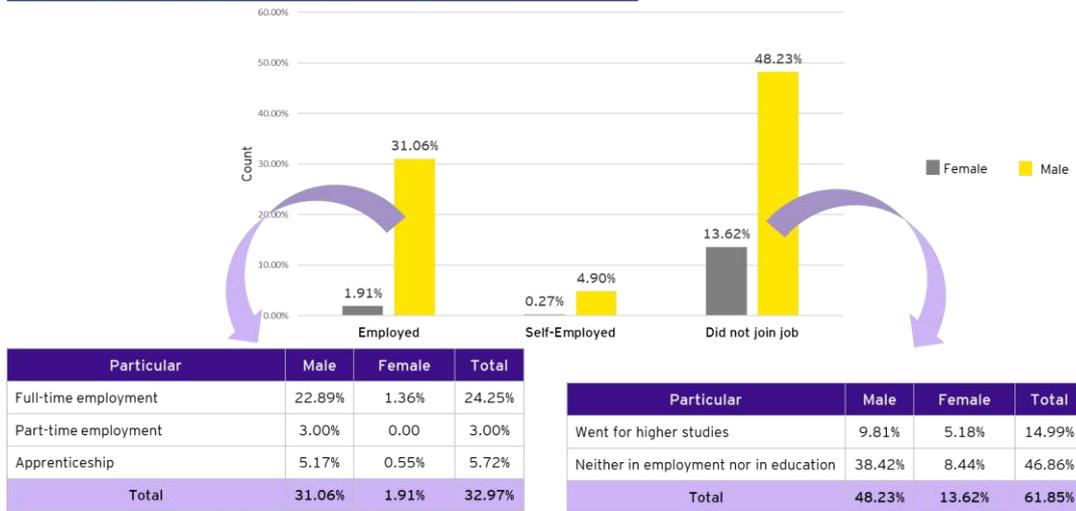
4.5. Labour Market Outcome

1. Present status of economic activity (By Gender):

Sl. No.	Status of Employment	Female		Male		Total	
		N	%	N	%	N	%
1	Did not join job	50	13.62%	177	48.23%	227	61.85%
2	Self-Employed	1	0.27%	18	4.90%	19	5.17%
3	Employed*	7	1.91%	114	31.06%	121	32.97%
Total		58	15.80%	309	84.20%	367	100%

*Full-time employed, part-time employed and apprenticeship

31.06% male graduates and 1.91% of female graduates joined the job out of 367 interviewed graduates

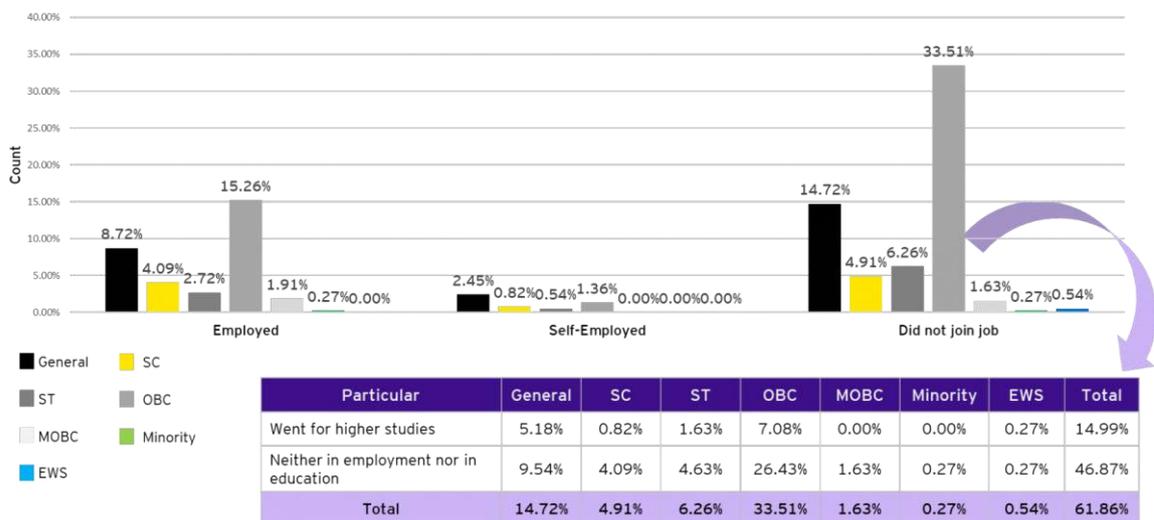


2. Present status of economic activity (By Category):

S. No.	Status of Employment	General		SC		ST		OBC		MOBC		Minority		EWS		Total	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
1	Did not join job	54	14.72%	18	4.91%	23	6.26%	123	33.51%	6	1.63%	1	0.27%	2	0.54%	227	61.86%
2	Self-Employed	9	2.45%	3	0.82%	2	0.54%	5	1.36%	0	0.00%	0	0.00%	0	0.00%	19	5.18%
3	Employed*	22	8.72%	15	4.09%	10	2.72%	56	15.26%	7	1.91%	0	0.00%	0	0.00%	121	32.97%
Total		95	25.89%	36	9.81%	35	9.54%	184	50.14%	13	3.54%	2	0.54%	2	0.54%	367	100%

*Full-time employed, part-time employed and apprenticeship

15.26% OBC graduates joined the job and 33.51% of OBC graduates did not join job out of 367 interviewed graduates



3. Present status of economic activity (By trade) of the candidates interviewed during conduct of the Tracer Study:

Table 92 - Distribution by present status of economic activity (By trade)

Sl. No.	Trade name	Total interviewed			Did not join job						Self-employed						Employed					
		F	M	Total	Female		Male		Total		Female		Male		Total		Female		Male		Total	
					N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
1	Basic Cosmetology	6	-	6	4	66.67%	0	0.00%	4	66.67%	0	0.00%	0	0.00%	0	0.00%	2	33.33%	0	0.00%	2	33.33%
2	COPA	4	12	16	2	12.50%	7	43.75%	9	56.25%	0	0.00%	1	6.25%	1	6.25%	2	12.50%	4	25.00%	6	37.50%
3	Draughtsman Civil	2	3	5	1	20.00%	2	40.00%	3	60.00%	0	0.00%	0	0.00%	0	0.00%	1	20.00%	1	20.00%	2	40.00%
4	Draughtsman Mechanical	-	1	1	0	0.00%	1	100.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
5	Electrician	2	43	45	2	4.44%	26	57.78%	28	62.22%	0	0.00%	1	2.22%	1	2.22%	0	0.00%	16	35.56%	16	35.56%
6	Electronics Mechanic	-	4	4	0	0.00%	1	25.00%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	75.00%	3	75.00%

Sl. No.	Trade name	Total interviewed			Did not join job						Self-employed						Employed					
		F	M	Total	Female		Male		Total		Female		Male		Total		Female		Male		Total	
					N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
7	Fabrication (fitting & Welding)	-	10	10	0	0.00%	6	60.00%	6	60.00%	0	0.00%	2	20.00%	2	20.00%	0	0.00%	2	20.00%	2	20.00%
8	Fitter	3	32	35	3	8.57%	16	45.71%	19	54.29%	0	0.00%	2	5.71%	2	5.71%	0	0.00%	14	40.00%	14	40.00%
9	ICTSM	3	8	11	2	18.18%	6	54.55%	8	72.73%	1	9.09%	0	0.00%	1	9.09%	0	0.00%	2	18.18%	2	18.18%
10	Information Technology	1	8	9	1	11.11%	5	55.56%	6	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	33.33%	3	33.33%
11	Instrument Mechanic	-	3	3	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	100.00%	3	100.00%
12	Machinist	-	10	10	0	0.00%	7	70.00%	7	70.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	30.00%	3	30.00%
13	Maintenance Mechanic Chemical Plant	1	-	1	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	1	100.00%

Sl. No.	Trade name	Total interviewed			Did not join job						Self-employed						Employed					
		F	M	Total	Female		Male		Total		Female		Male		Total		Female		Male		Total	
					N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
14	Mechanic Agricultural Machinery	-	2	2	0	0.00%	1	50.00%	1	50.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%
15	Mechanic Diesel	7	27	34	7	20.59%	18	52.94%	25	73.53%	0	0.00%	1	2.94%	1	2.94%	0	0.00%	8	23.53%	8	23.53%
16	Mechanic Motor Vehicle	3	18	21	3	14.29%	6	28.57%	9	42.86%	0	0.00%	1	4.76%	1	4.76%	0	0.00%	11	52.38%	11	52.38%
17	Mechanic Tractor	1	2	3	1	33.33%	1	33.33%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	33.33%	1	33.33%
18	Plastic Processing Operator	2	8	10	2	20.00%	5	50.00%	7	70.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	30.00%	3	30.00%
19	Plumber	-	15	15	0	0.00%	5	33.33%	5	33.33%	0	0.00%	1	6.67%	1	6.67%	0	0.00%	9	60.00%	9	60.00%
20	Pump Operator cum Mechanic	-	5	5	0	0.00%	2	40.00%	2	40.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	60.00%	3	60.00%

Sl. No.	Trade name	Total interviewed			Did not join job						Self-employed						Employed					
		F	M	Total	Female		Male		Total		Female		Male		Total		Female		Male		Total	
					N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
21	Refrigeration & Air-Conditioning Technician	1	2	3	1	33.33%	2	66.67%	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
22	Sewing Technology	1	8	9	1	11.11%	4	44.44%	5	55.56%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	44.44%	4	44.44%
23	Soil Testing & Crop Technician	2	1	3	2	66.67%	1	33.33%	3	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
24	Stenographer	6	2	8	6	75.00%	2	25.00%	8	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
25	Stenographer & Secretarial Assistant (English)	6	6	12	5	41.67%	4	33.33%	9	75.00%	0	0.00%	1	8.33%	1	8.33%	1	8.33%	1	8.33%	2	16.67%
26	Surface Ornamentation Technician	1	1	2	1	50.00%	1	50.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
27	Surveyor	2	2	4	2	50.00%	2	50.00%	4	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

Sl. No.	Trade name	Total interviewed			Did not join job						Self-employed						Employed					
		F	M	Total	Female		Male		Total		Female		Male		Total		Female		Male		Total	
					N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
28	Turner	2	12	14	2	14.29%	6	42.86%	8	57.14%	0	0.00%	1	7.14%	1	7.14%	0	0.00%	5	35.71%	5	35.71%
29	Welder	2	48	50	2	4.00%	29	58.00%	31	62.00%	0	0.00%	6	12.00%	6	12.00%	0	0.00%	13	26.00%	13	26.00%
30	Wireman	-	16	16	0	0.00%	11	68.75%	11	68.75%	0	0.00%	1	6.25%	1	6.25%	0	0.00%	4	25.00%	4	25.00%
Total		58	309	367	50	13.62%	177	48.23%	227	61.85%	1	0.27%	18	4.90%	19	5.18%	7	1.91%	114	31.06%	121	32.97%

The distribution of present status of interviewed graduates trade wise shows that majority of graduates from Mechanic-Diesel, Fitter, Electrician, welder, wireman, Plumber, COPA are employed / Self-employed. In trades like Soil testing and crop technician, Stenographer, Surface ornamental technician, Surveyor, Plastic processing operator, ICTSM, Draughtsman mechanical have higher percentage of graduates in neither in employment nor in education. Welder, Fabrication and Fitting, COPA, Stenographer & Secretarial Assistant (English) etc. trades have self-employment potential.

4. Labour Force Participation Rate (LFPR): It is a measure of the proportion of working age population that engages actively in the labour market, either by working or by looking for work. It is also defined as the percentage of persons in the labour force in the population. It provides an indication of the relevant size of the supply of labour force.

a. LFPR by gender and area

Table 93 - Distribution by LFPR by gender and area

Particulars	Rural			Urban			Rural + Urban		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Population (Graduate Interviewed)	197	30	227	112	28	140	309	58	367
Total No. of graduate (Employed)	60	2	62	35	3	38	95	5	100
Total No. of graduate (Self-Employed)	13	1	14	5	0	5	18	1	19
Total No. of graduate (Apprenticeship)	12	0	12	7	2	9	19	2	21
Total No. of graduate Not working but looking for the job	84	12	96	49	12	61	133	24	157
Total Labour Workforce	169	15	184	96	17	113	265	32	297
LFPR	85.79%	50.00%	81.06%	85.71%	60.71%	80.71%	85.76%	55.17%	80.93%

The overall Labour Force Participation Rate was found 80.93%. The LFPR was higher in male (85.76%) than female graduates (55.17%).

b. LFPR by type of ITI

Table 94 - Distribution by LFPR by type of ITI

Particulars	Project ITI (Govt.)	Project ITI (Pvt.)	Non-Project ITI (Govt.)	Total
Population (Graduate Interviewed)	190	29	148	367
Total No. of graduate (Employed)	49	4	47	100
Total No. of graduate (Self-Employed)	9	3	7	19
Total No. of graduate (Apprenticeship)	14	1	6	21
Total No. of graduate Not working but looking for the job	81	21	55	157
Total working age population	153	29	115	297
LFPR	80.53%	100.00%	77.70%	80.93%

c. LFPR by category

Table 95 - Distribution by LFPR by category

Particulars	Gen.	SC	ST	OBC	MOBC	Min.	EWS	Total
Population (Graduate Interviewed)	95	36	35	184	13	2	2	367
Total No. of graduate (Employed)	27	15	10	42	6	0	0	100
Total No. of graduate (Self-Employed)	9	3	2	5	0	0	0	19
Total No. of graduate (Apprenticeship)	5	0	0	14	1	1	0	21
Total No. of graduate Not working but looking for the job	32	13	14	92	4	1	1	157
Total working age population	73	31	26	153	11	2	1	297
LFPR	76.84%	86.11%	74.29%	83.15%	84.62%	100.00%	50.00%	80.93%

5. **Unemployment rate:** Unemployment Rate (UR) is defined as the percentage of persons unemployed among the persons in the labour force. Unemployment rate is obtained by dividing the number of unemployed individuals by all individuals currently in the active population.

a. Unemployment rate by gender and area

Table 96 - Distribution by Unemployment rate by gender and area

Particulars	Rural			Urban			Rural + Urban		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total working age population (Active population)	169	15	184	96	17	113	265	32	297
Total No. of graduate Not working (Unemployed)	84	12	96	49	12	61	133	24	157
Unemployment Rate	49.70%	80.00%	52.17%	51.04%	70.59%	53.98%	50.19%	75.00%	52.86%

The overall unemployment rate was found to be 52.86%. The unemployment rate was higher in female (75.00%) than male graduates (50.17%).

b. Unemployment rate by type of ITI

Table 97 - Distribution by Unemployment rate by type of ITI

Particulars	Project ITI (Govt.)	Project ITI (Pvt.)	Non-Project ITI (Govt.)	Total
Total working age population (Active population)	153	29	115	297
Total No. of graduate Not working (Unemployed)	81	21	55	157
Unemployment Rate	52.94%	72.41%	47.83%	52.86%

c. Unemployment rate by category

Table 98 - Distribution by Unemployment rate by category

Particulars	Gen.	SC	ST	OBC	MOBC	Min.	EWS	Total
Total working age population (Active population)	73	31	26	153	11	2	1	297
Total No. of graduate Not working (Unemployed)	32	13	14	92	4	1	1	157
Unemployment Rate	43.84%	41.94%	53.85%	60.13%	36.36%	50.00%	100.00%	52.86%

6. Present Monthly income

a. Monthly Income by Type of employment

Table 99 - Distribution by monthly income by type of employment

Sl. No.	Range of monthly Income of graduates	Employed		Self-employed		Apprenticeship		Total	
		#	%	#	%	#	%	#	%
1	Below 5K	-	0.00%	-	0.00%	1	4.76%	1	0.71%
2	5K to 10K	29	29.00%	4	21.05%	17	80.95%	50	35.71%
3	10Kto 20K	45	45.00%	8	42.11%	3	14.29%	56	40.00%
4	20Kto 30K	14	14.00%	5	26.32%	-	0.00%	19	13.57%
5	30K to 40K	10	10.00%	1	5.26%	-	0.00%	11	7.86%
6	40Kto 60K	2	2.00%	1	5.26%	-	0.00%	3	2.14%
7	Above 60K	-	0.00%	-	0.00%	-	0.00%	0	0.00%
Total		100	100.00%	10	100.00%	21	100.00%	140	100.00%

The above table shows the statistics on range of monthly salary level for employed and self-employed graduates. For the sake of simplicity, average monthly income is categorized in ranges. The average monthly income of employed graduate varied among the type of organization served. 45% of employed ITI graduates have the range of monthly salary from ₹10K to ₹20K. 29% of employed ITI graduates have the range of monthly income from ₹5Kto ₹10K, whereas 42.11% of self-employed graduates have the range of monthly income from ₹10K to ₹20K. Monthly salary range was found to be significantly higher only 2 of the employed graduates and 5.26% of self-employed graduates ranging from ₹40K to ₹60K.

The average salary of interviewed and employed graduates was found ₹17,340.61

7. Job occupation characteristics - Employed (Full time, part-time, temporary, contractual, apprenticeship)

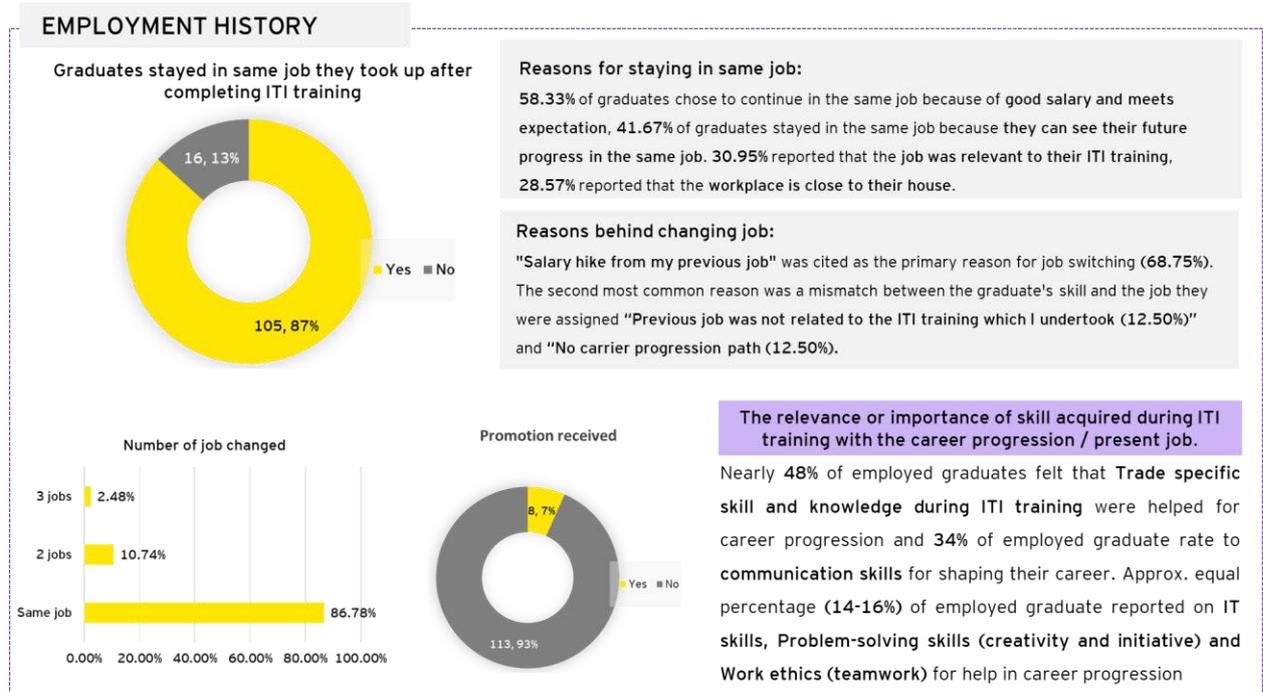
Total 121 graduates were found employed out of total 367 interviewed graduates.

Job Occupation Characteristics	
Nature of present employment	Most of the nature of occupations were Full time permanent salaried (44.63%) , Full time contractual (22.31%) , Apprenticeship (17.36%) and Temporary employee (12.40%)
Industry Sector	34.71% of graduates were found employed in manufacturing sector while 65.29% were found working in service sector .
Industry Type	Among employed graduates, 25.62% of the graduates reported to be working in PSUs ; approx. 20.66% reported for working in micro-organizations, 14.88% were working in Government. Only 8.66% were found working in large-scale organizations.
Type of Industry	It was observed that only 45.45% of the employed graduates secured employment in the same sector in which they had received training at ITI . This indicates that for a major proportion of employed graduates, employment opportunities could not be secured in the related sector.
Designation	The major occupational group Support staff / Worker / Operator (28.93%) , Assistant / Trainee (14.88%) , other Trades Workers (19.01%) Apprentice (17.36%) The classification was done with care, but it may not have been done perfectly. Certain occupations were distinct and difficult to categorize in major groups.

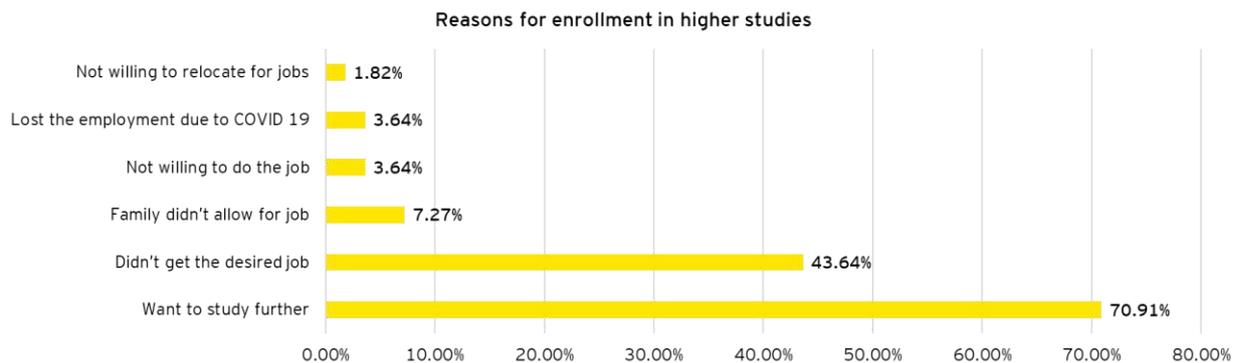
Total 19 graduates were found to be self-employed out of total 367 interviewed graduates.

Job Occupation Characteristics - Self-Employment			
Reasons for taking up self-employment 47.37% of self-employed graduates had their own business idea, 36.84% were supported by Family / Friends / relatives, 31.58% wanted flexibility in timings, workplace, contribution towards family etc. and 21.05% opt self-employment as better career opportunity compared to a job.	Nature of Self-employment 63.16% of self-employed graduate reported that they have started new venture and rest 36.84% have joined family business.	Industry sector of present self-employed 57.89% of the self-employed graduates were working in service sector, 26.32% were working in sales and rest were in manufacturing sector.	Business loan to start or expand business None of the self-employed graduate has taken any loan from any of the financial institution to start or expand of his / her business.
Starting investment for new venture Two third of self-employed graduates have started their business from up to 1 Lac investment, whereas one third have 1 to 5 lakh investment to start their new business	Number of persons deployed in present business 84.21% self-employed graduated have deployed 1 to 3 person in their present business.	Status of present business About 50% of the self-employed graduates reported their present status of business as successful, whereas 31.58% reported it as struggling.	Self-employment Trade / Sector v/s ITI training trade / sector 73.68% of self-employed graduates reported that they are running business in different sector / trade from which they had ITI training.

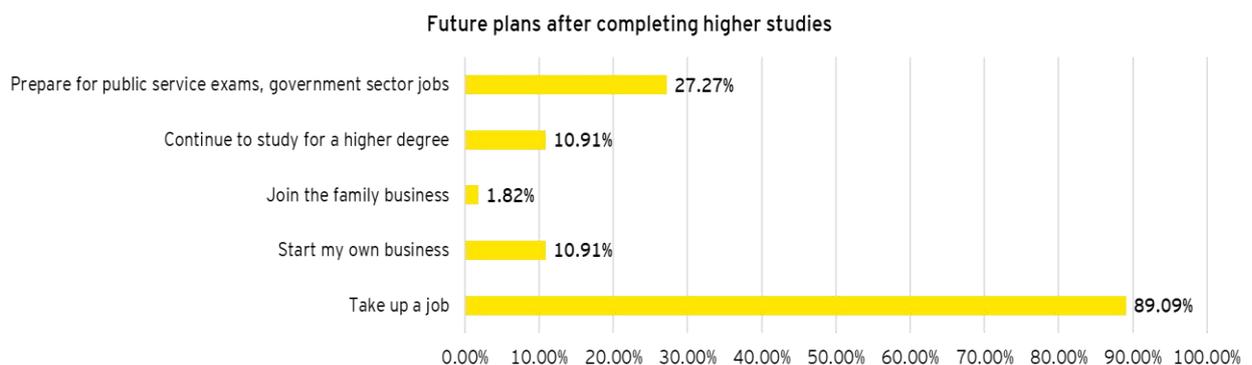
8. Employment history



9. Reasons for higher education and future plan

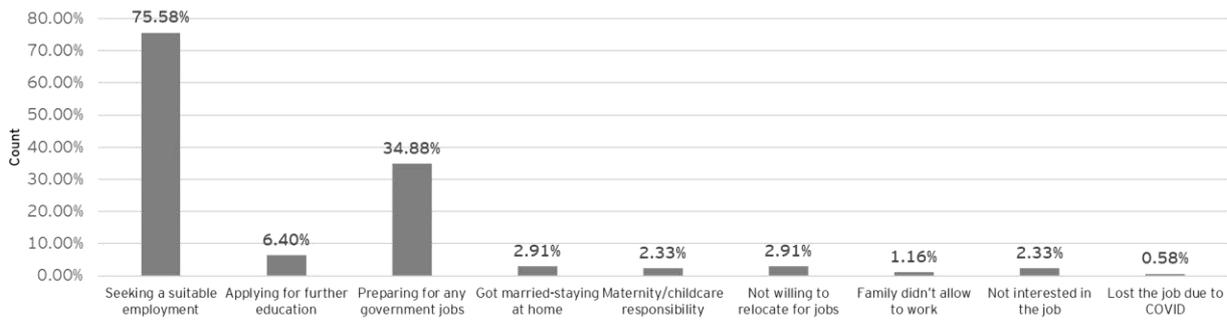


The graduates who reported that they were in higher study / lateral entry in polytechnic at the time of survey were further inquired about reasons for enrolment in higher studies. It was found that most of the graduates wanted to study further (70.91%) and didn't get the desired job (43.64%).



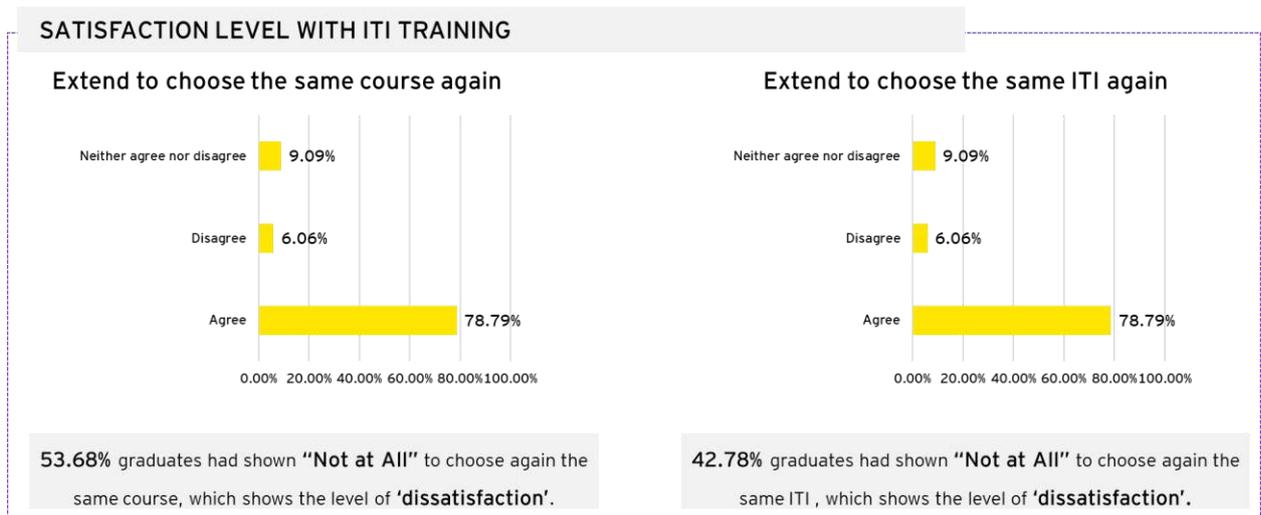
Majority of graduates have plans to take up a job after completing higher studies. It can be observed that self-employment is the least preferred choice among the students graduated from ITI courses. Also, it is important to note that nearly one tenth of the total students graduated from ITI courses intend to pursue further higher degree.

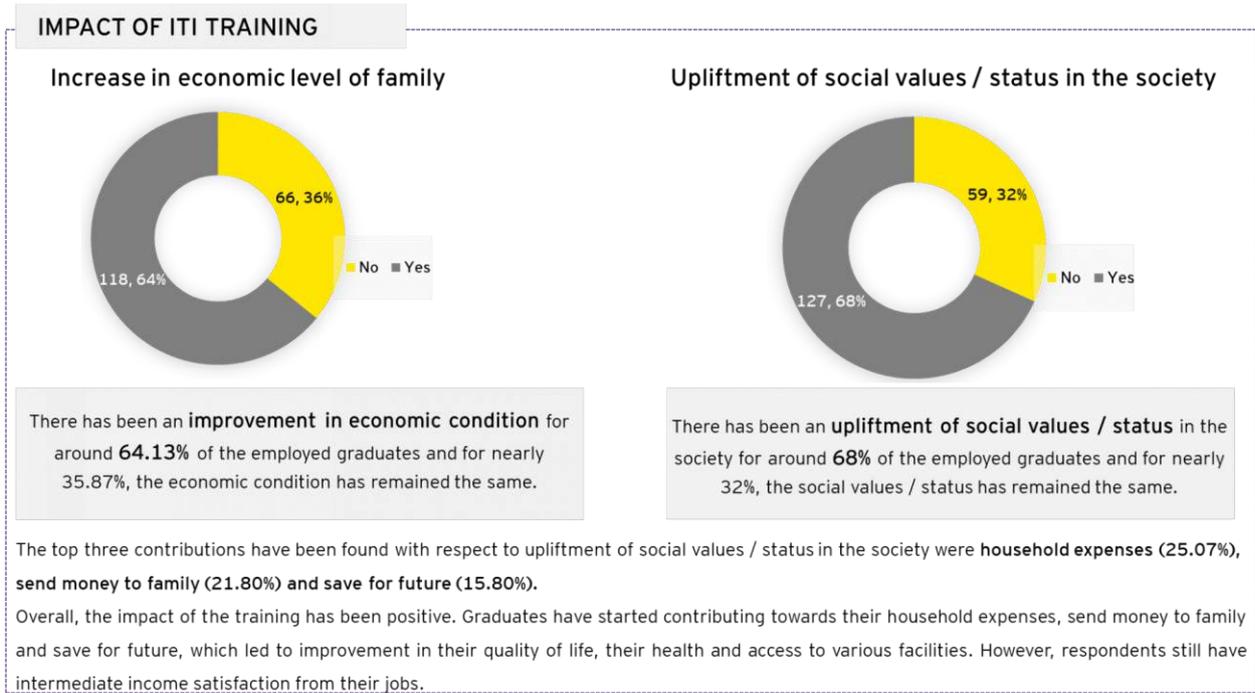
10. Reasons for neither in employment nor in education



The graduates who reported that they were neither in employment nor in education at the time of survey were further inquired about reasons for their present status. It was found that most of the graduates were seeking suitable employment (75.58%) and preparing for any government jobs (34.88%).

4.6. Graduate's satisfaction, and impact of ITI Training





4.7. Internal Efficiency of ITI

To understand the internal efficiency of ITI training, we had looked into enrollment against the sanctioned seats, drop-outs and pass-outs of trainees under ITIs and Trades in years 2018 and 2019 of sample ITIs. For this purpose, the data was collected on from sample ITIs.

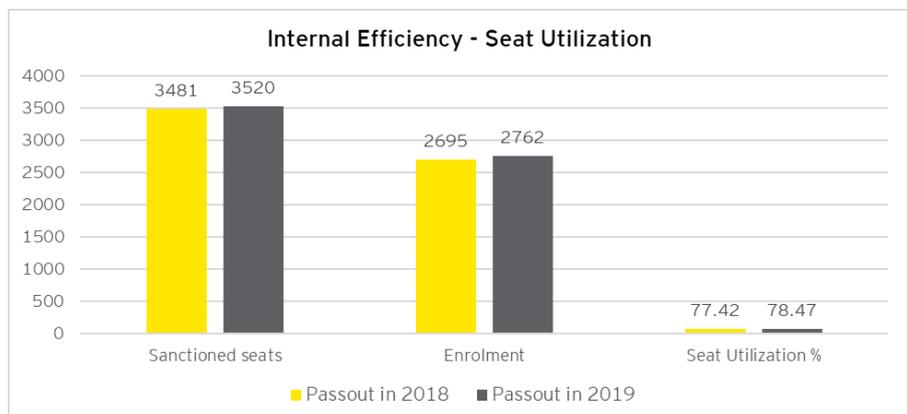
Table 100 - Internal Efficiency of ITIs

a) Seat Utilization

Table 101 - Seat Utilization by pass-out year

Sl. No.	Particulars	Pass out 2018	Pass out 2019	Total
1	Sanctioned Seats	3481	3520	7001
2	Enrollment	2695	2762	5457
Seat Utilization		77.42%	78.47%	77.95%

The overall seat utilization in selected ITIs for tracer study is found 77.95% for all the trades and 77.42% and 78.47% in year 2018 and 2019 respectively. In general, engineering trades have higher seat utilization like Mechanic Diesel (91.22%), Fitter (89.16%), MMV



(85.71%), Machinist (83.33%), Electrician (80.80%), Welder (78.78%) etc. whereas non-engineering trades like Basic cosmetology (43.81%), Sewing Technology (45.71%), Stenography (72.38%) have low seat utilization. In Assam Stenographer and Secretarial Assistant (95.24%), IT-BBBT (90.87%), COPA (79.49%) have higher seat utilization and Mechanic Maintenance Chemical Plan-MMCP (28.57%), ICTSM (50.00%), Turner (60.17%), Mechanic-Agriculture Machinery (61.90%) have low seat utilization.

The seat utilization pattern across the ITIs shows that few ITIs have more than 28% seat utilization like Haflong (93.71%), Tinsukia (91.65%), Gargaon (91.48%), Nagaon (84.28%) and Jorhat (81.26%) and Srikona (78.86%), Dhemaji (75%), ARTDC (69.05%), Bongaigaon (62.89%) and Tezpur (51.56%) have below 80% seat utilization in year 2018 and 2019.

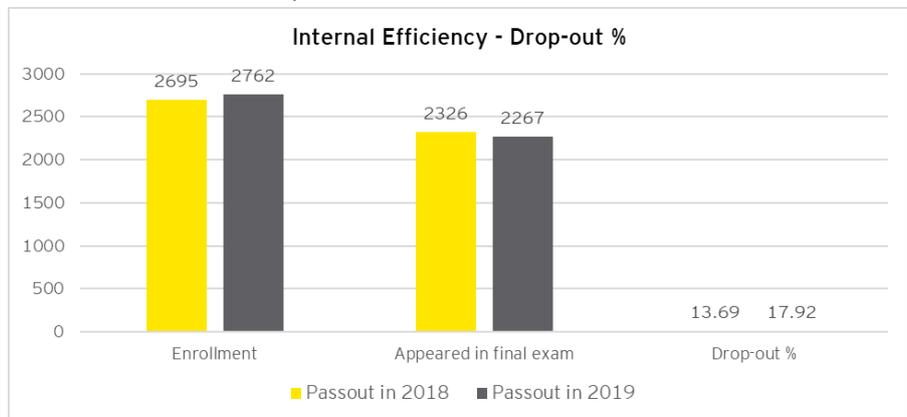
b) Drop-out rate

Table 102 - Drop-out rate by pass-out year

Sl. No.	Particulars	Pass out 2018	Pass out 2019	Total
1	Enrollment	2695	2726	5457
2	Trainees appeared in final exam	2326	2267	4593
Drop-out rate		13.69%	17.92%	15.83%

The drop-out rate in selected ITIs for tracer study is found 15.83% for all the trades and 13.69% and 17.83% in year 2018 and 2019 respectively.

The Drop-out rate across the ITIs shows that ITI, Nagaon (9.13%) has below 10% drop-out rate, whereas all other



ITIs has more than 10% drop-out rate as Haflong (12.80%), ARTDC (13.79%), Tinsukia (17.36%), Jorhat (19.13%) Gargaon (20.21%), Dhemaji (21.84%), Bongaigaon (22.75%) and Srikona (23.20%) in year 2018 and 2019.

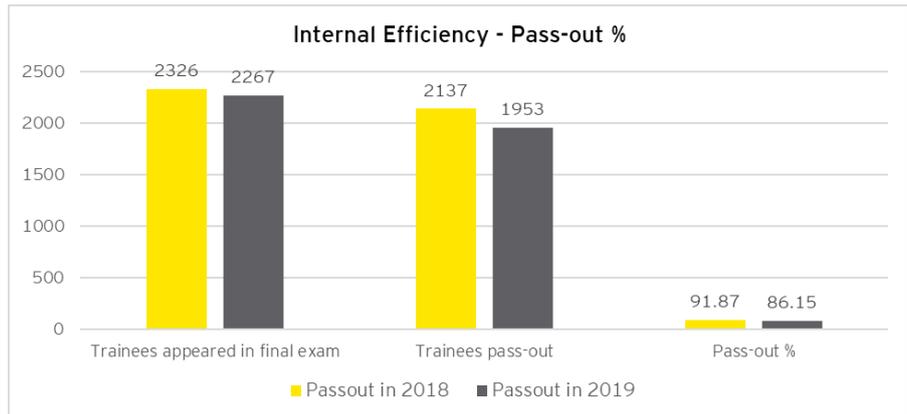
The drop-out rate found moderate for trades like electrician (11.60%), Machinist (12.50%), Welder (12.55%), Mechanic Diesel (13.08%), Fitter (13.72%), Turner (15.24%), wireman (15.29%) etc. It was further found that the dropout rates reportedly more in MMV (17.68%), COPA (22.74%), Stenographer and Secretarial Assistant (25.71%), Stenography (27.63%), ICTSM (28.57%), PPO (30.88%), Sewing Technology (40.63%) etc. whereas it was found less in IT-BBBT (6.69%), Basic cosmetology (15.22%) and Mechanic-Agriculture Machinery (15.38%).

c) *Pass-out rate*

Table 103 - Pass-out rate by Pass-out year

Sl. No.	Particulars	Pass out 2018	Pass out 2019	Total
1	Trainees appeared in final exam	2326	2267	4593
2	Pass-out trainees	2137	1953	4090
Pass-out rate		91.87%	86.15%	89.05%

Pass-out rates is another key internal efficiency indicator of ITIs. It's a long way to go for most of the sample ITI to be even called as reasonably good performing institutions. Similar to Drop-out, Pass-out is another area that DECT need to address on priority



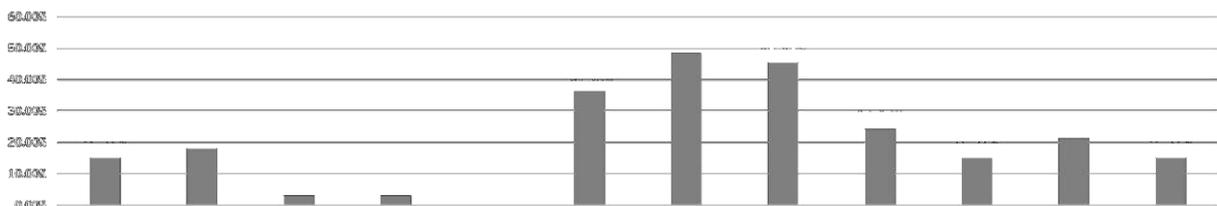
basis. The overall Pass-out rates in selected ITIs for Tracer Study were found 89.05%. The pass-out rate was declined in year 2019 from 91.87% to 86.15%.

The pass out rates when analyzed ITI wise revealed that Haflong, ARTDC, Tinsukia, Gargaon, Tezpur, Dhemaji, Jorhat have above 90% pass-out rate whereas ITI, Nagaon, Bongaigaon, Srikona were found between 70 to 90 percent.

The pass-out rate in engineering trades were found more than 90% like electrician, Mechanic Diesel, Fitter, machinist, MMV, welder etc.

4.8. Interaction with employers

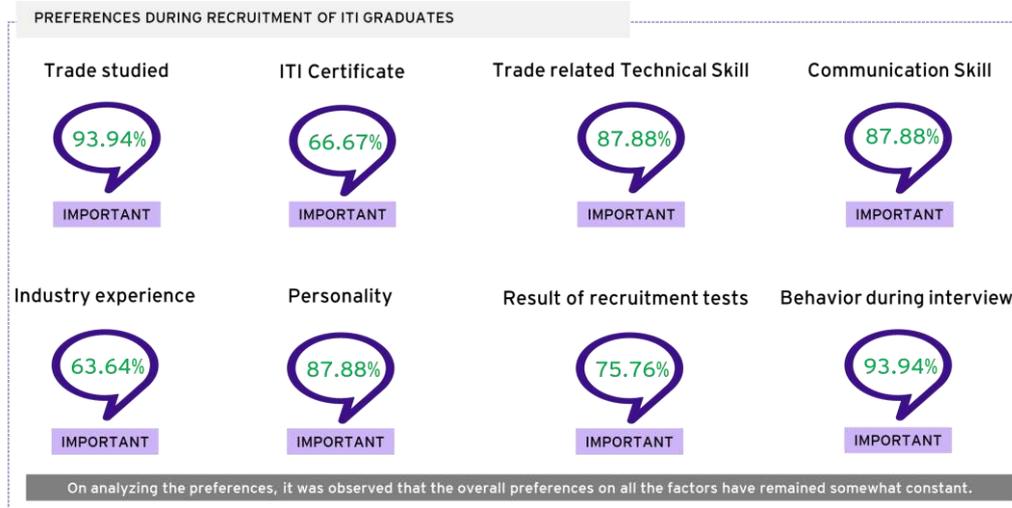
1. Process of hiring



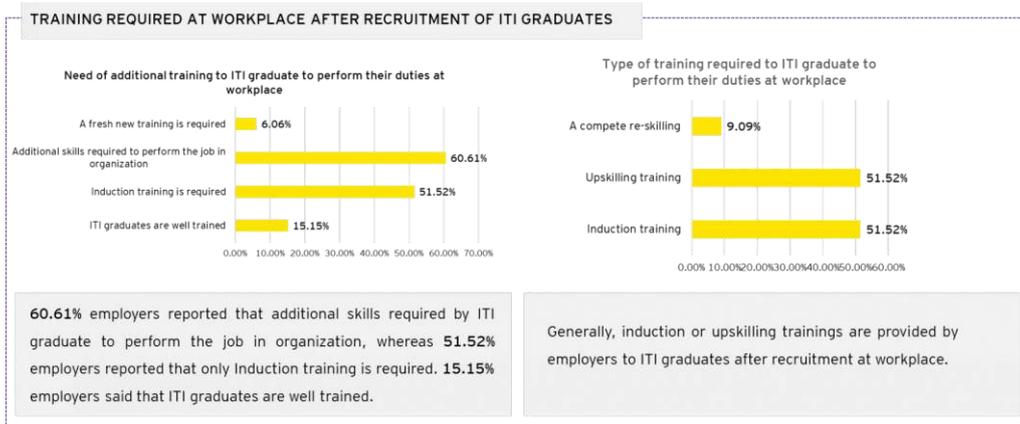
The top three hiring methods for ITI graduates were Employee referrals / Other Recommendations (48.48%), Walk-in-interview at workplace (45.45%), Campus interview at Technical / Educational institutions (36.36%) by the employers. Some other hiring methods

were social media, job fair, newspaper advertisements, competitive exam, own Website, Employment exchange etc.

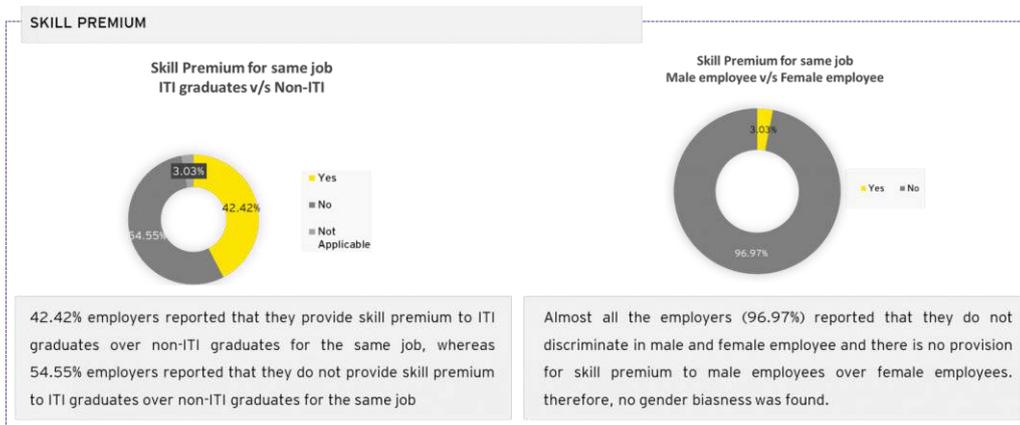
2. Preferences during recruitment of ITI graduates



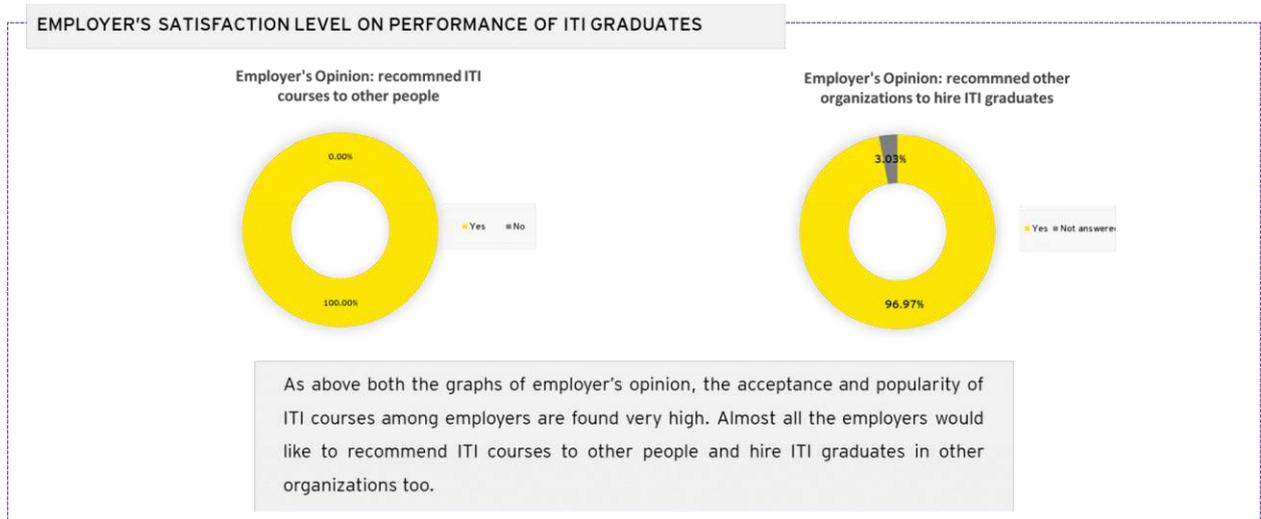
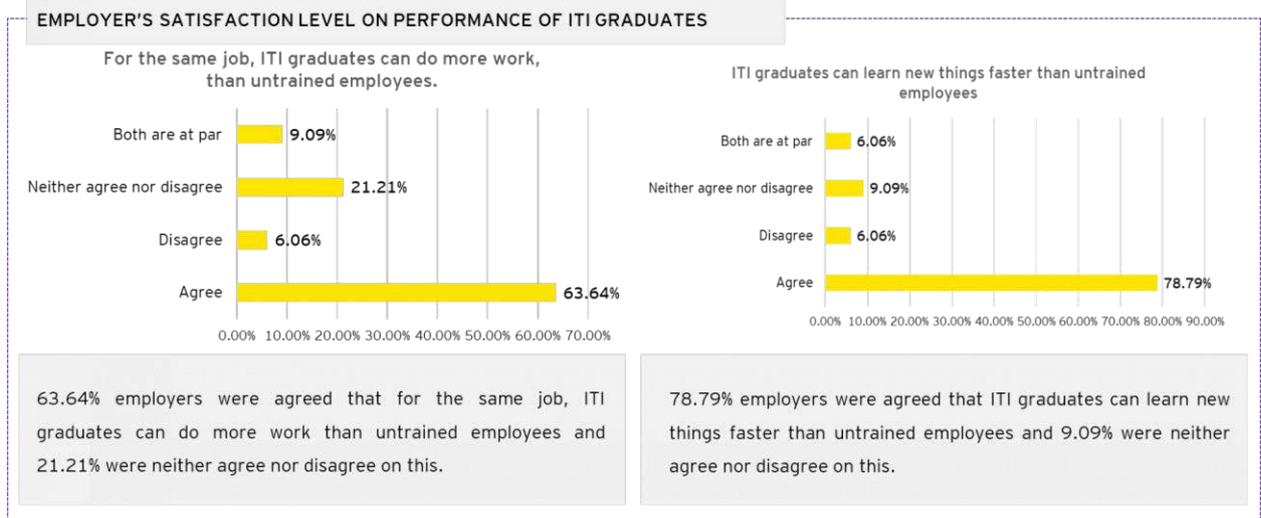
3. Need of training at workplace to ITI graduates after recruitment



4. Skill premium



5. Employer’s satisfaction on performance of ITI graduates

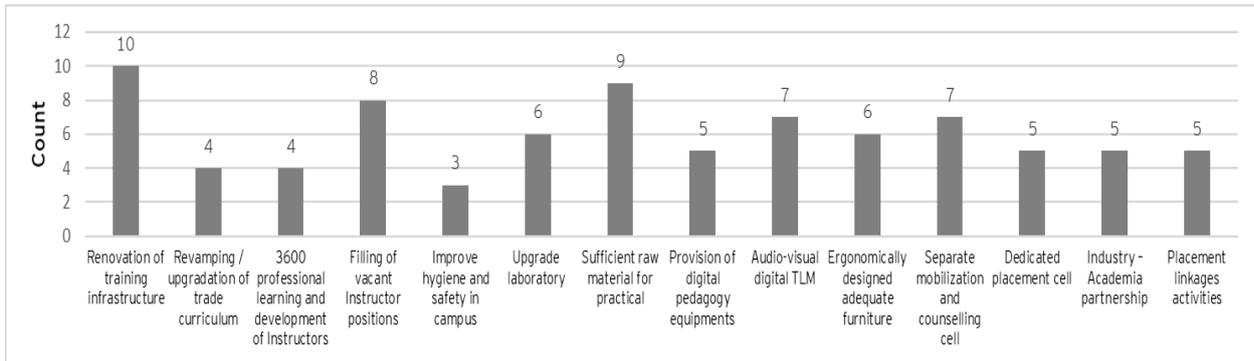


6. Employer’s opinion on relevance of ITI training program



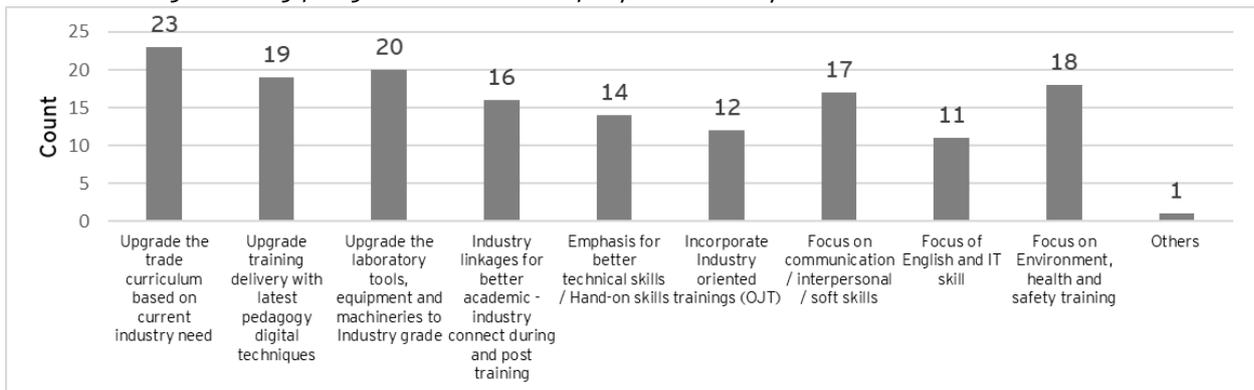
4.9. Areas of Improvement

1. Enhancing training programs of ITI - Institutional (ITI) Survey



- ▶ 100% of sample ITIs reported that there is utmost requirement of renovation of training infrastructure.
- ▶ 90% of sample ITIs reported for provision of sufficient raw material for practical.
- ▶ 80% of sample ITIs desired for filling of vacant Instructor positions.
- ▶ 70% of sample ITI suggested for installation and commissioning of audio-visual digital training and learning material for theoretical and practical training.
- ▶ 70% of sample ITI shows their concern for separate mobilization and counselling cell in ITIs.

2. Enhancing training programs of ITI - Employer's Survey



The top three suggestions to ITI as institution from employers for improvement in their skill training program to meet the industry expectation were reported as Upgrade the trade curriculum based on current industry need (69.70%), Upgrade the laboratory tools, equipment, and machineries to Industry grade (60.61%), Upgrade training delivery with latest pedagogy digital techniques (57.58%).

Note of Tracer study findings:

The EY team does not claim that the study findings are completely accurate because, first and foremost, the sampling design allows for a 5% margin of error. Statistical rules, on the other hand, are based on assumptions, probability, and the average. In contrast to mathematical science, which is founded on logical reasoning and conclusions, statistics measurement can be

a little abstract, and results are frequently not completely certain. It's necessary to accept a certain amount of error.

As a result, the findings of studies like this one should not be taken for granted. Many more studies are needed to validate and corroborate the current findings. However, this does not mean that the findings are entirely invalid. The team believes that the findings should not be simply published and then forgotten but should be subjected to intense discussions and diverse interpretations in order to yield new meanings and insights. Then only the purpose of the study would be served.



Section

5

Conclusions and Recommendations

5. Conclusions and recommendations

This tracer study aimed at benchmarking labour market outcomes and understanding the impact of ITI training programmes. The following major conclusions are drawn from the descriptive analysis of the primary surveys and accordingly following recommendations have been made:

- 1) **Training Infrastructure and Training Delivery:** The rating on seven dimensions of quality of teaching and learning conditions were found to be 'RELEVANT' and that the graduates rated theoretical training, practical training, computer and soft skills as 'GOOD'. The employer preferences on skill aspects of graduates during recruitment also emphasized on Trade and related technical skills, communication skills etc., which implies that these areas require more attention and updates.

To improve satisfaction towards ITI training, to match the employer preferences during recruitment, reduce drop-out percentage and improve the pass-out percentage, to improve the labour market outcomes of ITI Training programs, it is required to update the existing training infrastructure and training delivery including modernizing the campus, upgradation of classrooms with digital pedagogy equipment, equip workshops and laboratories with industry aligned machineries and tools, filling up vacant post of instructors, etc.

Benchmarking of ITIs with National or International standards needs to be done which will improve ITI grading based DGT's framework. And a thorough AS-IS assessment of existing training infrastructure and facilities needs to be carried out to identify the gaps is recommended.

- 2) **Diversification of Trades and curriculum:** Around 58.60% of graduates, who were neither in employment nor in education reported that there were no jobs available related to ITI qualification in their area / district and 31.85% said that they were not selected in any job. The surveys found that among employed graduates only 45.45% were working in the same sector in which they received the training. There could be multiple possible factors behind graduates not working in the sector in which they received the training. This could be partly explained by the lack of demand of jobs in the sector and partly by skill mismatch between training and industry requirement.

The findings show that there is need of survey to analyse the industry requirements. Trade rationalization and update in curriculum based on recommendations of industry survey and introduction of finishing school model in identified priority trades for the skills that employers are looking for, are recommended.

3) Training Cum Placement Cell: The current employment status indicates 32.97% wage employment of interviewed graduates. Further, about 5.17% of interviewed graduates were self-employed. The above data is not very encouraging, if we consider the social strata from which the ITI students belong. Graduates' rating on other components of ITI training like job career guidance, support of ITI for getting valued employment, post training follow-up were marked as 'NO'. 41.03% graduates reported that major source of job information were personal contacts of parents, relatives, friends, fellow students etc. and it was found that 75.58% graduates, who were neither in employment nor in education, were seeking suitable employment during the survey. This demonstrates a disconnect between the job market and ITI programs at ITIs. Hence, it is recommended that a dedicated Training Cum Placement Cell (TCPC) should be established / strengthened for:

- a. Compilation of specific information on various industries and their job opportunities esp. those which are located within the district / nearby district and state
- b. Career counselling and Job readiness of graduates as per labour market demand
- c. Support graduates on transition to work with decent employment / self-employment opportunities through continuous placement drives and industry interactions
- d. Effective linkages between ITIs and Industries (Locally and across the state) to improve the labour market performance
- e. To improve coverage of apprenticeship training mechanism for exchange of information from government, PSU and other NAPS registered organizations
- f. Post-placement follow-up and support by organizing yearly alumni meets, regular virtual calls etc.

4) Industry attachment and OJT: Graduates' rating on availability of other training aspects during ITI training like Industrial tour, OJT and EDP were marked as 'NO'. More than 50% employers agreed that ITI graduates required Induction / upskilling training on workplace, whereas 100% interviewed ITIs reported that they do not have any MoU with industries for receiving their input in ITI training. One of the main reasons for the high unemployment rate among ITI graduates is a 'disconnect with real working world'.

The theoretical and practical lessons learned in institutes must be supported by proper industry grade practical training and attachment in the real world of work through industry attachment and on-the-job training. This is one of the most effective strategies for reducing ITI graduates' skill mismatch.

5) Apprenticeship: It was found that 5.72% of interviewed graduates have gone for apprenticeship training, out of which 80.95% were in PSUs, and all were in the same trade

of ITI training. Looking at very low percentage of apprenticeship training, it is recommended that:

- ▶ DECT should focus on exchange of apprenticeship related information across all stakeholders (ITIs, trainees, pass outs, employers etc.)
- ▶ Advocacy needs to be done by DECT for directing the Public-Sector Undertakings / Private Organizations to appoint / provide apprenticeship opportunities to ITI graduates.
- ▶ TCPC at ITI level should be strengthened and capacitated to identify local industry partners for apprenticeship training through special drives on apprenticeship registration on NAPS portal

6) Internal efficiency of ITIs:

- a. **Increase Seat Utilization:** Improve outreach activities w.r.t branding and awareness for ITI admissions amongst the target beneficiaries. Offer quality skill education through state-of art training infrastructure and qualified cum experienced faculties. Provide trainees with 100% job opportunities through improved and quality placement linkages.
- b. **Reduce Drop-out & increase Pass out percentage:** Provide counseling to aspirants during admission process enabling them to select the appropriate trade and ITI. Develop and periodically monitor training plan / progress for each trainee. Modernize training infrastructure as per National / International benchmarks to attract and retain the trainees and deliver quality training to reduce drop-outs.

7) Training need assessment and outcome based Professional Learning and Development of ITI instructors: To align teaching & learning with the latest technology, equipment & machineries, industrial skill requirements and to improve the quality delivery of training (Pedagogy), it is recommended to carry out Training need assessment of ITI instructors and plan a '360° Professional Learning and Development' linked with their career progression.

8) Increase female participation: A significant proportion of women pass-outs were not available in labour market due to various reasons. Employment level was found low among female ITI graduates (1.91%) and the share of self-employment was extremely low (0.27%). While comparing enrolment data, enrolment of female trainees in ITIs was found to be only 16%, which is significantly lower than that of males which means gender discrimination is still prevalent in ITI training programs. Therefore, females faced more difficulties for enrolment and while looking for jobs compared to males. To improve the situation, following are suggested:

- a. Thorough research / study is essential to understand the causes and come up with recommendations to ensure equal opportunity regardless of gender
- b. Special attention to be given for improvement in female labour force participation including introducing new female oriented trades (suggestive trades aligned to gig, care or emerging sectors covered under production linked incentive schemes)
- c. Increase seats in trades, where there are high seat utilization of females (in Assam) like Stenographer and Secretarial Assistant (95.24%), IT-BBBT (90.87%), COPA (79.49%).
- d. Motivate industries through TCPC cells / workshops, to provide support services for females who are willing to work i.e., opportunities for work that is proximate, has child care facilities, has safe transportation, removes gender gap in pay, and so on. These aspects could motivate women to join the job market or be self employed.
- e. Organise workshops and outreach programs in industries to reduce the gender biasness while offering employment opportunities

9) Entrepreneurship Development Training: Self-employment should be promoted and encouraged. In-depth training should be given on entrepreneurship skills, financial literacy, project proposal preparation, sourcing of finance etc. with the existing trades of ITIs, which have self-employment potential. This entails that DECT should introduce dedicated courses on Entrepreneurship Development or detailed modules in existing ITI courses as an integral part.

10) Enrolment seats augmentation: Survey found that few existing trades have high seat utilization, low drop-out percentage, and good placement opportunities across Assam. Youth aspiration level for engineering trades like Mechanic Diesel, Fitter, MMV, Machinist, Electrician, Welder etc. and for non-engineering trades like Stenographer and Secretarial Assistant (English), IT-BBBT, COPA is quite high. During employer survey, existing trades like Mechanic-Diesel, Fitter, Electrician, Welder, Mechanic-Motor Vehicle were found most relevant and employable. Therefore, it is recommended to augment the enrolment seats to cater to the youth aspirations and employers' need through:

- a. Increasing units of existing trades of ITI, which have higher aspiration level of Youth and employment opportunities.
- b. Open new trades in emerging area like Auto Electrician, Artificial Intelligence, CNC Machine Operator, Robotics, Solar etc.
- c. Opening of new ITIs in unserved block of Assam with popular and new emerging trades to make ITIs reach rural / disadvantaged or vulnerable groups of the society.

11) Robust IEC activities Plan: Parents / Peer / Friends / Relatives (62.40%) were found to play an important role in persuading candidates to opt for ITI training program. The average seat utilization in interviewed ITIs was found 77.95% under all the trades. To improve the seat utilization and promotion of ITI courses, a 360^o robust and strategic IEC activities plan should be developed and implemented for branding and awareness of ITI training programs among the society and target audience. A variety of awareness campaigns and activities should be implemented across the state with the participation of all stakeholders viz., ITIs, employers, ITI training program aspirants, graduates, parents, and others. There is an urgent need to synchronize various advocacy programs carried out by various stakeholders.

12) Graduate data and tracer study: Finally, this tracer study can give useful information for evaluating and improving the quality, relevance, and labour market outcome of ITI training programs. The tracer study team believes this kind of study may be enhanced in future by:

- a. Updating the trainee's data (Admission, training, post training status and contact detail) on regular basis which would help to get better rate of response.
- b. Organizing a workshop on importance of tracer surveys with 'under training trainees' prior to their graduation. If trainees are informed about the tracer surveys and their value before they graduate, response rates would improve.
- c. Engaging a trained statistician / data administrator (ITI staff) under TCPC cell for updating trainees' database and conducting tracer study on a regular basis.
- d. DECT could coordinate carry out needs and satisfaction surveys of employers on a regular basis to keep them engaged which could go a long way in improvement in employment, apprenticeship, retention rates etc.



Section
6

Annexures

6. Annexures

6.1. Annexure 1: Total Number of ITIs in Assam (Academic session 2023-24)

Table 104 - Total number of Industrial Training Institutes in Assam

Total Industrial Training Institutes (ITIs) in Assam							
Sl. No.	Particulars	Type of ITIs			Seats opened for admission (2023-24)		
		Project ITIs	Non-Project ITIs	Total	Project ITIs	Non-Project ITIs	Total
1	Government ITIs	4	40	44	2048	5700	7748
2	Private ITIs - NCVT	1	12	13	148	1584	1732
3	Private ITIs - SCVT under PPP mode	0	18	18	0	2080	2080
4	Private ITIs - SCVT	0	55	55	0	4576	4576
Total		5	125	130	2196	13940	16136

Govt Industrial Training Institutes (ITIs) in Assam

Sl. No.	Name and Location of ITI	Type of ITI	Enrolment seats
1	Govt. Industrial Training Institute, Barpeta Sundaridia Road, PO-Barpeta, Dist-Barpeta, Pin-781301	Non-Project Government ITI	352
2	Govt. Industrial Training Institute, Bhergaon PO-Bhergaon, Dist.-Udalguri, Pin-784522	Non-Project Government ITI	64
3	Govt. Industrial Training Institute, Bongaigaon PO-Bongaigaon, Dist.-Bongaigaon, Pin-783380	Non-Project Government ITI	300
4	Govt. Industrial Training Institute, Dhansiri PO-Barpathar, Dist-Golaghat, Pin-785602	Non-Project Government ITI	180
5	Govt. Industrial Training Institute, Dhemaji PO-Dhemaji, Dist.-Dhemaji, Pin-780057	Non-Project Government ITI	44
6	Govt. Industrial Training Institute, Dibrugarh PO-Barborua, Dist.-Dibrugarh, Pin-786007	Non-Project Government ITI	232
7	Govt. Industrial Training Institute, Diphu PO-Diphu, Dist.-Karbi Anglong, Pin-782460	Non-Project Government ITI	104
8	Govt. Industrial Training Institute, Gargaon PO-Simaluguri (Bharolua), Dist.-Sivasagar, Pin- 785640	Non-Project Government ITI	232

Sl. No.	Name and Location of ITI	Type of ITI	Enrolment seats
9	Govt. Industrial Training Institute, Goalpara Baladmari, PO-Baladmari, Dist.-Goalpara, Pin - 783121	Non-Project Government ITI	112
10	Govt. Industrial Training Institute, Guwahati PO-Gopinath Nagar, Guwahati-,Kamrup (M) Pin - 781016	Non-Project Government ITI	644
11	Govt. Industrial Training Institute, Guwahati (W) PO-Rehabari, Guwahati, Kamrup (M) Pin - 781008	Project Government ITI	236
12	Govt. Industrial Training Institute, Haflong PO-Lower Haflong, Dist.-Dima Hasao, Pin - 788819	Non-Project Government ITI	112
13	Govt. Industrial Training Institute, Hailakandi PO-Katlichera, Dist.-Hailakandi, Pin-788161	Non-Project Government ITI	44
14	Govt. Industrial Training Institute, Jorhat Rajabari, PO-Jorhat, Dist.-Jorhat, Pin-785014	Project Government ITI	592
15	Govt. Industrial Training Institute, Karimganj Settlement Road, PO-Karimganj, Pin-788712	Non-Project Government ITI	44
16	Govt. Industrial Training Institute, Kokrajhar PO-Kumguri, Dist.-Kokrajhar (BTAD), Pin-783370	Non-Project Government ITI	316
17	Govt. Industrial Training Institute, Majuli PO-Bangaon, Dist.-Majuli, Pin-785110	Non-Project Government ITI	112
18	Govt. Industrial Training Institute, Mazbat(W) PO-Mazbat, Dist.-Udalguri, Pin-784507	Non-Project Government ITI	72
19	Govt. Industrial Training Institute, Morigaon Banpara, PO-Dondowa, Dist.-Marigaon, Pin-782105	Non-Project Government ITI	180
20	Govt. Industrial Training Institute, Nagaon Panigaon, Near Powerhouse, PO-Nagaon, Pin-782002	Project Government ITI	828
21	Govt. Industrial Training Institute, Nalbari PO-Sariohtoli, Dist.-Nalbari, Pin-781337	Non-Project Government ITI	268
22	Govt. Industrial Training Institute, N/Lakhimpur PO-Saboti, Via-Lilabari, Dist.-Lakhimpur, Pin-787051	Non-Project Government ITI	20
23	Govt. Industrial Training Institute, Silchar(W) PO-Srikona, Dist.-Cachar, Pin-788026	Non-Project Government ITI	24
24	Govt. Industrial Training Institute, South Salmara, PO-Alomganj, Dist.-Dhubri, Pin-783339	Non-Project Government ITI	164
25	Govt. Industrial Training Institute, Srikona PO-Srikona, Dist.-Cachar,	Non-Project Government ITI	472

Sl. No.	Name and Location of ITI	Type of ITI	Enrolment seats
	Pin-788026		
26	Govt. Industrial Training Institute, Tezpur Jahaz Ghat, PO-Tezpur, Dist.-Sonitpur, Pin - 784001	Non-Project Government ITI	384
27	Govt. Industrial Training Institute, Tinsukia PO-Borguri, Dist.-Tinsukia, Pin-786125	Project Government ITI	392
28	Govt. Industrial Training Institute, Tinsukia (W) PO-Borguri, Dist.-Tinsukia, Pin-786125	Non-Project Government ITI	72
29	Govt. Industrial Training Institute, Golaghat P.O.Pulibor, Golaghat, Pin-785621	Non-Project Government ITI	108
30	Govt. Industrial Training Institute, Titabor P.O. Melamati, Jorhat, Pin-785632	Non-Project Government ITI	116
31	Govt. Industrial Training Institute ITI, Dudhnoi ITI Dudhnoi P.O. - Kathakuchi, District - Goalpara Pin-783124	Non-Project Government ITI	104
32	Govt. Industrial Training Institute, Biswanath Chariali, ITI Biswanath Chariali P.O. - Buriganj, District - Biswanath Pin-784176	Non-Project Government ITI	88
33	Govt. Industrial Training Institute, Rangia ITI Rangia P.O. - Tulsibari, District - Kamrup (R) Pin-781354	Non-Project Government ITI	88
34	Govt. Industrial Training Institute, Pathsala ITI Pathsala P.O. - Pathsala, District - Barpeta Pin-781325	Non-Project Government ITI	88
35	Govt. Industrial Training Institute, Sootea ITI Sootea P.O. -Sootea , District - Biswanath Pin-784175	Non-Project Government ITI	24
36	Govt. Industrial Training Institute (Dibyang), Dibrugarh, ITI, Divyang at Dibrugarh, PO- Barboroua, Dist. Dibrugarh Pin - 786007	Non-Project Government ITI	12
37	Govt. Industrial Training Institute for Women Nalbari, ITI Nalbari, Niz Sariahtali	Non-Project Government ITI	96
38	Govt. Industrial Training Institute for Lahowal Lahowal, Bakul Majgaon	Non-Project Government ITI	72
39	Govt. Industrial Training Institute for Bokajan Bokajan, Karbi Anglong	Non-Project Government ITI	48
40	Govt. Industrial Training Institute for Boko Boko, Kamrup (Rural)	Non-Project Government ITI	44
41	Govt. Industrial Training Institute for Kajalgaon Kajalgaon, Chirang	Non-Project Government ITI	136
42	Govt. Industrial Training Institute for Kazigaon Kazigaon, Gosaigaon	Non-Project Government ITI	64
43	Govt. Industrial Training Institute for Ballamguri, Ballamguri, Parbatjura	Non-Project Government ITI	64

Sl. No.	Name and Location of ITI	Type of ITI	Enrolment seats
44	Govt. Industrial Training Institute for Suklai Suklai, Baksa	Non-Project Government ITI	0
Total			7748

Private Industrial Training Institutes (NCVT) in Assam

Sl. No.	Name and Location of ITI	Type of ITI	Enrolment seats
1	Tool Room Training Centre, Amingaon, Kamrup (R)	Non-Project Private ITI	160
2	Ajmal Rural Technology & Demonstration Centre, Padumpukhuri, Hojai	Project Private ITI	148
3	Kenduguri Pvt ITI, Kenduguri, Jorhat	Non-Project Private ITI	252
4	Labour Welfare Industrial Training Center, Rowriah, Jorhat	Non-Project Private ITI	44
5	Punya Pvt ITI, Tinsukia	Non-Project Private ITI	60
6	Amalgamated Plantations Private ITI, Bajrajhar, Rowta, Udalguri	Non-Project Private ITI	64
7	Kaziranga Pvt ITI, Rudrasagar, Sivasagar	Non-Project Private ITI	176
8	HAM-AK Private Industrial Training Institute, Nagaon, Shillongoni Dhing Road, Nagaon (Assam) Pin- 782002	Non-Project Private ITI	180
9	Suprabhat Private Industrial Training Institute, Inglijan Village, NH37 Highway, Mouza, Tingrai, Borhapjan, Tinsukia-786151	Non-Project Private ITI	128
10	Nemcare Model Private ITI, Mizra	Non-Project Private ITI	112
11	Kaziranga Private ITI, Hijuguri	Non-Project Private ITI	136
12	Axom Private ITI, Tinsukia	Non-Project Private ITI	136
13	Kaziranga Private ITI, Jorhat	Non-Project Private ITI	136
Total			1732

Private Industrial Training Institutes (SCVT under PPP mode) in Assam

Sl. No.	Name and Location of ITI	Type of ITI	Enrolment seats
1	ITI Sadia, Mugalpur Village, PO- Islampur, Dist- Tinsukia, Pin- 786127	Non-Project Private (SCVT) ITI under PPP mode	184

Sl. No.	Name and Location of ITI	Type of ITI	Enrolment seats
2	ITI Nazira, Chakinukh Tiniali, Nazira, Sivsagar, Pin-785685	Non-Project Private (SCVT) ITI under PPP mode	164
3	ITI Kakopathar, No.1 Saru Dirak, PO-Bordirak, Dist- Tinsukia, Pin-786152	Non-Project Private (SCVT) ITI under PPP mode	136
4	ITI Sonari, Titlagrah Chariali borhat, Namrup Sonari Road, Charaideo, Assam 782140	Non-Project Private (SCVT) ITI under PPP mode	264
5	ITI Samaguri, 2 no. garumara gaon, Rangagora, Chamaguri, PO- Rangagara, Dist- Nagaon, Pin-782140	Non-Project Private (SCVT) ITI under PPP mode	152
6	ITI Ghilamara, Ghilamara Tiniyali, Ghilamara P.O & P.S -Ghilamara, Pin- 787053, Lakhimpur, Assam	Non-Project Private (SCVT) ITI under PPP mode	204
7	ITI Titabor, Ward no.: 07 Titabor Chariali (Near Bakahulla Gaon Panchayat) Titabor Jorhat, Assam. PO&PS: Titabor, Pin: 78530	Non-Project Private (SCVT) ITI under PPP mode	156
8	ITI Sadia, Chapakhowa, hapakhowa, Chapakhowa, Tinsukia - 786157	Non-Project Private (SCVT) ITI under PPP mode	48
9	ITI Mangaldai, NRDS Mangaldai ITI, Near Maharshree Vidyalaya, Mangaldai, Darrang, Pin-784125	Non-Project Private (SCVT) ITI under PPP mode	256
10	ITI Kohora, Haluwa N.C Bogorijuri , P.O - Kaziranga National Park P.S -Kohora out post , Dist- Golaghat, Pin - 785609	Non-Project Private (SCVT) ITI under PPP mode	0
11	ITI Badarpur Ghat, Badarpur Ghat, Dist- Karimganj, Assam, Pin - 788803	Non-Project Private (SCVT) ITI under PPP mode	88
12	ITI Ledo, Mullang Road, Rodgaon, PO&PS-ledo, Dist-Tinsukia, Assam, Pin-786182	Non-Project Private (SCVT) ITI under PPP mode	236
13	ITI Margherita, Tinsukia	Non-Project Private (SCVT) ITI under PPP mode	48
14	ITI Golakganj, Near Fire brigade office, ward no. 4, Golokganj, Dhubri, Pin- 783334	Non-Project Private (SCVT) ITI under PPP mode	48
15	ITI Chapar, Salkocha ,Chapar,Dhubri	Non-Project Private (SCVT) ITI under PPP mode	24
16	ITI Abhayapuri, Vill - Tapattary, Dist- Bongaigaon, Pin-783384	Non-Project Private (SCVT) ITI under PPP mode	24
17	ITI Bajiagaon, Near Bajiagaon block office, Samaguri, Dist- Nagaon, Pin- 782140	Non-Project Private (SCVT) ITI under PPP mode	48

Sl. No.	Name and Location of ITI	Type of ITI	Enrolment seats
18	ITI Badarpur, District Karimganj	Non-Project Private (SCVT) ITI under PPP mode	0
Total			2080

Private Industrial Training Institutes (SCVT) in Assam

Sl. No.	Name and Location of ITI	Type of ITI	Enrolment seats
1	Industrial Training Centre, ASTC, Jorhat	Non-Project Private (SCVT) ITI	24
2	Industrial Training Centre, ASTC, Rupnagar, Guwahati, Pin-781005	Non-Project Private (SCVT) ITI	24
3	Aarohan Industrial Training Institute, Kareng Road, Gargaon, Sivasagar, Pin-785684	Non-Project Private (SCVT) ITI	140
4	Edutech Industrial Training Institute, Jorhat	Non-Project Private (SCVT) ITI	68
5	Jorhat Industrial Training Institute of Engineering and Technology, Jorhat	Non-Project Private (SCVT) ITI	48
6	Brahmaputra ITI Nazira, Village - Gharfalia gaon, Namati, PO - Nazira, Sivsagar, Pin-785685	Non-Project Private (SCVT) ITI	68
7	Zenith Industrial Training Institute, Jorhat	Non-Project Private (SCVT) ITI	184
8	Jhanji ITI, Amguri, Sivsagar, Pin-785680	Non-Project Private (SCVT) ITI	68
9	Technoland Industrial Training Institute, Duliajan, Dibrugarh	Non-Project Private (SCVT) ITI	48
10	Assam Professional Academy, Bora Service, Ulubari, Guwahati-781007	Non-Project Private (SCVT) ITI	92
11	Trade & Technology, Moran, Moran, Phatikasua, Village - Chakalia, PO-Dikhari, Dibrugarh	Non-Project Private (SCVT) ITI	112
12	Sankardev ITI, Melang Metali Gaon, Jorhat	Non-Project Private (SCVT) ITI	72
13	Sonari Industrial Training Institute, Surujnagar, Charaideo	Non-Project Private (SCVT) ITI	68
14	Ramdhenu ITI, Taxi Mothadung, Chaulkara, Sivasagar, Pin - 785640	Non-Project Private (SCVT) ITI	92
15	Star Institute of Technology, Chaulkhowa, Dibrugarh	Non-Project Private (SCVT) ITI	88
16	Dhiren Borah Memorial Academy, Jorhat	Non-Project Private (SCVT) ITI	68
17	Swastika Institute of Technology, Baruah Chariali, Jorhat	Non-Project Private (SCVT) ITI	68
18	Rangpur Institute of Craftsmen Training, Ramugaon, Simaluguri, Sivasagar, Pin-785686	Non-Project Private (SCVT) ITI	260
19	Indian Technical Institute, Dibrugarh	Non-Project Private (SCVT) ITI	48

Sl. No.	Name and Location of ITI	Type of ITI	Enrolment seats
20	Trade and Technology, Duliajan, Dibrugarh	Non-Project Private (SCVT) ITI	256
21	North-East Engineering Training Institute, Chabua, Dibrugarh	Non-Project Private (SCVT) ITI	220
22	Trade & Technology, Garmur, Jorhat	Non-Project Private (SCVT) ITI	96
23	Industrial Training Institute, BokaKhat, Naharjan Tiniali, Golaghat	Non-Project Private (SCVT) ITI	200
24	Indian Technical Institute, Nalapara, Lokhra , Guwahati	Non-Project Private (SCVT) ITI	160
25	Kamrup College of Vocational Training, Guwahati, opposite TC Girls School, Guwahati Club Guwahati, Pin - 781003	Non-Project Private (SCVT) ITI	96
26	Ideal Technical Institute, Howly Town, Barpeta	Non-Project Private (SCVT) ITI	88
27	EGR ITI, Gauripur, Dhubri	Non-Project Private (SCVT) ITI	64
28	Kamrup Educational Trust, Zoo Tiniali, Guwahati, Pin-781024	Non-Project Private (SCVT) ITI	72
29	Iceland Computers, Old Circuit House Road, Jorhat	Non-Project Private (SCVT) ITI	48
30	Vocational Training Centre, Kamalabari, Majuli	Non-Project Private (SCVT) ITI	24
31	Charaideo ITI Lakwa, District - Charaideo, Lakwa, Pin - 785689	Non-Project Private (SCVT) ITI	108
32	Kaziranga ITI, Bongaigoan, Ward No. 03, Near DC office, Bongaigaon	Non-Project Private (SCVT) ITI	88
33	Asian Infotech, Zoo Road Tiniali, Zoo Road Tiniali, Apurba Sinha Path, Guwahati-03	Non-Project Private (SCVT) ITI	48
34	GyanVikash Institute of Technology, J. B. Road Jorhat	Non-Project Private (SCVT) ITI	20
35	Asian Infotech, Sonapur, Guwahati	Non-Project Private (SCVT) ITI	48
36	Kolangpar ITI, Nagaon	Non-Project Private (SCVT) ITI	152
37	Icon Academy of professional study, Tezpur, Kekurapool, Opp. Private bus stand, Tezpur, Pin-784001	Non-Project Private (SCVT) ITI	72
38	Chapar Commercial Institute, Dhubri	Non-Project Private (SCVT) ITI	88
39	Lakhipur Private ITI, Folimari, Lakhipur, Goalpara, Pin-783129	Non-Project Private (SCVT) ITI	60
40	NICE Private ITI, Guwahati, RG Baruah Road, Manik Nagar, Near Nursury Bus Stopage,	Non-Project Private (SCVT) ITI	44
41	Brahmaputra Institute of Technology, Dibrugarh	Non-Project Private (SCVT) ITI	48
42	Lahowal College ITI, Lahowal, Dibrugarh	Non-Project Private (SCVT) ITI	68

Sl. No.	Name and Location of ITI	Type of ITI	Enrolment seats
43	NECT, Milan Nagar, Dibrugarh	Non-Project Private (SCVT) ITI	0
44	H.R.P Engineering Institute, Dibrugarh	Non-Project Private (SCVT) ITI	24
45	Moran Junior College, Moran, Dibrugarh	Non-Project Private (SCVT) ITI	88
46	Edutech Institute of Technology Private ITI, Rangia, W/No.- 5, Kamrup (Assam)	Non-Project Private (SCVT) ITI	92
47	Model Vocational Training Institute, Guwahati, Zoo Narengi Road, Guwahati	Non-Project Private (SCVT) ITI	48
48	NECT Bamunimaidan, Guwahati	Non-Project Private (SCVT) ITI	40
49	Assam ITI, Guwahati	Non-Project Private (SCVT) ITI	64
50	Brahmaputra ITI, Tengakhat Town, near North-east small Bank, Dibrugarh	Non-Project Private (SCVT) ITI	20
51	Nemcare Model Industrial Training Institute, Mirza, Kamrup, Pin-781125	Non-Project Private (SCVT) ITI	112
52	Gurudev Kalicharan Institute of Training and Management, BTC, Kokrajhar	Non-Project Private (SCVT) ITI	68
53	Gyanam Private ITI, Dhemaji	Non-Project Private (SCVT) ITI	196
54	Ruby Institute of Technology	Non-Project Private (SCVT) ITI	48
55	ITI, Salakati	Non-Project Private (SCVT) ITI	80
Total			4576

6.2. Annexure 2: List of Programs available in ITIs of Assam

Table 105 - List of programs available in ITIs of Assam

Sl. No.	Sector	Name of Trade	Type of trade	Qualification required
1	Office Administration and Facility Management	Stenographer and Secretarial Assistant (English)	Non-Engineering (01 year)	Passed 10 th class examination or its equivalent
2	Apparel	Fashion Design and Technology	Non-Engineering (01 year)	- do-
3	IT & ITES	Desk Top Publishing (DTP) Operator	Non-Engineering (01 year)	- do-
4	IT & ITES	Multimedia Animation and Special Effects	Non-Engineering (01 year)	- do-
5	Media and Entertainment	Digital photographer	Non-Engineering (01 year)	- do-
6	Media and Entertainment	Photographer	Non-Engineering (01 year)	- do-
7	Automotive	Mechanic Autobody Painting	Non-Engineering (01 year)	- do-
8	Office Administration and Facility Management	Secretarial Practice (English)	Non-Engineering (01 year)	- do-
9	Beauty & Wellness	Cosmetology	Non-Engineering (01 year)	- do-
10	Tourism & Hospitality	Front Office Assistant	Non-Engineering (01 year)	- do-
11	Safety and Security	Fire technology and Industrial Safety Management	Non-Engineering (01 year)	- do-
12	IT & ITES	Computer Operator and Programming Assistant	Engineering (01 year)	- do-
13		Bodo Language Transcription Trade (BLTT)	Non-Engineering (6 Months)	- do-
14	Automotive	Mechanic Diesel	Engineering (01 year)	Passed 10 th class examination with Science & Mathematics and or its equivalent
15	Automotive	Pump Operator cum Mechanic	Engineering (01 year)	- do-

Sl. No.	Sector	Name of Trade	Type of trade	Qualification required
16	Chemicals & Petrochemicals	Plastic Processing Operator	Engineering (01 year)	- do-
17	Automotive	Mechanic - Tractor	Engineering (01 year)	- do-
18	Automotive	Mechanic Auto Body Repair	Engineering (01 year)	- do-
19	Environmental Science	Solar Technician (Electrical)	Engineering (01 year)	- do-
20	Chemicals & Petrochemicals	CoE sector (BBBT Modules) - Plastic processing sector	Engineering (01 year)	Passed 10 th class examination
21	Capital Goods & Manufacturing	CoE sector (BBBT Modules) - Fabrication (Fitting and Welding)	Engineering (01 year)	- do-
22	Construction	CoE sector (BBBT Modules) - Construction & Wood Working Sector	Engineering (01 year)	- do-
23	IT & ITES	CoE sector (BBBT Modules) - Information Technology sector	Engineering (01 year)	- do-
24	Construction	Painter General	Engineering (02 year)	- do-
25	Automotive	Mechanic Agriculture Machinery	Engineering (02 year)	Passed 10 th class examination with Science & Mathematics and or its equivalent
26	Agriculture	Soil testing and crop technician	Non-Engineering (01 year)	- do-
27	Power	Electrician	Engineering (02 year)	- do-
28	Automotive	Mechanic Motor vehicle	Engineering (02 year)	- do-
29	Construction	Draughtsman Civil	Engineering (02 year)	- do-
30	Capital Goods & Manufacturing	Draughtsman Mechanical	Engineering (02 year)	- do-
31	Capital Goods & Manufacturing	Fitter	Engineering (02 year)	- do-
32	Capital Goods & Manufacturing	Machinist	Engineering (02 year)	- do-
33	Capital Goods & Manufacturing	Turner	Engineering (02 year)	- do-
34	Construction	Surveyor	Engineering (02 year)	- do-
35	Electronics & Hardware	Electronics Mechanic	Engineering (02 year)	- do-

Sl. No.	Sector	Name of Trade	Type of trade	Qualification required
36	Electronics & Hardware	Instrument Mechanic	Engineering (02 year)	- do-
37	Capital Goods & Manufacturing	Refrigeration and Air Conditioner Technician	Engineering (02 year)	- do-
38	IT & ITeS	Information & Communication Technology System Maintenance (ICTSM)	Engineering (02 year)	- do-
39	Chemicals & Petrochemicals	Maintenance Mechanic (Chemical Plant)	Engineering (02 year)	- do-
40	Power	Wireman	Engineering (02 year)	Passed in 8 th class examination
41	Capital Goods & Manufacturing	Welder	Engineering (01 year)	- do-
42	Plumbing	Plumber	Engineering (01 year)	- do-
43	Apparel	Dress making	Non-Engineering (01 year)	- do-
44	Apparel	Sewing Technology	Non-Engineering (01 year)	- do-
45	Apparel	Surface Ornamental techniques (Embroidery)	Non-Engineering (01 year)	- do-

6.3. Annexure 3: Survey Statistics - Graduate Survey

Table 106 - Graduate survey statistics: Trade and sector v/s ITIs

Sl. No.	Trade	Sector	ARTDC	ITI, Jorhat	ITI, Bongaigaon	ITI, Dhemaji	ITI, Gargaon	ITI, Haflong	ITI, Nagaon	ITI, Srikona	ITI, Tezpur	ITI, Tinsukia	Grand Total
1	Beauty & Wellness	Basic Cosmetology	-	3	3	-	-	-	-	-	-	-	6
2	IT & ITeS	Computer Operator and Programming Assistant (COPA)	-	5	-	-	2	4	1	-	2	2	16
3	Construction	Draughtsman (Civil)	-	2	-	-	-	-	1	2	-	-	5
4	Capital Goods & Manufacturing	Draughtsman Mechanical	-	1	-	-	-	-	-	-	-	-	1
5	Power	Electrician	7	7	2	6	5	6	1	2	5	4	45
6	Electronic & hardware	Electronics Mechanic	-	-	-	-	3	-	-	1	-	-	4
7	Capital Goods & Manufacturing	Fabrication (fitting & Welding)	-	-	-	-	-	-	-	10	-	-	10
8	Capital Goods & Manufacturing	Fitter	6	8	2	-	1	-	9	1	3	5	35
9	IT & ITeS	Information Communication Technology System Maintenance (ICTSM)	-	4	-	-	-	-	1	1	1	4	11
10	IT & ITeS	Information Technology (IT)	-	-	-	-	-	-	9	-	-	-	9
11	Electronic & hardware	Instrument Mechanic	-	2	-	-	-	-	-	-	-	1	3

Sl. No.	Trade	Sector	ARTDC	ITI, Jorhat	ITI, Bongaigaon	ITI, Dhemaji	ITI, Gargaon	ITI, Haflong	ITI, Nagaon	ITI, Srikona	ITI, Tezpur	ITI, Tinsukia	Grand Total
12	Capital Goods & Manufacturing	Machinist	-	2	-	-	-	-	2	-	1	5	10
13	Chemicals & Petrochemicals	Maintenance Mechanic Chemical Plant	-	-	1	-	-	-	-	-	-	-	1
14	Automotive	Mechanic Agricultural Machinery	-	-	-	-	-	-	-	1	1	-	2
15	Automotive	Mechanic Diesel	-	6	4	-	5	-	8	3	2	6	34
16	Automotive	Mechanic Motor Vehicle	-	4	-	3	2	1	2	2	3	4	21
17	Automotive	Mechanic Tractor	-	3	-	-	-	-	-	-	-	-	3
18	Chemicals & Petrochemicals	Plastic Processing Operator	-	9	1	-	-	-	-	-	-	-	10
19	Plumbing	Plumber	4	3	-	-	-	-	-	-	-	8	15
20	Automotive	Pump Operator cum Mechanic	-	-	-	-	-	5	-	-	-	-	5
21	Capital Goods & Manufacturing	Refrigeration & Air-Conditioning Technician	-	1	-	-	-	-	-	-	-	2	3
22	Apparel	Sewing Technology	-	2	1	-	-	-	2	2	2	-	9
23	Agriculture	Soil Testing & Crop Technician	-	3	-	-	-	-	-	-	-	-	3
24	Office Administration and Facility Management	Stenographer	-	6	2	-	-	-	-	-	-	-	8

Sl. No.	Trade	Sector	ARTDC	ITI, Jorhat	ITI, Bongaigaon	ITI, Dhemaji	ITI, Gargaon	ITI, Haflong	ITI, Nagaon	ITI, Srikona	ITI, Tezpur	ITI, Tinsukia	Grand Total
25	Office Administration and Facility Management	Stenographer & Secretarial Assistant (English)	-	1	-	6	-	-	-	2	-	3	12
26	Apparel	Surface Ornamentation Technician	-	-	-	-	-	-	-	2	-	-	2
27	Construction	Surveyor	-	4	-	-	-	-	-	-	-	-	4
28	Capital Goods & Manufacturing	Turner	-	3	1	-	-	-	4	-	4	2	14
29	Capital Goods & Manufacturing	Welder	8	4	4	5	4	4	6	2	5	8	50
30	Power	Wireman	4	3	2	-	-	-	3	1	2	1	16
Grand Total			29	86	23	20	22	20	49	32	31	55	367

Table 107 - Graduate survey statistics: Trade and sector v/s Type of certificate and pass-out year

Sl. No.	Sector	Trade Name	2017-18				2018-19				Grand Total
			CoE	NCVT	SCVT	Total	CoE	NCVT	SCVT	Total	
1	Beauty & Wellness	Basic Cosmetology	-	2	1	3	-	1	2	3	6
2	IT & ITeS	Computer Operator and Programming Assistant (COPA)	-	3	7	10	-	2	4	6	16
3	Construction	Draughtsman (Civil)	-	3	-	3	-	2	-	2	5

Sl. No.	Sector	Trade Name	2017-18				2018-19				Grand Total
			CoE	NCVT	SCVT	Total	CoE	NCVT	SCVT	Total	
4	Capital Goods & Manufacturing	Draughtsman Mechanical	-	-	-		-	1	-	1	1
5	Power	Electrician	-	17	13	30	-	11	4	15	45
6	Electronic & hardware	Electronics Mechanic	-	-	3	3	-	1	-	1	4
7	Capital Goods & Manufacturing	Fabrication (fitting & Welding)	-	6	-	6	-	4	-	4	10
8	Capital Goods & Manufacturing	Fitter	-	17	5	22	-	7	6	13	35
9	IT & ITeS	Information Communication Technology System Maintenance (ICTSM)	-	-	6	6	-	-	5	5	11
10	IT & ITeS	Information Technology (IT)	5	-	-	5	4	-	-	4	9
11	Electronic & hardware	Instrument Mechanic	-	-	2	2	-	-	1	1	3
12	Capital Goods & Manufacturing	Machinist	-	5	-	5	-	3	2	5	10
13	Chemicals & Petrochemicals	Maintenance Mechanic Chemical Plant	-	-	1	1	-	-	-	-	1
14	Automotive	Mechanic Agricultural Machinery	-	-	1	1	-	-	1	1	2
15	Automotive	Mechanic Diesel	-	8	8	16	-	8	10	18	34
16	Automotive	Mechanic Motor Vehicle	-	10	-	10	-	10	1	11	21
17	Automotive	Mechanic Tractor	-	1	-	1	-	2	-	2	3
18	Chemicals & Petrochemicals	Plastic Processing Operator	5	-	1	6	4	-	-	4	10
19	Plumbing	Plumber	-	4	5	9	-	3	3	6	15
20	Automotive	Pump Operator cum Mechanic	-	3	-	3	-	2	-	2	5

Sl. No.	Sector	Trade Name	2017-18				2018-19				Grand Total
			CoE	NCVT	SCVT	Total	CoE	NCVT	SCVT	Total	
21	Capital Goods & Manufacturing	Refrigeration & Air-Conditioning Technician	-	-	-	-	-	1	2	3	3
22	Apparel	Sewing Technology	-	6	-	6	-	3	-	3	9
23	Agriculture	Soil Testing & Crop Technician	-	-	-	-	-	-	3	3	3
24	Office Administration and Facility Management	Stenographer	-	4	-	4	-	2	2	4	8
25	Office Administration and Facility Management	Stenographer & Secretarial Assistant (English)	-	7	-	7	-	5	-	5	12
26	Apparel	Surface Ornamentation Technician	-	1	-	1	-	1	-	1	2
27	Construction	Surveyor	-	2	-	2	-	2	-	2	4
28	Capital Goods & Manufacturing	Turner	-	3	-	3	-	8	3	11	14
29	Capital Goods & Manufacturing	Welder	-	20	4	24	-	20	6	26	50
30	Power	Wireman	-	8	-	8	-	7	1	8	16
Grand Total			10	130	57	197	8	106	56	170	367

Table 108 - Graduate survey statistics: Trade and sector v/s Duration and Type of trade

Sl. No.	Sector	Trade Name	Trade Type - 1			Trade Type -2		
			Engineering	Non-Engineering	Total	One - Year	Two-year	Total
1	Beauty & Wellness	Basic Cosmetology	-	6	6	-	6	6
2	IT & ITeS	Computer Operator and Programming Assistant (COPA)	16	-	16	16	-	16
3	Construction	Draughtsman (Civil)	5	-	5	5	-	5
4	Capital Goods & Manufacturing	Draughtsman Mechanical	1	-	1	1	-	1
5	Power	Electrician	45	-	45	45	-	45
6	Electronic & hardware	Electronics Mechanic	4	-	4	4	-	4
7	Capital Goods & Manufacturing	Fabrication (fitting & Welding)	10	-	10	10	-	10
8	Capital Goods & Manufacturing	Fitter	35	-	35	35	-	35
9	IT & ITeS	Information Communication Technology System Maintenance (ICTSM)	11	-	11	11	-	11
10	IT & ITeS	Information Technology (IT)	9	-	9	9	-	9
11	Electronic & hardware	Instrument Mechanic	3	-	3	3	-	3
12	Capital Goods & Manufacturing	Machinist	10	-	10	10	-	10
13	Chemicals & Petrochemicals	Maintenance Mechanic Chemical Plant	1	-	1	1	-	1
14	Automotive	Mechanic Agricultural Machinery	2	-	2	2	-	2
15	Automotive	Mechanic Diesel	34	-	34	34	-	34

Sl. No.	Sector	Trade Name	Trade Type - 1			Trade Type -2		
			Engineering	Non-Engineering	Total	One - Year	Two-year	Total
16	Automotive	Mechanic Motor Vehicle	21	-	21	21	-	21
17	Automotive	Mechanic Tractor	3	-	3	3	-	3
18	Chemicals & Petrochemicals	Plastic Processing Operator	10	-	10	10	-	10
19	Plumbing	Plumber	15	-	15	15	-	15
20	Automotive	Pump Operator cum Mechanic	5	-	5	5	-	5
21	Capital Goods & Manufacturing	Refrigeration & Air-Conditioning Technician	3	-	3	3	-	3
22	Apparel	Sewing Technology	-	9	9	-	9	9
23	Agriculture	Soil Testing & Crop Technician	-	3	3	-	3	3
24	Office Administration and Facility Management	Stenographer	-	8	8	-	8	8
25	Office Administration and Facility Management	Stenographer & Secretarial Assistant (English)	-	12	12	-	12	12
26	Apparel	Surface Ornamentation Technician	-	2	2	-	2	2
27	Construction	Surveyor	4	-	4	4	-	4
28	Capital Goods & Manufacturing	Turner	14	-	14	14	-	14
29	Capital Goods & Manufacturing	Welder	50	-	50	50	-	50

Sl. No.	Sector	Trade Name	Trade Type - 1			Trade Type -2		
			Engineering	Non-Engineering	Total	One - Year	Two-year	Total
30	Power	Wireman	16	-	16	-	16	16
Total			327	40	367	186	181	367

Table 109 - Graduate survey statistics: ARTDC, Hojai

Sl. No.	Trade name	2017-18		2018-19		Grand Total
		NCVT		NCVT		
1	Electrician	2		5		7
2	Fitter	4		2		6
3	Plumber	3		1		4
4	Welder	2		6		8
5	Wireman	2		2		4
Grand Total		13		16		29

Table 110 - Graduate survey statistics - Government ITI, Jorhat

Sl. No.	Trade Name	2017-18				2018-19				Grand Total
		CoE	NCVT	SCVT	Total	CoE	NCVT	SCVT	Total	
1	Basic Cosmetology	-	2	-	2	-	1	-	1	3
2	Computer Operator and Programming Assistant (COPA)	-	3	-	3	-	2	-	2	5

Sl. No.	Trade Name	2017-18				2018-19				Grand Total
		CoE	NCVT	SCVT	Total	CoE	NCVT	SCVT	Total	
3	Draughtsman Civil	-	2	-	2	-	-	-	-	2
4	Draughtsman Mechanical	-	-	-		-	1	-	1	1
5	Electrician	-	2	3	5	-	1	1	2	7
6	Fitter	-	4	2	6	-	1	1	2	8
7	Information Communication Technology System Maintenance (ICTSM)	-	-	1	1	-	-	3	3	4
8	Instrument Mechanic	-	-	2	2	-	-	-	-	2
9	Machinist	-	2	-	2	-	-	-	-	2
10	Mechanic Diesel	-	1	3	4	-	1	1	2	6
11	Mechanic Motor Vehicle	-	3	-	3	-	1	-	1	4
12	Mechanic Tractor	-	1	-	1	-	2	-	2	3
13	Plastic Processing Operator	5	-	-	5	4	-	-	4	9
14	Plumber	-	1	-	1	-	2	-	2	3
15	Refrigeration & Air-Conditioning Technician	-	-	-		-	1	-	1	1
16	Sewing Technology	-	1	-	1	-	1	-	1	2
17	Soil Testing & Crop Technician	-	-	-		-	-	3	3	3
18	Stenographer	-	2	-	2	-	2	2	4	6
19	Stenographer & Secretarial Assistant (English)	-	-	-		-	1	-	1	1
20	Surveyor	-	2	-	2	-	2	-	2	4

Sl. No.	Trade Name	2017-18				2018-19				Grand Total
		CoE	NCVT	SCVT	Total	CoE	NCVT	SCVT	Total	
21	Turner	-	-	-		-	3	-	3	3
22	Welder	-	1	1	2	-	2	-	2	4
23	Wireman	-	1	-	1	-	2	-	2	3
Grand Total		5	28	12	45	4	26	11	41	86

Table 111 - Graduate survey statistics: Government ITI, Bongaigaon

Sl. No.	Trade Name	2017-18			2018-19			Grand Total
		NCVT	SCVT	Total	NCVT	SCVT	Total	
1	Basic Cosmetology	-	1	1	-	2	2	3
2	Electrician	-	-	-	2	-	2	2
3	Fitter	2	-	2	-	-	-	2
4	Maintenance Mechanic Chemical Plant	-	1	1	-	-	-	1
5	Mechanic Diesel	2	-	2	2	-	2	4
6	Plastic Processing Operator	-	1	1	-	-	-	1
7	Sewing Technology	1	-	1	-	-	-	1
8	Stenographer	2	-	2	-	-	-	2
9	Turner	-	-	-	1	-	1	1
10	Welder	2	-	2	2	-	2	4

Sl. No.	Trade Name	2017-18			2018-19			Grand Total
		NCVT	SCVT	Total	NCVT	SCVT	Total	
11	Wireman	1	-	1	1	-	1	2
Grand Total		10	3	13	8	2	10	23

Table 112 - Graduate Survey Statistics - Government Industrial Training Institute, Dhemaji

Sl. No.	Trade name	2017-18		2018-19		Grand Total
		NCVT		NCVT		
1	Electrician	6		-		6
2	Mechanic Motor Vehicle	-		3		3
3	Stenographer & Secretarial Assistant (English)	4		2		6
4	Welder	3		2		5
Grand Total		13		7		20

Table 113 - Survey Statistics - Government Industrial Training Institute, Gargaon (Sibsagar)

Sl. No.	Trade Name	2017-18			2018-19			Grand Total
		NCVT	SCVT	Total	NCVT	SCVT	Total	
1	Computer Operator and Programming Assistant (COPA)	-	1	1	-	1	1	2
2	Electrician	1	2	3	-	2	2	5
3	Electronics Mechanic	-	3	3	-	-	-	3

Sl. No.	Trade Name	2017-18			2018-19			Grand Total
		NCVT	SCVT	Total	NCVT	SCVT	Total	
4	Fitter	1	-	1	-	-	-	1
5	Mechanic Diesel	2	1	3	2	-	2	5
6	Mechanic Motor Vehicle	2	-	2	-	-	-	2
7	Welder	2	-	2	-	2	2	4
Grand Total		8	7	15	2	5	7	22

Table 114 - Survey Statistics - Government Industrial Institute, Haflong

Sl. No.	Trade Name	2017-18			2018-19			Grand Total
		NCVT	SCVT	Total	NCVT	SCVT	Total	
1	Computer Operator and Programming Assistant (COPA)	-	4	4	-	-	-	4
2	Electrician	4	2	6	-	-	-	6
3	Mechanic Motor Vehicle	-	-	-	1	-	1	1
4	Pump Operator cum Mechanic	3	-	3	2	-	2	5
5	Welder	4	-	4	-	-	-	4
Grand Total		11	6	17	3		3	20

Table 115 - Survey Statistics - Government Industrial Institute, Nagaon

Sl. No.	Trade Name	2017-18				2018-19				Grand Total
		CoE	NCVT	SCVT	Total	CoE	NCVT	SCVT	Total	
1	Computer Operator and Programming Assistant (COPA)	-	-	-	-	-	-	1	1	1
2	Draughtsman (Civil)	-	-	-	-	-	1	-	1	1
3	Electrician	-	-	-	-	-	1	-	1	1
4	Fitter	-	3	1	4	-	2	3	5	9
5	Information Communication Technology System Maintenance (ICTSM)	-	-	1	1	-	-	-		1
6	Information Technology (IT)	5	-	-	5	4	-	-	4	9
7	Machinist	-	1	-	1	-	1	-	1	2
8	Mechanic Diesel	-	2	2	4	-	3	1	4	8
9	Mechanic Motor Vehicle	-	1	-	1	-	1	-	1	2
10	Sewing Technology	-	1	-	1	-	1	-	1	2
11	Turner	-	2	-	2	-	1	1	2	4
12	Welder	-	2	-	2	-	3	1	4	6
13	Wireman	-	1	-	1	-	1	1	2	3
Grand Total		5	13	4	22	4	15	8	27	49

Table 116 - Survey Statistics - Government Industrial Institute, Srikona (Cacher)

Sl. No.	Trade Name	2017-18			2018-19			Grand Total
		NCVT	SCVT	Total	NCVT	SCVT	Total	
1	Draughtsman Civil	1	-	1	1	-	1	2
2	Electrician	-	-	-	1	1	2	2
3	Electronics Mechanic	-	-	-	1	-	1	1
4	Fabrication (fitting & Welding)	6	-	6	4	-	4	10
5	Fitter	-	-	-	1	-	1	1
6	Information Communication Technology System Maintenance (ICTSM)	-	-	-	-	1	1	1
7	Mechanic Agricultural Machinery	-	-	-	-	1	1	1
8	Mechanic Diesel	1	1	2	-	1	1	3
9	Mechanic Motor Vehicle	1	-	1	1	-	1	2
10	Sewing Technology	2	-	2	-	-	-	2
11	Stenographer & Secretarial Assistant (English)	1	-	1	1	-	1	2
12	Surface Ornamentation Technician	1	-	1	1	-	1	2
13	Welder	-	-	-	2	-	2	2
14	Wireman	1	-	1	-	-	-	1
Grand Total		14	1	15	13	4	17	32

Table 117 - Survey Statistics - Government Industrial Institute, Tezpur

Sl. No.	Trade Name	2017-18			2018-19			Grand Total
		NCVT	SCVT	Total	NCVT	SCVT	Total	
1	Computer Operator and Programming Assistant (COPA)	-	1	1	-	1	1	2
2	Electrician	1	3	4	1	-	1	5
3	Fitter	1	-	1	1	1	2	3
4	Information Communication Technology System Maintenance (ICTSM)	-	-	-	-	1	1	1
5	Machinist	-	-	-	1	-	1	1
6	Mechanic Agricultural Machinery	-	1	1	-	-	-	1
7	Mechanic Diesel	-	-	-	-	2	2	2
8	Mechanic Motor Vehicle	1	-	1	2	-	2	3
9	Sewing Technology	1	-	1	1	-	1	2
10	Turner	1	-	1	2	1	3	4
11	Welder	3	-	3	1	1	2	5
12	Wireman	1	-	1	1	-	1	2
Grand Total		9	5	14	10	7	17	31

Table 118 - Survey Statistics - Government Industrial Institute, Tinsukia

Sl. No.	Trade Name	2017-18			2018-19			Grand Total
		NCVT	SCVT	Total	NCVT	SCVT	Total	
1	Computer Operator and Programming Assistant (COPA)	-	1	1	-	1	1	2
2	Electrician	1	3	4	-	-	-	4
3	Fitter	2	2	4	-	1	1	5
4	Information Communication Technology System Maintenance (ICTSM)	-	4	4	-	-	-	4
5	Instrument Mechanic	-	-	-	-	1	1	1
6	Machinist	2	-	2	1	2	3	5
7	Mechanic Diesel	-	1	1	-	5	5	6
8	Mechanic Motor Vehicle	2	-	2	1	1	2	4
9	Plumber	-	5	5	-	3	3	8
10	Refrigeration & Air-Conditioning Technician	-	-	-	-	2	2	2
11	Stenographer & Secretarial Assistant (English)	2	-	2	1	-	1	3
12	Turner	-	-	-	1	1	2	2
13	Welder	1	3	4	2	2	4	8
14	Wireman	1	-	1	-	-	-	1
Grand Total		11	19	30	6	19	25	55

6.4. Annexure 4: Survey Statistics - Employer Survey

Table 119 - Employer's Survey Statistics

Sl. No.	Category of Employer	# Of survey conducted	Name of Employer
1.	Government	4	1) Institute Management Committee, Govt. ITI, Gargaon, district - Sivasagar, Assam 2) North-East Institute of Science and Technology (NEIST), Pulibor, Jorhat 3) Assam Cooperative Jute Mills Limited, Silighat, Nagaon 4) Assam State Transport Corporation, Tarajan, Jorhat
2.	PSU	4	1) ONGC Assam Asset, ONGC Colony, Sivasagar, Assam 2) Assam Power Generation Corporation Limited (APGCL), Maibella grant Electric Power, P.O. Suffry, Charaideo, Assam 3) Numaligarh Refinery Limited (NRL), Numaligarh, Golaghat 4) Assam power Distribution Company Limited, Jorhat
3.	Large scale industry	5	1) Hindustan Unilever Limited, Doomdooma, Tinsukia 2) Berger Paints India Limited, Naltali, Assam 3) Dabur India Limited, Assam 4) Britannia Industries Ltd., Assam 5) P&G, Assam
4.	Medium scale industry	5	1) R.D. Motors, Pulibor, Jorhat 2) Jay bee Honda, AT Road, Tarajan, Jorhat 3) Swagat Hospital, Bongaigaon 4) T&I Pvt. Limited, Mission Chariali, Tezpur 5) Emani Limited, Pacharia, Assam
5	Small scale industry	4	1) Tea Engineering Works, Tinsukia 2) Garg Motors, Tinsukia 3) Lahan Banijik Enterprise, Ramugaon, Simaluguri, district-Sivasagar

Sl. No.	Category of Employer	# Of survey conducted	Name of Employer
			4) Lahkar Udhog Pvt. Limited, Sonitpur
6.	Micro organization	6	1) Assam Drilling Fields and Equipment Services, AT Road, Sivasagar, Assam 2) ABITA (Assam Board of Indian Tea Association- Upper Assam), Cinnamora, Jorhat 3) D S Solutions, Bongaigaon 4) Arunima Chemicals Pvt. Ltd., Bongaigaon 5) Fortunate HR consultancy 6) Nath Fabrication Enterprize
7.	Unorganized/Other	5	1) Rangpur Institute of Craftsmen Training, Ramugaon, Simaluguri, district-Sivasagar 2) Freezing Point Refrigeration, Hatigarh, Jorhat 3) J.D. Servicing Centre, Jorhat 4) Absolute Unisex Salon, Jorhat 5) Kaziranga (Pvt.) ITI, Jaysagar, Sivasagar, Assam
Total			33

6.5. Annexure 5: Survey Statistics - ITI Survey

Table 120 - ITI Survey Statistics

Sl. No.	ITI Name with ITI Code	Institutional Survey	Data for Effectiveness of ITI training	Preset Enrollment capacity of ITI
1	Ajmal Rural Technology & Demonstration Centre, Hojai (PR18000002) Rural / Private	Completed	Collected <input checked="" type="checkbox"/>	Received <input checked="" type="checkbox"/>
2	Industrial Training Institute, Tinsukia (GR18000011) Rural / Government	Completed	Collected <input checked="" type="checkbox"/>	Received <input checked="" type="checkbox"/>
3	Industrial Training Institute, Gargaon, Sibsagar (GR18000014) Rural / Government	Completed	Collected <input checked="" type="checkbox"/>	Received <input checked="" type="checkbox"/>
4	Industrial Training Institute Jorhat (GU18000003) Urban / Government	Completed	Collected <input checked="" type="checkbox"/>	Received <input checked="" type="checkbox"/>
5	Industrial Training Institute, Tezpur (GU18000006) Urban / Government	Completed	Collected <input checked="" type="checkbox"/>	Received <input checked="" type="checkbox"/>
6	Industrial Training Institute, Nagaon (GU18000007) Urban / Government	Completed	Collected <input checked="" type="checkbox"/>	Received <input checked="" type="checkbox"/>
7	Industrial Training Institute, Bongaigaon (GU18000008) Urban / Government	Completed	Collected <input checked="" type="checkbox"/>	Received <input checked="" type="checkbox"/>
8	Industrial Training Institute, Haflong (GU18000018) Urban / Government	Completed	Collected <input checked="" type="checkbox"/>	Received <input checked="" type="checkbox"/>
9	Industrial Training Institute, Dhemaji (GU18000024) Urban / Government	Completed	Collected <input checked="" type="checkbox"/>	Received <input checked="" type="checkbox"/>
10	Industrial Training Institute, Srikona (Cachar) (GR18000005) Rural / Government	Completed	Collected <input checked="" type="checkbox"/>	Received <input checked="" type="checkbox"/>

6.6. Annexure 6: Distribution of Case Studies

Table 121 - Distribution of case studies across trades and ITIs

Sl. No.	Trade	ITI-Tinsukia	ITI-Gargaon	ITI-Jorhat	ITI-Tezpur	ITI-Dhemaji	ITI-Nagaon	ITI-Haflong	ITI-ARTDC	ITI-Srikona	ITI-Bongaigaon	ITI-W Guwahati	Total
1	Cosmetology	0	0	1	0	0	0	0	0	0	0	1	2
2	COPA	0	0	1	0	0	0	0	0	0	0	0	1
3	Electrician	2	2	0	0	3	1	1	2	1	0	0	12
4	Fitter	5	1	1	0	0	2	0	0	0	0	0	9
5	Instrument Mechanic	2	0	0	0	0	0	0	0	0	0	0	2
6	ICTSM	1	0	0	0	0	0	0	0	0	0	0	1
7	MMV	0	0	3	1	1	1	1	0	0	0	0	7
8	Mechanic-Diesel	0	0	1	0	0	0	0	0	1	1	0	3
9	Plumber	1	0	0	0	0	0	0	0	0	0	0	1
10	Sewing Technology	0	0	0	0	0	0	0	0	1	0	0	1
11	Stenographer and Secretarial Assistant (English)	0	0	0	0	1	0	0	0	0	0	0	1
12	Turner	0	0	1	0	0	2	0	0	0	0	0	3
13	Welder	2	0	0	0	0	0	0	1	0	0	0	3
14	Wireman	0	0	2	1	0	0	0	0	1	0	0	4
Total		13	3	10	2	5	6	2	3	4	1	1	50

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