



Directorate General of Training



सत्यमेव जयते
GOVERNMENT OF INDIA
MINISTRY OF SKILL DEVELOPMENT
& ENTREPRENEURSHIP



Skill India
कोशल भारत - कुशल भारत

Directorate General of Training (DGT)



Presentation
Jan, 2020

Role of DGT in Skill ecosystem

DGT caters to different areas of skill ecosystem

1 ITI Students

2 ITI Trainers

3 Apprentices

4 Upgrading skills of Technicians & Engineers

5 Industry

DGT perform role in different functions

Affiliate, Assess & Certify

Schemes & Projects

**Industry Connect
Apprenticeship,
Short Term
Courses & Flexi
MoU**

**Curriculum
Content &
Teaching Aid**

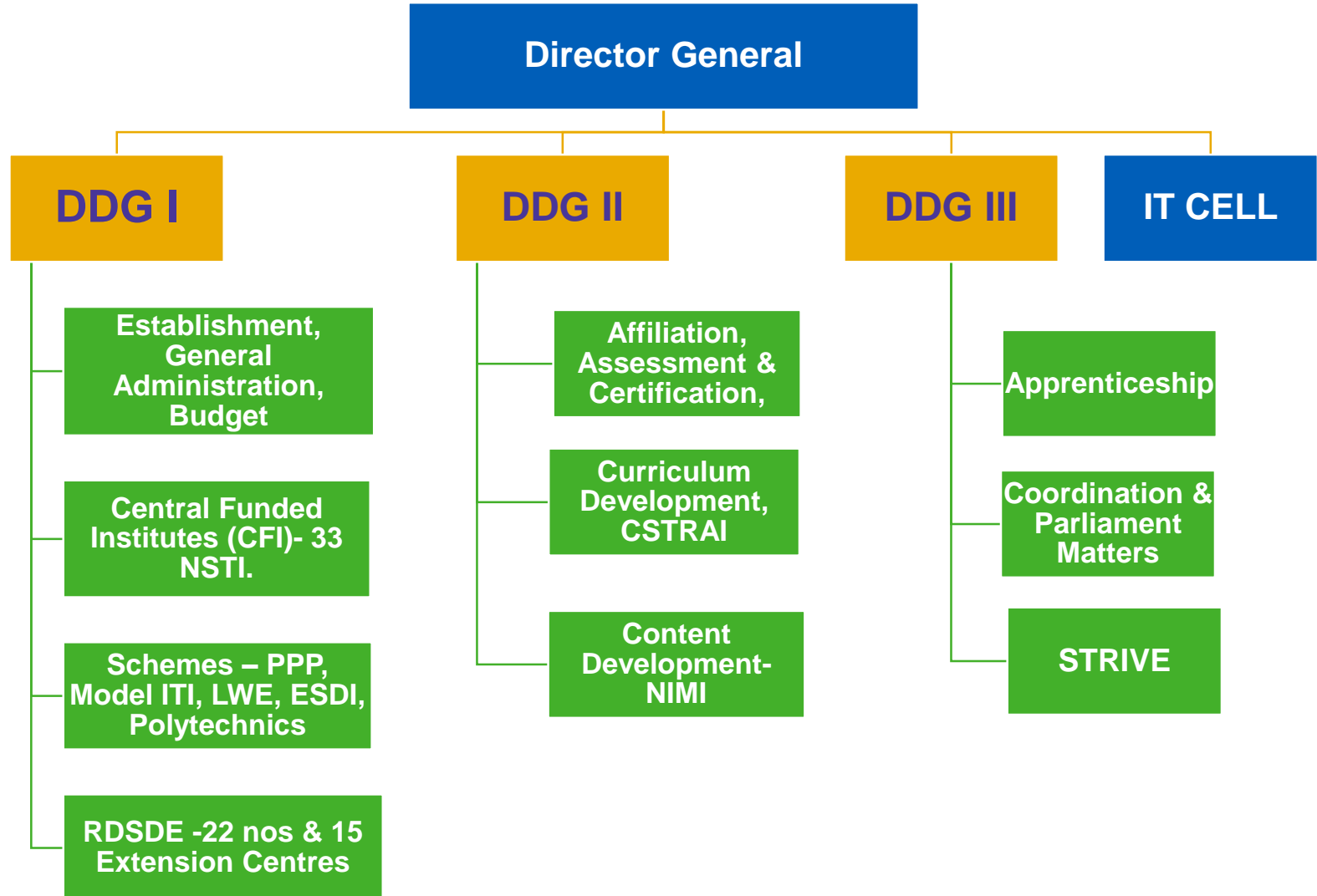
**Technology
Enabler (New
Age Courses)**

**Regulatory and
Secretariat to
NCVT**

**Outreach
through
Institutes**

**International &
National
Collaborations**

Organisation Structure



DGT: Staff Strength

| Staff Strength | Sanctioned Strength | Filled | Vacant |
|---------------------------------|---------------------|-------------|-------------|
| Group 'A' (ISDS) | 271 | 163 | 108 |
| Group 'A' (WT) | 57 | 8 | 49 |
| Group 'B' (Combined (Gen & WT)) | 975 | 484 | 491 |
| Group 'C' (Combined (Gen & WT)) | 1145 | 571 | 574 |
| Total | 2448 | 1226 | 1222 |

ITIs



The “makers” of “Make In India”

**Launched in
1950**

**Administrative &
Financial control of
ITIs is with the State
Governments/UT
Administrations**

**Total DGT
employees: 1226**

**Offers range of
vocational/skill
training courses**



| | |
|--------------------------------------|--|
| Number of ITIs (as on March 2020) | 15,697(Govt.- 3055 & Pvt.- 12,642) |
| Seating Capacity | 34.30 lakhs (Enrolled 26.42 lakhs) (Govt.32% & Pvt. 68%) |
| Female Students | ~11% |
| Number of Trades | 137 (73- Engg. + 59- Non-Engg.+ 05 Divyang) |
| Duration | 1 year to 2 years |
| Entry Criteria | 10 th Standard |
| Age | 14 years & above |

Growth of ITIs & Seating Capacity (2014-19)

Growth of ITIs













De affiliation of ITIs in 2019

ITI increased from 10750 ITIs (2014) to 15,697 ITIs (2020)

Capacity Increased by 120% to 34.3 lakhs in the same period

Top 10 Courses in ITIs

| Trades | | ITI Count | Trainee Count |
|---|---|-----------|---------------|
|  | Electrician | 12,286 | 9,87,591 |
|  | Fitter | 9,683 | 5,31,731 |
|  | Computer Operator and Programming Assistant | 2,617 | 91,403 |
|  | Welder | 2,555 | 74,213 |
|  | Electronics Mechanic | 1,840 | 66,633 |
|  | Mechanic Diesel | 1,990 | 65,010 |
|  | Mechanic (Motor Vehicle) | 1,417 | 53,953 |
|  | Wireman | 1,357 | 48,409 |
|  | Draughtsman (Civil) | 1,278 | 35,463 |
|  | Mechanic (Refrigeration and Air-Conditioning) | 912 | 35,411 |

Interventions for ITIs

- Collaborating with Industry to improve labs in ITIs
- Incubating Production through earning while learning
- Dual System of Training and Flexi MoU
- Reforms in curriculum Development- Online content - Assessment
- Transparency and standardization in Affiliation
- Informed Choices to students - Grading

Interventions for ITIs (Cont..)

- ❑ Skill Strengthening for Industrial Value Enhancement (STRIVE)
- ❑ Upgradation of 1396 ITIs through PPP
- ❑ Upgradation of existing Govt. ITIs into Model ITIs
- ❑ Enhancing Skill Development Infrastructure in NE States and Sikkim
- ❑ Skill Development in LWE affected districts

Getting Industry to improve Labs in ITIs



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ITI Naigaon, Singhbhum, Jharkhand



ITI Pusa, Delhi

Way Forward : Scaling up from 500 odd ITIs

Production Centres in ITI (Earning while Learning)

SAMSUNG



Govt. ITI Kalamssery, Kerala

LAKMÉ



Govt. ITI Guwahati

Way Forward: Scaling up from 100 odd ITIs and liaising with Industry/ Entrepreneurship for incubation

Dual System of Training

Two Campus Training Model: ITI + Industry



1 Objective

Strengthen industry connect

Impart quality, industry relevant training

Encourage more participation from ITIs and Industry

2 Significant Changes to provide flexibility

Change in **Duration** of Industrial Training

| Duration of Trade / course | Duration of industrial exposure/ training (as per previous guidelines) | Duration of industrial exposure/ training (as per revised guidelines) |
|----------------------------|--|---|
| 6 months | Not Defined | 1-3 months |
| 1 Year | 5 months | 3-6 months |
| 2 Years | 9 months | 6-12 months |

block / multiple block / mixed mode training

500 ITIs 748 MoUs with industry partners

Industry Partner conduct part/ full formative assessment

Way Forward : Scaling up from 500 to 5000 ITIs

Flexi-MoU- *One Campus Training Model*

- *Industry*



Objectives

Strengthen industry connect – 8 Industries

Impart customized industry relevant training

Offer flexibility to create tailored skilling programmes



Way Forward : Scaling up from 8 Industries

Reforms in Curriculum Development



All 137 courses have been aligned to NSQF- 35 New trades and 11 Industry 4.0 courses



QR codes in each book (Augmented Reality (AR)' , 'Virtual Reality (VR)' and Videos)



Question bank on Bharat Skill Portal

कौशल भारत - कुशल भारत
BHARAT SKILLS
Directorate General of Training (DGT)



Hinglish Manuscript for NIMI books



Reforms in Curriculum Development (Cont..)



Way Forward:

- Integrate formal education with skilling – Equivalency and Vertical Mobility
 - Establish Board of Vocational Education & Training
- Develop more Industry connect and more robust processes
- Introduce more Service sector trades
- Introduction of Employability Skills in the curriculum
- Skill Gap Study and introduce new courses
- Courses for reskilling/ Upskilling
- Evolving equivalence of short term to long term courses through Credit framework
- Exploring Entrepreneurship support to candidates and Incubation



ITI Trainees

- Tailored courses for ITI trainees.
- Study Materials (English, Hindi and other regional languages) Question Banks, E- books, Video, Blended Learning courses, Mock Test etc.,



ITI Trainers

- Access ToT courses under Trainers Module



Others

- Add-on trade related courses, NSDC short-term courses.
- Soft skills
- Custom courses from partners such as Cisco, Quest Alliance, Adobe and IBM



Way Forward :

- Further rationalization of courses and self assessments
- Content in regional language
- Feedback from students from students and industries
- Live support desk to students
- Virtual classrooms and tracking
- Analytics and tracking of students progress

Examinations Reforms

1 Self-center for
Practical/ Engineering
Drawing Exam



4 RPL Examinations to be done in
NSTIs (where trade is available) and
Government ITIs

2 Practical/ Engineering
Drawing Exam to be
conducted by State



5 Digitally Signed
Certificates to be
issued to all trainees



3 Supplementary
exams to be
conducted on
demand for students



6 Introduced Electronic
Skill Credential
Standards



Way Forward:

- Standardization of entire examination calendars and procedures
- Ensuring results within 45 days of annual exams
- Use of National Academic Depository (NAD) for Trade certificates
- Convocation in ITIs

AFFILIATION - NEW ITI & Expansion



- Pivotal role of State Govt. in Affiliation
- Mandatory requirement for ownership of the building
- Enforcement of Building Completion Certificate and local Bye-laws
- Well defined norms for building with size and numbers
- Norms for Toilets, Parking area, Drinking water & playground
- Emphasis on Fire, safety & green building norms.
- Online System

AFFILIATION - NEW ITI & Expansion (Cont..)



Way forward:

- Standardize and improve quality of institutes
- Mechanism on lines of CBSE with affiliation Committee, regulations and Grievance Redressal
- Mapping of gap areas viz transition loss
- Establish in districts in Aspirational or zero absence districts
- Explore Mega ITI in each State with 25000 students per year, 30 % seats for girls
- Model ITI in each district
- Expand penetration of service trades and high end trades
- Introduction of new age skill for Industry relevant training
- Cross leverage ITIs for short term skilling

Initiatives Taken To Improve Quality Of Training & Employability

GRADING OF ITI: NEED FOR GRADING



To provide a benchmark for comparison

In alignment to National Policy on Skill Development and Entrepreneurship, 2015

Opportunity for institutes to Improve

Improves Student choices

Performance based funding

Grading of ITIs

- Phase-1 of Grading was optional and covered 4811 ITIs
- Phase-2 of grading is mandatory and 10443 ITIs have already been self-graded

Graded Autonomy of ITI

| | No Star (<2.0) | 2 Star (≥ 2.0 but <2.5) | 3 Star (≥ 2.5 but <3.0) | 4 Star (≥ 3.0 but <4.0) | Total |
|--------------|-----------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------|
| Govt | 1200 | 355 | 235 | 81 | 1871 |
| Pvt. | 2348 | 392 | 158 | 42 | 2940 |
| Total | 3548 | 747 | 393 | 123 | 4811 |

ITIs with grade ≥ 2.5 will be self-centres for OMR based theory examination.

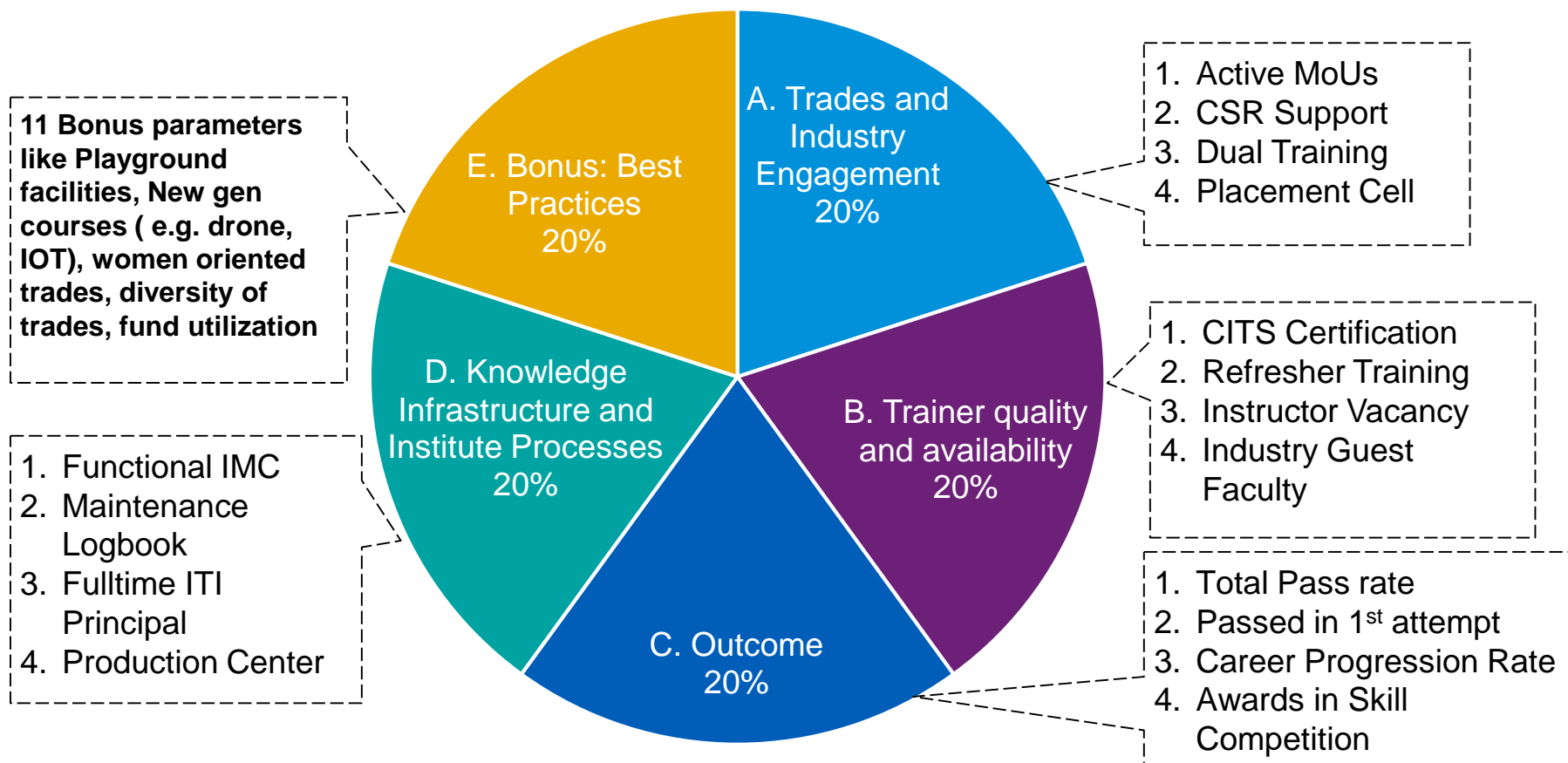
Only ITIs with grade 2.5 or more will be allowed to apply for addition of new trades/units

Only Private ITIs with at least 2.5 grade and Government ITIs with at least 2.0 grade will be eligible to participate under STRIVE (World Bank Project).

Principals and Instructors of ITIs with 2.5 or more grade will be eligible for training in NSTIs or abroad, wherever possible

GRADING OF ITI: 27 PARAMETERS UNDER 5 GRADING CATEGORIES FOR PHASE-2 of ITI GRADING

- Phase-2 Grading of ITIs was launched in February 2019 for all the NCVT affiliated ITIs in the country.
- It is mandatory for all the NCVT ITIs in the country to get graded.



For ITI Trainers- NSTI and IToTs



Objective:

To train Instructors in the techniques of transferring hands-on skills & training methodology



Trades covered: Popular 27 Engineering and 7 non-engineering trades



Total seating capacity: 11556

CITS RPL has been introduced recently

Details on NSTI and ITOTs across India

| Institutes for Training of Trainer | Count | Capacity |
|---|------------------|----------|
| Central Institute- NSTIs | 33 (19 women) | 7776 |
| Private Institutes for Training of Trainers (IToTs) | 12 | 3060 |
| State Government Institutes for Training of Trainers (IToTs) | 06 | 720 |

National Skill Training Institutes & Institutes for Training of Trainers



- 33 NSTIs - 19 NSTI(W) / 18 IToTs – 6 State Govt. and 12 Pvt.
- NCVT mandate all Instructors to be certified- need about 90,000 instructors

Conducts:

- Crafts Instructor Training Scheme – 11,556 seats in 34 trades (27 Engg & 7 Non Engg.)
- Advanced Vocational Training Scheme – 12 disciplines - 40,000 capacity
- Craftsmen Training Courses in all NSTI(W)
- Craftsmen Training Courses (New Age) in 13 NSTI
- Training Of Trainers & Assessors – Short Term Training – collaborate with NSDC/ JSS
- Advanced (Vocational) Diploma at 16 NSTIs in association with IBM.

National Skill Training Institutes & Institutes for Training of Trainers (Cont..)



Way Forward:

- Refresher Training- Institutionalise annual 2 week course
- Expansion of training capacity- Scope for scheme & Feasibility of RPL for Instructors
- Time bound training of Trainers
- Strengthen Infrastructure
- Strengthen Industry Engagement for all trainers and assessors
- Enhance Quality and newer avenues for ToT with Universities and Industry clusters.

Apprenticeship (After ITI or Freshers)



of Establishments → 60000

No. of Apprentices → 1.7 lakhs

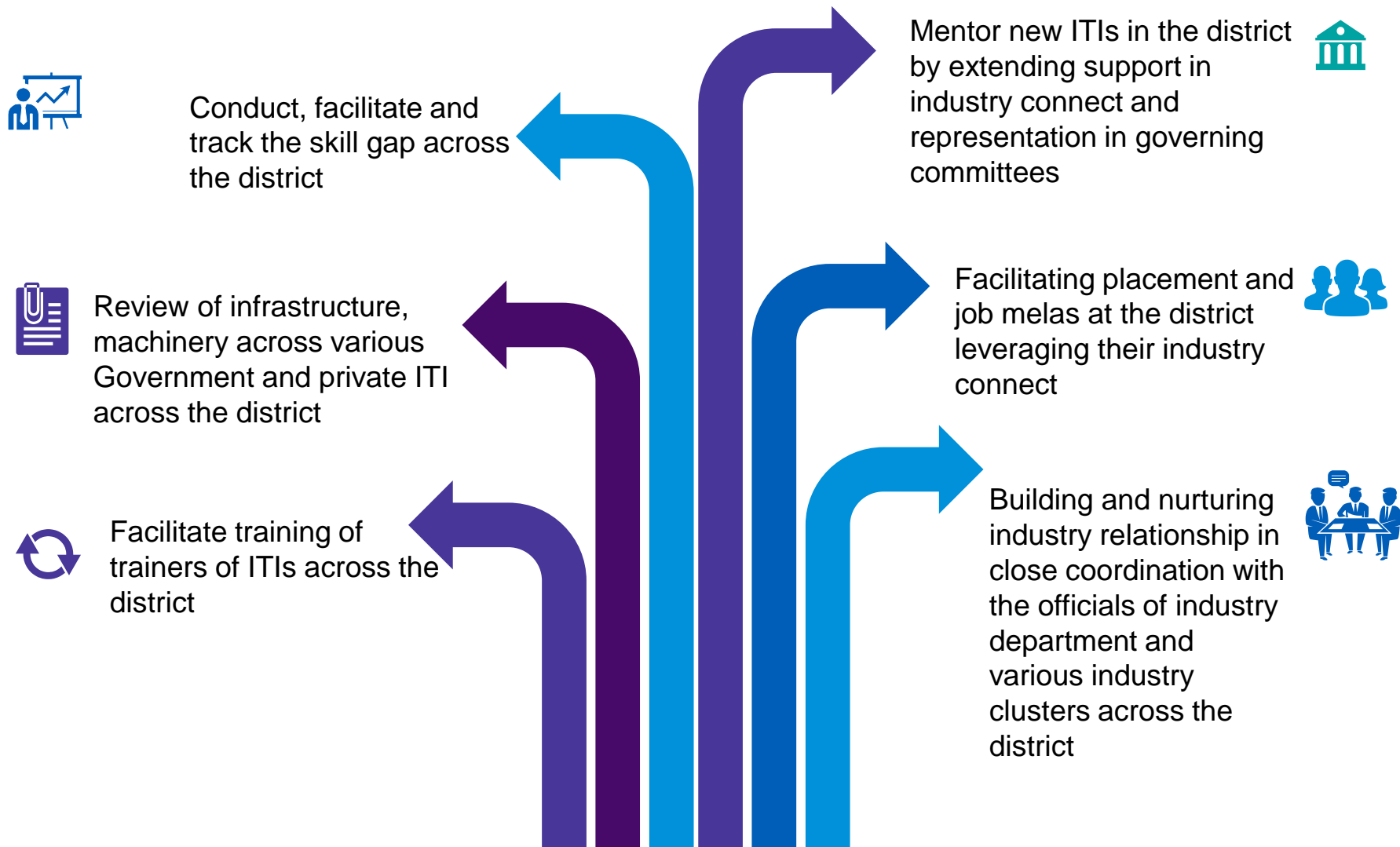
| Name of the Establishment | No. of apprentices |
|-------------------------------|--------------------|
| Ministry of Railways | 14673 |
| Tata Motors | 11835 |
| Bharat Heavy Electricals Ltd. | 11643 |
| Aegis Customer Support | 9776 |
| Gujarat State Road Transport | 8317 |
| Maruti Suzuki India Limited | 7760 |
| Bharat Electronic Ltd. | 4582 |
| AP State Road Transport | 4289 |
| ONGC | 3229 |
| Ordnance Factory | 3126 |



Way Forward : Apprenticeship

- Streamline the process
- Timely assessment and certification
- Expansion to cover more industry and more aspirants
- Identification of relevant Industry clusters and priority and designated courses
- Advocacy of Apprenticeship among industries so as to ensure that all institution come on-board
- Explore aggregator model to involve MSME

Outreach through NSTI/ Nodal ITI



Regional Directorate for Skill Development & Entrepreneurship (RDSDE)



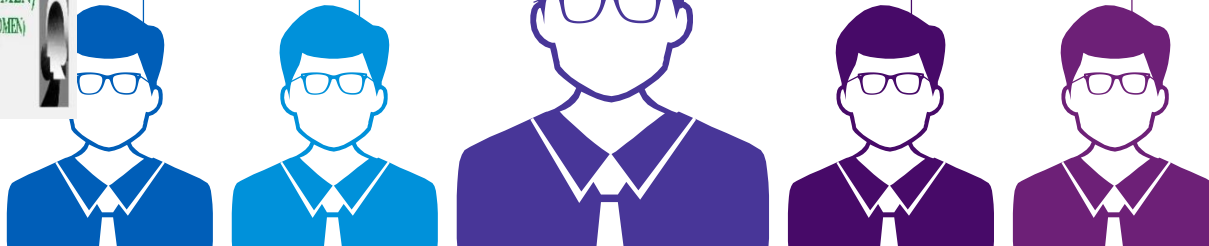
Handling of court cases of the schemes

Implementation and Monitoring of all schemes of DGT

Coordination for establishing Skill Universities and NSTI Extension Center

Coordinating with trade-testing cell for examination of all schemes

Coordination with Ministry for schemes like PMKVY, DDUGKY and NULM



Total RDSDE

22



Schemes for improving Quality of Long term Training Courses

World Bank funded STRIVE Project

: INR 2200 Crore- 2018-22



STRIVE- Skills Strengthening for Industrial Value Enhancement

Result Area 1: Improving performance of ITIs

(INR 1,000 Crore)

500 ITIs to be selected (including 100 Private ITIs) for providing grant of average INR 2 crore

Result Area 2: Increased capacities of State Governments

(INR 330 Crore)

Signing of STRIVE MoU with all states/Uts for state-specific reforms.

Result Area 3: Improved teaching and learning capabilities

(INR 435 Crore)

On boarding of CSTARI & NIMI for revamping of CTS and CITS trades

Result Area 4: Improved and broadened apprenticeship training

(INR 212 Crore)

MoU with Industry Clusters and States has to be signed with 100 Industry Clusters.

Upgradation of 1396 ITIs through PPP

| No. of ITIs | Loan amount | Expenditure with seed money | Expenditure | Seed Money | Interest earned | Revenue |
|-------------|-------------|-----------------------------|-------------|------------|-----------------|---------|
| 1227 | 3067.50 | 2570.59 (83%) | 1848.23 | 722.36 | 1200.87 | 225.01 |

Over 900 Institute Management Committees (IMCs) active in Govt ITIs

Industry Partner is the Chairman, and Principal, ITI is Secretary of IMC Society

Rs 2.50 crore loan provided to each IMC

Total revenue earned by IMCs is Rs 155 crore through training programmes and production centres

335 ITIs have earned revenue worth more than Rs 10 lakh each

ITI Khed, Maharashtra



Critical Decision: Should loan be converted to Grant?

Upgradation of Existing Government ITIs into Model ITIs

29 ITIs have been
identified in 27 States

Fund allocation so far- INR
245.30 crores

Fund released-
INR 117.46 crore

Model ITI, Durgapur, West Bengal



Model ITI, Karaundi, Varanasi





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Scheme for Enhancing Skill Development Infrastructure in NE States & Sikkim (ESDI) & Skill Development in 47 Districts affected by Left Wing Extremism

- **For North- East:** Upgradation of existing ITIs by introducing three new trades per ITI in each of 22 ITIs with 100% GoI funding and establishment of 34 New ITIs in 8 States with 90% central and 10 State funding.
- **For LWE:** 47 ITIs with 1 ITI / district [13 new districts in addition to 34 districts covered earlier].



Govt. ITI, Gajabahal (Odisha)



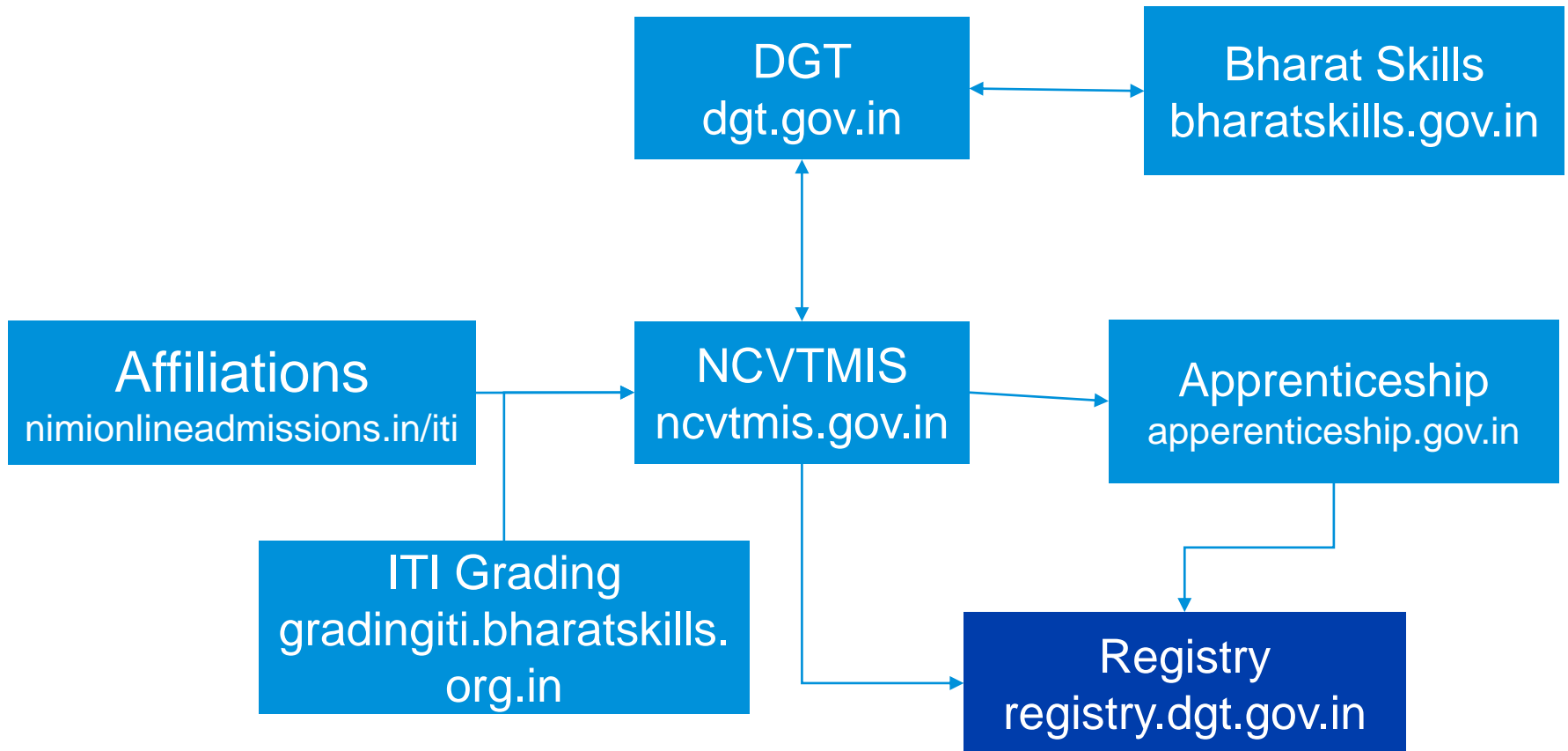


Reorganising DGT

Key Issues

- Fill Existing vacancies through revival of posts
- Establishment of Board of Vocational Education and Training on lines of CBSE within DGT
- Establish Standing Committees- Curriculum, Affiliation, Examination and Certification
- Reorganize and recalculate HR requirements
- Re-establish linkage with **CSTARI** and **NIMI**
- Strengthening of RDSDEs
- Re-organize MIS bringing long term financial support for DGT portal

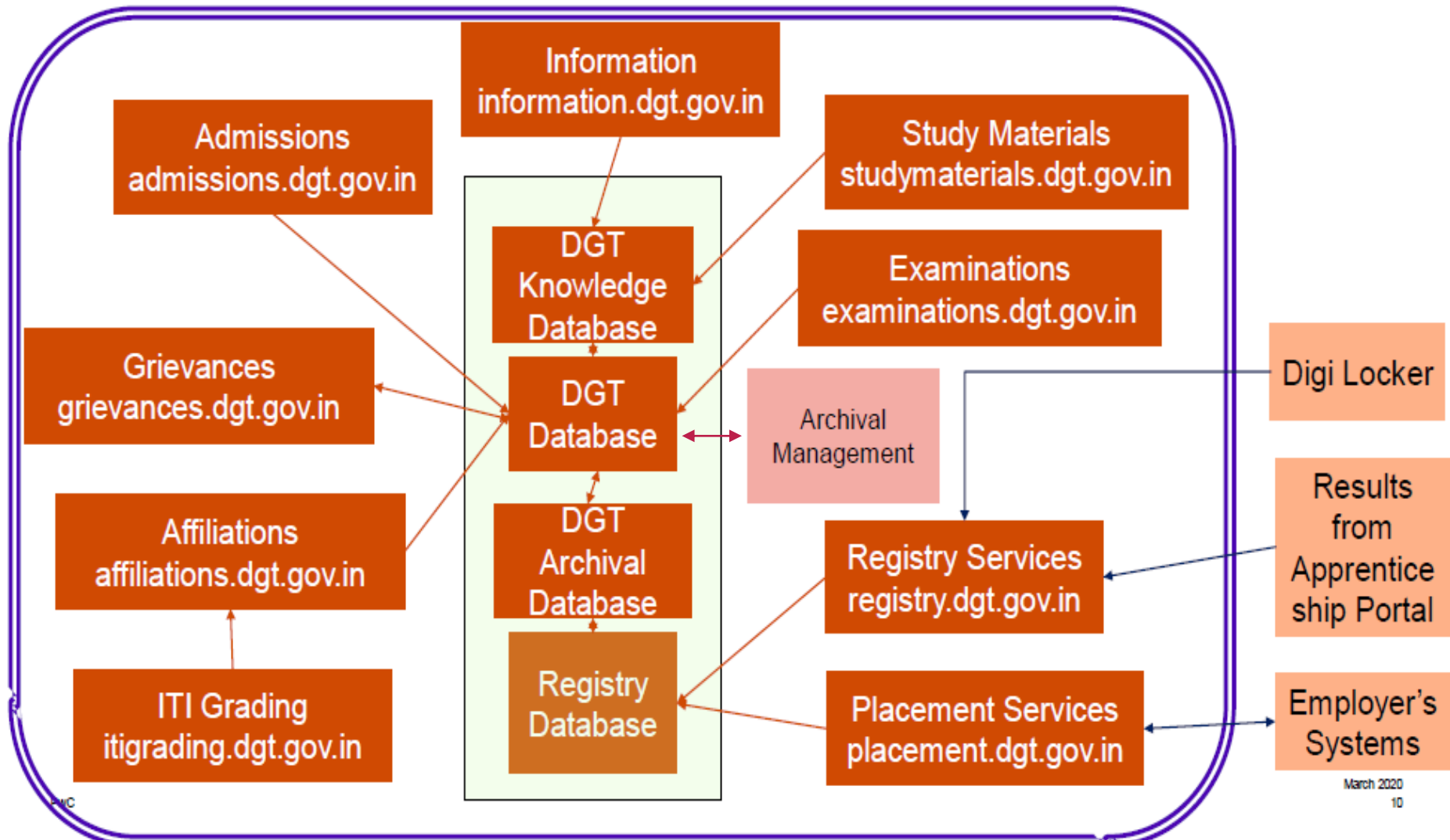
DGT Portals (Current)



DGT Portals 2.0 (Proposed)



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Thank You

