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New Moti Bagh New Delhi-23
Dated: 16.02.2026.

To

- i. The Commissioners/ Director, Vocational Training / Skill Development, All States/ UTs
- ii. The Directors, NSTIs & RDSDEs

Subject: Guidelines for On-the-Job Training (OJT) / group projects for ITI trainees under the Craftsmen Training Scheme (CTS)-reg

Madam/Sir,

Your kind attention is invited to D.O. Letter No. MSDE(DGT)-19/03(01)/2022-CD dated 05 April 2022 (copy enclosed) issued to all State/UT Directorates dealing with vocational training regarding the restructuring and rationalization of all qualifications under the Craftsmen Training Scheme (CTS), in line with NEP-2020.

In order to implement the mandatory 150 hours of On-the-Job Training (OJT) / group projects for ITI trainees—aimed at enabling trainees to gain hands-on experience in their respective trades, familiarize themselves with the work environment, practices and technologies used in industry and develop work ethics, communication skills, and teamwork abilities, a framework for conducting the On-the-Job Training (OJT)/Group Projects for ITI trainees under the Craftsmen Training Scheme (CTS) has been developed (copy enclosed).

We look forward to your continued support for the effective implementation of On-the-Job Training (OJT)/Group Projects in ITIs under CTS scheme.

This issues with the approval of the competent authority.

Yours Sincerely,


(Pranav Choudhary) 16/2/26
Director, CD Section

Encls: As above.

Copy to:

- i. PPS to DG, DGT
- ii. DDG, DGT (HQ), New Delhi , DDG (East Zone), DDG (South Zone)
- iii. All Directors at DGT (HQ), New Delhi
- iv. Director, TT Cell & IT, DGT (HQ), New Delhi — with a request to make necessary modification in the existing CTS examination system and its concerned portals, to incorporate the provisions made for the implementation of OJT/ Group projects.
- v. Director CSTARI & Executive Director – NIMI.



GOVERNMENT OF INDIA

MINISTRY OF SKILL DEVELOPMENT &
ENTREPRENEURSHIP



Directorate General of Training



Guidelines for On-the-Job Training /Project Work of ITI Trainees under the Craftsmen Training Scheme.



Guidelines for

On-the-Job Training / Project Work

of ITI Trainees under the Craftsmen Training Scheme





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1. Introduction

The Directorate General of Training (DGT), under the Ministry of Skill Development and Entrepreneurship (MSDE), implements the Craftsmen Training Scheme (CTS) through a network of Industrial Training Institutes (ITIs) across the country. ITIs offer craftsmen training in numerous NSQF-aligned trades, each with a dedicated curriculum and training durations of six months, one year, or two years, designed to impart basic skills and knowledge for employment as semi-skilled/skilled workers.

ITIs offer a well-structured combination of theoretical knowledge and practical skills. However, with rapid advancements in technology and evolving industry practices, hands-on experience in actual workplace settings has become increasingly valuable.

To address this need and enhance the relevance of training, the DGT has introduced On-the-Job Training (OJT) as an integral part of the CTS curriculum from the session 2022–23, vide order dated

01.09.2022. As per this order, it is mandatory for each trainee undergoing training in ITIs under 1 or 2-year CTS trades to undertake either On-the-Job Training (OJT) or, where OJT is not feasible, a trade-relevant project.

During OJT, trainees engage in real-world tasks and activities within industry settings for a fixed duration, directly applying their trade or occupational skills. This provides trainees with invaluable hands-on experience, significantly enhancing their employability by making them job-ready and familiar with industry standards. OJT facilitates a seamless transition of a candidate from training to meaningful employment and long-term career progression, while providing industries with a pipeline of skilled talent.

In cases where OJT cannot be arranged, trainees are required to complete a trade-relevant project within the ITI. These projects aim to simulate real-life challenges and encourage the application of technical knowledge, innovation, and problem-solving skills in a structured manner.

2. Objectives

The primary objective of On-the-Job Training (OJT) is to provide ITI trainees with practical, real-world exposure in industry settings, bridging the gap between classroom learning and professional skills, ultimately preparing them for successful careers in their chosen trades. Apart from these, OJT serves the following additional objectives:

i. Enhance Employability: On-the-Job Training (OJT) provides trainees with industry-specific experience that boosts their confidence, improves their employability, and prepares them to secure better job opportunities

iii. Facilitate Smooth workforce Integration: OJT helps trainees' transition seamlessly into the workforce, reducing the time needed for adaptation and ensuring they are ready for full-time roles.

ii. Strengthen industry-Institute Collaboration: OJT creates stronger partnerships between ITIs and industries, ensuring that training programs are up-to-date and aligned with industry needs.

iv. Evaluate and Monitor Skill Progress: OJT allows continuous assessment of trainees' performance in real-world settings, ensuring their skills align with industry standards and expectations.

3. Key Characteristics of the Workplace for OJT:

The workplace for On-the-Job Training (OJT) refers to any physical setting where trainees engage in real-world tasks and activities related to their trade or occupation. This setting is typically provided by an industry, employer, or organization that collaborates with the Industrial Training Institute (ITI) to offer OJT. For the purpose of OJT, the terms 'workplace' and 'industry' are used interchangeably. To ensure effective OJT, the workplace must meet the following essential requirements:

CONDITIONS, TOOLS, TECHNOLOGIES, AND PROCEDURES.

Supervised Training

The workplace must have designated supervisors or mentors who guide trainees, provide feedback, evaluate and assess their performance throughout the OJT period.

Real-World Tasks

Trainees should be involved in meaningful work that contributes to the organization's operations, allowing them to apply theoretical knowledge and develop practical skills.

Safety and Compliance

The workplace must adhere to safety regulations and provide a safe environment for trainees, including providing necessary safety equipment and training.

4. Structure of OJT



Duration: As per the restructured curriculum, 150 hours of On-the-Job Training (OJT) shall be conducted for each year of the course duration. In few cases, more than 150 hours depending on the trade and the specific



Collaboration with Industries/ Workplace: ITIs shall collaborate with industries or workplaces, ranging from small entities to large enterprises, to provide OJT opportunities.



Training Agreement: A simple formal agreement, letter of intent, or email correspondence should be established between the ITI and the industry, outlining the training objectives, duration, logistics and other details.



Supervision: Trainees shall be supervised by both industry mentors and ITI coordinators to ensure that the training is aligned with the curriculum.

5. Implementation of OJT

5.1 Selection of industry:

The ITI will identify and collaborate with industries that offer relevant training opportunities, ensuring that the collaboration is based on the industry's capability and the training requirements of each batch/unit under the OJT program. This will be aligned with the course components to be undertaken at the industry to provide quality training consistent with the ITI curriculum.

5.2 Training and Supervision:

- i. Trainees shall be eligible for OJT / Project work only after admission in the ITI and completing a minimum of three months of training in ITI.
- ii. Trainees will be trained under the guidance of industry mentors who will provide practical training and assess their performance.
- iii. On-the- Job Training (OJT) may be conducted either continuously for approximately 8 hours per day or in staggered hours based on mutually agreed terms between the industry and the ITI, while ensuring adherence to safety and security protocols.
- iv. The ITI will designate instructors as the coordinators. These coordinators will conduct regular visits to monitor progress and ensure that the training aligns with the curriculum standards. On-the-job training (OJT) will be conducted under the supervision of industry mentors/supervisors and in coordination with ITI trainers.
- v. While allocating female trainees to workplaces for OJT, ITIs must ensure the availability of clean washroom facilities, presence of existing women staff, and overall safety and security of all employees, with special attention to the well-being of female trainees.

5.3 Evaluation and Feedback:

- i. Trainees are required to maintain a logbook to record their activities, tasks

performed, and skills acquired on a weekly basis , in the format provided at Annexure - 1. These logbooks must be submitted to the ITI coordinator upon completion of the OJT.

- ii. Industry mentors shall conduct regular evaluations of the trainees and give them feedback.
- iii. On the completion of OJT, industry mentor shall assess and award marks on the basis of following parameters:
 - a. Punctuality of the trainee during OJT period
 - b. Maintenance of Log Book
 - c. Ability to analyse problem and troubleshoot effectively
 - d. Ability to use proper tools and perform practical demonstrations
 - e. Adherence to the standard safety procedures

Trainee Performance Evaluation and Marking Scheme is given at Annexure - 2.

- iv. The final evaluation of OJT shall be conducted in two components: individually by the industry Mentor and the External Examiner, each carrying 50 percent weightage.
- v. The External Examiner, appointed during the practical examination at the ITI, shall conduct a viva voice and award marks accordingly.
- vi. The ITI shall collect and consolidate the marks awarded to the trainee by both the industry mentor and the external examiner and based on the combined score, final grades for OJT shall be awarded using the following grading matrix, and these will be reflected in the trainee's final marksheet:

Grade A1 (≥ 90): Exemplary

Grade A (≥ 75 and < 90): Very Good

Grade B (≥ 60 and < 75): Good

Grade C (< 60): Satisfactory

- vii. The details of the industry such as

its name, address, registration number, and marks and grades obtained by the trainees for OJT shall be uploaded on the portal at the time filling eligibility details / uploading the practical examination marks of the trainees.

5.4 Certification:

- i. An OJT completion certificate shall be issued by the ITI, endorsed by the industry, upon successful completion of the training. Format of this certificate is given at Annexure -3.
- ii. Additionally, the industry may also issue its own certificate to the trainee upon successful completion of the OJT.

6. Project work

In cases where an ITI is unable to conduct OJT for any number of trainees in a specific trade, the institute (trainees) may opt for a project or group project relevant to that trade as an alternative.

Guidelines for Implementation of Project Work:

6.1 Pre-project preparation:

- i. The instructor shall conduct an orientation session before the initiation of the project work to brief trainees on the project objectives, methodology, responsibilities, and expected outcomes.
- ii. The project must be relevant to the trade and designed to build practical skills.
- iii. Projects may be done individually or in groups, under the supervision of an instructor.
- iv. A brief project proposal must be submitted to the instructor for approval, and the project may commence only after approval is granted.

6.2 Project Implementation and Supervision:

- i. The duration of the project work shall be 150 hrs for each year.

- ii. Trainees must maintain a report or logbook to document progress and outcomes.
- iii. The log book should cover, brief of project, bill of material, procedure of assembly, list of challenges faced and lessons learned.
- iv. ITI coordinators shall monitor progress of project work at regular intervals.

6.3 Evaluation of Project work:

- i. Trainees shall prepare a final report and give a presentation or demonstration.
- ii. The final evaluation of project work shall be conducted in two components: individually by the ITI faculty and the External Examiner, each carrying 50 percent weightage.
- iii. The External Examiner, appointed during the practical examination at the ITI, shall conduct a viva voice and award marks accordingly.
- iv. The ITI shall collect and consolidate the marks awarded to the trainee by both the ITI faculty and the external examiner and based on the combined score, final grades for project work shall be awarded using the following grading matrix, and these will be reflected in the trainee's final marksheet:

Grade A1 (≥ 90): Exemplary

Grade A (≥ 75 and < 90): Very Good

Grade B (≥ 60 and < 75): Good

Grade C (< 60): Satisfactory

- v. The details of Project Work shall be uploaded on the portal at the time filling eligibility details / uploading the practical examination marks of the trainees

7. Roles and Responsibilities of Key Stakeholders

Successful implementation of On-the-Job Training (OJT) requires effective collaboration among various stakeholders, with each having clear responsibilities,

which are outlined below.

7.1 Responsibilities of ITI

- i. Identify and collaborate with suitable industries or establishments for conducting OJT aligned with the relevant trade curriculum.
- ii. Facilitate communication and coordination between the trainee and the industry.
- iii. Appoint dedicated OJT coordinators/instructors for monitoring and support.
- iv. Ensure execution of a simple formal agreement or correspondence (e.g., Letter of Intent or Email) with the industry outlining the objectives, schedule, and responsibilities.
- v. Conduct regular visits to the workplace to oversee trainee progress and resolve issues if any.
- vi. Provide guidance to trainees regarding workplace expectations, safety protocols, and documentation.
- vii. Collect and consolidate evaluation scores from the industry mentor and external examiner.
- viii. Maintain proper records of OJT participation, evaluation, and certification.

In case OJT is not feasible and project work is undertaken, the ITI shall additionally:

- ix. Conduct an orientation session for trainees to explain the project objectives, methodology, and expected outcomes.
- x. Approve relevant and skill-oriented project topics in line with the trade curriculum.
- xi. Guide and supervise trainees throughout the duration of the project.
- xii. Ensure proper documentation, including logbook, progress reports, and final project submissions.
- xiii. Coordinate project evaluations in

collaboration with external examiners and ensure the awarded grades are recorded appropriately.

- xiv. ITI shall, at the time of filling in the eligibility details of the trainees for examination/ / uploading the practical examination marks, enter the details of project work

7.2 Responsibilities of industry

- i. Offer a safe and structured work environment aligned with the training objectives.
- ii. Assign experienced supervisors or mentors to train and guide the trainees throughout the OJT period.
- iii. Assign relevant tasks to the trainees in accordance with their trade.
- iv. Monitor the performance of trainees, provide ongoing feedback, and maintain attendance and activity records.
- v. Evaluate the trainees based on the prescribed marking scheme and submit the scores to the ITI.
- vi. Endorse the OJT completion certificate issued by the ITI.

7.3 Responsibilities of Trainee

- i. Attend the OJT or project work regularly and adhere to the assigned schedule and institutional discipline.
- ii. Maintain a logbook detailing activity performed, tools used, skills learned, or project progress.
- iii. Follow all safety procedures and organizational protocols.
- iv. Demonstrate enthusiasm, professionalism, and a willingness to learn.
- v. Cooperate with mentors, supervisors, instructors, and fellow trainees during the training or project period.

7.4 Responsibilities of External Examiner

- i. Participate in the final assessment of

OJT or project work during the practical examination phase.

- ii. Conduct a viva-voice with the trainee to assess understanding, problem-solving ability, and overall learning.
- iii. Review the trainee's logbook or project report, as applicable.
- iv. Assign marks in coordination with the evaluation guidelines and submit them to the ITI for final grade compilation.

8. Miscellaneous Guidelines:

- i. As per the CTS curriculum, it is mandatory for every trainee to undertake either On-the-Job Training (OJT) or, where OJT is not feasible, a trade-relevant project.

- ii. To encourage ITIs to prioritize OJT over project work, OJT will be incorporated as a relevant parameter in the Data-Driven Grading Methodology (DDGM) for ITIs in due course.
- iii. In units functioning under the Dual System of Training (DST) mode within ITIs, trainees shall mandatorily undertake project work in place of OJT, since they have already undergone industry training as part of the DST framework.
- iv. To ensure the safety and well-being of ITI trainees throughout their training period, including On-the-Job Training (OJT), State Directorate / Institutes may consider provisions such as Accidental Group Insurance for ITI trainees to provide coverage against any unforeseen incidents.

Weekly Log Book Format

Annexure – 1

Week No.

Name of the Trainee	
Permanent Registration Number (PRN) of Trainee	
Name of ITI along with MIS Code	
Trainee's Trade	
Name of Mentor	
Name of the industry	
Safety tools / Work Permit	

Description and steps of activities performed:

Tool & Equipment's used:

Challenges faced (If any):

Skills Acquired:

Attendance of trainee during seven days

Date	In Time	Out Time

Signature of the Mentor:

On-the-Job Training (OJT): Trainee Performance Evaluation and Marking Scheme

Annexure – 2

Sr. No.	Evaluation Criteria	Maximum marks	Marks Awarded	Remarks (if any)
1.	Punctuality of the trainee during OJT period	10		
2.	Maintenance of Daily Log Book	10		
3.	Ability to analyse problem and troubleshoot effectively	10		
4.	Ability to use proper tools and perform practical demonstrations	10		
5.	Adherence to the standard safety procedures	10		
Total		50		
Date :		Mentor's Name & Signature		

Proforma for Certificate of Completion for OJT/ Project Work

Annexure – 3

This is to certify that Mr./Ms. _____, son/daughter of Mr./Mrs. _____, a trainee of _____ _____ (Name & address of ITI), has successfully completed 150 hours of On-the-Job Training (OJT)/Project Work at/on _____ (Name of the industry, located at industry Address) / (Project Title), from _____ to _____.

Date of Issue:

Manager/ Representative of industry
(In case of OJT)

Signature with Stamp /Seal
(In case of OJT)

Principal/ Representative of ITI

Signature with Stamp/ Seal

