



Tracer Study of ITI Graduates in India

Final Report Submitted to
DGE&T, Ministry of
Labour and Employment,
Govt of India

CENPAP

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DR. S. PARTHIBAN

TEAM LEADER & PROJECT CO-ORDINATOR

ABBREVIATIONS and ACRONYMS

AM	Advance module
AP	Andhra Pradesh
ATI	Advanced Training Institute
ATO	Assistant Training Officer
BBBT	Broad Based Basic Training
CoE	Centre of Excellence
CSS	Centrally Sponsored scheme
CTS	Craftsman Training Scheme
DF	Domestic Funded
DGE&T	Director General of Employment & Training
DM	Domestic Funded
GOI	Government of India
HP	Himachal Pradesh
IDA	International Development Association
IDP	Institutional Development Plan
IMC	Institution management committee
ITC	Industrial Training Centre
ITI	Industrial Training Institute
ITI	Industrial Training Institute
ITW	Instructor Training Wing
J&K	Jammu & Kashmir
JTO	Junior Training Officer
MoLE	Ministry of Labour and Employment
MoU	Memorandum of Understanding
MP	Madhya Pradesh
NPD	National Project Director
NPIU	National Project Implementation Unit
PIP	Project Implementation plan
PPP	Public Private Partnership
RVTI	Regional Vocational Training Institute
SM	Specialized Module
SPIU	State Project Implementation Unit
TCPC	Training Counseling and Placement Cell
TCPO	Training Career and Placement Officer
TN	Tamil Nadu
ToR	Terms of Reference
UP	Uttar Pradesh
VTIP	Vocational Training Improvement Project
WB	West Bengal

Key Findings Summary

Tracer Study of ITI Graduates in India-2012 (CENPAP)				
SUMMARY-1 : LABOUR MARKET OUTCOMES				
Criteria of Evaluation		Impact Group	Employed	Un-Employed & Looking for Job
		Employment Status of Pass-outs		
Employment Status (Current)		Domestic COE	66.4	33.6
		Domestic CTS	71.7	28.3
		PPP-COE	80.0	20
		PPP-CTS	55.7	44.3
		VTIP-COE	59.4	40.6
		VTIP-CTS	60.8	39.2
		Domestic-All	68.3	31.7
		PPP-All	56.7	43.3
		VTIP-All	60.1	39.9
Employment status by Course		BBBT	60	40
		AM	64	36
		SM	61	39
		CTS	59	41
Employment Status by Gender & Social Groups		Male	63.8	36.2
		Female	38.0	62.0
		SC	57.4	42.6
		ST	49.5	50.5
		Backward Classes	60.8	39.2
		Others	62.4	37.6
Employment by BPL Status		Below Poverty	53.1	46.9
		Above Poverty	66.0	34.0
		Total	59.9	40.1

Key Findings Summary

Summary-2 : Labour Market Outcomes				
Tracer Study of ITI Graduates in India-2012 (CENPAP)				
Criteria of Evaluation	Impact Group	Project ITIs	Non-Project ITIs	Total
Time taken to get first job	Proportion Employed within 6 months	46.9	50.5	48.5
	Proportion Employed within 12 months	70.9	75.6	73.0
	Proportion Employed after 12 months	29.1	24.4	27.0
Sector of Employment	COE- Pass-outs Employed in Public Sector (%)	3.8	3.3	3.6
	CTS Pass-outs Employed in Public Sector (%)	3.9	4	2.4
	COE- Pass-outs Employed in Private Sector	96.2	96.7	96.4
	CTS-Pass outs Employed in Private Sector	96.1	96	97.6
	Total	100	100	100
Average Monthly Wages Earned (in Rupees)	Male	5289	5491	5381
	Female	5109	4197	4630
	SC	5178	5496	5324
	ST	4808	4951	4889
	BC	5445	5370	5411
	Others	5162	5415	5276
	BPL	5276	5189	5237
	APL	5278	5510	5388
	Public Sector	5724	5866	5789
	Private Sector	5259	5360	5305
	Total (All)	5277	5379	5324

Key Findings Summary

Summary-3				
Tracer Study of ITI Graduates in India-2012 (CENPAP)				
Criteria of Evaluation	Reference Period	Project ITIs	Non-Project ITIs	Total
Utilization of Training Seats	Institutional Performance-COE-BBBT Section			
	2005-06	0.0	102.3	102.3
	2006-07	96.0	102.7	99.6
	2007-08	85.8	102.4	92.3
	2008-09	99.8	101.8	100.3
	2009-10	101.2	96.0	99.6
	2010-11	102.5	100.1	101.7
	Total	104.8	96.9	102.3
Drop-out Rates in BBBT (%)	2005-06	0.0	14.9	14.9
	2006-07	19.9	12.7	15.9
	2007-08	22.3	14.4	18.9
	2008-09	19.7	18.3	19.3
	2009-10	20.3	21.0	20.5
	2010-11	25.1	28.7	26.2
	Total	21.7	19.4	20.9
Pass-out Rates in BBBT (%)	2005	0.0	67.1	67.1
	2006	61.3	66.8	64.4
	2007	61.4	71.0	65.8
	2008	68.0	67.4	67.8
	2009	56.5	57.8	56.9
	2010	45.3	51.0	47.0
	Total	57.4	62.8	59.4
Trends	Areas of better performance over Non-Project ITIs :			
	Utilization of Training seats 8 percentage points higher;			
	Areas that needs improvement over Non-Project ITIs:			
	Drop-out Rates 2 percentage points higher Pass-out Rates 5 percentage points lower			

Key Findings Summary

Summary-4				
Tracer Study of ITI Graduates in India-2012 (CENPAP)				
Criteria of Evaluation	Indicators	Domestic	PPP	VTIP
Functioning of IMC	Institution Management Committee			
	Establishment (%)	96.0	100.0	100.0
	Ever Met once (%)	92.0	100.0	97.0
	Total meetings held since constitution (Mean)	16	12	11
	Meeting held during 2009-10 (Mean)	3	4	3.5
	Meetings held during 2010-11 (Mean)	2.7	4	2.7
	No of members attended in Last three meetings (Mean)	23	21	20
	Industry Members attended per meeting	3	3	3
MoUs Signed by ITIs	ITIs without any MoU (%)	52.0	53.3	57.0
	ITIs with 3 MoUs (%)	32.0	28	20.0
	Upto 5 MoUs (%)	8.0	17.3	17.0
	6 and above (%)	8.0	1.3	6
	Total ITIs with at least one MoU (%)	45	46.7	43.0
ITIs received assistance from Industry Partners	Placement (%)	75.0	73.0	76.0
	Visit by Experts (%)	75.0	60.0	58.0
	Guest Faculty (%)	75.0	62.0	58.0
	Job Training (%)	95.0	65.0	71.0
	Selection of Trainees (%)	60.0	57.0	61.0
	Identifying Training areas (%)	80.0	63.0	63.0
	Monetary Aid (%)	15.0	28.0	16.0

Key Findings Summary

Summary-5				
Tracer Study of ITI Graduates in India-2012 (CENPAP)				
Criteria of Evaluation	Indicators	Domestic	PPP	VTIP
Functioning of IMC	Institution Management Committee			
	Establishment (%)	96.0	100.0	100.0
	Ever Met once (%)	92.0	100.0	97.0
	Total meetings held since constitution (Mean)	16	12	11
	Meeting held during 2009-10 (Mean)	3	4	3.5
	Meetings held during 2010-11 (Mean)	2.7	4	2.7
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	Job Training (%)	95.0	65.0	71.0
	Selection of Trainees (%)	60.0	57.0	61.0
	Identifying Training areas (%)	80.0	63.0	63.0
	Monetary Aid (%)	15.0	28.0	16.0

Key Findings Summary

Summary-6				
Tracer Study of ITI Graduates in India-2012 (CENPAP)				
Criteria of Evaluation	Indicators	Domestic	PPP	VTIP
Facilities to TCPC	Training Counseling and Placement Cell in ITIs			
	Availability of Office Space (%)	65.2	71.7	78.9
	TCPC In charge available (%)	78.3	86.8	88.9
	Computer – at least one (%)	65.2	81.1	82.2
	Photocopier-at least one (%)	43.5	49.1	44.4
	Noticeboard-at least one (%)	69.6	81.1	84.4
	Printer-at least one (%)	65.2	69.8	76.7
	Counseling room (%)	60.9	77.4	82.2
Training activities conducted	Use of Computers (%)	83	81.0	89.0
	Spoken English (%)	57	63.0	66.0
	Personality Development (%)	70	63.0	72.0
	Preparing Bio-data (%)	78	66.0	87.0
	Attending Interviews (%)	91	73.0	91.0
Placement assistance	Display of Posts (%)	100	78.0	90.0
	Information on careers (%)	91	79.0	93.0
	Job Applications (%)	65	60.0	80.0
	Job Training (%)	96	71.0	91.0
	Apprenticeship (%)	91	78.0	88.0
	Campus Placement (%)	96	79.0	91.0
	Job Fairs (%)	87.5	73.4	78.1

EXECUTIVE SUMMARY

CENPAP

VOCATIONAL TRAINING IMPROVEMENT PROJECT

Director General of Employment and Training (DGET), Ministry of Labour & Employment, Govt of India has been implementing **Vocational Training Improvement Project (VTIP)** with the financial assistance from International Development Association [IDA Cr. No. 4319]. The project aims at up gradation of

existing 500 Government Industrial Training Institutes (ITIs) in India. Of these, 400 have been selected to develop as Centers of Excellence (CoE) in a particular sector/trade, and 100 ITIs have been selected for general up-gradation. The key objective of the VTIP project is to improve the skill levels of trainees

passing out of ITIs supported by the project. CoE is a new model of vocational training program in the Craftsman Training Scheme (CTS) in India. The project was launched in 2007 for an original period of 5 years till 2012.

TRACER STUDY

The main objective of this study was to measure labour market performance of graduates passed out from various types of institutions (Centres of Excellence, Non CoE sections of Project supported ITIs, Non Project ITIs) and across various courses (BBBT, AM, SM & CTS). A sample size of 100 project ITIs and 100 non-project ITIs was envisaged under the study. All 15 states which had established minimum of 10 project ITIs

were included for the study. In all, as against the target of 6,000 interviews, total of 6036 Interviews were completed under the study. 752 interviews from Domestic Funding, 2,217 Interviews from PPP and 3,067 Interviews from VTIP ITIs were conducted for the study. Interviews from VTIP funded ITIs constituted 51 percent of the total sample size for the study. The study also undertook several rounds of interviews and clarifications with 231 Principals in 200 sample ITIs, visits to ITIs, informal interactions and clarifications with 342 Instructors from CTS, CoE, Vice Principals, Admin

*“The Project development objectives of VTIP are
Produce high quality craftsmen
from publicly funded ITIs, enhance
knowledge and skills of ITI
instructors and trainers, promote
innovations, and bring about
systemic reforms”*

Officers, Store In charge, Lab assistants, Workshop Instructors, Training Officers. The study also sought and received clarifications from Project authorities of Andhra Pradesh, Maharashtra, Tamil Nadu, Karnataka, Uttar Pradesh and West Bengal.

INSTITUTION MANAGEMENT COMMITTEE (IMC)

Bringing managerial expertise to the door-step of ITIs was a long felt need to reform and rejuvenate ITI functioning to improve their performance and utility. The need for IMC was felt especially in the areas of guiding industry specific training needs, forging alliances, networking, train both the trainers and trainees in job situations and provide placement guidance and assistance as these are the identified areas where the expertise of ITIs were found wanting. The study observed though the IMC is in place, the observable transformations are confined to fewer ITIs as effective functioning of IMCs

varied significantly. The common features observed in successful alliances found in the course of field work were the shared vision, frequent communication between IMC and ITI, clear understanding of private entities on the rewards – trained skilled labour for their specific needs and established trusts among the private and public entities. However a majority of the IMCs chose to be dormant due to lack of these elements in their alliance.

The working IMCs could facilitate as many as 322 MoUs for varying training needs of 90 ITIs that were covered under the study. On the other hand, IMCs of 57 project ITIs could little more than approving the petty expenses of ITIs. Development of Vocational Training under PPP model is a first time venture through project strategy. Variations among the successful IMCs of individual states could be attributed the extent of expertise acquired in PPP models in other areas of public domain. For example states such as Haryana, Gujarat, Punjab and Andhra Pradesh are more exposed to PPP models of development in comparison to Tamil Nadu, Himachal Pradesh and West Bengal.

The rewards reaped by successful IMCs were aplenty among Domestic ITIs, the rewards being huge material, human and monetary resources in favour of ITIs (funding, equipment, machinery, tools, industry exposure to faculty and trainees, placement assistance, on floor training etc).

TRAINING, COUNSELING AND PLACEMENT CELL (TCPC)

One of the key outcomes of vocational training is skill employment for both public and private industries. For long India has been investing substantially on vocational training with little return in terms of supply of skilled labour to its industries. Several studies observed that low return on investment is mainly due to poor training coupled with lack of job information to the trained labour force on the availability of jobs. While the former is of related to training quality, the latter confines to placement assistance and TCPCs in each ITIs was envisaged to remedy this anomaly. TCPC was found available in 92 percent of the domestic ITIs in comparison to VTIP (90%) and PPP 70.7(%) ITIs. Tamil Nadu,

Maharashtra and West Bengal had TCPC in all of their ITIs. TCPC was established in 60 to 70 percent of sample ITIs in Gujarat, Jammu & Kashmir, Madhya Pradesh, Punjab and Rajasthan. t of the ITIs had TCPC. Chhattisgarh had TCPC only 50 percent of the ITI. Majority of the TCPCs were found equipped with basic facilities for their functioning such as Office space, computer, and noticeboards. Almost all the states had chosen to give additional in charge of TCPC functions to an existing senior faculty without any guidelines or orientation to his functions, methods, knowledge resources for his effective functioning leaving the desired outcomes at the risks of individual initiative as honorary functions in government agencies is not subjected to review and rewards. While ITIs claimed they provided training in use of computers, spoken English, personality development, attending interviews and in aptitude and reasoning tests, interviews with sample trainees revealed that they had not received any such training. The interactions with ITI faculties too revealed their ability to render these services is largely doubtful. IMCs in more than 50 percent of the ITIs did not facilitate ITIs in this regard.

Similar to training activities, ITIs had tall claims on the extent of placement assistance provided by them. Organizing campus placements and Participation in Job fairs were key placement activities were reported to have been provided by more than 75 percent of sample ITIs. Almost two-thirds of ITIs reported that they have no association or arrangements with any company for campus placements. About 24 percent of the domestic 53 percent of PPP ITIs claimed to have associations with companies for placements. 32 percent of the VTIP ITIs have arrangements for placements. However, less than 50 percent of the ITIs could provide data on outcome of these activities. While none of the ITIs could provide any data on these activities for the periods 2005 to 2008, data for the periods 2008-09; 2009-10 and 2010-2011 were provided by 47, 69 and 75 percent of the sample ITIs during the respective period. The campus recruitments were attended by on average of more than 1,000 employers and 35,000 trainees annually. About 12,000 to 13,000 job offers with an average of 124 job offers during 2010-11 and 93 during 2009-10 were made. The study revealed though a good beginning has been made, these activities need further strengthening in terms of guidance and

support to ITIs for better outcomes. Campus placements as of now largely a proactive exercise from private sector that choose to appear only in selected ITIs often located in major urban Centres. Job Fairs on the other hands were largely state initiatives to improve labour market outcomes of not only vocational training but a combined initiative of various government agencies to improve labour market outcomes in general. Group campus placements are another strategy adopted in states like, Haryana, Maharashtra and Gujarat wherein trainees of nearby ITIs are brought to lead ITIs for campus placements in order to attract more companies. While

these activities improve job opportunities for trainees and their exposure to labour market, it cannot significantly impact on the labour market outcomes of all ITIs that spread across all terrains for various reasons. As of now these are services are provided only in places where only job market exists (urban and industrial centres). These are yet to reach places where there is no job market for organized sector employment-ITIs that are located in Tribal areas in Chhattisgarh, Madhya Pradesh and Himachal Pradesh and other industrially backward areas..

HUMAN RESOURCES FOR QUALITY TRAINING

One of the key inputs of Vocational Training Improvement Project was to strengthen the capacity of public funded ITIs in terms of augmenting both human and infrastructure resources essential for imparting quality training. The poor labour market outcomes, one of the main sectoral problems of vocational training are primarily attributed to poor quality of human resources at the disposal of ITI. The key strategy of the VTIP is its game changing input to improve the quality of training manpower in ITIs. The project envisaged recruitment of training faculty for all sanctioned posts, bringing industry experts and provision of experienced faculty for teaching modernized curriculum. Of the 6,349 posts sanctioned in sample ITIs, 5,289 (83.3%) were reported as filled at the time of the survey (81.7%). The study findings revealed that the issues affecting quality of training delivery especially provision of experienced and trained faculty still remains intact. IT was found that only 43 percent of the COE training staff were either diploma or degree holders while remaining had qualification up Class-XII only. The qualification of CTS staff was much lower. Craftsmen Instructor Training Scheme is conducted regularly for both engineering and non-engineering trades in 9 Advanced and Central Training Institutes. Under renewed system of CITS, instructor training courses are conducted on modular pattern for engineering trades and regular pattern for non-

engineering courses. The instructor training is critical for training staff as this is the only course where they learn pedagogical skills for imparting effective training to ITI trainees. It was learnt that 68 percent of the staff working in sample institutions were trained in Instructors training while 32 percent still remains untrained. A detailed discussion on the issues related to quality of human resources in ITIs has been presented in section-5.

INTERNAL EFFICIENCY OF ITIS

One of the key issues in improving the vocational training sector is to improve the internal efficiency of training institutions. The VTIP project envisaged among other things (a) improvement in utilization of training seats (b) decreasing drop-out rates and enhancing pass-out rates are three key indicators to reflect on the internal efficiency of ITIs. CoE was introduced amidst the backdrop of low Utilization of training infrastructure in both public and private domain. Hence one of the key performance indicators for the ITIs to achieve was full utilization of seats located in CoE. As per the data provided by sample ITIs, the total number of trainees enrolled was 61,344 (99.8%) as against sanctioned seat of 61,439 for 7 year period (2005-11) in 114 sample ITIs that started CoE at the time of the study. Enrollment in BBBT was significantly higher than the sanctioned seats for all 7 years in Maharashtra, Gujarat and Punjab, three industrially advanced states in India. Surprise exclusion to this merit list was Haryana where 10 percent of

sanctioned seats were not utilized. On the other hand, underutilization was more than 15 percent in states like Chhattisgarh, Uttaranchal and Tamil Nadu.

Though the enrolment against sanctioned seats in COE sector of project ITIs were more than 100 percent since 2009, enrolment in CTS was lower resulting in just 93 percent of sanctioned seats over a period of 7 years. On the other hand, in Non-project ITIs though enrolment over sanctioned seats is little lower in COE sector, it was much higher in CTS in comparison to project ITIs.

In ITIs that offer only CTS trades there is no significant improvement in the utilization of seats in both project and non-project ITIs though project ITIs had better utilization rates for all period except 2010-11. ITIs that operate with only CTS had an average of 15 to 20 percent underutilization of their training seats.

Drop-out Rates

There is an alarming signal of consistent increase in overall drop-out rate from 14.9 in 2005 to 26.2 in 2010 for the CoE sector as a whole. There is an increase of almost 6 percentage points from 2009-10 to 2010-11. The drop-out rates were found not only high but also was increasing over the years resulting in high drop-out rates in 2011-11 in J&K (50.4%), MP (47.6%), Haryana (45.0%), and Uttar Pradesh (43.9%).

Pass-out rates

Pass-out rates is another key internal efficiency indicator of ITIs that wish to transform itself into Centres of Excellence. The overall pass-out rates in BBBT was not only significantly lower, but also declined over the years. The pass-out rate was just 67 percent in 2005-06 which had declined to 47 percent in the year 2010-11. The Pass-out rates in project ITIs were not only lower than Non-project ITIs, but also declined over the years sharply. Section 6.0 provides detailed findings that emerged from the study on issues related to Internal Efficiency of ITIs.

APPRENTICESHIP TRAINING

The 6,036 pass-outs interviewed for the study, it was found that 39 percent had either joined SM or

apprenticeship training. If BBBT only respondents are not included, the coverage goes up to 40 percent of all eligible trainees. The coverage of apprenticeship training was more among males (44%) in comparison to females (16 %). The proportion of trainees underwent some SM training was significantly higher among trainees of project areas in comparison to non-project areas while it was vice-versa for CTS. Most of the Apprenticeship was undertaken in private sector companies. Nearly 83.9 percent of the respondents who went for apprenticeship were allotted to private sector companies. The stipend given to the trainees during apprenticeship ranged from Rs.1826.50 to Rs.2061.90 on an average per month. SM trainees seemed to get relatively less stipend on an average Rs.1800 per month than the ATS trainees who on an average got around Rs.2300 per month. Section 7.0 includes several findings on apprenticeship training availed by sample respondents of the study.

LABOUR MARKET OUTCOMES

The current employment status of the ITI pass outs as per the Tracer Survey indicates that 39.2 percent of the total pass outs were employed at the time of Survey. In addition, 5.4 percent of pass-outs were reported to be engaged in Self-employment. Overall unemployment rate (unemployed and looking for a job) was just 33 percent across all categories. Another 22.6 percent were not into the labour market as they are still undergoing apprenticeship or due to various other reasons such as 'pursuing higher studies', family and personal problems.

However if one were to consider only those who are currently in labour force, the rate of employment goes up to 59.9 percent. The share of self-employment was 10.9 percent. The proportion of unemployed and looking for job accounted for 32.8 percent. A significant proportion of women pass-outs were not available in labour market due to various personal reasons related to their stereotyped gender roles assigned to them. The study brought to the fore that the employment rates were higher than the all India average in states such as Tamil Nadu, HP, Maharashtra, Haryana, Gujarat, Karnataka and Punjab. The states such as MP, Chhattisgarh, J&K, UP and WB had poor labour market outcomes as less than 35

percent of the trainees were employed at the time of the survey.

Average monthly wages (at current prices) were found to be impressive Rs5, 329. The monthly wages were significantly higher for males in comparison to female pass-outs. The differences in earnings were largely due to preference of female in trainees in low demand non-There is considerable delay in implementation of the project due to delay in funds flow, delay in civil works and procurement of equipment, machinery, tools and delay in recruitment of instructors. The reasons cited for the delay were several and its magnitude varies considerably from state to state. Apart from delay in releasing of funds, several procedural bottlenecks contributed to further delay in delivery of inputs. For an instance implementation of civil works got entangled in bureaucratic procedures, ceiling on civil works budget was not in tune with designs and prescriptions forcing many state to re-tender or allot the work to Govt agencies. Delay in completion of civil works led to delay in procurement of equipment and machinery and appointment of BBBT and AM instructors. The discussions with principals of sample ITIs revealed that they had to defer the admissions to BBBT and AM for want of staff and equipment. Initial rates sanctioned by state Govt for appointment of contract staff were not in

technology courses. The average wages of BC and SC were higher among the social groups while that of BPL were little lower than above BPL. Average monthly wages highest in Uttar Pradesh followed by pass-outs of Madhya Pradesh. The least earning reported were from Jammu and Kashmir. The section 8.0 captures detailed findings of the study on labour market outcomes.

tune with qualifications and experiences as prescribed by NCVT. This has considerably delayed in appointment of required staff by ITIs. Many states did not have stated policy in providing training to contract staff. Project authorities had to negotiate with state Govt to allow contract staff to get trained in project sponsored training activities. As a result most of the ITIs are yet to consolidate their training system and implement COE curriculum. In view of this, it is suggested that the project period may be extended for another two years which is required to stabilize all project institutions such as IMC and TCPC as well as to allow ITIs learn fully to deal with the newly introduced COE curriculum. The closure of the project at this juncture will jeopardize all the work done towards modernizing the vocational improvement project. The study had made several recommendations for improving the Vocational Training in General and improving the implementation of VTIP in particular. These have been discussed in chapter 9 and 10.

1.0 INTRODUCTION

Director General of Employment and Training (DGE&T), Ministry of Labour & Employment, Govt of India has been implementing **Vocational Training Improvement Project (VTIP)** with the financial assistance from International Development Association [IDA Cr. No. 4319]. The project aims at up gradation of existing 500 Government Industrial Training Institutes (ITIs) in India. Of these, 400 have been selected to develop as Centers of Excellence (CoE) in a particular sector/trade, and 100 ITIs have been selected for general up-gradation. The key objective of the VTIP project is to improve the skill levels of trainees passing out of ITIs supported by the project. CoE is a new model of vocational training program in the Craftsman Training Scheme (CTS) in India. The project was launched in 2007 for an original period of 5 years till 2012. As part of Loan agreement with World Bank, National Project Implementation Unit in DGET, Ministry of Labour and Employment desired to conduct a tracer study of ITI graduates passed out from project assisted institutions. In this regard, CENPAP Research and Consultancy Pvt Ltd, a development research organization was appointed to conduct this study in selected states in India. This report is a draft report detailing the design, methodology and instruments of enquiry and findings of the study.

1.1 OBJECTIVES OF THE STUDY

The main objective of the study is to carry out a tracer study of students who graduated from the project ITIs to measure the labour market outcomes of the Vocational Training Improvement Project (VTIP). The specific objectives of the study are:

- *To measure the labor market performance of VTIP supported CoE trainees, i.e. trainees coming out of CoE, after BBBT, AM, and finally SM (separately for trainees leaving after BBBT, AM and SM) getting employment within 12 months after completion of CoE or CoE modules;*
- *To measure the labor market performance of CTS trainees of VTIP supported ITIs;*
- *To measure the labor market performance of CTS trainees of non-project ITIs;*
- *Compare the labor market performance of VTIP supported COEs with that of project ITIs and non-project ITIs CTS trainees;*
- *Find out effectiveness of TCPCs in improving labor market outcomes of the ITI graduates; If TCPCs have not been effective in placing students, find out the reasons thereof.*

1.2 APPROACH AND METHODOLOGY

Prior to the launch of the VTI Project, a baseline study was conducted in 2006 by World Bank in collaboration with Ministry of Labour and Employment (MoLE). The objective of the present study is much similar to the baseline study and thus will form as follow up study to measure the extent of progress made after the implementation of the VTIP. The present study covered 3 types of ITIs-(a) Project funded ITIs (VTIP), (b) Domestic funded ITIs (DF), (c) ITIs funded through Public-Private-Participation (PPP).

The main objective of this study was to measure labour market performance of graduates passed out from various types of institutions (Centres of Excellence, Non CoE sections of Project supported ITIs, Non Project ITIs) and across various courses (BBBT, AM, SM & CTS). The Labour market performance primarily focused on collecting and analyzes information on income, job title, nature of employment, and years of employment.

The impact analysis on outcome of students career related indicators would provide further evidence if the study looks into internal efficiency of the project through increase in enrolment, pass-outs and extent of placement collected and analyzed. The study was conducted an all India basis with sampling methodology adopted to include various types of institutions by their funding model. The study adopted both quantitative and qualitative research techniques.

1.2.1 Research Instruments for the Survey

The study for the purpose of data collection canvassed two research instruments to different target groups:

a) Interview Schedule for Head of the Institution

In each sampled ITI, the study canvassed Institution Schedule for the purpose of data collection from sample ITIs. The Institution Schedule collected information on various aspects such as constitution of IMC, Functioning of Training, Counseling and Placement Cell (TCPC), Staff Profile, Data on Enrollment, Pass-outs from CoE and CTS trades and Infrastructure facilities available with the ITIs

B) Interview schedule for Pass-outs

Pass-outs are defined as trainees who were enrolled in ITI, completed their course/trades and successfully passed the examinations conducted by state/national authorities of Vocational Training. Though every year trainees are passed out from each ITI, the interviews were conducted only from those who had passed out either in the year 2009 or 2010 examination.

1.3 SAMPLING FRAMEWORK

Target Population

The target population for the study comprised trainees of project funded ITIs (VTIP) in major states in India who had completed either BBBT or Advanced Module (AM) or Specialized Module (SM) during the reference period. For a comparative analysis, non-project ITIs funded through Domestic Funding (DF) and Public Private Participation (PPP) were also covered under the study on a sample basis. The study adopted stratified random sampling procedure for selection of sample units and sample respondents for the study.

Strata-I : Selection of States to be covered under the study

A sample size of 100 project ITIs and 100 non-project ITIs was envisaged under the study. For the purpose of selection of sample states, all states having minimum of 10 project ITIs established were included for the study. The sample size of 100 project ITIs and 100 non project ITIs (DF & PPP) were distributed in proportion to the number of project ITIs established in sample states.

Table 1.1								
Distribution of Sample ITIs by category of funding								
Name of the State	Funding Category						Total	
	Domestic		PPP ¹		VTIP			
	Count	%	Count	%	Count	%	Count	%
Andhra Pradesh	1	7.1	6	42.9	7	50	14	100
Chhattisgarh	2	20	4	40	4	40	10	100
Gujarat	2	12.5	6	37.5	8	50	16	100
Haryana	2	20	3	30	5	50	10	100
Himachal Pradesh	1	16.7	2	33.3	3	50	6	100
Jammu & Kashmir	0	0	3	50	3	50	6	100
Karnataka	1	5.6	8	44.4	9	50	18	100
Madhya Pradesh	2	12.5	6	37.5	8	50	16	100
Maharashtra	5	10	20	40	25	50	50	100
Punjab	2	12.5	6	37.5	8	50	16	100
Rajasthan	1	16.7	2	33.3	3	50	6	100
Tamil Nadu	2	20	3	30	5	50	10	100
Uttar Pradesh	2	20	3	30	5	50	10	100
Uttaranchal	1	16.7	2	33.3	3	50	6	100
West Bengal	1	16.7	1	16.7	4	66.7	6	100
Total	25	12.5	75	37.5	100	50	200	100

¹ Domestic-ITIs funded by Gol scheme till March 2012; PPP-Public Private Partnership; VTIP-Vocational Training Improvement Project

Strata-II Selection of sample ITIs for the study

For the purpose of selection of ITIs for the study, a list of all ITIs with following parameters was solicited from the ministry.

- Name of the ITI
- State
- Year of Entry to CoE/Upgradation
- Type of funding (VTIP, Domestic & PPP)

From the list obtained, ITIs were listed in ascending order of intake capacity for each state. The required sample ITIs were drawn randomly in proportion to the sample size allotted for each state. Similar procedure was adopted for selection of PPP funded ITIs for the study.

In case of domestic and PPP funded ITIs, since these ITIs form 'control' group while evaluating the performance of project supported ITIs, it becomes important to select sample units from the same area/district/region of the project supported ITIs in order to control/minimize influence of external factors. Hence domestic and PPP funded ITIs were selected as far as possible from the same district/Region/Zone that of sample project ITIs. Annexe-3 provides a list of sample ITIs selected for the study.

Strata-III: Selection of Sample Respondents for the Study

In each sample ITI visited, an attempt was made to select 30 respondents from 4 different lists of pass-outs. For the purpose of selection of respondents following lists were made in each sample ITI.

Table 1.2 Sample Interviews Targeted				
A	ITIs WITH BOTH CoE & CTS SECTION ²			
List NO	Section	List	Year of Examination	No of interviews
1	CoE	List of pass-outs from BBBT but not joined in advance module	2009	5
2	CoE	List of Pass-outs from Advance Module	2010	15
3	CTS	List of Pass-outs from CTS Trades	2009	5
4	CTS	List of Pass-outs from CTS Trades	2010	5
		Total		30
B	ITIS WITH CTS SECTION ONLY			
3	CTS	List of Pass-outs from CTS Trades	2009	15
4	CTS	List of Pass-outs from CTS Trades	2010	15
		Total		30

² COE-Centre of Excellence; CTS-Craftsmen Training Scheme

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From each list of pass-outs, required number of sample respondents as per the quota was selected. Sample respondents were selected on the basis of random sampling method by using interval technique. An alternate list of sample respondents were also developed and used wherever it was absolutely necessary. Some of the reasons where alternate sample respondents used were as follows:

- Sample Pass-out was found to have actually not passed the examination (list error)
- Sample Pass-out address was incomplete (address error)
- Sample Pass-out & family was found migrated
- Sample Pass-out gave only temporary address to the ITI at the time of admission
- Sample Pass-outs was not available during the interview period (out of station)

In all such situations, alternate sample was assigned only after verification by the team leaders. In all, as against the target of 6,000 interviews, total of 6036 Interviews were completed under the study. Of these, 2,082 (34.5%) interviews were conducted among Pass-outs of CoE sections while 1,653 interviews from 2009 and 2,301 interviews from 2010 Pass-outs of CTS trainees were conducted for the study. State wise distribution of achieved sample size is presented in Table 1.3.

Table 1.3							
Distribution of Sample Size by List and State							
STATE	COE Section			CTS Section			Total
	List-1 ³	List-2	Total COE	List-3	List-4	Total CTS	
	BBBT Only	AM		CTS 2009	CTS 2010		
Andhra Pradesh	0	143	143	140	147	287	430
Chhattisgarh	2	78	80	108	112	220	300
Gujarat	14	168	182	112	186	298	480
Haryana	8	133	141	55	109	164	305
HP	6	74	80	34	66	100	180
J&K	16	0	16	59	105	164	180
Karnataka	11	191	202	167	174	341	543
MP	11	88	99	136	244	380	479
Maharashtra	24	561	585	386	540	926	1511
Punjab	15	120	135	163	184	347	482
Rajasthan	7	70	77	47	56	103	180
Tamil Nadu	0	113	113	87	100	187	300
Uttar Pradesh	9	101	110	51	142	193	303
Uttaranchal	0	20	20	72	91	163	183
West Bengal	8	92	100	35	45	80	180
Total	131	1952	2083	1652	2301	3953	6036

³ One of the respondents in List-1 as per the ITI was found to have actually completed AM, hence in all other tables total respondents of 'BBBT only' counted as 130 and AM passed out is counted as 1953 instead of 1952.

The major challenge faced in the study was not in contacting 'pass-out trainees', but contacting the principal and canvassing Institution Schedule. At first principals were not willing to share the data as they felt the Institution Schedule was detailed and they do not have time as well as data to present. Several attempts, visits, and follow up calls were to be made to obtain reasonable data from the principals even after the support, co-operation and intervention of officials of DGE&T and their state counterparts. Data obtained from ITIs contained lot of inconsistency and errors in various indicators which needed to be corrected with almost all ITIs. In general, we found the data from Maharashtra was with fewer errors while the data from even advanced states like Gujarat, Haryana, West Bengal and Tamil Nadu were found with lot of errors initially. However, the errors were corrected after discussions with principals who in turn had gone through the records and provided necessary clarifications and corrections.

As regard to categories of ITIs, 752 interviews from Domestic Funding, 2,217 Interviews from PPP and 3,067 Interviews from VTIP ITIs were conducted for the study. Interviews from VTIP funded ITIs constituted 51 percent of the total sample size for the study (Table 1-4, Annex-II).

The ensuing sections of this report present the findings of the study. Annex-1 to this report presents all tables prepared from the Institution Schedule, Annex-II presents tables for Interviews with Pass-outs and Annex-III provides list of Sample ITIs selected for the study. Annex-III provides list of sample ITIs while the English version of Interview Schedule for Tracer Survey is enclosed in Annex-IV.

2.0 PROFILE OF SAMPLE ITIs.

2.1 Profile of CoE Section

Of the 200 ITIs that were selected for the study, as many as 114 (57%) had started CoE section and remaining had opted for up gradation only. Of the 86 ITIs that have only CTS, 2 domestic ITIs which should have started COE as per the domestic scheme did not start the COE due to poor response as both are women ITIs.

Table 2.1						
Sample ITI by availability of CoE section						
Funding Category	Sections available with ITI				Total	
	Only CTS		Both CoE & CTS ⁴			
	Count	%	Count	%	Count	%
Domestic	2	8.0	23	92.0	25	100.0
PPP	63	84.0	12	16.0	75	100.0
VTIP	21	21.0	79	79.0	100	100.0
Total	86	43.0	114	57.0	200	100.0

The year of entry to CoE differed depending on number of factors such as administrative and financial approvals, sanctioning of civil works, machinery, and equipment and training staff.

Table 2.2								
Funding Category								
Year of Entry to CoE ⁵	Domestic		PPP		VTIP		Total	
	Count	%	Count	%	Count	%	Count	%
2005	17	73.9	1	8.3	0	0.0	18	15.8
2006	4	17.4	1	8.3	20	25.3	25	21.9
2007	2	8.7	0	0.0	19	24.1	21	18.4
2008	0	0.0	3	25.0	36	45.6	39	34.2
2009	0	0.0	6	50.0	4	5.1	10	8.8
2010	0	0.0	1	8.3	0	0.0	1	0.9
Total	23	100.0	12	100.0	79	100.0	114	100.0

One-thirds of the sample ITIs had entered CoE in the year 2008. The entry of ITIs funded by VTIP was delayed due to cumbersome procedure adopted mainly for completion of civil

⁴ Of the 75 PPP ITIs, only 12 had entered into COE till time of field survey

⁵ The year in which the admission for first batch of BBBT started

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works as most of the states had carried out the construction through their own agencies. There are clear evidences of ambiguity found in starting CoE section and starting of Advanced Modules for the BBBT trainees though DGET guidelines were spot on. For an instance, starting of BBBT was delayed in few ITIs in Maharashtra due to non-completion of civil works while in case of Jalandhar (Punjab) AM is yet to start due to non-availability of equipment.

On the other hand, Tarsali (Gujarat) had started AM pending course affiliation while in Uttarsanda; principal had not started AM for the first batch of BBBT as he was not aware of the guidelines to be followed. In case of Jammu, the state authorities did not give approval for first two batches of BBBT as no one had passed BBBT exam. In some other cases, principals could not confirm whether AM was started in their institutions without verifying the records.

Table 2.3								
Distribution of Sample ITIs by Sector of CoE ⁶								
Name of the CoE Sector	Funding Category						Total	
	Domestic		PPP		VTIP			
	Count	%	Count	%	Count	%	Count	%
Agriculture Machinery	0	0	0	0	1	1.3	1	0.9
Apparel	1	4.3	1	8.3	0	0	2	1.8
Automobile	9	39.1	0	0	15	19	24	21.1
Chemical	0	0	0	0	4	5.1	4	3.5
Construction and Wood working	0	0	0	0	2	2.5	2	1.8
Electrical	3	13	2	16.7	12	15.2	17	14.9
Electronics	0	0	2	16.7	6	7.6	8	7
Fabrication	1	4.3	0	0	13	16.5	14	12.3
Food Processing	0	0	1	8.3	1	1.3	2	1.8
Hospitality	0	0	2	16.7	0	0	2	1.8
Instrumentation	1	4.3	0	0	0	0	1	0.9
Information Technology	1	4.3	0	0	3	3.8	4	3.5
Leather Goods and Footwear	1	4.3	0	0	0	0	1	0.9
Process Plant Maintenance	0	0	0	0	2	2.5	2	1.8
Production & Manufacturing	5	21.7	1	8.3	14	17.7	20	17.5
Refrigeration & Air-conditioning	1	4.3	3	25	5	6.3	9	7.9
Tourism	0	0	0	0	1	1.3	1	0.9
Total	23	100	12	100	79	100	114	100

⁶ COE Trades such as *Cane & Bamboo Crafts, Industrial Automation, Textile Processing Technology, and Plastic Processing* were not offered by any of the sample ITIs visited.

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Sample ITIs covered as many as 17 of the 21 sectors introduced in CoE. Most popular sectors were automobile (21%), Production and Manufacturing (17.5%), Electrical (14.9%) and Fabrication (12.3%). Identification of CoE sector was largely an adjustment (surrendering of existing trades) rather than any local specific industry needs based on market analysis. Exceptions to this trend were automobiles, Refrigeration and Air-Conditioning and Production and Manufacturing which were at least perceived as having market demand for skill labour within the district/region of in which a particular ITI is located.

2.2 Profile of CTS Section in Sample ITIs

Table 2.4 captures the status of sanctioned units and seats under CTS division in sample ITIs at the time of field visit. All ITIs studied together have 64,000 sanctioned seats in 4,014 units. Both average number of units and seats sanctioned were highest in Domestic ITIs. Domestic ITIs on an average have 40 units with 634 seats sanctioned. VTIP ITIs were smaller than Domestic ITIs but bigger than PPP ITIs. While the mean number of seats sanctioned was 344 in VTIP ITIs, it was just 183 in PPP ITIs.

Table 2.4					
Units and Seats in Sanctioned in CTS section by Funding category					
Funding Category	No of ITIs	Units Sanctioned		Seats Sanctioned	
		Total	Mean ⁷	Total	Mean ⁸
Domestic	25	1005	40	15841	634
PPP	75	858	11	13710	183
VTIP	100	2151	22	34449	344
Total	200	4014	20	64,000	320

The share of SCVT in vocational training remains small as 89.2 percent of total sanctioned units were affiliated to NCVT which together accounts for 88.2 percent of sanctioned seats in sample ITIs. About 81 percent of the total sanctioned seats were for engineering trades of which nearly 93 percent were sanctioned in trades affiliated to NCVT.

⁷ Average no of units sanctioned per ITI

⁸ Average no of seats sanctioned per ITI

Table 2.5										
Profile of CTS Trades in Sample Institutions										
Trade Profile	Domestic		PPP		VTIP		Total		% of units	% of seats
	No of Units	No of seats	No of Units	No of seats	No of Units	No of seats	No of Units	No of seats		
NCVT-Engineering Upgraded	274	4174	285	4365	781	11413	1340	19952	37.4	35.3
NCVT-Engineering-Not Upgraded	589	9016	252	3850	922	14961	1763	27827	49.2	49.3
NCVT-Non-Engineering-Upgraded	31	618	93	1658	80	1452	204	3728	5.7	6.6
NCVT-Non-Engineering-Not Upgraded	31	570	67	1146	177	3223	275	4939	7.7	8.7
NCVT-Total	925	14378	697	11019	1960	31049	3582	56446	100.0	100.0
SCVT-Engineering-Upgraded	13	208	42	696	53	875	108	1779	25.0	23.6
SCVT-Engineering-Not Upgraded	28	425	47	703	66	1065	141	2193	32.6	29.0
SCVT-Non-Engineering-Upgraded	18	412	23	423	20	377	61	1212	14.1	16.0
SCVT-Non-Engineering-Not upgraded	21	418	28	463	73	1489	122	2370	28.2	31.4
SCVT ⁹ -Total	80	1463	140	2285	212	3806	432	7554	100.0	100.0
Total	1005	15841	837	13304	2172	34855	4014	64000		

In spite of the predominance of NCVT trades, only 43 percent of the units in both engineering and non-engineering were reported to be upgraded at the time of the survey for the study (Table 2.5). It was observed that the total sanctioned seats of the ITIs may differ actually from year to year depending on individual ITIs which may not even offer a particular trade in a particular year. For example some of the ITIs offer two years trade only in alternate year whereas few others offer them every year. Similar was the case of three year and one year duration trades.

⁹ SCVT units contain downgraded units of NCVT.

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Further, 6 sample ITIs do not offer any engineering trades while 35 ITIs do not offer any non-engineering trades. Women ITIs by and large offer only non-engineering courses especially women oriented trades such as tailoring, embroidery, stenography etc., In many states, there is a specific quota for women for admissions which seldom gets filled as ITIs are yet to facilitate training of women by attending to women specific issues. The unfilled quota of women gets filled by men before admissions get closed for the year. Since exclusive women ITIs are few and far away, there is a need to re-examine the access and retention problems of women, disadvantaged, religious and linguistic minorities sections in a separate study.

3.0 PROFILE OF SAMPLE RESPONDENTS (TRACER SURVEY)

The study conducted interviews among 6,036 pass-outs from both project and non-project ITIs. Of the total respondents, 4,962 (82 percent) were males and 1,074 (18 percent) were females. Nearly 70 percent of the respondents belonged to 21 to 30 age groups and this age group was high in Chhattisgarh, Himachal Pradesh, Jammu & Kashmir, Madhya Pradesh and West Bengal. Youngest respondents who belong to the age group of less than 20 were more in Tamil Nadu and Karnataka (Tables 5-6, Annex-II).

Hindus accounted for 89 percent and another 5 percent were Muslims. In Punjab, 65 percent of the respondents were Sikhs representing the local community. As much as 41 percent respondents were BCs and 29 percent belonged to marginalized groups (SC about 28 %; and ST-6 % (Table- 7-8, Annex-II).

Minimum qualification for vocational training is 10th standard for some trades while it is 12th Standard for others. Almost 50 percent of the respondents got enrolled in ITIs after completing class 10 and the rest got enrolled after completing class 12. Majority of the respondents are from small families with 2-4 members in their house (59%) while about 40 percent were from households with 5 members and above. Often ITI trainees are from poor families' who can't afford the cost of higher education and this is reflected from the fact that two-thirds were from families with just one member earning whereas nearly 46 percent were from BPL households. It was also found that almost 69 percent of the respondents were on BPL category in Karnataka and about 60 percent were on BPL category in Andhra Pradesh (Tables9-13, Annex-II).

Respondents of COE and CTS divisions

Sample respondents were drawn from various trades for the study as per the methodology adopted. There seems to be a clear cut gender division in the preference of trades. While majority of the male respondents were pass-outs of Automobiles, production and

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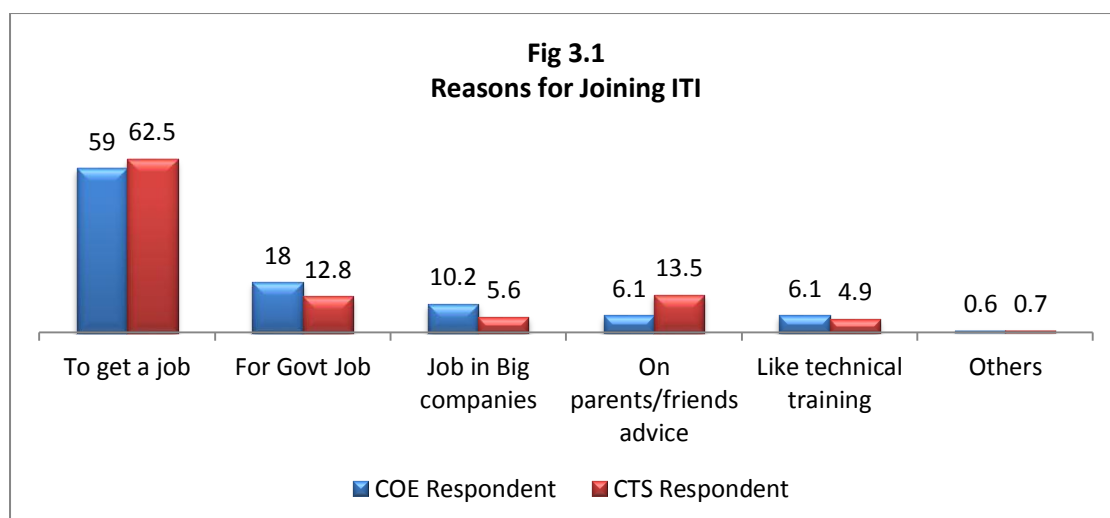
manufacturing and electrical Engineering in CoE as well as engineering trades in CTS, the women respondents seemed to be drawn towards IT, electronics and CTS non-engineering courses as well. (Table 15, Annex-II)

Two year courses were more popular among the ITI trainees as two years duration is the minimum study period required for applying to public sector jobs. As much as 65 percent of the respondents from COE and CTS studied for two years in their ITIs.

The study probed receipt of certificates by respondents after completion of their course successfully. In case of COE respondents, it was observed the more the time they spent the higher were the percentage of respondents received their certificates. While all trainees who had completed SM had received their both BBBT and AM certificates, only 96 percent of them received their SM certificates. In case of AM trainees 95 percent received their BBBT and AM certificates. On the contrary, only 94 percent of 'BBBT only trainees' received their BBBT certificates. In case of CTS trainees, 94 percent had reported to have received their certificates. The study found as many as 329 respondents had not received at least one certificate due to them. The majority of these respondents (72%) were from CTS.

When asked about the reasons for not receiving the certificates, 49 percent reported that 'certificate is yet to be issued by ITI' while another 43 percent reported that they did not collect it from ITI. Another 8 percent reported that ITIs yet to inform them about the availability of the certificates (Tables 16-18, Annex-II).

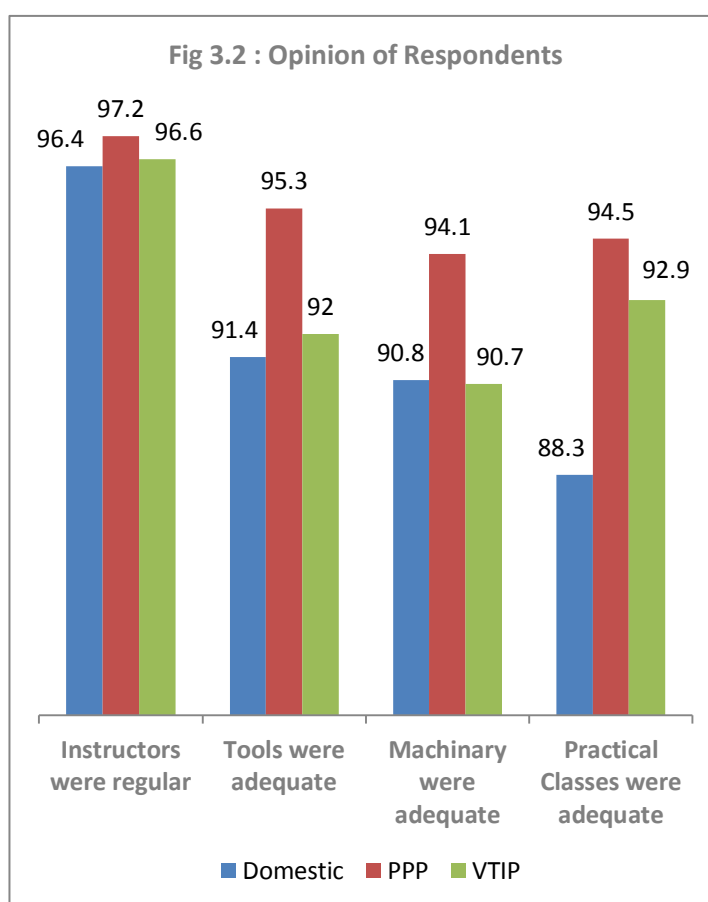
The study in order to understand the motivation of trainee while joining ITI, probed on the reasons for joining ITI. Fig 3.1 presents the reasons cited by 6,036 respondents for joining ITI training.



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It is no surprise as majority of the trainees from both CTS and COE sections joined ITI with the aim of getting a job (83.1%) instead of pursuing higher studies. The proportion of COE trainees who thought it would be easier to get a job in either public sector or in big private sector companies after completion of ITI training was higher than the CTS trainees. Majority of the trainees are or either from BPL or from poor families who cannot afford quality higher education which can surely fetch them a job. The students who had joined ITI on advice of parents and their friends also reflected similar understanding. Neither the trainees nor the ITIs really focus on the aptitude and suitability of aspirants in technical training and this is largely reflected in a small proportion of trainees (6.1% for COE and 4.9% for CTS) had inclination towards technical training and that was the major reason why they had joined ITI. There are not many differences in opinion of respondents on the reasons for joining ITI among various types of ITI such as domestic, PPP and VTIP funded. However certain interesting observations made on state wise variations on the responses. For an instance, in case of respondents from AP, it is not any job but job in public sector-especially in Government agencies was the prime reason for 55 percent of the respondents while another 12 percent indicated 'job in private sector-big companies' was the motivation behind joining ITI. Job in private sector was a major reason for 27 percent of respondents from UP. In case of J&K, 94 percent mentioned just a getting a job-anywhere was the reason and they did not emphasize on public sector job (Tables 19-21, Annex-II).

Having decided to undergo ITI training in order to get a job, choosing a particular ITI was the next important decision to be made by them. Majority of the respondents (58%) chose the ITI based on its reputation in their area of trade. The ITI from which they passed out was considered best in the trade by 62 percent of COE respondents in comparison to 56 percent of respondents from CTS sections. Another 21.5 percent chose their ITI as they got the trade which they wanted. Only 15 percent chose their ITI as it was closer to their home. More than three-fourths of the trainees from



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J&K, Karnataka, Gujarat and Maharashtra indicated that they chose their ITI as it was best in their trade. In case of Tamil Nadu, (59.3%), AP (43.7%) and West Bengal (42.8%) majority of the trainees chose the ITI which was closer to their home. For majority of the trainees of HP (71.7%) and Uttaranchal (78.1) 'getting the trade which they wanted' was the prime reason for choosing an ITI (Tables 22-24, Annex-II).

Opinion of respondents on various aspects about their ITI was probed to understand how trainees regard and rate their ITIs. Specifically opinion on the ITIs in terms of regularity of the instructors, availability of the tools & machinery and adequacy of the practical classes conducted were probed. Almost 96 to 97 percent of the respondents irrespective of the sectors (CoE/CTS) and the funding category (Domestic/ PPP/ VTIP) opined that the ITIs had adequate tools and machinery and practical classes were conducted regularly. The instructors were reportedly being regular to the classes.

Tools were considered adequate by 93 percent of respondents overall. In case of COE, tools were reported to be adequate by 91 percent while a higher proportion of CTS trainees (94.4%) found them adequate. A higher proportion of women trainees (largely from women ITIs) 97 percent in comparison to male trainees (92%) were found adequate. Except in case of West Bengal, predominant proportion of trainees from all other states opined that the tools were adequate. In West Bengal, only 54 percent of the trainees reported to be adequate. The pattern of responses for adequacy of machinery was almost similar across all categories of respondent. In general, higher proportion of respondents of PPP ITIs reported instructors were regular and that the tools and machinery were adequate in comparison to respondents of VTIP and domestic ITIs. (Tables 22-40, Annex-II).

When asked to rate the overall experience they got in the ITI where they studied, 88 percent of COE trainees and 87 percent of CTS trainees rated their experience as 'good' or 'excellent'. The response was found positive among trainees of all categories of ITIs. Only in case of *Uttaranchal* and *Himachal Pradesh* a significant proportion of trainees rated their experience as just average.

When further probed on whether they recommend the course they studied to others, in contrast to the experience 41-42 percent of them hesitantly had chosen 'may be yes' whereas 53 to 56 percent of them had chosen 'definitely yes'. The scenario is relatively same across ITIs of all funding categories. In spite of their liking of the course, the reason for not recommending the course to others was mainly due to the poor job prospects as it was reported by 77 percent of the respondents who would not recommend the course they studied. There was no difficulty felt by them in passing the course; however it might be a negligible number of 2 percent who felt difficulty in passing. Other than this some of them felt the quality of teaching was not up to the mark and the facilities too were not adequate.

In CoE, though about 54.4 percent of the respondents said they would suggest others to join the ITI where they studied, about 41.1 percent of them were hesitant to recommend it to others. The reason for not recommending the course was same across divisions- 'job prospects are poor' as reported by 77 percent of those who would not recommend the course to others.

In case of not recommending the ITI they had studied to others, respondents felt that the quality of teaching is poor (COE-62% & CTS-49%), Workshop facilities are not good (COE-20.6% & CTS-25.0%) and ITI is not known among the employers (COE-14% & CTS-13.8%).

The opinion of respondents on various aspects of their ITI training when analyzed by their employment status revealed that the proportion of un-employed trainees (both looking and not looking for job) joined ITI primarily for getting any job (93.7%) was higher than the proportion of employed (wage and self-employed) trainees (85%) cited same reason. Further, a higher proportion of unemployed trainees desired public sector job was revealed when they cited it as a reason for joining ITI.

Table 3.1					
Opinion of Respondents by Current Employment Status					
Opinion of Respondents	Employed ¹⁰		Un-Employed ¹¹		Total ¹²
	No	%	No	%	No
Instructors were regular	2609	97.0	2977	96.8	5586
Tools were adequate	2523	93.8	2846	92.5	5369
Machinery were adequate	2499	92.9	2806	91.2	5305
Practical Classes were adequate	2522	93.8	2842	92.4	5364
Positive Overall Experience (Excellent and Good)	2400	89.2	2659	86.4	5059
Recommending Course to others	2627	97.7	2953	96.0	5580
Recommending ITI to others	2644	98.3	2987	97.1	5631
Total Respondents	2690	100.0	3077	100.0	5767

Table 3.1 presents opinion of respondents by current employment status. Both employed and unemployed trainees reported that instructors in their ITIs were regular, the tools and machinery were adequate and sufficient practical classes were conducted. However such a highly positive opinion was little less among un-employed trainees. While majority of both employed and unemployed trainees reported that they would recommend the course as well as the ITI to others, the proportion of unemployed for this pattern of response was little lower. Similarly of those who would not recommend the course to others, poor job

¹⁰ Includes both wage and self-employed respondents;

¹¹ Includes both Looking for job and 'not looking for job' respondents

¹² Excludes those who are currently undergoing apprenticeship

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prospects was cited by majority of the un-employed trainees and that they would not recommend the ITI to others for want of quality of training and facilities.

In general, a significant proportion of the students those who had accepted that there were good facilities for practical existed in their ITIs had highlighted the fact that the extent of exposure and hands on experience on machines and tools were grossly inadequate for various reasons.

For an instance a large majority of the students from Tamil Nadu Rajasthan Chhattisgarh Madhya Pradesh and West Bengal had complained that their practical was abridged due to long hours of power cuts. In few other cases the duration allocated to practical and availability of working machinery and tools is an additional constraint for individual learning needs. The practical was sometimes used as a way out for managing absence of instructors on a particular day. Inadequate hostel and transport facilities and poor quality of food served in the hostel may not be the priority agenda for ITI management nevertheless perceived as important by respondents.

4.0 EFFECTIVENESS OF INSTITUTION MANAGEMENT

4.1 Institution Management Committee

Institution Management Committees (IMCs) were introduced in 1998 as a key institutional level reform initiative to involve local industry partners in management of the training institution. Though several measures were suggested to establish and strengthen IMC including their financial autonomy, state governments are yet to get fully convinced about the feasibility of this model. The study probed the existence of IMC and its functioning in sample ITIs covered.

As per the data provided by the ITIs almost all the sample ITIs have IMCs constituted. Majority of the IMCs (88 percent) were above three years old. Since domestic ITIs are the ones which have entered in to CoE at first, all IMCs of domestic ITIs were more than 3 years old.

DGET guidelines for establishing IMCs had specified the IMC should comprise total of 11 members of which 5 from industry and 5 from Govt along with principal of the ITI. The envisaged composition of members included One Industry Partner (Chairperson) and 4 Local Industry partners, 5 members from State Govt and Principal of the ITI (Member Secretary). The study found that the composition of total members for 63 percent of the IMCs were as per the norm while another 13 percent IMCs had more members by way of including more staff and students in their IMCs. Nearly 14 percent of the IMCs had less than 11 members on board.

Representation from official members (nominated by state governments) was found as per the norm in case of 41.2 percent of IMCs. Over representation was found in case of 12.6 percent while under representation was found in 46.2 percent of IMCs. Similarly, industry representation was found in order with 59 percent of IMCs while 18 percent had more industry players than the prescribed norm. For 23 percent of IMCs, industry members were found less than the prescribed norm (Tables 5-8, Annex-1).

4.2 Functioning of IMCs

The active participation of IMC is a key to development and management of ITIs. Frequency of meetings reveals at best the extent of interaction between the ITI and their industry partners especially to discuss, deliberate, authorize, approve, suggest and guide in core issues at least.

All 199 IMCs studied (Dehradun ITI did not give details of IMC) reported to have met at least once after constitution of IMC. DGET guidelines specified quarterly meetings of IMC necessary for effective functioning. In order to understand whether IMCs met as frequent as once in every 3 months, data on total number of meetings conducted by IMC till the time of survey was collected from ITIs. Taking into consideration of the year of constitution of IMC the total number of meetings that should have been conducted as per the official norm was calculated for each IMC and analyzed. It was revealed that just 2 percent of the IMCs conducted meetings as per the norm while another 18 percent IMCs met more frequently than the official word. The real concern is about 80 percent of the IMCs that did not meet as per the prescribed norm.

Table 4.1					
Average number of meeting conducted vis-à-vis the norm					
Funding Category	Age of the IMC (Mean)	Total meetings to be conducted as per norm (Mean)	Average number of meetings conducted		
			Total ¹³	2009-2010	2010-11
Domestic	6	26	16	3	3
PPP	4	16	12	5	4
VTIP	5	20	11	3	3
Total	5	19	12	4	3

¹³ Actual no of meetings conducted so far since the constitution of IMC

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The study also collected actual number of meetings conducted during 2009-10 and 2010-11 by sample ITIs. As against an average of 19 meetings (total for all years since constitution of IMCs) that should have been conducted by sample ITI, total 12 meetings were conducted actually. The gap in between the norm and frequency of actual meetings were observed across all categories though the gap was wider in case of domestic ITIs. Further, IMCs of both domestic and VTIP ITIs met on an average of 3 times only instead of 4 times during both the years (2009-10 and 2010-11) studied. IMC meetings were conducted only twice a year in Chhattisgarh, Haryana, Karnataka and Uttaranchal. About 51 percent of IMCs in 2009-10 and 62.5 percent of the IMCs in 2010-11 met less than 4 times a year (Table 9-14, Annex-I).

In order to understand further regarding IMC meetings, study collected data on past three meeting conducted in sample ITIs. Of the 200 ITIs covered under the study, only 170 ITIs had information regarding the IMC meetings conducted by them. The data on date of the meetings, total members attended and number of industry members attended in each of the past three meetings was collected from sample ITIs.

The study found that the time gap between last and previous meeting was more than the norm (3 months) in case of 47 percent of IMCs. Similarly, the time gap between previous and earlier meeting conducted by IMCs were found more than the prescribed norm in case of 51 percent of ITIs. The time gap among all past three meetings was found more in case of domestic and VTIP ITIs in comparison to PPP ITIs. The average total number of members attended in all three meetings conducted was found to be 7 as against total of 11 members. The average attendance of industry members was found just 3 in all three meetings for which data was collected and analyzed (Tables 15-17, Annex-1).

4.3 Partnership with Local Industry

ITIs with the help of IMC are required to get into MoUs with local industry for a variety of assistance required for the development of their institutions as per the envisaged model. Though ITIs get assistance from local industries, written MoUs will ascertain the assistance. Hence the study threw the light on the number of MoUs signed by the ITIs with any company. It was revealed that 45 percent of the ITIs had signed at least one MoU with their local industry partners. The lowest proportion of ITIs (43%) that have signed MoU was found among VTIP category. More than 60 percent of the sample ITIs in Karnataka and Maharashtra had signed at least one MoU. On the other hand, all sample ITIs in Rajasthan could not find any local industry to sign MoU. The poor performance was found in Tamil Nadu, Chhattisgarh, and Himachal Pradesh where less than 20 percent of ITIs only could sign any MoU.

Of the 90 ITIs that had reported signing of MoU, 54 percent could sign up to 3 MoUs, 36 percent could sign 4-5 MoUs while 10 percent could sign more than 6 MoUs. Though the proportion of VTIP ITIs that have signed MoU was little lower, it appears that a higher number of MoUs was managed by them in comparison to domestic and PPP ITIs. For an instance while 33 percent of the domestic ITIs and 40 percent of the PPP ITIs had signed more than 3 MoUs, 46 percent of VTIP ITIs managed to sign more than 3 MoUs (Tables 18-21, Annex-I).

Table 4.2 presents average number of MoUs signed by ITIs in the sample states. The average number of MoUs signed by ITIs was highest in Punjab followed by Gujarat and Jammu & Kashmir.

Table 4.2			
Distribution of states by average no of MoUs signed ¹⁴			
Name of the State	Total No of ITIs that signed MoU	Total No of MoUs signed	Mean MoUs signed
Andhra Pradesh	8	24	3
Chhattisgarh	2	6	3
Gujarat	5	14	3
Haryana	4	19	5
Himachal Pradesh	1	1	1
Jammu & Kashmir	3	15	5
Karnataka	11	30	3
Madhya Pradesh	7	24	3
Maharashtra	32	114	4
Punjab	9	54	6
Tamil Nadu	1	1	1
Uttar Pradesh	3	11	4
Uttaranchal	2	6	3
West Bengal	2	3	2
Total	90	322	4

Only one ITI each in Tamil Nadu and Himachal Pradesh had signed one MoU. The best performance in terms of signing of more than 6 MoUs was found in Haryana (50%) and Punjab (22%). The discussions with principals revealed though ITIs were willing to sign MoUs with local industry but they were constrained by non-availability of local partners and viable propositions for both industry and the institution.

¹⁴ Fractions in mean were rounded off to nearest integer.

4.4 Assistance Received from Industry Partners

ITIs were expected to secure assistance from industry partners in the management of ITIs. In this regard the study probed whether ITIs had actually received any assistance and if so the type of assistance received by the ITIs especially: - monetary aid, donation of equipment and machinery, identifying training needs, selection of trainees, identifying guest faculty, job training to trainees, sending industry experts and placement assistance.

As per the data made available by sample ITIs, 80 percent managed to receive at least any one the assistance from their industry partners. The proportion of assistance received by ITIs across various funding categories remained same at 80 percent. West Bengal (100%) and Maharashtra (92%) registered highest proportion of ITIs received at least one assistance. On the other hand 50 percent of the ITI in Jammu and Kashmir did not receive any assistance.

Table 4.3								
Type of assistance received from Industry by Funding Category ¹⁵								
Assistance received from Industry	Funding Category							
	Domestic		PPP		VTIP		Total	
	No	%	No	%	No	%	No	%
Monetary aid	3	15.0	17	28.3	13	16.2	33	20.6
Donation of Equipment	11	55.0	13	21.7	20	25.0	44	27.5
Emerging training needs	16	80.0	38	63.3	50	62.5	104	65.0
Selection of Trainees	12	60.0	34	56.7	49	61.2	95	59.4
Guest faculty	15	75.0	37	61.7	46	57.5	98	61.3
Job training	19	95.0	39	65.0	57	71.2	115	71.9
Industry experts	15	75.0	36	60.0	46	57.5	97	60.6
Placement	15	75.0	44	73.3	61	76.2	120	75.0
Total	20	100	60	100	80	100	160	100.0

The main and important assistance given by industry partners was the placement services. Most of the ITIs across the entire category claimed that they provide placement to their trainees with the help of the industry partners. Domestic ITIs got complete cooperation from the Industry partners as 95 percent of the Domestic ITIs utilized the service of the industry partners in giving job training to their trainees. As much as 75 percent of the Domestic ITIs invited industry experts for training delivery where as 71 percent of the VTIP funded ITIs got job training for their trainees. Nearly 80 percent of the Domestic ITIs provided training based on the emerging training needs with the assistance offered by industry partners. (Table 4.3)

¹⁵ Multiple responses-Percentage and totals are based on ITIs received any one support. Dichotomy group tabulated at value-assistance received (Yes)

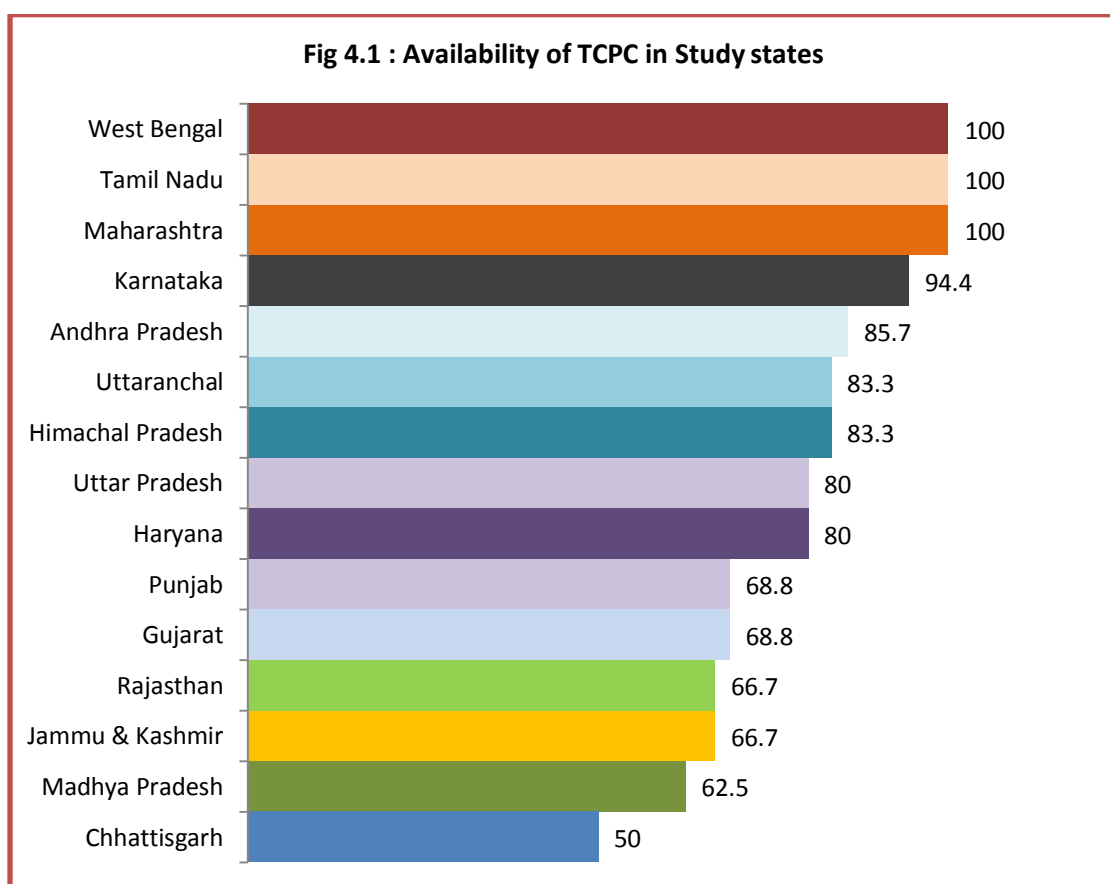
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The study also reveals that ITIs don't get much monetary aid from industries. As many as 15 percent of the domestic ITIs, 28 percent of the PPP ITIs and only 16 percentage of the VTIP ITIs got monetary benefit from the industry partners. It was also found that of all the three categories of ITIs Domestic funded ITIs were the most benefited since 55 percent of the sample domestic ITIs got donation of equipment, 60 percent of the ITIs was assisted in selection of trainees and 75 percent of the ITIs were provided with guest faculty. (Table 24, Annex-1). Though it is a significant feat for many ITIs to receive assistance from industry partners, it was observed in the field that some of the claims were not supported with any documentary evidence. For example, the claims of ITIs that received support from industry partners in placement and in job training were not supported by any evidence in many ITIs.

4.5 Training, Counseling and Placement Cell

4.5.1 Availability of TCPC

One of the key project interventions was to establish Training, counseling and Placement Cell (TCPC) in each ITI. The TCPC has to play the key role in the labor market outcomes as it not only paves the platform to the trainees in developing skills which are needed for placement such as developing personality, facing interviews, preparing for various competitive tests, etc. but also provides help in finding career opportunities Fig 4.1 presents availability of TCPC in sample institutions in study states.



As per the data made available to the study, in 83 percent of sample ITIs, TCPC was reported to be functioning. All sample ITIs in Tamil Nadu, Maharashtra and West Bengal had TCPC whereas in the states like Gujarat, Jammu & Kashmir, Madhya Pradesh, Punjab and Rajasthan only 60- 70 percent of the ITIs had TCPC. Chhattisgarh had the lowest count in this regard as only 50 percent of the ITIs had TCPC. (Fig 4.1 and Table 26, Annex-I).

Table 4.4						
Availability of TCPC by Funding category						
Funding Category	Available		Not available		Total	
	Count	%	Count	%	Count	%
Domestic	23	92.0	2	8.0	25	100.0
PPP	53	70.7	22	29.3	75	100.0
VTIP	90	90.0	10	10.0	100	100.0
Total	166	83.0	34	17.0	200	100.0

TCPC was available in as much as 92 percent of the domestic ITIs and this count was higher than that of other two categories i.e. 90 percent in VTIP and

70.7 percent in PPP category. (Table 4.4). The project implementation document specified appointment of TCPC in charge with the existing faculty (either vice principal or a group instructor) and suggested that his additional workload be suitably rewarded after the performance appraisal.

4.5.2 Appointment of TCPO

Of the 166 ITIs that had established TCPC, 86.7 percent had appointed a TCPC officer to undertake TCPC functions. Though it was expected that all project ITIs should have created TCPC

Table 4.5						
Appointment of TCPC officer in the ITI						
Funding Category	TCPC Officer				Total	
	Yes		No			
	No.	%	No.	%	No.	%
Domestic	18	78.3	5	21.7	23	100
PPP	46	86.8	7	13.2	53	100
VTIP	80	88.9	10	11.1	90	100
Total	144	86.7	22	13.3	166	100

unit and appointed an in charge, only 89 percent were found to have appointed the officer (Table 4.5). Of the 144 ITIs that appointed TCPC in charge, it was found that the appointment in majority of the ITIs (93%) was an 'additional charge to the existing faculty'. Fulltime regular appointment was reported in 6 percent of the ITIs and part time appointment in one ITI (Tables 28-29, Annex-1).

When a person is given additional charges which is the key role in the management of TCPC it is subsequently important that the services of the officer is remunerated as well and the recognition of his services should reflect in monetary terms in order to sustain the interest.

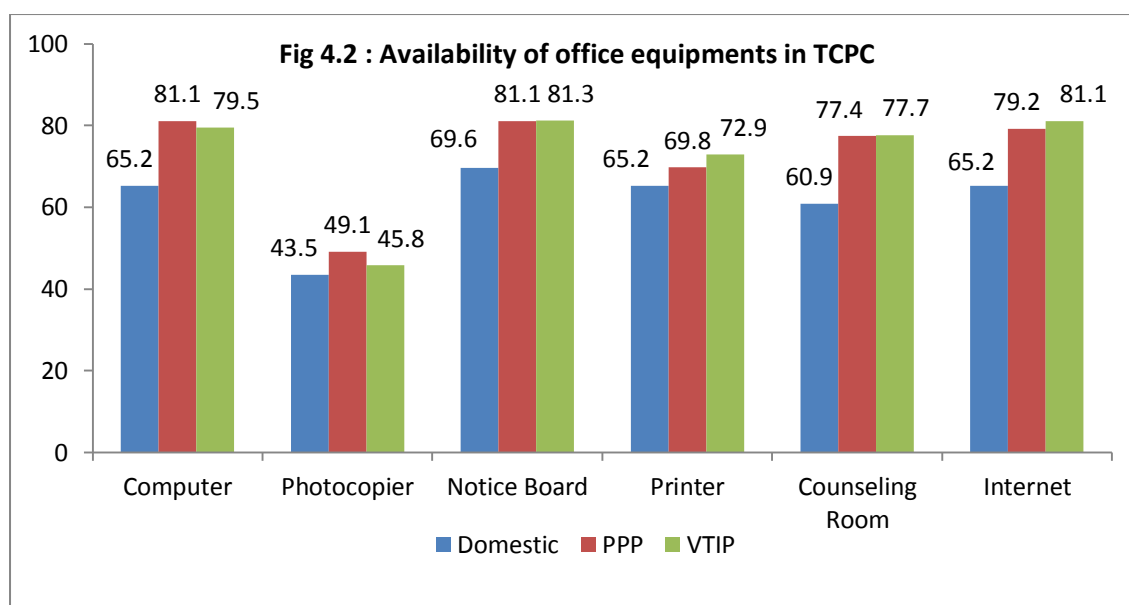
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This seemed to be ignored in the appointment of TCPC officer since in 151 sample ITIs out of 166 where TCPC officers were appointed, there was no salary paid for the extra services. It was also important to speculate on the time devoted to extra services as it was inevitable that the person who had to perform the extra services should devote his time apart from the regular duties. Further, the discussions with TCPC in charge revealed that there was no formal review or performance assessment of TCPC responsibilities in the system.

4.5.3 Availability of Facilities in TCPC

ITIs generally have class rooms, labs and meeting halls which can be used for various training and counseling activities of TCPC. However, TCPC should have some office space from where TCPC in charge can operate from, meet trainees, keep records and registers, counsel and attend to needs of individual trainees. The study probed as to what proportion of the ITIs had provided for an office space for TCPC. It was found that of the 166 ITIs where TCPC was available, separate office space was available in three-fourths of the ITIs. The proportion of ITIs which allotted functional space was highest in VTIP category (79%) followed by PPP (72%). Only 65 percent of domestic ITIs had exclusive place for TCPCs (Table 27, Annex-I).

The full-fledged active TCPC will assure the improvement of better training opportunity and subsequently will reflect in better labour market outcomes. There can be efficient function of TCPC only if it has proper infrastructure facilities and dedicated human resources to supervise the development activities and also to organize placement related services. Hence, the study probed into the details of facilities available with TCPC. In this regard, the study examined the availability of various facilities and equipment such as compute, photocopier, notice board, printer, counseling room and internet facility at the disposal of TCPC or its in charge functionary. Fig 4.2 summarizes findings in this regard.



One popular facility available in 81 percent of the TCPCs was notice board. Computers were available in 80 percent of the TCPCs. Printer was available for 73 percent, counseling room and internet facility for 78 percent of the TCPCs. A higher percentage of VTIP and PPP ITIs had equipped their TCPCs in comparison to domestic ITIs.

4.5.4 Training Activities conducted by TCPC

The active role of TCPC can be assessed through the extent of training activities and placement assistance offered to the trainees. TCPCs in ITIs were asked to indicate the type of coaching and training activities to improve the job prospects of trainees.

Table 4.6								
Distribution of TCPCs conducting Training Activities for their Trainees ¹⁶								
Training Activities conducted	Funding Category						Total	
	Domestic		PPP		VTIP			
	No	%	No	%	No	%	No	%
Use of computers	19	82.6	52	98.1	82	91.1	153	92.2
Spoken English	13	56.5	40	75.5	61	67.8	114	68.7
Personality Development	16	69.6	40	75.5	66	73.3	122	73.5
Preparing Bio-data	18	78.3	42	79.2	80	88.9	140	84.3
Career opportunities	20	87.0	46	86.8	83	92.2	149	89.8
Attending Interviews	21	91.3	47	88.7	84	93.3	152	91.6
Coaching for aptitude tests	11	47.8	24	45.3	41	45.6	76	45.8

All three schemes (Domestic, PPP & VTIP) had facilitated purchase of computers and made available to ITIs. Availability of computers within premises brings an advantage to conduct training activities especially in use of computers. The importance of learning how to use computers for a job aspirant need not be emphasized. As per the data made available to the study, 92 percent of the TCPCs conduct training programs on how to use computers for their trainees. Almost similar number of ITIs conduct training on 'how to attend interviews' an area that will hugely benefit the trainees after they pass-out from ITI. A little lesser proportion of TCPCs conducts orientation on career opportunities (89.8%), preparing bio-data (84.3%) and personality development (73.5%). However, conducting training for 'aptitude tests' was reported only by 45.8 percent of TCPCs. This could be due to its less relevant, and tough to do in nature. The interview with respondents revealed that it might be due to the non-availability of resource people who could coach the trainees in this regard. (Table 21)

¹⁶ Based on a sample of 166 ITIs which had established TCPC

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Though the extent of coverage of various training activities by TCPC differed across different funding categories, the order preference was same. Training on '*attending interviews*', '*career opportunities*' and '*use of computers*' was conducted by majority of the TCPCs across all categories of ITIs. However, informal discussions and field observations made for the study highlighted that all training activities are not regularly planned and conducted with experts in the field. Trade Instructors who were contacted during the field work for the study quipped about the ability of ITIs in conducting training activities without hiring external trainers. The fact that TCPCs have no designated budget to spend on training and coaching activities, TCPOs are left with only option of conducting some activities through informal arrangements which does not cover all trainees in a particular ITI and conducted periodically to benefit trainees in a substantial way.

4.5.5 Job Placement activities

TCPCs were also probed with respect to job placement activities conducted by them for ITI trainees. Most of the ITIs claimed that they assisted and carried-out the activities such as : Help in preparing a CV; Information on specific careers, Display of vacancies, Providing details of company, Orientation to trainees, Distribution of application forms, Campus placements, Visits to companies, Send CVs to companies, Arrange for interviews and Job fairs.

Table 4.7								
Job Placement activities conducted by TCPCs¹⁷								
Activities	Domestic		PPP		VTIP		Total	
	No	%	No	%	No	%	No	%
Assist in preparing CV	20	87.0	40	75.5	70	77.8	130	78.3
Information on specific careers	21	91.3	46	86.8	79	87.8	146	88.0
Display of vacancies	23	100.0	49	92.5	85	94.4	157	94.6
Information on companies	21	91.3	50	94.3	87	96.7	158	95.2
Orientation in job search	22	95.7	45	84.9	86	95.6	153	92.2
Distribution of application forms	15	65.2	38	71.7	75	83.3	128	77.1
Arrange for apprenticeship training	21	91.3	49	92.5	83	92.2	153	92.2
Conduct campus placements	22	95.7	50	94.3	86	95.6	158	95.2
Arrange visits to companies	23	100.0	48	90.6	78	86.7	149	89.8
Send student CVs to companies	18	78.3	40	75.5	66	73.3	124	74.7
Linking trainees to HR agencies	16	69.6	36	67.9	71	78.9	123	74.1
Arranging interviews in companies	17	73.9	39	73.6	75	83.3	131	78.9
Assist in Job Fairs	21	91.3	47	88.7	75	83.3	143	86.1
ITIs having TCPC	23	100.0	53	100.0	90	100.0	166	100.0

Conducting campus placement was a major activity reported by 95 percent of TCPCs across all categories. Providing information on various companies related to their trades also was reported by same proportion. 'Display of Vacancies' in notice boards was reported in all

¹⁷ Table based on ITIs having TCPC and excludes sample ITIs that don't have TCPC

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TCPCs of domestic ITIs while 94 percent of VTIP and about 93 percent of PPP ITIs reported the same. Labour market outcomes are affected by number of factors and lack of information on specific careers is one such important factor. Nearly 88 percent of VTIP and PPP ITIs and 91 percent of domestic ITIs reported to be assisting trainees in this regard.

However, only in about 74 percent of the TCPCs reported that they link trainees to the HR agencies or send students CV to the companies or agencies. But, they could guide the students in choosing specific careers. Conducting campus interview seemed to have better done than in assisting trainees to participate in Job Fairs as there was a non-imposed restriction on the ITIs as most of the job fairs would be conducted by the district officials and might be with multiple objectives. About 79 percent of the ITIs claimed that they arrange interviews in the company premises. (Table 4.7). The in-depth interviews and scrutiny of records maintained by the TCPCs revealed that the TCPC had not been very active in providing assistance to either trainees or pass-outs. In fact some of the letters shown by ITIs as a proof to campus placement activities revealed that they were in fact proactive from the employers' side and confined to the courses that had significant demand for trained labour.

4.5.6 Campus Placement and Job fairs

To provide better job opportunities ITIs should have association with identified companies in order to facilitate placements. Hence the study analyzed the status of company association and found that only about 24 percent of the Domestic ITIs and 32 percent of VTIP ITIs had association with the companies in contrast to the scenario in PPP sector where about 53 percent of the ITIs had association with the companies for placements. (Table 33).

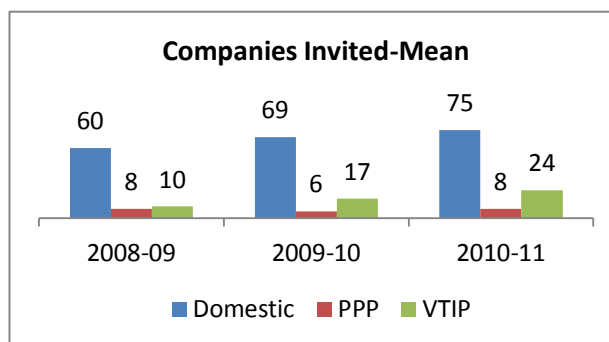
Campus placements are in vogue in the current scenario especially in the technical and vocational education sector; ITIs are no exception in this regard. Though many ITIs reported that they had inadequate space and suffered from lack of funds for meeting the incidental expenses in organizing campus interviews, they manage to conduct them in spite of all odds, keeping the welfare of the trainees in view. Further not having association with local industry partners was not really an end of the road as many ITIs that did not have any formal arrangements for campus recruitments could manage to either conduct campus placements or sent their trainees to job fairs, assisted mainly through proactive efforts from private sector, initiatives of state governments and lead ITIs.

Table 4.8								
Availability of data on campus placements & Job fairs ¹⁸								
Year for which data was made available	Domestic		PPP		VTIP		Total	
	Count	%	Count	%	Count	%	Count	%
2008-09	15	60.0	21	28.0	55	55.0	91	45.5
2009-10	16	64.0	40	53.3	79	79.0	135	67.5
2010-11	15	60.0	27	36.0	67	67.0	109	54.5
Total ITIs	25	100.0	75	100.0	100	100.0	200	100.0

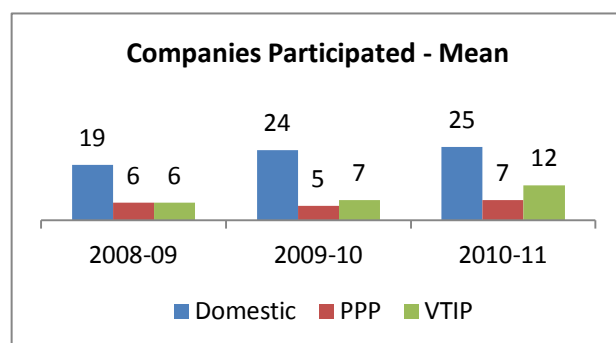
¹⁸ Includes all ITIs reported data including those not having TCPC

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Data on campus placements and participation in job fairs was made available by 91 ITIs for 2008-09, 135 ITIs in 2009-10 and 109 ITIs in 2010-11. Few ITIs that do not have TCPC also submitted the data for these years. The study in order to capture the outcome of these efforts collected

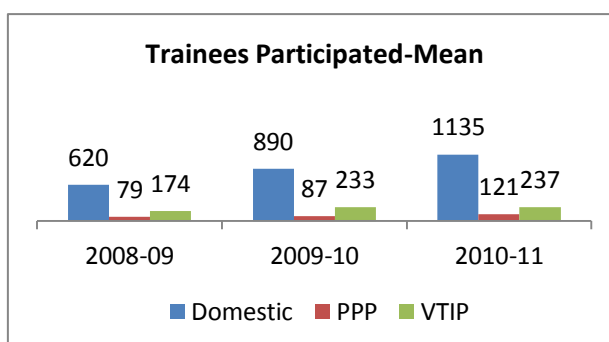


data on companies invited, participated, trainees attended and job offers made through collective efforts of campus recruitments and job fairs from sample ITIs for the past three

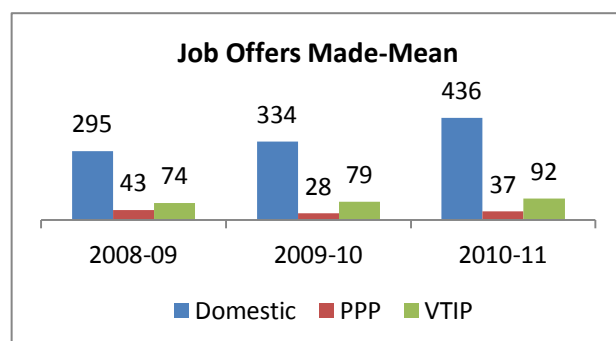


years (2008-09 to 2010-11). As per the data made available for the study, domestic ITIs managed to invite large number of ITIs for campus placements and job fairs. On an average 60 companies were invited by domestic ITIs in the year 2008-09 which went up to 75 for the year 2010-11. VTIP ITIs

invited though far lesser number of companies in comparison to Domestic ITIs, they managed to invite more than the PPP ITIs in all three years studied. Though ITIs invited large number of companies very fewer companies showed any interest in participation was revealed with data on companies participated. Though fewer companies participated in PPP and VTIP ITIs placement efforts,



their proportion of companies' participated vis-à-vis invited was higher than that of



domestic ITIs. On average 19 to 25 companies were participated in domestic ITIs as against their invitation to 60-75 ITIs. In comparison 6 to 12 ITIs participated in PPP and VTIP ITIs as against their invitation to 6 to 24 ITIs. The efforts will go vain if trainees do not participate in large numbers.

Domestic ITIs managed to draw significant number of trainees' participation in their campus placements and job fairs. The average participation was 620 in 2008-09 which went up to as high as 1135 trainees in 2010-11. In comparison, average number of participation in VTIP ITIs

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was between 174 to 237. Similar to participation of companies and trainees, average number of job offers made in domestic ITIs were highest among all categories. Since domestic ITIs were old and significantly bigger in size in comparison to PPP and VTIP ITIs, there is no surprise that they were able to attract more companies and trainees' participation in their recruitment drives. However, to put things in perspective, the outcome may not significantly differ when one looks at trainee-job offer ratio. For an instance, the trainee-job offer ratio was 10:4 in both domestic and VTIP ITIs for the year 2010-11. The pattern was almost similar in all three years with minor variations (Tables 34-36, Annex-1).

ITIs found it difficult to organize campus recruitments and job placement assistance to pass-outs if Industries are far away from the ITIs and in areas where no major industries are available. Sometimes the offers made by employers do not match with the expectation of the trainees the whole exercise became futile. Absence of full time regular manpower resource trained in HR functions is a major hindrance in effective functioning of TCPC. Even in campus placements, there is no feedback on the outcome either from the trainee or from the company that made offer since the status of ultimate placement and acceptance of the offer by the trainee is not known to TCPC in charge. Industries are not only absent in Tribal and other industrially backward regions, they are also not interested in recruiting trainees from these region. In some ITIs numbers of pass-outs are very few to attract companies. This highlights that the lack of industries for organized employment, unattractive placement offers, inadequacy of resources to provide placements are the main factors that adversely affect the labour market outcomes of ITI pass outs.

The interviews conducted with pass-outs for the study were corroborated for the activities of TCPC.

Table-4.9						
Opinion of Respondents on availability of TCPC in their ITIs ¹⁹						
Funding Category	Yes		No		Total	
	Count	%	Count	%	Count	%
Domestic	436	58.0	316	42.0	752	100.0
PPP	809	36.5	1408	63.5	2217	100.0
VTIP	1321	43.1	1746	56.9	3067	100.0
Total	2566	42.5	3470	57.5	6036	100.0

Of the 6,036 respondents interviewed, about 43 percent confirmed that their ITIs have TCPC. Since TCPC was reported to be available in 166 ITIs, the proportion of respondents confirming was far less. One obvious reason was that the functioning of TCPC was much less desirable and they failed to reach out to all the trainees in their ITIs (Table 4.9).

¹⁹ Table based on opinion of pass-out respondents; does not reflect on the actual availability of TCPC in their ITI

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An effective functioning by TCPC would have resulted in their trainee's awareness on its activities and participation in their activities. However organization of campus placement by their ITIs was confirmed only by 34 percent of respondents.

Table-4.10						
Opinion of respondents on conducting of campus placements/job fairs by their ITIs						
Funding Category						
Funding Category	Campus placement/Job fairs conducted				Total	
	YES		NO			
	Count	%	Count	%	Count	%
Domestic	352	46.8	400	53.2	752	100.0
PPP	598	27.0	1619	73.0	2217	100.0
VTIP	1099	35.8	1968	64.2	3067	100.0
Total	2049	33.9	3987	66.1	6036	100.0

About 47 percent of the respondents from domestic, 27 percent of PPP ITIs and about 36 percent of VTIP ITIs confirmed that their ITIs conducted recruitment activities (Table 4.10).

Table-4.11						
Yes date and time by Funding Category						
Funding Category	Yes date and time				Total	
	YES		NO			
	Count	%	Count	%	Count	%
Domestic	265	75.3	87	24.7	352	100.0
PPP	496	82.9	102	17.1	598	100.0
VTIP	952	86.6	147	13.4	1099	100.0
Total	1713	83.6	336	16.4	2049	100.0

When asked whether they were informed about the date and time of the campus placement activity about 83.6 percent of the respondents who reported that their ITIs conduct recruitment activities gave positive response. VTIP ITIs were found more prompt in informing their trainees (Table 4.11). Further the study probed participation of pass-outs in either campus placement or in job fair.

Table-4.12						
Attended Job Fair/Campus Placement by Funding Category						
Funding Category	YES		NO		Total	
	Count	%	Count	%	Count	%
Domestic	217	61.6	135	38.4	352	100.0
PPP	402	67.2	196	32.8	598	100.0
VTIP	724	65.9	375	34.1	1099	100.0
Total	1343	65.5	706	34.5	2049	100.0

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Apart from job fairs and campus recruitment, some of the ITIs reported that they also refer jobs to their trainees through instructors/TCPC in charge from time to time informally. The study probed the outcome of these efforts by ITIs (both formal and informal) placement activities. Hence this aspect was probed from all respondents and not just those who participated in the Job fairs/campus recruitment. The net outcome of these efforts was found to be small yet significant as 22.5 percent of sample respondents were offered jobs (Table 4.13).

Table-4.13						
Offered any job by Funding Category						
Funding Category	Offered any job				Total	
	YES		NO			
	Count	%	Count	%	Count	%
Domestic	169	22.5	583	77.5	752	100.0
PPP	475	21.4	1742	78.6	2217	100.0
VTIP	714	23.3	2353	76.7	3067	100.0
Total	1358	22.5	4678	77.5	6036	100.0

However only 24 percent of jobs offer actually translated into acceptance by the respondents. Acceptance was higher among the trainees of Domestic ITIs (35.5%) in comparison to VTIP and PPP (Table 4.14).

Table-4.14						
Acceptance of Job offer by Funding Category						
Funding Category	Accept the offer				Total	
	YES		NO			
	Count	%	Count	%	Count	%
Domestic	60	35.5	109	64.5	169	100.0
PPP	96	20.2	379	79.8	475	100.0
VTIP	166	23.2	548	76.8	714	100.0
Total	322	23.7	1036	76.3	1358	100.0

The success of job placement efforts of TCPC through campus placements and job fairs may not be reflected in terms of the number of jobs offered but how many of the offers are really translated into the acceptance of the suitable offer. The gap between the expectations of the aspirants and scope of the offer is an important factor that affects the decision of the aspirants.

Table-4.15								
Reasons for Not accepting the Offer by Funding Category								
Reasons for Not accepting the Offer	Funding Category						Total	
	Domestic		PPP		VTIP			
	Count	%	Count	%	Count	%	Count	%
Job Not related to ITI Education	16	14.7	166	43.8	225	41.1	407	39.3
Got another job with higher salary	2	1.8	28	7.4	40	7.3	70	6.8
Salary offered was low	19	17.4	37	9.8	78	14.2	134	12.9
Outside my home town	18	16.5	70	18.5	70	12.8	158	15.3
Family/Personal Problems	6	5.5	16	4.2	14	2.6	36	3.5
Lost interest in ITI related jobs	3	2.8	1	0.3	6	1.1	10	1.0
Inadequate career opportunities	3	2.8	0	0.0	6	1.1	9	0.9
Job offered required over time	0	0.0	0	0.0	1	0.2	1	0.1
Did Not have mark sheet	0	0.0	0	0.0	3	0.5	3	0.3
Job offered was trainee position	31	28.4	34	9.0	68	12.4	133	12.8
ITI did Not inform me about the offer	11	10.1	27	7.1	37	6.8	75	7.2
Total	109	100.0	379	100.0	548	100.0	1036	100.0

The discussions with the respondents revealed that the major reasons for not accepting the job offers were : Job not related to ITI education (39%), Job offered was outside home (15%), job offered was a trainee position (13%) and salary offered was low (13%). Together these 4 reasons accounted for 80 percent of the rejections by trainees (Table 4.15).

5.0 HUMAN RESOURCES FOR QUALITY TRAINING

One of the key inputs of Vocational Training Improvement Project was to strengthen the capacity of public funded ITIs in terms of augmenting both human and infrastructure resources essential for imparting quality training. The study collected data on sanctioned and existing manpower resources (training staff) for imparting training in sample institutions. The study collected data on training staff positions sanctioned, filled (regular), no working on contract, Total staff working by designation.

The table 5.1 summarizes availability of training staff in sample institutions and percent of vacant positions even after including contract staff engaged.

Table 5.1									
Availability of Training Staff in Sample ITIs ²⁰									
Funding	Category	TO	DTO	ATO	JTO	AM	BBBT	CTS Instructors	Total
Domestic	Sanctioned (No)	312	97	76	88	50	117	978	1718
	Regular Filled (No)	253	82	47	68	17	86	805	1358
	On Contract (No)	7	0	15	15	23	23	93	176
	Total Working (No)	260	82	62	83	40	109	898	1534
	Vacant (%)	16.7	15.5	18.4	5.7	20.0	6.8	8.2	10.7
PPP	Sanctioned (No)	85	33	62	91	35	49	623	978
	Regular Filled (No)	60	21	23	60	7	12	420	603
	On Contract (No)	10	2	18	18	11	26	94	179
	Total Working (No)	70	23	41	78	18	38	514	782
	Vacant (%)	17.6	30.3	33.9	14.3	48.6	22.4	17.5	20.0
VTIP	Sanctioned (No)	346	66	187	269	180	428	2177	3653
	Regular Filled (No)	161	50	127	168	48	285	1564	2403
	On Contract (No)	59	0	28	28	52	110	293	570
	Total Working (No)	220	50	155	196	100	395	1857	2973
	Vacant (%)	36.4	24.2	17.1	27.1	44.4	7.7	14.7	18.6
Total	Sanctioned (No)	743	196	325	448	265	594	3778	6349
	Regular Filled (No)	474	153	197	296	72	383	2789	4364
	On Contract (No)	76	2	61	61	86	159	480	925
	Total Working (No)	550	155	258	357	158	542	3269	5289
	Vacant (%)	26.0	20.9	20.6	20.3	40.4	8.8	13.5	16.7

Of the 6,349 posts sanctioned in sample ITIs, 5,289 (83.3%) were reported as filled at the time of the survey (81.7%). Of the 5,289 filled positions, 82.5 percent were regular staff while 17.5 percent were contract staff. The proportion of contract staff was highest in PPP ITIs (22.9%) followed by VTIP (19.2%) and Domestic (11.5%).

The study revealed there is an overall vacancy of 16.7 percent across all sample ITIs. The overall vacancy in Domestic ITIs was just 10.7 percent in comparison to VTIP (18.6%) and PPP (20.0%). The vacancies in BBBT was found much lesser in comparison to vacancies in AM and CTS. In case of PPP ITIs, even vacancy in BBBT was as high as 22.4 percent. The vacancy in AM was as high as 48.6 percent in PPP and 44.4 percent in VTIP ITIs. At the time of field work, several ITIs were yet get their AM positions filled up as there was a delay everywhere in approval, recruitment and induction process. The study collected detailed profile of staff

²⁰ TO-Training Officer; DTO-Deputy Training Officer; ATO-Assistant Training Officer; JTO-Junior Training Officer

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of 5,289 who was reported to be in position. However, ITIs could give data only for the 4,542 staff. The findings from the profile of 4,542 staff are discussed in the ensuing paragraphs.

Training Staff by Gender and Age

Of the 4,542 staff whose profiles were submitted by the ITIs, 86 percent were males and females were 14 percent. The proportion of females was highest in PPP ITIs.

Table 5.2						
Training Staff in Position in Sample ITIs						
Funding Category	Sex				Total	
	Male		Female			
	Count	%	Count	%	Count	%
Domestic	1087	84.7	197	15.3	1284	100
PPP	676	82.5	143	17.5	819	100
VTIP	2145	87.9	294	12.1	2439	100
Total	3908	86.0	634	14.0	4542	100

The proportion of female staff in COE division (17%) was higher than in CTS (13%). Among states, J&K was more to gender equity (33% females) while the least was in West Bengal (6.2%). In states such as Uttaranchal, Punjab and Karnataka the proportion of females were above 20 percent. In case of Himachal, Tamil Nadu, Andhra Pradesh, Maharashtra, Haryana Chhattisgarh and Rajasthan, the proportion of female training staff was between 10 to 20 percent. The remaining (MP, UP and WB) were below 10 percent.

Table 5.3								
Age Group by Funding Category								
Funding Category	Age Group						Total	
	Up to 30 Years		31 to 50		Above 50			
	Count	%	Count	%	Count	%	Count	%
Domestic	151	11.8	814	63.4	319	24.8	1284	100
PPP	144	17.6	526	64.2	149	18.2	819	100
VTIP	307	12.6	1605	65.8	527	21.6	2439	100
Total	602	13.3	2945	64.8	995	21.9	4542	100

Nearly two-thirds of the staff was in the age group of 31-50 across all categories of ITIs. Another 13.3 percent were in the age group of 'Up to 30 years. Similar was the pattern observed among COE and CTS divisions while considerable variations found between states. The mean age of the training staff in Rajasthan, Gujarat and Tamil Nadu was as high as 45 while it was lower than 40 in cases of Chhattisgarh, Himachal and Haryana. The average age of female staff was 38 while that of male was 42 indicating the induction of female staff was of recent period (Tables 38-43, Annex-I).

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Training Staff by Education

As per the data provided by sample institutions, 22 percent of training staff had education qualification below XII standard while another 47 percent had completed their XII standard. About 31 percent were either diploma holders or graduates and above.

Table 5.4					
Training staff by Education ²¹					
Education	Unit	Domestic	PPP	VTIP	Total
Below XII	Count	355	173	491	1019
	%	27.6	21.1	20.1	22.4
XII	Count	669	385	1101	2155
	%	52.1	47.0	45.1	47.4
Dip	Count	99	167	560	826
	%	7.7	20.4	23.0	18.2
Graduate & Above	Count	161	94	287	542
	%	12.5	11.5	11.8	11.9
Total	Count	1284	819	2439	4542

Education qualification of COE staff was found better than CTS staff. While 43 percent of COE staff was diploma or graduates, the proportion of CTS staff in the same category was found to be just 28 percent.

Table 5.5					
Education Qualification of Training Staff by State					
States	Up to XII		Dip/Deg		Total
	No	%	No	%	No
Andhra Pradesh	206	81.1	48	18.9	254
Chhattisgarh	184	88.0	25	12.0	209
Gujarat	603	90.8	61	9.2	664
Haryana	324	83.1	66	16.9	390
Himachal Pradesh	33	45.2	40	54.8	73
Jammu & Kashmir	46	75.4	15	24.6	61
Karnataka	134	57.8	98	42.2	232
Madhya Pradesh	141	63.5	81	36.5	222
Maharashtra	699	61.9	431	38.1	1130
Punjab	131	52.6	118	47.4	249
Rajasthan	97	88.2	13	11.8	110
Tamil Nadu	127	39.9	191	60.1	318
Uttar Pradesh	198	74.2	69	25.8	267
Uttaranchal	83	69.2	37	30.8	120
West Bengal	168	69.1	75	30.9	243
Total	3174	69.9	1368	30.1	4542

²¹ Highest education qualification attained

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Tamil Nadu was found best of all other states in terms of qualification of training staff as 60 percent of them were diploma or degree holders. In Karnataka, Punjab and Himachal Pradesh, the diploma and degree holders constituted 42 to 55 percent. In the other end of the spectrum were states such as AP, Haryana, Chhattisgarh, Rajasthan and Gujarat where more than 80 percent of the training staff had highest educational qualification either up to Xth standard or XII standard (Table 5.5).

Training in Pedagogy & Trade Technology

Craftsmen Instructor Training Scheme is conducted regularly for both engineering and non-engineering trades in 9 Advanced and Central Training Institutes. Under renewed system of CITS, instructor training courses are conducted on modular pattern for engineering trades and regular pattern for non-engineering courses. The instructor training is critical for training staff as this is the only course where they learn pedagogical skills for imparting effective training to ITI trainees. The study collected data on extent of coverage of this training in sample institutions.

Table 5.6						
Craftsman instructors training by Funding Category						
Funding Category	Craftsman instructors training				Total	
	Yes		No			
	Count	%	Count	%	Count	%
Domestic	1013	78.9	271	21.1	1284	100
PPP	481	58.7	338	41.3	819	100
VTIP	1597	65.5	842	34.5	2439	100
Total	3091	68.1	1451	31.9	4542	100

It was learnt that 68 percent of the staff working in sample institutions were trained in Instructors training while 32 percent still remains untrained. The proportion of untrained in PPP ITIs was highest (41 percent) while it was least in Domestic (21%). The untrained staff is as high as 41 percent in COE while it is 31 percent for CTS. The proportion of untrained was highest in Punjab and Haryana (58%) while it was least in J&K (8.2%) and UP (3.4%).

Other Technical Training

The study probed other technical training received by training staff in both trade technology and in training methodology anywhere during the course of their career. It was found that 70 percent of them had undergone some technical training related to their trades. These trainings range from one week to 3 months duration. The proportion of staff underwent such training was high in domestic ITIs (80%) followed by VTIP (32%) (Tables 44-52, Annex-I).

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Nature of Engagement

The importance of engaging full time staff on a regular basis for quality training delivery need not be emphasized. It is in this regard, the study found that 93.5 percent of the staff was engaged on full time basis as per the data submitted by the sample ITIs. The proportion of full time staff was more than 90 percent in all three categories of ITIs. Full time appointment was lower in COE section (87%) in comparison to CTS (94%). Both Himachal Pradesh and Jammu & Kashmir engaged only full time staff while in all other states except Chhattisgarh (64%) and AP (89%) more than 90 percent of the staff was engaged for full time (Tables 53-55, Annex-I).

Staff by Experience

A little less than two-thirds of the training staff was found having more than 10 years of experience. Staff with more than 10 years of experience in VTIP ITIs was more than PPP but less than domestic ITIs. The average years of experience in VTIP was 14.3 in comparison to 13 in PPP and 16 in Domestic ITIs. Similarly the mean years of experience in COE section was 12 while it was 15 in CTS. The mean years of experience were more than 15 years in states like Gujarat, Jammu & Kashmir, Rajasthan, Tamil Nadu and Andhra Pradesh.

Monthly Pay of the Training Staff.

Every state government has their own norm of pay and perks fixed, regulated and revised as per their own evolved systems of governance. The study in order to understand the extent of variations exists in the system collected information on net salary drawn by training staff from sample institutions.

Table 5.7				
Total Monthly salary drawn by Funding Category				
Funding Category	Total Monthly salary drawn			
	Mean	Minimum	Maximum	SD
Domestic	24589.57	4480	59286	9306.0
PPP	21389.69	3500	46402	9446.6
VTIP	23519.25	3500	54790	9744.1
Total	23437.83	3500	59286	9625.7

Mean salary drawn by staff in domestic ITIs were highest followed by VTIP and PPP. The average salary was in the range of Rs.3500 to 59,286 per month. The mean salary drawn by COE staff was little lower than the CTS staff (Rs.1,420 less). The mean salary for the contract staff was Rs.11, 680 while it was Rs.25, 823 for regular staff. Such huge differences in pay between the contract and regular staff is mainly due to the years of experience which gets rewarded in any government system though it may not attract best talent from the training industry (Tables 56-64, Annex-I).

6.0 INTERNAL EFFICIENCY OF ITIS

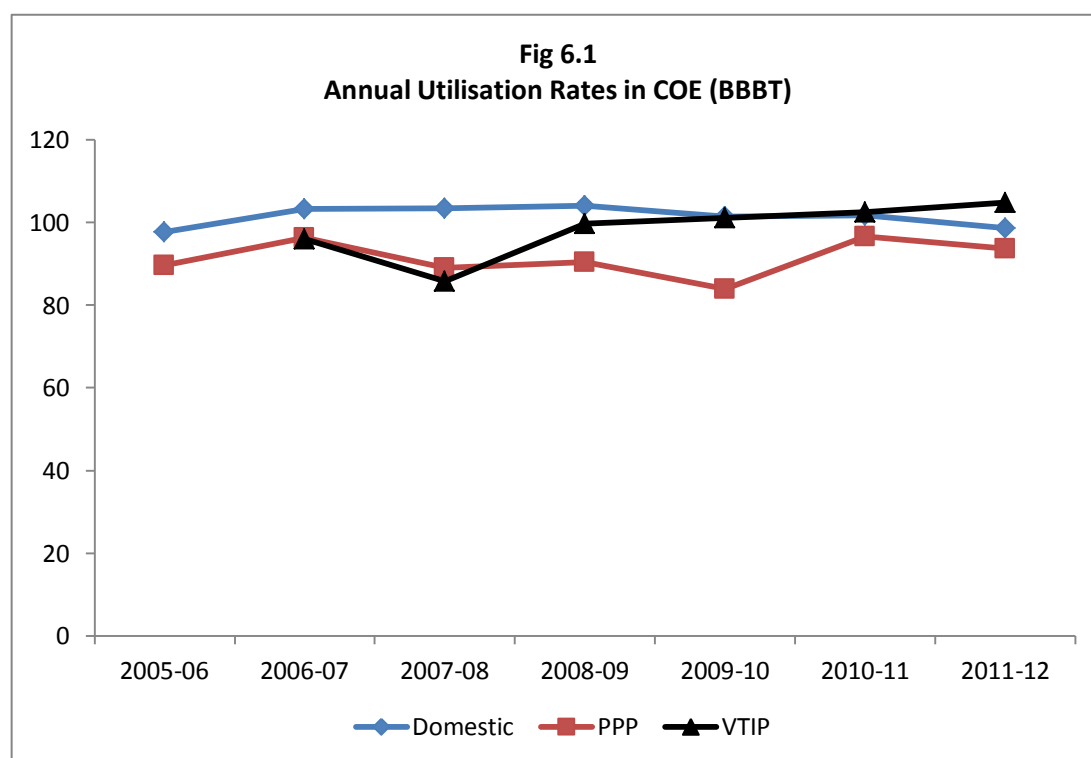
One of the main objectives of the VTI project was to improve the internal efficiency of the functioning of ITIs. The study among other things had looked into the utilization of training seats sanctioned in the project ITIs.

6.1 Utilization of Training Seats in COE (BBBT)

Table 6.1			
Utilization of Training Seats in CoE (2005-2011)			
Funding Category	Sanctioned No	Enrolled No	Utilization %
Domestic	16517	16784	101.6
PPP	4688	4291	91.5
VTIP²²	40234	40269	100.1
Total	61439	61344	99.8

CoE was introduced amidst the backdrop of low Utilization of training infrastructure in both public and private domain. Hence one of the key performance indicators for the ITIs to achieve was full utilization of seats located in CoE.

It was observed that the sample ITIs could achieve 100 percent utilization of the seats sanctioned in their ITIs during 2005-2011. The total number of trainees enrolled was 61,344 (99.8%) as against sanctioned seat of 61,439 for 7 year period (2005-11) in 114 sample ITIs that started CoE.

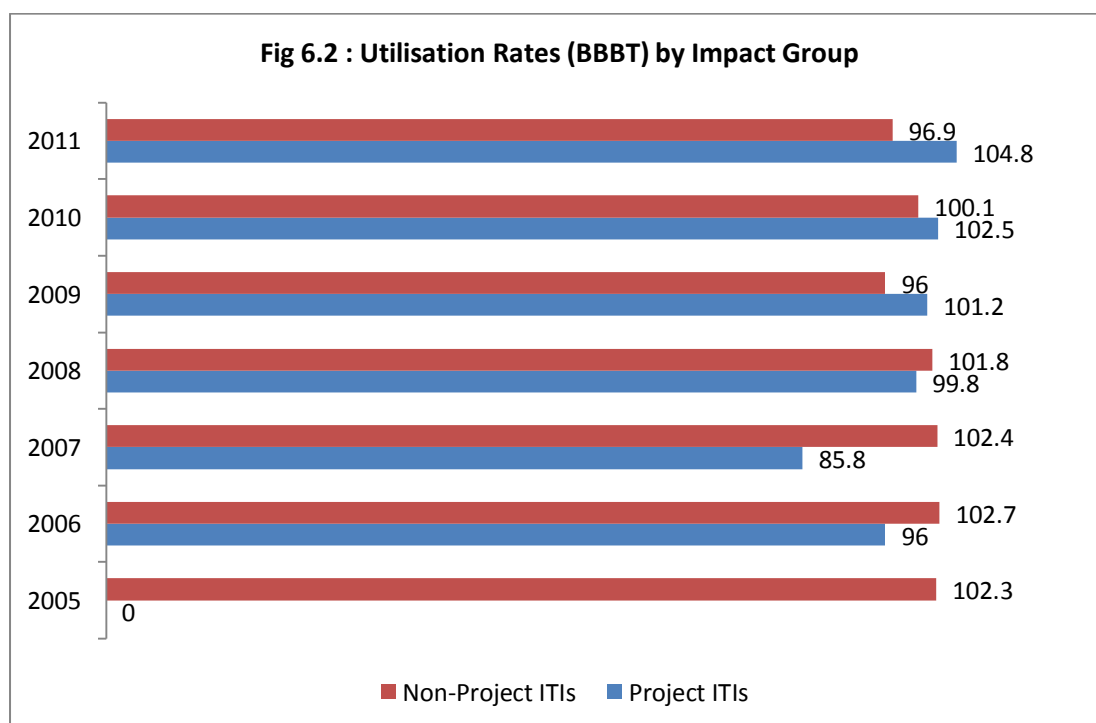


²² VTIP ITIs had started admissions only from 2006 onwards

Annual Utilization of Training seats in COE (BBBT) in sample institutions is presented in Fig 4.1 and in Table 4.2. Enrollment was closer to 100 in all 7 years (2005-11) studied and it was higher than 100 percent in 2008-09 for the first time during which most of the sample ITIs had entered in to CoE sector. Domestic ITIs achieved higher utilization rates for all 7 years except during 2011-12. There was a small decline in utilization in the

Table 6.2				
Annual Utilization of Training Seats in COE (BBBT) by Funding category of ITIs-2005-06-2010-11				
Year of admission	Funding Category			
	Domestic	PPP	VTIP	Total
	%	%	&	%
2005-06	97.7	89.6	0	97.2
2006-07	103.3	96.4	96.0	99.6
2007-08	103.5	89.1	85.8	92.3
2008-09	104.1	90.4	99.8	100.3
2009-10	101.4	84.0	101.2	99.6
2010-11	101.8	96.6	102.5	101.7
2011-12	98.6	93.7	104.8	102.3
Total	101.6	91.5	100.1	99.8

current academic year among domestic ITIs mainly due to poor admissions in Domestic women ITIs. PPP ITIs had lower achievement in utilization of training seats in comparison to other two categories of ITIs studied. The overall utilization rate for all seven years put together was 100 percent for both domestic and project ITIs.



The project ITIs as stated earlier had started COE section from 2006 onwards and their utilization rates were not only lower than non-project ITIs till 2008-09 but were also lesser

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than 100 percent. This trend was reversed since 2009-10 as utilization in project ITIs were higher than non-project ITIs every year and in the excess of 100 percent (Fig 4.2).

Enrollment in BBBT was significantly higher than the sanctioned seats for all 7 years in Maharashtra, Gujarat and Punjab, three industrially advanced states in India. Surprise exclusion to this merit list was Haryana where 10 percent of sanctioned seats were not utilized. On the other hand, underutilization was more than 15 percent in states like Chhattisgarh, Uttaranchal and Tamil Nadu.

6.2 Utilization of Training seats in CTS

6.2.1 Utilization of Seats in CTS

Table 6.3				
Utilization of Training Seats in CTS²³				
Year of admission	²⁴ CTS1	CTS2	CTS3	CTS all
2005	93.7	89.9	47.7	91.4
2006	91.8	92.4	66.1	92.0
2007	93.1	91.8	88.3	92.3
2008	94.0	94.8	49.5	94.2
2009	94.9	96.6	80.6	95.6
2010	94.8	93.6	87.7	94.1
2011	93.4	95.0	57.0	94.0
Total	93.7	95.0	72.6	93.5

The overall utilization in CTS for all trades and for 7 years put together was 93.5 percent in comparison to 99.8 percent in CTS. In general, CTS-1 Year and 2 Year trades had better utilization rates than the 3-Year trades. In case of 3-Year trades, utilization was highly fluctuated from as low as 47.7 percent in 2005 to as high as 88.3 in 2007. The overall utilization in Two year trades

were higher than the One year trades for all 7 years put together. However, annual pattern of higher utilization had fluctuated between one year and two year trades. For instance one year trades had higher utilization rates than the two year trades for the years 2005, 2007 and 2010 while it was vice versa in the remaining years of 7 Years studied.

6.2.2 Utilization of Training Seats in COE vis-à-vis CTS Trades

A comparative analysis of Utilization of training seats in COE vis-à-vis CTS trades in 114 sample ITIs which offer both COE and CTS was made using the data collected for the study. The following pattern has emerged from the analysis:

- In case of project ITIs that offer both COE & CTS, the utilization rates in COE were higher than that of CTS for all years except 2007.
- While utilization in CTS had more less stagnated around 93 to 94 percent, in case of COE it had increased from 94 percent to 100 percent during 2005-11.
- The overall utilization in COE of project ITIs for all 7 years was 7.6 percent higher than that of CTS sections.

²³ Utilization of sanctioned seats in all sample ITIs

²⁴ CTS-1 : One year Trades in CTS; CTS-2: Two Year Trades in CTS; CTS-3 : Three year Trades in CTS; CTS All-All trades

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- In case of non-project ITIs, the overall utilization in COE was just 2.5 percent higher than that of CTS.
- Utilization in COE of non-project ITIs was higher than CTS by 10 percent in 2007, 7.5 percent in 2006 and 9.2 percent in 2005.

In ITIs that offer only CTS trades there is no significant improvement in the utilization of seats in both project and non-project ITIs though project ITIs had better utilization rates for all periods except 2010-11. ITIs that operate with only CTS had an average of 15 to 20 percent under utilization of their training seats (Table 4.3).

Table 6.4						
Utilization of Training Seats by Category of Institutions						
Year of Cohort	ITIs offer CoE and CTS Trades				ITIs Offer only CTS Trades	
	Project ITIs		Non-Project ITIs		Project	Non-Project
	CoE	CTS	CoE	CTS	CTS	CTS
2005	NA	91.3	102.3	93.7	92.0	88.2
2006	96.0	92.3	102.7	95.5	93.6	82.7
2007	85.8	93.8	102.4	92.9	89.4	88.8
2008	99.8	91.9	101.8	101.0	91.6	89.1
2009	101.2	97.5	96.0	98.8	88.9	86.8
2010	102.5	91.4	100.1	98.5	95.8	93.6
2011	104.8	92.7	96.9	100.9	86.3	89.4
Total	100.1	93.0	99.8	97.4	91.0	88.6

Further breakdown of utilization rates in COE sector by type of funding revealed utilization still remains a major concern in PPP ITIs as both domestic and VTIP ITIs had achieved 100 percent during the 7 year period. The best year for COE seems to be 2010-11 as all categories of ITIs had achieved their highest utilization rates during this particular year.

Among states, utilization was highest in Maharashtra, Punjab and Gujarat – three industrially resourceful states and also the prime targets for the multi skilling CoE. It almost looks like neck-to-neck race among these three states right from the word 'Go' in 2005-06 and evinced sustained interest till 2011-12(112-119%). States like Rajasthan, West Bengal had almost

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stopped behind finished lines with 98 percent utilization. This leaves Haryana, HP, J&K, MP and UP gasping at 90-92 percent utilization. The Luke warm response was seen in Tamil Nadu, Uttaranchal, AP and Chhattisgarh giving CoE the same treatment they accord to CTS. The trades that were in high demand in CoE sector as seen from utilization rates were Agriculture Machinery, Automobile, Chemical, Production in Manufacturing, Refrigeration and Air-Conditioning. Automobile, Production and RAC were in high demand across number of ITIs (Tables 34 to 36, Annex-I).

There are various reasons that could be attributed to the observed trend. At first it appears that ITIs had traded their trades that are in demand for entry to COE thereby ensuring better utilization. In the initial years, delay in civil works and sanctioning delays for start of COE had an impact on admissions to COE which explains why seats were under-utilized in project ITIs during the initial years of implementation. Further, it was observed that ITIs under pressure from authorities to show enhanced enrollment rates had diverted some of the admissions from CTS to COE through informal counseling and advice. This was possible in states where admissions were localized at ITI level.

6.3 Enrollment of Women

6.3.1 Enrollment of Women in COE section

The proportion of enrollment in women remains small and insignificant in case of both

Table 6.5				
Proportion of Women in Total Enrollment-COE				
Year	Domestic	PPP	VTIP	Total
2005	9.5	100	NA	13.8
2006	10.8	47.6	3.4	9.0
2007	6.1	32.7	5.5	6.5
2008	6.7	23.0	6.0	6.8
2009	7.2	18.6	5.9	7.2
2010	9.9	24.2	8.1	10.0
2011	10.2	24.6	8.2	10.2
Total	8.5	25.8	6.8	8.6

Domestic and VTIP ITIs. The proportion of women in total enrollment ranged between 6 to 10 percent in domestic and VTIP ITIs where as it was significantly higher between 18.6 percent to 100 percent (all admissions from Women ITIs) in PPP ITIs. The proportion of women enrollment in COE section of PPP ITIs was found

significant as most of women ITIs that started COE were of PPP category. In general much of the women enrollment had come from `women ITIs which contributed to 95 percent of the total women enrollment in COE every year. The proportion of Women enrollment in COE section was significant in Rajasthan (28.4%), Maharashtra (17.6%) and Karnataka (10.1%). In case of Gujarat, Jammu & Kashmir and Uttaranchal, none of the ITIs had any women enrollment in COE section. From the discussions with principals, it emerged that there is a strong gender preferences for selection of trades which influences the enrollment of women in a particular trade/ITI. In spite of best efforts from ITI, women do not prefer the trades offered in COE, a reason for many women ITIs either forced to abandon COE or defer admissions for BBBT.

6.3.2 Enrollment of Women in CTS Section

Table 6.6									
Share of Women in Total Enrollment in CTS Trades by Funding category of ITIs									
	Year	2005	2006	2007	2008	2009	2010	2011	Total
Domestic	CTS-1	10.5	11.0	11.1	9.3	10.0	14.4	15.5	11.7
	CTS-2	4.2	4.1	3.9	4.6	5.1	5.9	6.3	4.9
	CTS-3	3.4	2.2	1.6	6.9	1.5	1.7	7.6	2.8
	CTS-All	6.8	6.8	6.7	6.7	7.2	9.6	10.3	7.8
PPP	CTS-1	36.2	35.0	29.9	30.6	31.0	34.4	30.6	32.4
	CTS-2	11.8	12.0	11.5	11.8	10.1	11.3	10.5	11.3
	CTS-3	0	0	0	0	2.4	1.6	1.7	1.2
	CTS-All	24.5	23.2	21.0	21.4	21.2	23.6	21.5	22.3
VTIP	CTS-1	19.1	20.0	19.5	20.8	21.1	23.1	21.3	20.8
	CTS-2	5.3	5.2	5.2	5.3	5.3	6.3	6.0	5.5
	CTS-3	0	0	0	0	0	0	0	0
	CTS-All	11.7	12.0	11.7	12.4	12.5	14.2	13.0	12.5
Total	CTS-1	19.6	20.3	19.2	19.3	19.7	23.1	21.8	20.5
	CTS-2	5.8	5.8	5.6	6.1	5.9	7.0	6.8	6.2
	CTS-3	2.9	1.6	0.8	4.0	1.0	1.0	4.4	1.7
	CTS-All	12.1	12.3	11.7	12.2	12.3	14.6	13.8	12.8

Enrollment of women in CTS trades was significant both in terms of absolute numbers and proportion to the total enrolment in comparison enrollment of women in COE section. Total enrollment of women in COE for all 7 years together was 5,272 while it was 41,942 in CTS. The share of women enrollment in CTS was 48 percent higher than the share of women in enrollment of COE. The proportion of women enrollment in COE was 8.6 percent while it was 12.7 percent for all 7 years together. Within CTS, 74 percent of total enrollment in all trades had come from one year duration trades alone. Much similar to the trend exhibited in COE, the share of women enrollment was highest among PPP ITIs followed by VTIP ITIs for all years studied.

6.4 Drop-out Rates in BBBT

The study, in order to understand the effectiveness of training delivery, had looked into course completion, pass-outs and drop-outs of trainees under various courses in both CoE and CTS division of sample ITIs. For this purpose, the data was collected on co-hort basis from sample ITIs. In other words, data on trainees enrolled in a particular year was traced to their appearance in trade exam in the subsequent year (depending on the course duration), trainees passing the trade test and the drop-outs of the courses.

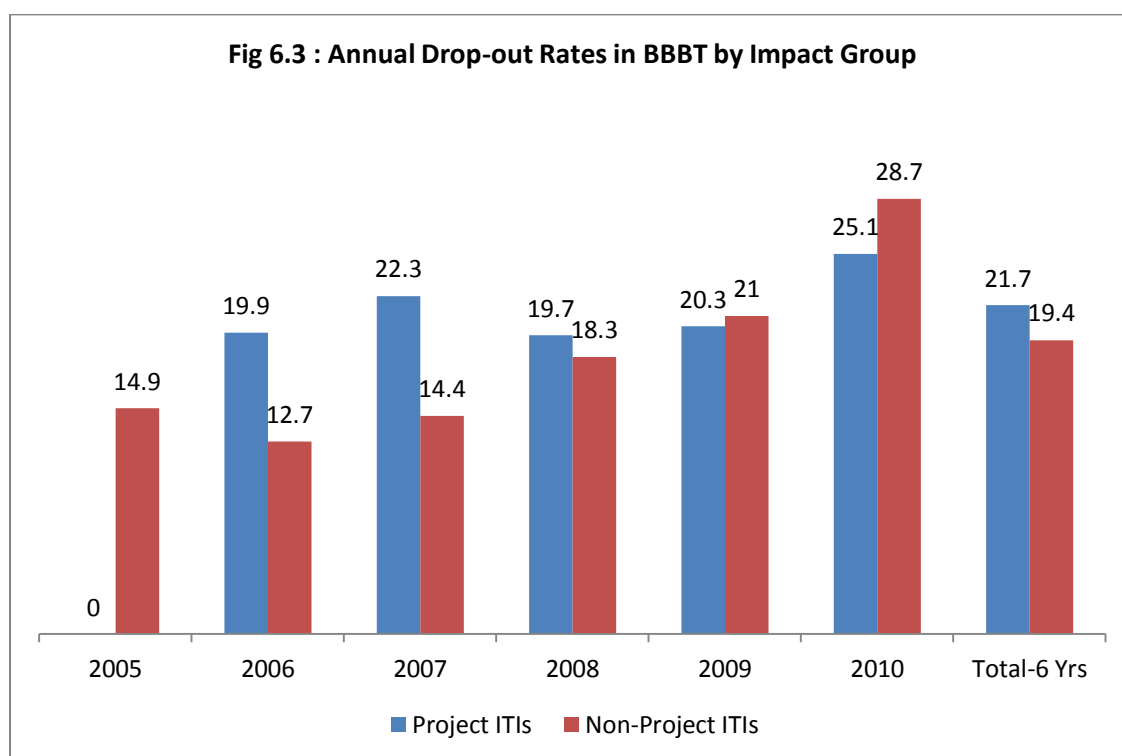
Drop –out rates in BBBT

The annual dropout rate in BBBT was calculated for 6 consecutive years from 2005 -2010.

Table 6.7							
Annual Drop-out Rates in BBBT ²⁵							
Funding Category	2005	2006	2007	2008	2009	2010	Total
Domestic	15.6	13.0	14.7	15.9	21.1	25.9	18.0
PPP	2.3	9.2	9.9	32.2	20.9	34.7	26.1
VTIP	N.A	19.9	22.3	19.7	20.3	25.1	21.7
Total	14.9	15.9	18.9	19.3	20.5	26.2	20.9

There is an alarming signal of consistent increase in overall drop-out rate from 14.9 in 2005 to 26.2 in 2010 for the CoE sector as a whole.

There is an increase of almost 6 percentage points from 2009-10 to 2010-11. The drop-out rates were found not only high but also were increasing over the years resulting in high drop-out rates in 2010-11 in J&K (50.4%), MP (47.6%), Haryana (45.0%), Uttar Pradesh (43.9%). It was further found that the dropout rates were found reportedly more in Tourism, leather goods & footwear and construction & wood working where as it was found less in agriculture machinery, IT and process plant maintenance. The Drop-out rates in Project ITIs were higher at 21.7 percent in comparison to Non-project ITIs (19.4%). The year-wise drop-out rates for both Project ITIs and Non project ITIs (Table 4.5).

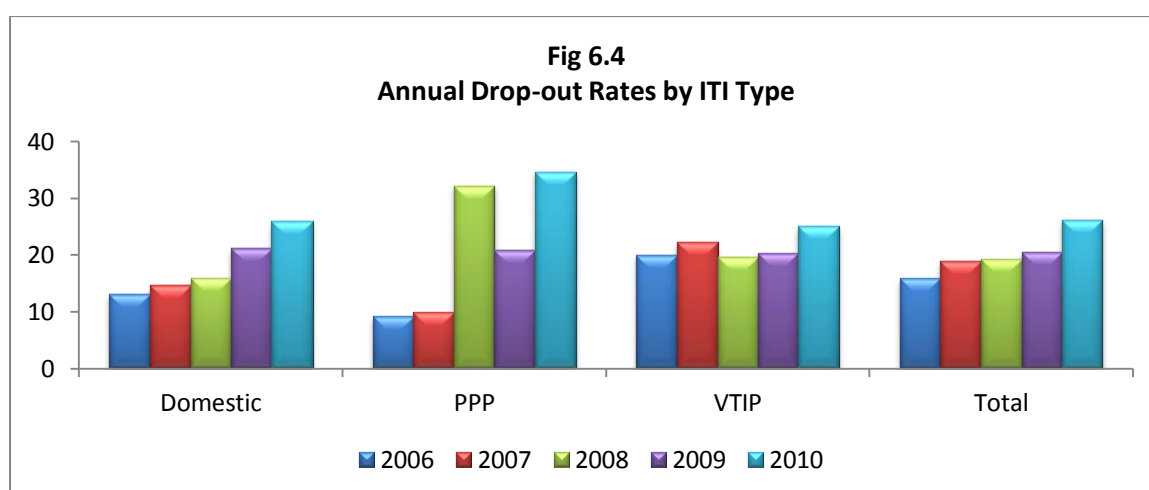


²⁵ None of the sample VTIP had started admissions in COE during 2005 and hence Drop-out rates are not applicable. For 2011-12 batches, the exam will be conducted only in 2012 July. Total – Total drop-out rates for 6 years together (2005-06 to 2010-11)

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Even though it has been more than 6 years since the launch of COE scheme, recognition of COE for apprenticeship training and employment is yet to gain any significance among employers. The problems are severe in case of public sector in comparison to the private sector. At least ITIs are able to persuade private sector employers by highlighting the significance of COE and its merits so that COE students are considered for employment. The public sector by and large had kept away from COE for any of their significant recruitments. For example recent recruitment notices by Regional railway recruitment boards in West Bengal and Andhra Pradesh made it exclusive for CTS candidates by specifying duration of the study as two years. At the time of field work, pass-outs from COE section, principals and COE instructors had informally shared their views on various aspects regarding COE. The discussions pointed out that in many states, non-recognition of CoE in public sector (though DGET had circulated orders to treat CoE candidates at par with CTS trainees) spread like wild fire and fuelled fear among the young minds who considered it waste to pursue their training further.

In some states, fuel was added generously to the wild fire by delaying the recruitment of qualified and experienced instructors who are capable of transacting the CoE curriculum and instill confidence among the students that they are in to one of the modern courses of vocational training that can fetch them a career as a skilled labour.



6.5 Pass-out Rates in BBBT

Pass-out rates is another key internal efficiency indicator of ITIs that wish to transform itself into **Centres of Excellence (COE)**. It's a long way to go for most of the sample ITI to be even called as reasonably good performing institutions let alone brand them as COE. Similar to Drop-out, Pass-out is another area that state project implementing agencies need to address on priority basis. The Pass-out rates in project ITIs were not only lower than Non-project ITIs, but also declining over the years much to the dislike of even laissez-faire in vocational training domain. Pass-out rates had declined sharply from the year 2008-09 (year in which

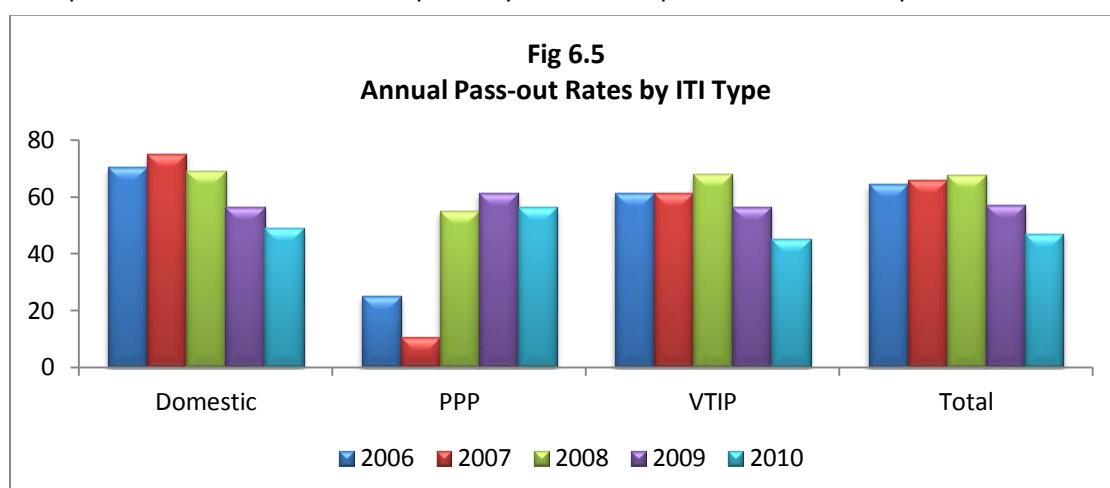
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majority of the project ITIs had entered in to COE sector) from 68 percent to 57 percent in 2010 batch.

Among non-project ITIs Domestic funded ITIs had higher pass-out rates of 65 percent over 7 years period. However the declining trend was found even in Domestic ITIs which had declined from 75 percent in 2007 to 48.8 percent for 2010 batch. Pass-out rates were least in PPP ITIs with just 51 percent had passed out over a period of 7 years.

Table 6.8			
Annual Pass-out Rates in BBBT (2005-2009) ²⁶			
Year	Project ITIs	Non-Project ITIs	Total
2005	0.0	67.1	67.1
2006	61.3	66.8	64.4
2007	61.4	71.0	65.8
2008	68.0	67.4	67.8
2009	56.5	57.8	56.9
2010	45.3	51.0	47.0
Average	57.4	62.8	59.4

The state wise distribution of pass out rates highlighted that Gujarat had highest pass out rate with 84.4 percent followed by Uttar Pradesh with 80.7 percent and West Bengal with 80.6 percent. Jammu& Kashmir reportedly had lowest pass-out rate of 9.3 percent.



The pass out rates when analyzed trade-wise revealed that that leather goods and footwear, hospitality and apparel sectors were found to be having more than 80 percent pass out rate whereas in case of chemical, Electrical, food processing, Process plant maintenance, production and manufacturing, refrigeration & air conditioning and Tourism sectors it was between 60 to 73 percent.

One of the key objectives of the present study is to measure labour market outcomes of both project funded and non-project Institutions. The study collected data on details of apprenticeship, current employment status of the pass-out, type of employment, sector of employment, relevance of ITI training to the employment, wage levels etc. The ensuing sections present the findings of the study in this regard.

²⁶ Pass-out rates of BBBT has been calculated using batch wise data. These rates have been calculated based on first appearance in BBBT Exam. Supplementary results will get reflected in Pass-out rates of AM which is discussed elsewhere.

7.0 APPRENTICESHIP TRAINING

Post completion of their training and certification at ITI, it is desirable that the pass-outs undergo apprenticeship training specific to their trade which translates into often productive employment relevant to his/her training at ITI. Under traditional pattern, apprenticeship for pass-outs from CTS will have to obtain apprenticeship through competitive process within their area of study. In case of COE, it was major departure and Industry-Institute partnerships made it possible for ITIs to organize apprenticeship by way of specialized module with local arrangements. The study probed the extent of coverage of respondents under apprenticeship (including Specialized Module) after they pass-out from ITIs.

Table 7.1						
Coverage of Apprenticeship/SM Training						
Courses Studied	SM ²⁷ or Apprenticeship				Total	
	Yes		No			
	Count	%	Count	%	Count	%
BBBT & Advance Module	0	0	693	100	693	100
BBBT, AM an SM	1260	100	0	0	1260	100
Total COE (Excluding BBBT)	1260	64.5	693	35.5	1953	100
Craftsmen Training Scheme (CTS)	1113	28.2	2840	71.8	3953	100
Total	2373	40.2	3533	59.8	5906	100

Of the 6,036 respondents interviewed for the study, 130 had completed BBBT only before they exited from ITI. Since they are not eligible for apprenticeship, the remaining 5,906 pass-outs were included for this analysis. The coverage of apprenticeship was much higher among COE pass-outs (64.5%) in comparison to pass-outs from CTS (28.2%). The coverage of female trainees was much lower (16.2%) in comparison to male trainees (45.5%). The coverage within project ITIs was found higher (45.8%) in comparison to non-project ITIs (34.5%). Domestic ITIs led the pack with 56.4 percent of their pass-outs covered under apprenticeship training while VTIP followed with the coverage of 45.8 percent. In case of PPP only 27.3 percent of their trainees were covered under apprenticeship training.

Among states, the performance of Maharashtra stood out with 64 percent coverage, followed by Tamil Nadu (51%) and Andhra Pradesh (49.8%). The low performing states were Jammu & Kashmir(Nil), West Bengal (12.8%), Chhattisgarh (12.1%), Madhya Pradesh (17.5%) and Uttaranchal (18.6%) (Tables: 58-67, Annex-II).

²⁷ SM refers to Specialized Module which only COE trainees undergo after completion of the Advance Module. SM is for a period of 6 months and much similar to Apprenticeship Training except that SM is not covered under Apprenticeship act. However for all practical purposes since this is considered as apprenticeship program for COE students, we had used the word 'apprenticeship' sometimes even for SM trainees for brevity.

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Of the 2,373 respondents who had completed either SM or apprenticeship training, 53 percent had completed SM training while 47 percent had completed Apprenticeship Training. The coverage of women in both the scheme was more or less same at 7 percent. The coverage

under SM was significantly higher in all categories except PPP ITIs. In case of domestic ITIs,

	SM or ATS	Domestic		PPP		VTIP		Total	
		Count	%	Count	%	Count	%	Count	%
SM		302	72.8	49	8.1	909	67.1	1260	53.1
ATS		113	27.2	555	91.9	445	32.9	1113	46.9
Total		415	100	604	100	1354	100	2373	100

73 percent of respondents were SM trainees while 27 percent only had undergone trade apprenticeship. The proportion of SM respondents was two-thirds of total apprentices in

State	Type of apprenticeship					
	SM		ATS		Total	
	Count	%	Count	%	Count	%
AP	127	59.3	87	40.7	214	100
CHG	22	61.1	14	38.9	36	100
GUJ	68	37.4	114	62.6	182	100
HAR	99	73.9	35	26.1	134	100
HP	47	73.4	17	26.6	64	100
KAR	118	52.9	105	47.1	223	100
MP	27	32.9	55	67.1	82	100
MAH	470	49.2	485	50.8	955	100
PUN	85	65.4	45	34.6	130	100
RAJ	36	83.7	7	16.3	43	100
TN	73	47.4	81	52.6	154	100
UP	52	52	48	48	100	100
UK	20	58.8	14	41.2	34	100
WB	16	72.7	6	27.3	22	100
Total	1260	53.1	1113	46.9	2373	100

VTIP ITIs. The proportion of SM trainees was higher in states like Rajasthan, Haryana, HP and West Bengal. On the other hand, the proportion of trade apprentices was higher in case of MP (67%) and Gujarat (62.6%). It appears that states where trade apprenticeship system is able to locate apprentices for CTS, the distribution of SM and apprenticeship is more or less even. SM seems to be on the upper hand where the traditional system is not able to make much of an impact for CTS trainees. Apprenticeship trainees in public sector accounts for mere 16 percent while 84 percent joined apprenticeship in private sector. Within SM, the share of private sector was 90 percent while in case of apprenticeship training, it was 76.9 percent. The proportion of female joining public sector (22.1%) was higher than that of males (15.6%). Apprentices in public sector was highest in Uttaranchal (70.6%) followed by Karnataka (33.6%) and Rajasthan (32.6%). (Tables: 68-73, Annex-II).

The duration of apprenticeship vary from 6 months to 4 years according to the trade and qualification. ITI pass-outs are given exemption of duration in the range of 6 months to 2 years as per the duration of their training at

ITI. Depending on their performance of the apprenticeship their duration may also be extended by employers. Registration for apprenticeship exam is conditional upon fulfilling of satisfactory completion of apprenticeship certified by employers as per the guidelines. Table 7.4 summarizes the distribution of respondents as per the duration of apprenticeship courses at the time of registration.

Table-7.4						
Apprenticeship duration by Specify-SM or ATS ²⁸						
Apprenticeship duration (in months)	Specify-SM or ATS				Total	
	SM		ATS		Count	%
	Count	%	Count	%		
6	1260	100	246	22.1	1506	63.5
12	0	0	574	51.6	574	24.2
24	0	0	287	25.8	287	12.1
30	0	0	3	0.3	3	0.1
36	0	0	3	0.3	3	0.1
Total	1260	100	1113	100.0	2373	100

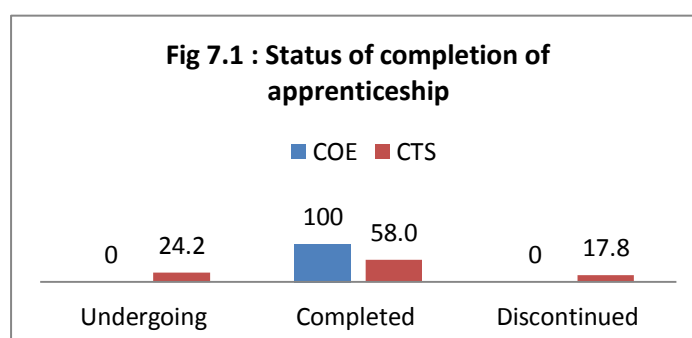
Majority of the respondents (63.5%) had undergone 6 months apprenticeship, while 24 percent had registered for training of one year duration and another 12 percent for 2 year duration. Among the CTS respondents, majority of them (51.6 percent) registered for one

Table-7.5				
Apprenticeship Stipend received by Division				
Division	Stipend amount (Rs.)			
	Mean	Min	Max	SD
COE	1827.1	0	7600	1525.4
CTS	2335.7	0	8000	1178.4
Total	2065.7	0	8000	1396.6

year courses and another 25.8 percent had registered for 2 year courses. A significant 22 percent had registered for 6 months duration. Almost all of these CTS respondents (6 months) were from non-engineering trades who obtained apprenticeship as a result of efforts by IMC and ITI. Since SM

training is meant for only 6 months, all SM respondents had completed 6 months of Specialized Modules. The average stipend received by respondents during their apprenticeship training was Rs.2, 065.7. The average stipend received by CTS trainees was nearly 28 percent higher than that earned by COE trainees (Table 7.5).

The status of completion of apprenticeship training at the time of field survey was probed and it was found that all COE and 58 percent of CTS had completed their training. While 24 percent is still undergoing apprenticeship about 18 percent had already discontinued. Most of them who had discontinued when they got employed or had gone for higher studies. Of the 1,906 pass-outs who had completed apprenticeship, nearly 55 percent had obtained their certificate (COE-56% & CTS-51.2%).



²⁸ Course duration at the time of registration and does not indicate actual duration completed by pass-outs

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Reasons for not receiving the certificates were probed among 866 respondents who had completed their apprenticeship but not received their certificates. It was revealed that nearly 26 percent of them were waiting for the exam at the time of survey while another 18 percent had not collected their certificates.

Table-7.6						
Reasons for Not receiving certificate by Division						
Reasons for Not receiving certificate	COE		CTS		Total	
	Count	%	Count	%	Count	%
Results are yet to be announced	19	3.4	94	29.8	113	13.0
Certificate is yet to be issued	95	17.2	38	12.1	133	15.4
Did Not collect it	132	24.0	25	7.9	157	18.1
Could Not appear for the exam	97	17.6	31	9.8	128	14.8
Could Not pass the exam	62	11.3	21	6.7	83	9.6
Waiting for the exam	146	26.5	75	23.8	221	25.5
No certificate is issued	0	0.0	31	9.8	31	3.6
Total	551	100.0	315	100.0	866	100.0

A significant 15 percent of respondents reported that the certificate is yet to be issued while another 15 percent could not appear for the exam. In case of CTS section, the apprenticeship completion certificate was to be issued by employer for 9.8 percent of trainees which was not issued so far as per the respondents. The proportion of respondents reporting reasons varied among COE and CTS pass-outs (Table-7.6).

Table 7.7						
Reasons for not availing apprenticeship by division						
Reasons for not availing apprenticeship	COE		CTS		Total	
	Count	%	Count	%	Count	%
Delay in exam results of trade test	260	37.5	1034	36.4	1294	36.6
Could not get apprenticeship	176	25.4	811	28.6	987	27.9
Apprenticeship allotted outside home town	43	6.2	145	5.1	188	5.3
Registered and waiting for apprenticeship	37	5.3	299	10.5	336	9.5
Got a job & no need	68	9.8	178	6.3	246	7.0
Stipend offered was low	29	4.2	136	4.8	165	4.7
No value for apprenticeship	8	1.2	107	3.8	115	3.3
Do not know about apprenticeship	72	10.4	130	4.6	202	5.7
Total Eligible for apprenticeship	693	100.0	2840	100	3533	100.0

Of the 3,666 respondents who did not undergo any apprenticeship training, 130 had only completed BBBT and were not eligible. The remaining 3,533 could have opted for the training but did not do so. The study found that 37 percent could not go for apprenticeship as their exam results were delayed and opting for the next available registration for apprenticeship would have resulted in loss of time for them. In case of 28 percent, they could not get apprenticeship for their trade. Even in COE cases, 25 percent reported so as ITIs could not get them SM training. Other reasons included, 'apprenticeship allotted was away from home' and 'still waiting to get' etc., (Table 7.7).

8.0 LABOUR MARKET OUTCOMES

One of the key objectives of the VTIP is to enhance labour market outcomes of project funded institutions as against baseline levels as measured by DGE&T and World Bank. The present study collected data on various aspects of employment status of pass-outs from both project and non-project ITIs. The findings of the study are discussed in the ensuing paragraphs.

8.1 Current Status of Pass-outs

The current employment status of the ITI pass outs as per the Tracer Survey indicates that 39.2 percent of the total pass outs were employed at the time of Survey.

Table 8.1						
Status of current employment by ITI category						
Current Status	Project ITIs		Non-Project ITIs		Total	
	Count	%	Count	%	Count	%
Employed	1279	41.7	1087	36.6	2366	39.2
Self-Employed	152	5	172	5.8	324	5.4
Un employed & Looking for a Job	1020	33.3	962	32.4	1982	32.8
Un employed & Not Looking for a Job	510	16.6	585	19.7	1095	18.1
Undergoing Apprenticeship	106	3.5	163	5.5	269	4.5
Total	3067	100	2969	100	6036	100

Pass-outs of Domestic ITI had largest share of Employment with 47.6 were employed. Employed Pass-outs from VTIP ITIs were 41.7 percent and from PPP were 32.9 percent. In addition, 5.4 percent of pass-outs were reported to be engaged in Self-employment.

Table-8.2						
Employment Rate ²⁹ among Pass-outs by Trainee Category ³⁰						
Trainee Category	Employed		Un-Employed and Looking for Job		Total	
	Count	%	Count	%	Count	%
Project COE	763	59.4	521	40.6	1284	100
Non-Project COE	319	68.6	146	31.4	465	100
Project CTS	774	60.8	499	39.2	1273	100
Non-Project CTS	1103	57.5	816	42.5	1919	100
Project Total	1537	60.1	1020	39.9	2557	100
Non-Project Total	1422	59.6	962	40.4	2384	100
Total in Labour Force	2959	59.9	1982	40.1	4941	100

²⁹ Includes wage and self -employment

³⁰ The term 'employment' or 'un-employment' is used in this report as defined by DGE&T and the World Bank. The term employed is defined as those who are wage employed, self-employed and those who are currently undergoing apprenticeship. The term 'Labour force' is defined as those who are currently employed as well as those who are 'un-employed but looking for a job'. The term 'un-employed' is defined as those who are looking for job but was unemployed at the time of field survey.

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Employment by Project and Division

Table 8.2 presents current status of pass-outs by project categories. Sixty percent of respondents from both project and non-project ITIs were found employed at the time of survey. Within COE, the employment rate from project ITIs was lower than that of non-project ITIs. It was vice-versa in case of employment rate of CTS trainees (Table 8.2). The un-employment rate was 38 percent among COE pass-outs of all ITIs while it was 42 percent among CTS trainees.

Table-8.3						
Employment Rate by Funding category and Section						
Trainee Category	Employed		Un-Employed and Looking for Job		Total	
	Count	%	Count	%	Count	%
Domestic COE	259	66.4	131	33.6	390	100
Domestic CTS	152	71.7	60	28.3	212	100
PPP-COE	60	80.0	15	20	75	100
PPP-CTS	951	55.7	756	44.3	1707	100
VTIP-COE	763	59.4	521	40.6	1284	100
VTIP-CTS	774	60.8	499	39.2	1273	100
Domestic-All	411	68.3	191	31.7	602	100
PPP-All	1011	56.7	771	43.3	1782	100
VTIP-All	1537	60.1	1020	39.9	2557	100
Total in Labour Force	2959	59.9	1982	40.1	4941	100

The highest employment rate (80%) was found among pass-outs of COE section in PPP ITIs. The next highest employment of nearly 72 percent was observed in Domestic-CTS. The overall employment rate in VTIP was higher than the PPP and lower than the Domestic ITIs though the differences were small in either case. Within the category of ITIs, employment rates of COE were lower than CTS in both Domestic (7%) and VTIP (2%) unlike PPP ITIs where COE rates were 43.6 percent higher than the CTS employment (Table 8.3).

Based on the employment status of those who were in Labour force at the time of the survey, the states can be grouped into three categories Viz:-the first category of states where employment rates were above 80 percent; the second group of states where employment rates ranged between 62 to 69 percent and third category of states where employment rates were below national average (less than 59.9 percent). States such as Himachal Pradesh, Jammu & Kashmir, Tamil Nadu and Uttaranchal were in the first category while Maharashtra, Punjab, Haryana and Gujarat were second category and the remaining states were in third category of 'less than national average'. While Himachal topped the list with 91.6 percent and West Bengal was found at the bottom of the table with 23.5 percent of employment.

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Employment by Gender

The gender differences in employment rates were large as 38 percent of female pass-outs were reported to be currently employed while 64 percent of male reported that they were currently employed.

Table-8.4						
Employment Rate by Gender						
Gender	Employed		Un-Employed and Looking for Job		Total	
	Count	%	Count	%	Count	%
Male	2674	63.8	1517	36.2	4191	100
Female	285	38.0	465	62.0	750	100
Total in Labor Force	2959	59.9	1982	40.1	4941	100

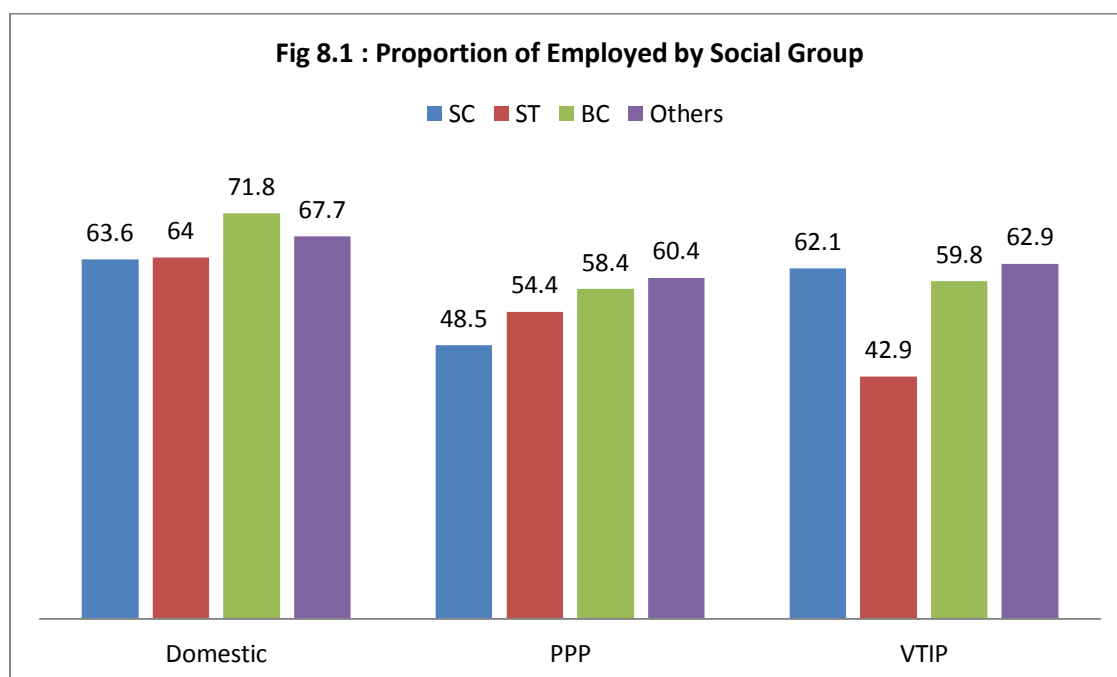
Table 8.5							
Share of Employment by Gender and Funding Type							
Funding Category	Gender	Employed		Un-Employed and Looking for Job			
		Count	%	Count	%	Count	%
Domestic	Male	370	71	154	29	524	100
	Female	41	53	37	47	78	100
	Total	411	68	191	32	602	100
PPP	Male	883	64	497	36	1380	100
	Female	128	32	274	68	402	100
	Total	1011	57	771	43	1782	100
VTIP	Male	1421	62	866	38	2287	100
	Female	116	43	154	57	270	100
	Total	1537	60	1020	40	2557	100
Total	Male	2674	64	1517	36	4191	100
	Female	285	38	465	62	750	100
	Total	2959	60	1982	40	4941	100

The gender differences in employment rates were not only higher but were observed across all categories of ITI. As a whole, the share of employment of females was 40 percent lower than the share of males. The difference was highest in PPP categories where women employment was 50 percent lower than men whereas it was 25 percent lower in Domestic and 30.6 percent lower in VTIP ITIs.

Labour market outcomes were impressive across all types of courses as found by the study. The proportion of employed were around 60 percent among 'BBBT only', AM Pass-outs, SM Pass-outs and CTS pass-outs categories. The employed AM pass-outs were highest with 64 percent while employed CTS pass-outs were the least with 59 percent.

Table 8.6							
Share of Employment by Course studied							
Courses completed	Gender	Employed		Un-Employed		Total	
		Count	%	Count	%	Count	%
BBBT only	Male	60	63	36	38	96	100
	Female	1	20	4	80	5	100
	Total	61	60	40	40	101	100
AM	Male	353	66	178	34	531	100
	Female	12	32	26	68	38	100
	Total	365	64	204	36	569	100
SM	Male	630	63	373	37	1003	100
	Female	26	34	50	66	76	100
	Total	656	61	423	39	1079	100
CTS	Male	1631	64	930	36	2561	100
	Female	246	39	385	61	631	100
	Total	1877	59	1315	41	3192	100
Total	Male	2674	64	1517	36	4191	100
	Female	285	38	465	62	750	100
	Total	2959	60	1982	40	4941	100

It was observed in earlier sections that the women enrolment in COE sections was much lower than CTS sections. This has reflected in labour market outcomes of COE. When comparison of trainees who had completed AM or SM or CTS is made, it was observed that female employment in CTS was higher than the employment rates of AM or SM individually. As a result, gender differences were less in CTS in comparison to SM or AM (Table 8.6).



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The differences in employment rates among various social groups were minimal for trainees of domestic ITIs. Further, the share of employment for each social group was found highest for trainees of domestic ITIs. For instance, in case of SC trainees the proportion of employed was highest in domestic ITIs (64%) followed by VTIP (62%) and PPP (48.5%). The lowest employment rates among STs were observed in VTIP (43%) while 64 percent of STs in Domestic ITIs were employed at the time of survey (Fig 8.1).

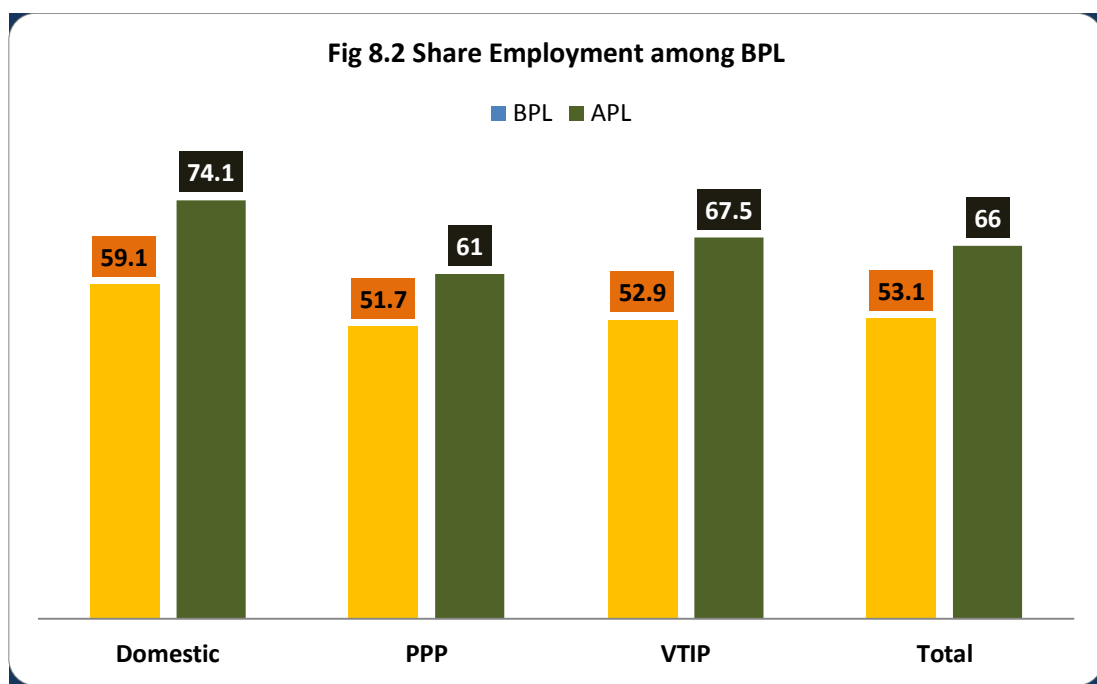


Fig 8.2 depicts proportion of employed pass-outs by family economic status. The share of employment among pass-outs of BPL families was found 52-53 percent across all categories except domestic ITIs. The difference in employment rates of BPL and APL trainees were large including trainees of domestic ITIs.

Employment by category

Current employment status of pass-outs was further analyzed by type of employment as defined earlier. Wage employment accounted for 80 percent of 2,959 employed pass-outs while self-employment accounted for 11 percent and those who are currently undergoing apprenticeship for 9 percent. In case of COE trainees, the share of wage employment was 94 percent and self-employment was another 6 percent. Among CTS trainees, the wage employed were only 78 percent while 14 percent each were engaged in self-employment and apprenticeship. More than 90 percent of COE pass-outs engaged in wage employment across all categories while it was between 71 to 73 percent for CTS trainees across all categories of ITIs (Table 8.7).

Table 8.7								
Employment status by Type of Employment								
Funding Category	Wage Employed		Self-Employed		Undergoing apprenticeship		Total	
	Count	%	Count	%	Count	%	Count	%
Domestic COE	248	95.8	11	4.2	0	0	259	100.0
Domestic CTS	110	72.4	16	10.5	26	17.1	152	100.0
Domestic-All	358	87.1	27	6.6	26	6.3	411	100.0
PPP-COE	58	96.7	2	3.3	0	0	60	100.0
PPP-CTS	671	70.6	143	15	137	14.4	951	100.0
PPP-All	729	72.1	145	14.3	137	13.6	1011	100.0
VTIP-COE	712	93.3	51	6.7	0	0	763	100.0
VTIP-CTS	567	73.3	101	13	106	13.7	774	100.0
VTIP –All	1279	83.2	152	9.9	106	6.9	1537	100.0
COE-All	1018	94.1	64	5.9	0	0	1082	100.0
CTS-All	1348	71.8	260	13.9	269	14.3	1877	100.0
Total Employed	2366	80	324	10.9	269	9.1	2959	100.0

The share of wage employment were more than 80 percent everywhere except three Himalayan based states- *Jammu & Kashmir, Uttaranchal and Himachal Pradesh* where self-employment was reported by significant proportion of respondents- 64.4, 50.5 and 18.4 percent respectively. Similarly wage employment was pre-dominant (82%) among men while significant proportion of women reported self-employment (31%).

8.2 Status of Previous Employment (Prior to current employment)

The study in order to understand the career progression among employed pass-outs probed their past employment history. The study found that there were 2,429 trainees who were employed ever after they passed out of ITI. Of these 2,429 respondents, 97.4 percent were currently employed (total of 2,366) with some experience in the past. The remaining 63 pass-outs were found to be currently un-employed at the time of the survey.

Table 8.8						
Past Employment status of wage employed pass-outs by Gender						
Employed Ever	Male		Female		Total	
	No	%	No	%	No	%
Currently Employed with 2 previous jobs	26	1.2	2	1	28	1.2
Currently Employed with one previous job	227	10.1	20	10.4	247	10.2
Currently employed without any experience	1934	86.5	157	81.8	2091	86.1
Currently Un-employed with previously employed	50	2.2	13	6.8	63	2.6
Total	2237	100	192	100	2429	100

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8.3 Time taken for getting a first job

The project aimed at improving the labour market outcomes including in reduction of time taken (duration elapsed) in getting a first job after completion of their training.

Table-8.9								
Time Taken for first Job ³¹								
Funding Type	Within 6 months		7 months to 1 Year		More than a Year		Total	
	No	%	No	%	No	%	No	%
Domestic	180	48.8	103	27.9	86	23.3	369	100
PPP	378	51.4	174	23.6	184	25	736	100
VTIP	621	46.9	318	24	385	29.1	1324	100
Total	1179	48.5	595	24.5	655	27	2429	100

The project aimed at ensuring of first job within one year of completion of training at ITI. As per the data collected for the study, 73 percent of the pass-outs got their first job within one year of completion of their training at ITI or apprenticeship. The average time taken was 7.89 months with minimum period of less than a month and maximum period of 29 months (CTS-2009 pass-outs). Time taken for getting the first job for males (7.8 months) was lower than females (8.3 months). Similarly not much differences was observed across social groups. Average time taken was 7.7 months for SCs while it was 7.8 for STs, 7.9 for BCs and 7.9 for other caste groups.

Table-8.10								
Time Taken for first Job								
Funding Type	Within 6 months		7 months to 1 Year		More than a Year		Total	
	Count	%	Count	%	Count	%	Count	%
Domestic COE	104	40.3	82	31.8	72	27.9	258	100
Domestic CTS	76	68.5	21	18.9	14	12.6	111	100
PPP-COE	26	43.3	19	31.7	15	25	60	100
PPP-CTS	352	52.1	155	22.9	169	25	676	100
VTIP-COE	298	39.8	189	25.3	261	34.9	748	100
VTIP-CTS	323	56.1	129	22.4	124	21.5	576	100
Total	1179	48.5	595	24.5	655	27	2429	100

Majority of the pass-outs from domestic ITIs (87.4%) got their first job within a year while only 64 percent of the project COE trainees were employed within a year. In case of PPP ITIs, three-fourths of both COE and CTS respondents reported that they got their first job within a year. It took an average of 8.8 months for project COE trainees whereas it took only an average of 5.79 months for Domestic CTS for their first job. The average time taken for the

³¹ For trainees who got job after completion of their apprenticeship, time taken was calculated from the time they completed their training successfully. For those who had discontinued their training to take up the job, time taken was calculated from the period they discontinued their training. Trainees who had not undergone apprenticeship and got job, their duration was calculated from the date of completion of their training.

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BBBT trainees from project institutions was longest (11.3 months) while domestic BBBT trainees took an average of 10 months to find their first employment. In case of AM the average time taken was almost same across all types of institutions. For SM trainees, the least average was recorded in Domestic (7.6 months) followed by PPP (8.3 months) and VTIP (8.8 months).

8.4 Sector of Employment (Current Employment)

Poor Labour market outcomes for trainees of ITIs in India are generally attributed to stagnation of job opportunities in public sector among other issues. Hence the project envisaged to improve labour market outcomes from increased employment opportunities in private sector through developing demand based training activities.

Table-8.11						
Sector of Current Employment by Funding Sections						
Funding Sections	Public Sector		Private Sector		Total	
	Count	%	Count	%	Count	%
Domestic COE	10	4	238	96	248	100
Domestic CTS	3	2.7	107	97.3	110	100
Domestic-All	13	3.6	345	96.4	358	100
PPP-COE	0	0	58	100	58	100
PPP-CTS	28	4.2	643	95.8	671	100
PPP	28	3.8	701	96.2	729	100
VTIP-COE	27	3.8	685	96.2	712	100
VTIP-CTS	22	3.9	545	96.1	567	100
VTIP-All	49	3.8	1230	96.2	1279	100
Total	90	3.8	2276	96.2	2366	100

The study found that 96 percent of wage employment had come from private sector while just 3.8 had come from public sector. The pattern was more or less similar across all categories of ITI and among courses (Table 8.11).

8.6 Relevance of current job to ITI training

Table-8.12						
Relevance of ITI Training (Based on current Job) by Funding Category						
Project Category	Yes		No		Total	
	Count	%	Count	%	Count	%
Domestic	235	65.6	123	34.4	358	100
PPP	459	63	270	37	729	100
VTIP	803	62.8	476	37.2	1279	100
Total	1497	63.3	869	36.7	2366	100

Though it is not explicit in project documents, it is imperative project interventions contribute to obtaining of job relevant to their training. Little less than two-thirds of the

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respondents (currently wage employed) reported that their job is relevant to the training they received from ITI. A slightly higher proportion of domestic ITI pass-outs got relevant job in comparison to other categories (Table 8.12).

Table-8.13						
Relevance of ITI Training (Based on current Job) by Funding Category						
Course Completed	Yes		No		Total	
	Count	%	Count	%	Count	%
BBBT only	23	51.1	22	48.9	45	100
Advance Module	190	56.5	146	43.5	336	100
Specialized Module	453	71.1	184	28.9	637	100
Craftsmen Training Scheme	831	61.6	517	38.4	1348	100
Total	1497	63.3	869	36.7	2366	100

The proportion of wage employed engaged in relevant job was highest for SM trainees (71%) followed by CTS (62%). In case of AM, nearly 57 percent got relevant job while 51 percent of BBBT only were engaged in job relevant to their training (Table 8.13).

Table-8.14						
Relevance of ITI Training (Based on current Job) by Funding Category						
State	Yes		No		Total	
	Count	%	Count	%	Count	%
Andhra Pradesh	107	60.1	71	39.9	178	100
Chhattisgarh	51	66.2	26	33.8	77	100
Gujarat	162	73.6	58	26.4	220	100
Haryana	77	56.2	60	43.8	137	100
Himachal Pradesh	46	64.8	25	35.2	71	100
Jammu & Kashmir	26	45.6	31	54.4	57	100
Karnataka	147	69	66	31	213	100
Madhya Pradesh	97	66	50	34	147	100
Maharashtra	446	63.5	256	36.5	702	100
Punjab	69	36.9	118	63.1	187	100
Rajasthan	45	75	15	25	60	100
Tamil Nadu	119	69.6	52	30.4	171	100
Uttar Pradesh	42	65.6	22	34.4	64	100
Uttaranchal	40	90.9	4	9.1	44	100
West Bengal	23	60.5	15	39.5	38	100
Total	1497	63.3	869	36.7	2366	100

The states that topped the list were Uttaranchal, Rajasthan, Gujarat and Tamil Nadu where more than 70 percent got relevant jobs whereas in states such as Karnataka, Chhattisgarh, MP, UP, HP, Maharashtra and West Bengal 60 to 70 percent got relevant occupations.

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Punjab was found at the bottom of the list with only 37 percent of their pass-outs got jobs relevant to their training (Table 8.14).

8.7 Nature of current Job

One of the major issues in industrial training sector is its imperfect labour market conditions in India. Apart from mismatch in demand and supply of training domain, considerable opportunities that exist in un-organized sector are seldom regulated. Even in organized sector, often organizations engage in practices in such a way that they don't attract penal provisions of tough labour policy regime in India. The study found that nearly 72 percent of wage employment was temporary.

Table-8.15						
Nature of Current Job by Funding Category						
Funding category	Permanent		Temporary		Total	
	Count	%	Count	%	Count	%
Domestic	94	26.3	264	73.7	358	100
PPP	190	26.1	539	73.9	729	100
VTIP	383	29.9	896	70.1	1279	100
Total	667	28.2	1699	71.8	2366	100

In comparison to trainees of CTS, COE trainees were found themselves in better position as nearly 31 percent were employed in permanent positions whereas in case of CTS nearly 75 percent of employment was temporary (Table 8.15).

Table-8.16						
Nature of Current Job by Trainee Section						
Trainee Section	Permanent		Temporary		Total	
	Count	%	Count	%	Count	%
Project COE	236	33.1	476	66.9	712	100
Non-Project COE	90	29.4	216	70.6	306	100
Project CTS	147	25.9	420	74.1	567	100
Non-Project CTS	194	24.8	587	75.2	781	100
Total	667	28.2	1699	71.8	2366	100

Among states, the proportion of trainees employed in permanent positions were highest (47.6 percent) followed by Karnataka (40%), Haryana & UP (39%), Rajasthan (33%), Himachal (31%), Maharashtra (30%). The states that were below national average were MP, Uttaranchal, Gujarat, Chhattisgarh, Tamil Nadu, AP and West Bengal. The discussions with respondents further revealed that a significant proportion of the jobs though were

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temporary currently but likely to be made regular as they are currently serving probationary period.

8.8 Size of current workplace

Size of the workplace is an indirect indication of the size of the organization in which sample respondents were engaged. Nearly 31 percent of the waged employed were engaged in organizations that employed more than 50 employees while 69 percent were employed in small organizations. A significant 15 percent were employed in organization that had more than 500 employees.

Table-8.17								
Distribution wage employed trainees by Size of workplace by Trainee Section								
Trainee Section	Up to 50 Employees		50 to 500		> 500		Total	
	Count	%	Count	%	Count	%	Count	%
Project COE	473	66.4	122	17.1	117	16.4	712	100
Non-Project COE	196	64.1	59	19.3	51	16.7	306	100
Project CTS	397	70	97	17.1	73	12.9	567	100
Non-Project CTS	563	72.1	114	14.6	104	13.3	781	100
Total	1629	68.9	392	16.6	345	14.6	2366	100

A higher proportion of trainees from Domestic and VTIP institutions were engaged bigger organizations in comparison to trainees of PPP category.

Table-8.18								
Distribution wage employed trainees by Size of workplace by Funding category								
Funding Category	Up to 50 Employees		50 to 500		> 500		Total	
	Count	%	Count	%	Count	%	Count	%
Domestic	230	64	72	20	56	16	358	100
PPP	529	73	101	14	99	14	729	100
VTIP	870	68	219	17	190	15	1279	100
Total	1629	69	392	17	345	15	2366	100

8.9 Methods adopted for getting current job

The study in order to understand the job search methods adopted by wage employed respondents probed methods adopted by them. It was revealed that 30 percent of the wage employed (current) got their jobs through their own contacts. Nearly 24 percent got their jobs through applying to newspaper ads. Another 18 percent go their current job by approaching the companies directly. Apprenticeship brought direct employment for 12 percent who were retained in the same workplace where they had undergone the training. Considerable gender differences were found in job search methods as 43 percent of females

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got their job through contacts while only 29 percent of males were succeeded in similar method. Newspapers ads were more effective for men than it was for women (Table 8.19).

Table-8.19						
Method adopted for getting current job by Gender						
Method adopted	Male		Female		Total	
	Count	%	Count	%	Count	%
Through contacts	637	29.1	77	43.0	714	30.2
Through newspaper ad	552	25.2	26	14.5	578	24.4
Directly approached	374	17.1	46	25.7	420	17.8
In the same place where apprenticeship was done	276	12.6	4	2.2	280	11.8
Through ITI	195	8.9	13	7.3	208	8.8
Through job portals	99	4.5	6	3.4	105	4.4
HR Consultancy	43	2.0	4	2.2	47	2.0
Referral from previous employer	11	0.5	3	1.7	14	0.6
Total	2187	100.0	179	100.0	2366	100.0

8.10 Average Monthly earnings of Wage Employed

Monthly wages of employed pass-outs were collected from employed respondents and average monthly wages (at current prices) were found to be impressive 5,324. The monthly wages were significantly higher for males in comparison to

Table-8.20				
Average Monthly Wages earned by Gender (Current Job)				
Gender	Mean	Minimum	Maximum	SD
Male	5380.65	1000	22000	2527.9
Female	4630.17	1500	10000	1850.0
Total	5323.87	1000	22000	2490.7

female pass-outs. The differences in earnings were largely due to preference of female trainees in low demand non-technology courses. Another significant observation was that the maximum salary earned by an employed pass-out was as much as Rs. 22,000 for males and Rs.10, 000 for females (Table 8.20). The average wages of BC and SC were higher among the social groups while that of BPL were little lower than above BPL indicating that the

Table-8.21				
Average Monthly Wages earned by Social Group (Current Job)				
Social Group	Mean	Minimum	Maximum	SD
SC	5323.66	1500	22000	2431.9
ST	4888.78	1500	15000	2346.5
BC	5410.99	1000	22000	2429.6
Others	5276.03	1400	19000	2644.3
Total	5323.87	1000	22000	2490.7

equity gains were significant from the project. However earning levels of ST were the least of all social groups. The discussions with

pass-outs and ITI instructors revealed that the low earnings to an extent can be attributed

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low wage rates prevailing in tribal areas and if employment is localized, the earnings of the ST trainees would invariably low (Table 8.21).

At overall level, among various courses, the highest average wages was earned by BBBT only respondents whose earnings were as high as 6,313. The wage differences of trainees of PPP and VTIP ITIs were observed to be smaller. Among 'BBBT only' trainees the wages earned by trainees of VTIP were higher by 7.5 percent of earnings by similar category of trainees in Domestic COE. In case of trainees of Advance Modules, the earnings of Domestic trainees were higher than the SM trainees while it was vice versa in VTIP institutions.

Table 8.22					
Distribution of Monthly wages of Employed Pass-outs by Funding and course Type					
Funding and Division	Courses completed	Mean	Minimum	Maximum	SD
Domestic COE	BBBT only	5875.0	2500	16500	4749.1
	Advance Module	5717.5	2000	22000	2668.8
	Specialized Module	5410.1	1500	14000	2152.1
	Total	5516.8	1500	22000	2421.1
Domestic CTS	Craftsmen Training Scheme	5865.5	1500	15000	2707.1
PPP-COE	Advance Module	4486.4	1500	8000	1637.2
	Specialized Module	5005.6	1500	8000	1937.1
	Total	4808.6	1500	8000	1832.0
PPP-CTS	Craftsmen Training Scheme	5297.2	1000	18000	2516.2
VTIP-COE	BBBT only	6408.1	2000	18000	3395.1
	Advance Module	4909.0	1000	19000	2241.0
	Specialized Module	5509.7	1000	22000	2474.0
	Total	5353.9	1000	22000	2479.4
VTIP-CTS	Craftsmen Training Scheme	5181.0	1400	18000	2504.8
Total	BBBT only	6313.3	2000	18000	3614.1
	Advance Module	5059.4	1000	22000	2331.6
	Specialized Module	5455.2	1000	22000	2366.2
	Craftsmen Training Scheme	5294.7	1000	18000	2531.9
	Total	5323.9	1000	22000	2490.7

In general, the earnings of COE was better than the earnings of CTS for trainees of VTIP institutions while trainees of CTS section had performed better than their COE counter parts in PPP and Domestic Institutions with the exception of BBBT only trainees whose earning levels were not only highest but also reflected significant unequal distribution by way of high standard deviations (Table 8.22).

Among states, the average earnings of trainees from Uttar Pradesh were as high as Rs.7,711. Other states that had trainees whose average earnings were higher than the national

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average were Uttaranchal, MP, Maharashtra, Rajasthan, TN and Haryana. The least average earnings were observed in Jammu and Kashmir (Rs.3, 726) (Table 8.23).

Table-8.23				
Average Monthly wages earned by States (Current Job)				
State	Mean	Minimum	Maximum	SD
Andhra Pradesh	4658.43	1000	15000	2101.3
Chhattisgarh	5570.39	1500	16500	2611.1
Gujarat	4819.23	1500	22000	2264.8
Haryana	5517.52	1500	18000	2805.2
Himachal Pradesh	4843.66	1400	14000	2270.2
Jammu & Kashmir	3726.32	2000	6000	1265.7
Karnataka	4890.91	1500	12200	1775.9
Madhya Pradesh	5852.38	2000	16000	2805.5
Maharashtra	5678.89	1000	19000	2649.5
Punjab	4644.92	1500	18000	2326.5
Rajasthan	5570.00	1500	12500	2498.8
Tamil Nadu	5523.95	1970	12500	1766.4
Uttar Pradesh	7711.56	2600	22000	3558.9
Uttaranchal	5963.64	2300	10000	1633.8
West Bengal	4572.37	1000	15000	2290.2
Total	5323.87	1000	22000	2490.7

During the field work it was observed that the ITI graduates are penchant for Public sector jobs. Pass-outs prefer them over private sector jobs for not only job security but also due to the fact that public sector provides them better work situation for their technical training, of course with the exception of large private sector companies. The wage differentials were significant as jobs in private sector include large proportion of employers operating in unorganized sector. The earning levels among BBBT only pass-outs were much higher in comparison to other categories of pass-outs. The observed difference was largely due to significant employment outside their training domain.

A resultant higher average wages reported in both project and non-project areas could be due to two scenarios at least. The project strategy of involving private sector employers in the modernization of vocational training might have resulted in identifying and developing new curricular areas (which we observed in Automobile, Production and Air-conditioning and Refrigeration sectors which had instilled confidence for recruitment). Improvement in coverage of apprenticeship training might have enhanced the prospect of ITI pass-outs which resulted in higher employed rates and bargaining power of the trainees. However it is

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to be seen whether this growth can be sustained as no evidence was found in improvement of quality of training delivery at ITI level on a large scale.

8.11 Career Progression of Employed Pass-outs

The study in order to understand the career progression of employed pass-outs probed the status of their previous job undertaken after they pass-out from ITI.

Table-8.24							
Career Progression of Wage Employed							
Current status of previously employed		Second job related to ITI Training					
		Related		Unrelated		Total	
		Count	%	Count	%	Count	%
Currently Employed with 2 previous jobs	Related	19	70.4	0	0	19	67.9
	Unrelated	8	29.6	1	100	9	32.1
	Total	27	100	1	100	28	100
Currently Unemployed with previously employed	Related	1	16.7	1	100	2	28.6
	Unrelated	5	83.3	0	0	5	71.4
	Total	6	100	1	100	7	100
Total	Related	20	60.6	1	50	21	60
	Unrelated	13	39.4	1	50	14	40
	Total	33	100	2	100	35	100

The study found that there were 35 pass-outs who were employed previously (other than the current job status) of whom 7 were currently unemployed. The remaining 28 were currently employed with the experience of 2 jobs. Of these 28 employed pass-outs, 70 percent were employed in jobs related to their training in both first and second job they undertook. In case of 29.6 respondents their first job was unrelated while their second job was related to their training.

Further it was found that there were 275 respondents who were already employed before they got their current job. The study analyzed wage earnings of both the jobs as reported by the respondents.

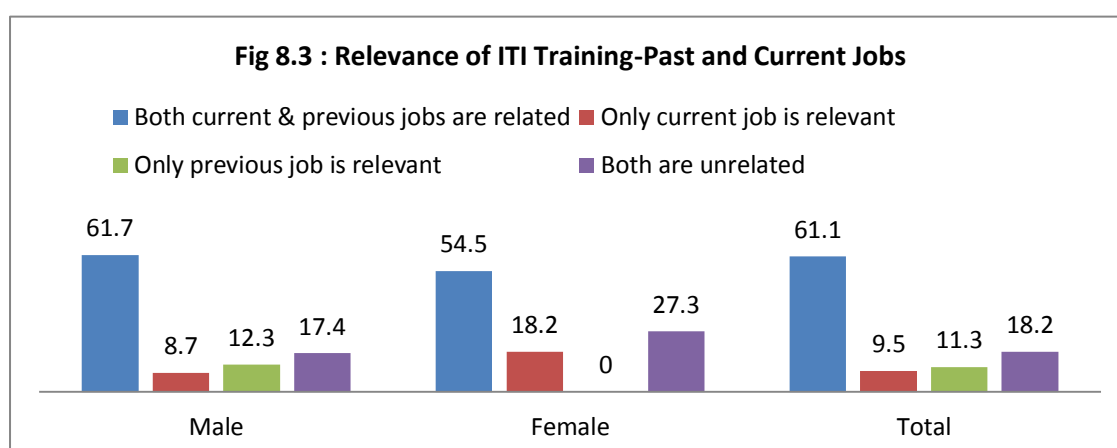
Table-8.25										
Increase in Salary of current job from previous job by Gender										
Gender	Increase in Salary of current job from previous job								Total	
	Decrease/No increase over earnings of previous job		Increased up to 50%		Increased from 50 to 100%		Increased more than 100%			
	Count	%	Count	%	Count	%	Count	%	Count	%
Male	37	14.6	131	51.8	58	22.9	27	10.7	253	100.0
Female	7	31.8	6	27.3	5	22.7	4	18.2	22	100.0
Total	44	16.0	137	49.8	63	22.9	31	11.3	275	100.0

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The study found that for 84 percent of the respondents the wage earnings had increased in their current job over their previous job. The increase was more than 50 percent for 50 percent of the respondents while 11 percent got more than 100 percent increase in wage earnings. The career progression in terms of increase in earnings were little lower for female as 32 percent female trainees did not witness any increase in earnings over switch of jobs. However for 68 percent of female trainees the change in job brought favorable changes in earnings albeit not at the same level as that of males.

Table-8.26			
Difference in Average Monthly wages of current job over previous job - 275 respondents			
Employed Ever		Current Job Monthly salary	Monthly salary of immediate previous job
Currently Employed with 2 previous jobs	Mean	6882.14	5251.79
	Minimum	1500	2000
	Maximum	15000	8800
	SD	2914.085	1702.15
Currently Employed with 1 previous jobs	Mean	6399.51	4461.94
	Minimum	1500	1000
	Maximum	22000	12000
	SD	2979.649	1724.15
Total	Mean	6448.65	4542.36
	Minimum	1500	1000
	Maximum	22000	12000
	SD	2971.398	1735.418

The average wages earned in current job was much higher than the average wages earned over previous job of the wage employed. For those who were employed previously two times, the increase in current wage levels are 31 percent higher than their previous levels. In case of those who were currently employed with the experience of one previous job, their current earnings were higher by 43 percent.



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ITIs pass-outs are under pressure from their family to take up job as soon as they complete their training. Hence if enough employment opportunities are not available for relevant training one tends to take up any job that comes in his/her way. However, when relevant job is available they don't hesitate to change their job in favour of one that is relevant to their training. Of the 275 employed pass-outs who were currently employed with one previous job experience, about 61 percent had reported that both of their jobs are relevant to ITI training they received. About 10 percent had changed from irrelevant to relevant job while 11 percent had moved from relevant to irrelevant job. In case of 18 percent both the jobs were irrelevant. While majority of male and female pass-outs, both the jobs were relevant, no instance of women moving from irrelevant to relevant job was observed. However women tend to do more irrelevant job as 27 percent of women were engaged in both previous and current job that was irrelevant to their training. (Fig.8.2)

Table 8.27			
Average wage earnings of Current and Previous jobs			
Relevance of Job to ITI Training	Measures	Average Wages of current Job	Average wages of Previous Job
Both current and Previous jobs are related to ITI Training	Mean	6813.87	4872.32
	Minimum	1500	1000
	Maximum	22000	12000
	SD	2873.87	1715.92
Only current job is relevant to Training	Mean	5257.69	3738.46
	Minimum	2000	1500
	Maximum	8000	6500
	SD	1713.28	1469.17
Only previous job is related to ITI training	Mean	6300	4300
	Minimum	1500	1500
	Maximum	22000	8500
	SD	3743.44	1772.01
Both the jobs are unrelated to ITI training	Mean	5933	4002
	Minimum	2000	1500
	Maximum	18000	9000
	SD	3106.54	1652.52
Total	Mean	6448.65	4542.36
	Minimum	1500	1000
	Maximum	22000	12000
	SD	2971.4	1735.42

Average wage levels earned by employed pass-outs revealed the increase in wage earning from previous job to current job was highest when both the jobs are unrelated (increase of 48.3%) and only previous job is related to training (46.5%). This discussions with the pass-

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outs indicated that the job change in relevant areas and from irrelevant to relevant jobs are desired by ITI aspirants and hence higher salary is not well negotiated by the pass-outs though the experience in relevant area was considered by employers when recruitment is made.

8.12 Share of Self-Employment

The study found that 2,959 pass-outs were employed (including those who are currently undergoing apprenticeship). The previous section had analyzed the details of wage employment while the ensuing paragraphs summarize the finding of the study on share of self-employment within employed pass-outs.

Table 8.28								
Share of Self-Employment								
Funding	Wage Employment		Self-Employment		Undergoing Apprenticeship		Total	
	Count	%	Count	%	Count	%	Count	%
Domestic	358	87.1	27	6.6	26	6.3	411	100
PPP	729	72.1	145	14.3	137	13.6	1011	100
VTIP	1279	83.2	152	9.9	106	6.9	1537	100
	2366	80	324	10.9	269	9.1	2959	100

The share of self-employment was found at 10.9 percent of employed pass-outs. The share of self-employment was highest among PPP category (14.3%) followed by VTIP (9.9%).

Table-8.29						
Self Employed by Nature of Business						
Gender	Family Business		New Venture		Total	
	Count	%	Count	%	Count	%
Male	166	70.6	69	29.4	235	100
Female	13	14.6	76	85.4	89	100
Total	179	55.2	145	44.8	324	100

Of the 324 self-employed respondents, 55 percent had joined their family business which existed when they passed out. The remaining 44.8 percent had started a new venture after they passed-out. The proportion of women setting up new venture was higher than that of men while men joined family business was higher than that of women (Table 8.29). Within funding categories, 70 percent of Self-employed pass-outs of domestic ITI had started new ventures followed by 47.6 percent and just 37.5 percent of self –employed from PPP and VTIP had started new ventures respectively (Table 8.30).

Table 8.30						
Fund	Family		New Venture		Total	
	Count	%	Count	%	Count	%
Domestic	8	29.6	19	70.4	27	100
PPP	76	52.4	69	47.6	145	100
VTIP	95	62.5	57	37.5	152	100
Total	179	55.2	145	44.8	324	100

Table 8.31 presents data on distribution of self-employed by type of business they engaged in. It was found that there is a sharp gender division in choice of trades for study and in choosing the type of business.

Table-8.31						
Distribution of Self Employed by Type of Business engaged						
Business carried out	Male		Female		Total	
	Count	%	Count	%	Count	%
Automobile-Repairs	9	3.8	1	1.1	10	3.1
Provisions Store	44	18.7	19	21.3	63	19.4
Electrical & Electronics ³²	68	28.9	2	2.2	70	21.6
transport Services	9	3.8	0	0	9	2.8
Flowers-Trading	4	1.7	1	1.1	5	1.5
Tuition Centers	5	2.1	2	2.2	7	2.2
Tailoring & embroidery	20	8.5	51	57.3	71	21.9
Rewinding Shop	2	0.9	0	0	2	0.6
Photo studio	5	2.1	0	0	5	1.5
Mobiles-Sales and Services	3	1.3	0	0	3	0.9
Medical Shop	4	1.7	0	0	4	1.2
Marriage Hall decorations	1	0.4	0	0	1	0.3
Automobiles parts-Sales	1	0.4	0	0	1	0.3
Jewelry-sales	1	0.4	0	0	1	0.3
Pipe Fittings-Sales & services	9	3.8	0	0	9	2.8
Confectionary	5	2.1	0	0	5	1.5
Fabrication-Services	2	0.9	0	0	2	0.6
Engine Oil-Dales	2	0.9	0	0	2	0.6
Electrical Fitting & Wiring	10	4.3	1	1.1	11	3.4
Garments-Mfg.	5	2.1	8	9	13	4
Carpentry services	11	4.7	0	0	11	3.4
Boutique	4	1.7	3	3.4	7	2.2
Hardware Shop	8	3.4	0	0	8	2.5
Agro Machinery-Repairs & Sales	3	1.3	0	0	3	0.9
Beauty saloon	0	0	1	1.1	1	0.3
Total	235	100	89	100	324	100

³² Sales & service

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While self-employed men had ventured into as many as 25 type business areas, women had set up their business in 13 business areas. The top 5 business areas for men were Electricals

Table-8.32								
ITI training by Funding category								
Funding Category	ITI training							
	very much		To some extent		Not at all		Total	
	Count	%	Count	%	Count	%	Count	%
Domestic	10	37	3	11.1	14	51.9	27	100.0
PPP	62	42.8	15	10.3	68	46.9	145	100.0
VTIP	31	20.4	17	11.2	104	68.4	152	100.0
Total	103	31.8	35	10.8	186	57.4	324	100.0

and Electronics, service and sales, Tailoring, Electrical fitting and carpentry services which together account for 65 percent of self-employed men. On the other hand, women had chosen mostly Tailoring and Embroidery, provisions store, Boutique which account for 82 percent of self-employed women (Table 8.31).

The study probed the starting investment deployed by self-employed when they entered into new ventures. It was found

Table-8.33				
Average starting investment (in Rs) for new ventures				
Gender	Mean	Minimum	Maximum	SD
Male	24036.23	3000	400000	46829.35
Female	15282.89	1500	40000	7992.636
Total	19448.28	1500	400000	32986.25

that while men invested an average Rs.24, 036 while women invested on an average of Rs.15, 282. The standard deviation for average investment was higher for women in comparison to men. The investment by women ranged from Rs.1500 to 40,000 while that of men varied from Rs.3, 000 to as high as 4, 00,000 lakhs depending upon the assistance/loans managed by the respondents.

The study found that average returns (monthly profits) were higher for men (Rs.6, 988) in

Table-8.34				
Self Employed (New Ventures) by average monthly profit (in Rs)				
Gender	Mean	Minimum	Maximum	SD
Male	6988.406	1000	40000	6393.161
Female	4082.895	1200	10000	1987.118
Total	5465.517	1000	40000	4845.378

comparison to women (Rs.4082) with the range of Rs.1, 000 to Rs.40, and 000 in all new ventures (Table 8.34).

Gender differences in average earnings were due to several reasons. At first women did not venture into high returns business which men entered-Hardware, Engine Oil dealership and confectionary-which returned on an average of Rs.20,000 to Rs.40,000 for men who were doing this business. The most profitable business for women was beauty salon and Boutique which returned on average of Rs.5, 600 to Rs.10, 000 for women.

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Though self-employed earning were significant in comparison to the wage employed pass-outs, only 32 percent reported that their business is very much relevant to what they had learnt at ITI. Another 11 percent had reported that it was relevant to some extent.

Table-8.35								
ITI training by Gender							Total	
Gender	very much		To some extent		Not at all			
	Count	%	Count	%	Count	%	Count	%
Male	46	19.6	34	14.5	155	66	235	100.0
Female	57	64	1	1.1	31	34.8	89	100.0
Total	103	31.8	35	10.8	186	57.4	324	100.0

However, 65 percent of the women had reported that their business is either 'very much relevant' or 'somewhat relevant' in comparison to just 34 percent of self-employed men (Table 8.35).

8.13 Un-Employed Pass-outs

Tracer Survey conducted as part of the study revealed that there were 1,982 un-employed pass-outs who were actively looking for a job and another 1,095 pass-outs who were un-employed but not looking for the job at the time of the survey. The present section summarizes the status of these pass-outs as found the study.

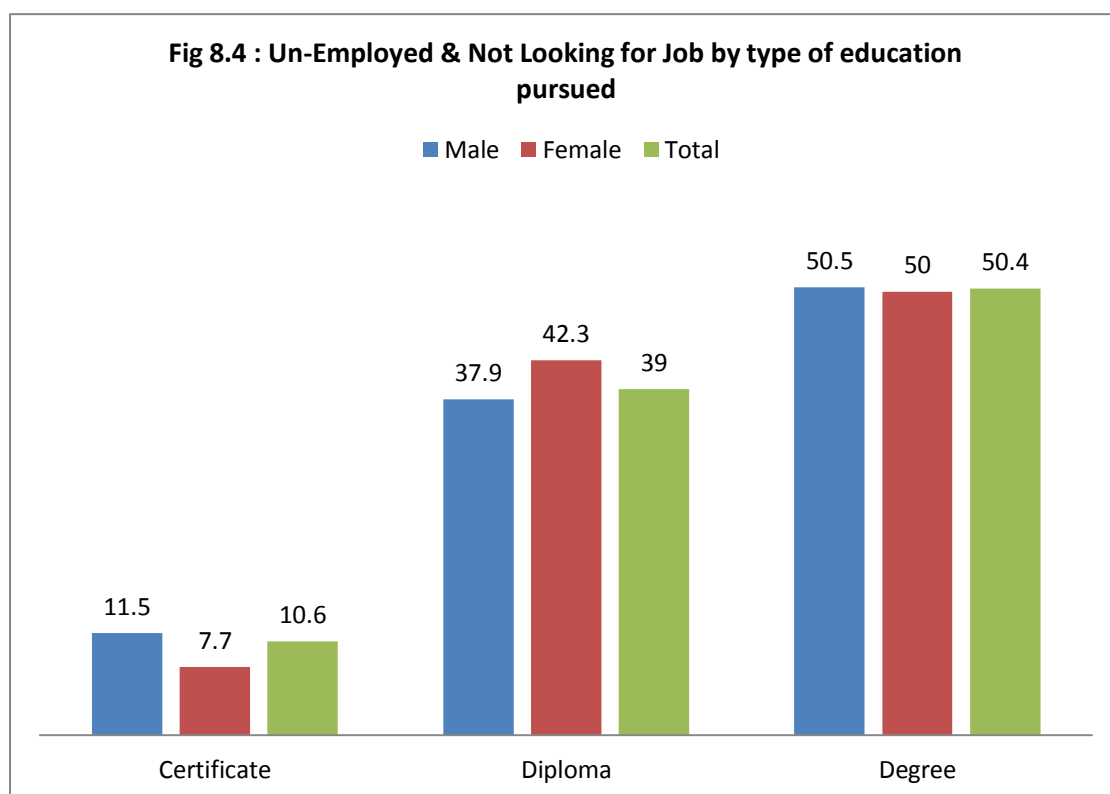
8.13.1 Un-Employed and Not Looking for a Job

Of the 1,095 un-employed pass-outs who were not looking for job, 68 percent were pursuing higher studies while 13.5 percent don't want to take up any job due to their family and personal problems.

Table-8.36						
Not looking job by Gender						
Not looking job	Gender				Total	
	Male		Female			
	Count	%	Count	%	Count	%
No job related to my training is available	91	11.8	10	3.1	101	9.2
Family Problem	61	7.9	87	26.9	148	13.5
Preparing to go abroad	10	1.3	3	0.9	13	1.2
Studying and Not looking for job	564	73.2	182	56.2	746	68.1
Trying to get apprenticeship	3	0.4	1	0.3	4	0.4
Planning to start business	26	3.4	39	12	65	5.9
Preparing for Entrance Exam/ Govt job	16	2.1	2	0.6	18	1.6
Total	771	100.0	324	100.0	1095	100.0

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Most of the women respondents who reported 'family problem' further stated that though they would like to take up a job, they can't do so, because their families want them to be married off. Another 9 percent were not looking for job as jobs related to their training was not available (Table 8.36).



Of the 746 un-employed and not looking for job that were pursuing higher education, 50 percent reported that they had joined degree courses to advance their career. The proportion of men and women enrolled in degree courses were almost same at 50 percent. In case of those who had registered for diploma courses, the proportion of women were higher than the men while it was vice versa for those who had enrolled in certificate courses. (Fig 8.4)

8.13.2 Un-Employed and Looking for Job

The study probed those who were un-employed and looking for a job regarding the efforts made by them in getting a job. It was found that on average respondents applied for 1-2 jobs and attended 1-2 interviews. Some respondents had attended interviews through referrals without applying for the jobs. The average no of jobs applied by men (1.49) were higher than the women (0.82). Similarly the maximum no of jobs applied by men were as high as 12 and that of women was 10. Response to their application was higher among men who on average attended 8 interviews while women had attended 5 interviews (Table 8.38).

Table-8.38			
Gender		No of Jobs applied	No of Interviews attended
Male	Mean	1.49	1.26
	Minimum	0	1
	Maximum	12	8
	SD	1.915	0.736
Female	Mean	0.82	1.14
	Minimum	0	1
	Maximum	10	5
	SD	1.306	0.500
Total	Mean	1.33	1.23
	Minimum	0	1
	Maximum	12	8
	SD	1.813	0.689

The study further probed whether the un-employed pass-outs received any job offer after they passed-out either through their own efforts or through the efforts by ITI/IMCs.

Table-8.39						
Receipt of any Job offer by Gender						
Got any Job offer	Gender				Total	
	Male		Female			
	Count	%	Count	%	Count	%
Yes	307	20.2	67	14.4	374	18.9
No	1210	79.8	398	85.6	1608	81.1
Total	1517	100.0	465	100.0	1982	100.0

It was found that 18.9 percent of all those who were un-employed and looking for a job received a job offer after they passed-out from ITIs. The proportion of men received job offer was higher (20%) in comparison to women (14.4%).

All 374 who got offer did not accept the offer and remain un-employed at the time of the survey. Of these, about 55 percent were from project ITIs. The reasons for not accepting the job offer was probed with the respondents. Little less than three-fourths of the respondents did not accept the offer as salary offered was low. Another 11 percent did not accept it as job offered was 'temporary'. The pattern of responses for not accepting the job offer was almost similar across respondents of project and non-project ITIs (Table 8.40).

Table-8.40						
Not Accepting offer by Impact Group						
Not Accepting offer	Impact Group					
	Project ITI s		Non-Project ITI s		Total	
	Count	%	Count	%	Count	%
Low salary	152	73.8	125	74.4	277	74.1
Temporary job	19	9.2	22	13.1	41	11.0
Jobs for untrained labour	0	0.0	3	1.8	3	0.8
Far away from home	11	5.3	9	5.4	20	5.3
Waiting for Govt. job	8	3.9	5	3.0	13	3.5
Want to go abroad	1	0.5	0	0.0	1	0.3
Involves night shift/extended work hours	15	7.3	4	2.4	19	5.1
Total	206	100.0	168	100.0	374	100.0

8.13.3 Reasons for not getting the Job

As stated earlier, a total of 2,972 un-employed (both looking for job and not looking for job) was identified from the tracer's survey. While 1,095 reported that they were not looking for job at the time of the survey, the fact that they did not get any job after they passed-out was a primary reason they remained un-employed at the time of survey. Hence the study asked the opinion of un-employed pass-outs (both looking for job and not looking for Job) the reasons for not getting a job.

Table-8.41						
Reasons for not getting the job by Gender						
Reasons for not getting the job	Gender				Total	
	Male		Female			
	Count	%	Count	%	Count	%
Not having proper skill	113	5.1	26	3.5	139	4.7
Not having skill in demand	177	7.9	58	7.8	235	7.9
Demand for my trade is not available in my locality	283	12.7	79	10.7	362	12.2
Employer prefer boys	5	0.2	13	1.8	18	0.6
Employer prefer girls	15	0.7	1	0.1	16	0.5
poor communication skills	141	6.3	39	5.3	180	6.1
Employers demand working experience	1171	52.4	382	51.7	1553	52.3
Could Not answer properly in interviews	74	3.3	18	2.4	92	3.1
Could Not demonstrate my skills	54	2.4	28	3.8	82	2.8
Failed in written exam	200	9	95	12.9	295	9.9
Total	2233	100	739	100	2972	100

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Of the total of 2,972 respondents, 52 percent identified that employer's demand for working experience as the primary reason why they were not getting any job. Another 12 percent reported that the demand for their trade was not available locally. 'Not having skill' and 'not having skill in demand' were other two significant responses reported 12 percent of un-employed pass-outs.

It appears from the pattern of responses, that the poor quality training as a major factor could have resulted in un-employment for the majority of respondents, about 30 percent could also be due to personality traits such as communication skills, aptitude and reasoning which had become testing part of any recruitment (even at an industrial labour level) due to increasing pressure from demand-supply of labour and mismatch between supply and demand for skills.

The results of the findings of the study have been discussed so far and a summary of these findings and recommendations have been summarized in the ensuring section.

9.0 MAJOR AREAS OF CONCERN AND RECOMMENDATIONS

Director General of Employment and Training (DGE&T), Ministry of Labour & Employment, Govt of India has been implementing Vocational Training Improvement Project (VTIP) with the financial assistance from International Development Association. The project aims at up gradation of existing 500 Government Industrial Training Institutes (ITIs) in India. Since it has been more than 5 years since the launch of the project, both DGE&T and World Bank desired to measure the outcome of the project mainly 'Labour market outcomes of the project'. The present report is an outcome of the study "Tracer survey of ITI Graduates in India" conducted during Oct 2011 to Jan 2012. The previous chapters discussed the findings of the study while the present chapter summarizes key areas of concern and recommendations for improving the project outcomes specifically and the vocational training system in general.

9.1 Institution Management Committee

Of the 200 ITIs surveyed, 199 ITIs had confirmed³³ that they had established Institution Management Committees in their ITIs. It was envisaged that IMC will comprises of 4 industry partners from local industry, 5 nominated members by state Govt (District Employment officer, one state representative, one local academic expert, one representative each for faculty and trainees). While lead industry partner or its representative identified by the state Govt is the chairperson, the principal will be the secretary of the IMC. In all, IMCs were expected to comprise of 11 members of which 5 will be from Industry, 2 state Govt officials, 3 representatives from ITIs and one local academic expert. The study found that 62 percent of the IMCs were constituted as per the norm of comprising 11 members while 38 percent were either below or above the requirement. Similarly 41 percent of IMCs were meeting the required norm of 6 representatives nominated by state Govt (Govt officials & ITI functionaries) while 59 percent of IMCs have 5 industry members on board. This imbalance needs to be corrected at each ITI level and final reconstitution of IMC as envisaged is required.

The active participation of IMC is a key to development and management of ITIs. In order to be able to carry out their business, periodical meetings of IMC is necessary and it was envisaged that IMCs meet at least once in three months. IMCs came into existence in different years and conducted an average of 11 meetings so far (till July 31, 2011) since their constitution as against average of 15 meetings as per norm. The fact that IMCs meet less frequently than the prescribed norm is further corroborated by the fact that as much as 65

³³ Principal of Dehradun (Boys) reported that IMC is not functioning with the closure of domestic scheme.

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percent of the IMC met less frequently while 31 percent met more frequently than the prescribed norm. If IMCs have to function efficiently and monitor ITIs closely meeting once in three months is a bare minimum and this should be a top priority for improving the management of ITIs.

Broad basing of IMCs

IMCs as of now comprise an average of 4-5 representatives from local industry. From the data made available for the study, the sample ITIs together conduct 2,014 engineering and non-engineering trades under both NCVT and SCVT certifications. This comes to an average of 10 trades per ITI. From the discussions with principals conducted for the study, it emerged that ITIs could harness the leverage of industry partners only for few trades as many other trades will remain out of their business domain. IMC members' ability to guide ITIs in areas other than their business domain is as limited as that of ITIs. The revised guidelines of DGET suggest Trade Advisory Committee for group of trades with representation from local industry. Since IMCs cannot be represented for every trade/trade group of ITI, strengthening of TAC with relevant local partners from industry. Constitution of Trade Advisory Committees should be made mandatory and be established in all ITIs in such a way that trades and trade groups are covered with local industry partners. This should be added as an item for NCVT affiliation process.

Partnership with Local Industry

ITIs with the help of IMC are required to get into MoUs with local industry for a variety of assistance required for the development of their institutions as per the envisaged model. Though ITIs get assistance from local industries, written MoUs will ascertain the assistance. The study revealed that 55 percent of the ITIs could not sign any MoU with any local industry. Majority of these ITIs which do not have any written MoU had not made any serious attempts to find local partners. State Govt be insisted that they direct all their ITIs to find a local partner for assisting ITIs in areas of employment, on-floor training, apprenticeship training, guest faculty and compliance report is submitted within 3 months. On the other hand, state governments involve District Industry Centres and Directorate of Industries and Commerce at state levels to assist ITIs in finding relevant local partners. ITIs that are in Tribal and industrially backward areas be assisted on priority basis so that ITIs find local partners within this academic year itself.

9.2 Training, Counseling and Placement Cell

One of the key project interventions was to establish Training, counseling and Placement Cell (TCPC) in each ITI. The TCPC has to play the key role in the labor market outcomes as it not only paves the platform to the trainees in developing skills which are needed for placement such as developing personality, facing interviews, preparing for various competitive tests, etc. but also provides help in finding career opportunities. The study found that in 83 percent of the sample ITIs, TCPC was established. It is recommended that DGET places establishment of TCPC and IMC as two basic criteria for release of funds in future for state governments. Of the 166 sample ITIs that had TCPC established in their ITIs only 75 percent had working space for their functioning. Again of the 166 ITIs that claimed to have established TCPC in their ITIs only 87 percent had appointed a TCPC officer.

Of the 144 ITIs that appointed a TCPC Officer, it was revealed that 93 percent of the appointment was just an additional charge to an existing faculty. Only 6 percent of the appointment was full time regular appointment. Since TCPC officer has to carry out all functions by himself/herself, additional charge without reward or review of performance led to half-hearted attempts in training, counseling and placement activities. Additionally, lack of directions or guidance in carrying out their tasks forced TCPC ineffective so far.

Both central and state government work towards appointing a full time TCPC officer recruited with HR qualifications and experience. Full time faculty with domain expertise brings in value addition to ITIs which cannot be replaced with course instructors who themselves have limited knowledge on the career prospects outside public sector. Till such time efforts of 'additional charge' must be rewarded after due scrutiny.

These study findings highlighted that ITIs are constrained by their limited ability in identifying appropriate industries/local companies for organized employment, coupled with unattractive placement offers, inadequate resources at the disposal of ITI to provide placements are the main factors that adversely affect the employment status of the ITI pass outs.

9.3 Internal Efficiency of ITIs

Utilization of Training Seats

One of the key issues in improving the vocational training sector is to improve the internal efficiency of training institutions. The VTIP project envisaged among other things (a) improvement in utilization of training seats (b) decreasing drop-out rates and enhancing

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pass-out rates are three key indicators to reflect on the internal efficiency of ITIs. CoE was introduced amidst the backdrop of low Utilization of training infrastructure in both public and private domain. Hence one of the key performance indicators for the ITIs to achieve was full utilization of seats located in CoE. As per the data provided by sample ITIs, the total number of trainees enrolled was 61,344 (99.8%) as against sanctioned seat of 61,439 for 7 year period (2005-11) in 114 sample ITIs that started CoE at the time of the study.

Enrollment in BBBT was significantly higher than the sanctioned seats for all 7 years in Maharashtra, Gujarat and Punjab, three industrially advanced states in India. Surprise exclusion to this merit list was Haryana where 10 percent of sanctioned seats were not utilized. On the other hand, underutilization was more than 15 percent in states like Chhattisgarh, Uttaranchal and Tamil Nadu.

Though the enrolment against sanctioned seats in COE sector of project ITIs were more than 100 percent since 2009, enrolment in CTS was lower resulting in just 93 percent of sanctioned seats over a period of 7 years. On the other hand, in Non-project ITIs though enrolment over sanctioned seats is little lower in COE sector, it was much higher in CTS in comparison to project ITIs.

In ITIs that offer only CTS trades there is no significant improvement in the utilization of seats in both project and non-project ITIs though project ITIs had better utilization rates for all period except 2010-11. ITIs that operate with only CTS had an average of 15 to 20 percent underutilization of their training seats. It appears from both analysis and discussions carried out among the principals, faculty and trainees that higher enrollment in COE was possible through informal counseling and diversion of trainees from CTS to COEs though the exact quantification of this diversion is not possible.

Drop-outs in Sample ITIs

There is an alarming signal of consistent increase in overall drop-out rate from 14.9 in 2005 to 26.2 in 2010 for the CoE sector as a whole. There is an increase of almost 6 percentage points from 2009-10 to 2010-11. The drop-out rates were found not only high but also was increasing over the years resulting in high drop-out rates in 2011-11 in J&K (50.4%), MP (47.6%), Haryana (45.0%), and Uttar Pradesh (43.9%).

Higher and increasing drop-outs over a period could be attributed to many reasons, the important being non-availability of jobs in public sector as perceived by pass-out trainees. Despite the best efforts of DGET in circulating the merits of the CoE scheme, no significant recruitment had occurred so far in the public sector which is the primary reason for trainees to enroll in ITIs. The discussions carried out among the pass-outs, faculty and principals

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highlighted that in view of lack of opportunities trainees preferred to either drop-out of the ITIs or got transferred themselves to CTS courses. It was also found that admissions to ITIs are mostly based on marks obtained in qualifying exam and there is no scope for testing and understanding the attitude and motivation to pursue technical training at the time of admission. In such scenario, it was obvious that a trainee who found themselves in a place which doesn't interest them or have the ability to pursue further prefers to drop-out. Delay in recruitment of instructors for COE, induction of machinery & equipment in to practical also contributed to an extent in higher drop-out rates.

Pass-out rates

Pass-out rates is another key internal efficiency indicator of ITIs that wish to transform itself into Centres of Excellence. The overall pass-out rates in BBBT was not only significantly lower, but also declined over the years. The pass-out rate was just 67 percent in 2005-06 which had declined to 47 percent in the year 2010-11. The Pass-out rates in project ITIs were not only lower than Non-project ITIs, but also declined over the years sharply.

9.4 Coverage of Apprenticeship Training

The 6,036 pass-outs interviewed for the study, it was found that 39 percent had either joined SM or apprenticeship training. If BBBT only respondents are not included, the coverage goes up to 40 percent of all eligible trainees. The coverage of apprenticeship training was more among males (44%) in comparison to females (16 %). The proportion of trainees underwent some SM training was significantly higher among trainees of project areas in comparison to non-project areas while it was vice-versa for CTS. Most of the Apprenticeship was undertaken in private sector companies. Nearly 83.9 percent of the respondents who went for apprenticeship were allotted to private sector companies. The stipend given to the trainees during apprenticeship ranged from Rs.1826.50 to Rs.2061.90 on an average per month. SM trainees seemed to get relatively less stipend on an average Rs.1800 per month than the ATS trainees who on an average got around Rs.2300 per month. There is no significant difference in stipend found among the trainees of project and non-project ITIs.

9.5 Labour Market Outcomes

The current employment status of the ITI pass outs as per the Tracer Survey indicates that 39.2 percent of the total pass outs were employed at the time of Survey. In addition, 5.4 percent of pass-outs were reported to be engaged in Self-employment.

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Overall unemployment rate (unemployed and looking for a job) was just 33 percent across all categories. Another 22.6 percent were not into the labour market as they are still undergoing apprenticeship or due to various other reasons such as 'pursuing higher studies', family and personal problems.

However if one were to consider only those who are currently in labour force, the rate of employment goes up to 59.9 percent. The share of self-employment was 10.9 percent. The proportion of unemployed and looking for job accounted for 32.8 percent.

A significant proportion of women pass-outs were not available in labour market due to various personal reasons related to their stereotyped gender roles assigned to them.

The study brought to the fore that the employment rates were higher than the all India average in states such as Tamil Nadu, HP, Maharashtra, Haryana, Gujarat, Karnataka and Punjab. The states such as MP, Chhattisgarh, J&K, UP and WB had poor labour market outcomes as less than 35 percent of the trainees were employed at the time of the survey.

Within social groups, wage employment was highest for Backward Classes (54.2%), followed by SCs (49.7%) and others (45.2 %). Though the employment rate among others is lesser (47.6%) than BCs and SCs, the unemployment rate (those who are unemployed but looking for job) is least of all other categories (39.6). This was possible as 12.8 percent of trainees from others category engaged in Self-Employment. In case of STs both wage and self-employment together constituted 47.5. The unemployment rate was highest among STs (52.5%).

The wage employment rates were higher in project ITIs (52.2%) than the non-project ITIs (48.9%) while self-employment was higher in Non-Project ITIs (7.7%) in comparison to 6.2 percent in Project ITIs.

However when labour market outcomes are analyzed by divisions (COE and CTS), it was found that the employment rates of COE trainees were highest in Non-Project ITIs (65.8%) to be followed by COE trainees of Project ITIs (55.5%). The study highlighted that the outcomes of COE trainees were significantly higher than those of CTS trainees in both project and Non-Project ITIs. About 47.2 percent of employed trainees found their job within 6 months while another 28.9 percent found their job from 6 to 12 months from the date of graduation or Apprenticeship/SM training.

Average monthly wages (at current prices) were found to be impressive Rs.5, 329. The monthly wages were significantly higher for males in comparison to female pass-outs. The

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differences in earnings were largely due to preference of female in trainees in low demand non-technology courses. The average wages of BC and SC were higher among the social groups while that of BPL were little lower than above BPL. Average monthly wages highest in Uttar Pradesh followed by pass-outs of Madhya Pradesh. The least earning reported were from Jammu and Kashmir.

The project strategy of involving private sector employers in the modernization of vocational training might have resulted in identifying and developing new curricular areas (which we observed in Automobile, Production and Air-conditioning and Refrigeration sectors that had instilled confidence for recruitment).

9.6 Project Implementation, Monitoring and Learning

The Vocational Training Improvement Project was launched in 2007 for a period of 5 years to cover 400 ITIs in all states UTs in India of which 100 ITIs were financed on a retroactive basis in 2006. A domestically-funded program to develop CoEs in 100 ITIs commenced in August 2005.

The key inputs to the project were up gradation of Infrastructure at ITI level that involved carrying out civil works for class rooms/workshops/labs; procurement machinery, equipment and tools for transacting improved curriculum; appointment of trained and experienced trade instructors who are capable of transacting the improved curriculum.

At state/regional level key project inputs were strengthening of training infrastructure for instructors and ITI faculty; strengthening of centrally funded resource Institutions to improve curriculum development, instructional media development and bring in overall development of Craftsmen Training System.

National Steering Committee and State Steering Committees were established for guiding and advising the project implementation at National and State levels. For effective implementation, supervision, monitoring and evaluation, A National Project Implementation Unit (NPIU) was established to guide the States and project induced institutions. State Project Implementation Units were established in States/UT to oversee and monitor the implementation in their respective areas.

Though the project period comes to an end with March 2012, project milestones have not been achieved as per the time line envisaged in Project Implementation Manual and Project Appraisal Document.

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To start with there has been considerable delay in flow of funds from central to state and state to project institutions. As transpired from the discussions with state level project authorities and ITI functionaries' delivery of project inputs were considerably delayed and all project inputs are yet to be delivered for all project ITIs.

The reasons cited for the delay were several and its magnitude varies considerably from state to state. Apart from delay in releasing of funds, several procedural bottlenecks contributed to further delay in delivery of inputs. For an instance implementation of civil works got entangled in bureaucratic procedures, ceiling on civil works budget was not in tune with designs and prescriptions forcing many state to re-tender or allot the work to Govt agencies. Delay in completion of civil works led to delay in procurement of equipment and machinery and appointment of BBBT and AM instructors. The discussions with principals of sample ITIs revealed that they had to defer the admissions to BBBT and AM for want of staff and equipment.

Initial rates sanctioned by state Govt for appointment of contract staff were not in tune with qualifications and experiences as prescribed by NCVT. This has considerably delayed in appointment of required staff by ITIs.

Many states did not have stated policy in providing training to contract staff. Project authorities had to negotiate with state Govt to allow contract staff to get trained in project sponsored training activities. As a result most of the ITIs are yet to consolidate their training system and implement COE curriculum. In view of this, it is suggested that the project period may be extended for another two years which is required to stabilize all project institutions such as IMC and TCPC as well as to allow ITIs learn fully to deal with the newly introduced COE curriculum. The closure of the project at this juncture will jeopardize all the work done towards modernizing the vocational improvement project.

Maintenance of Records and Registers

For the purpose of monitoring the progress of project implementation, certain key performance indicators were developed for the use of both ITI and IMCs. There are no separate registers or records developed for the use of MIS for disaggregated information flow from ITIs. The monitoring system as of now makes use of existing records and registers in ITI. The study found there are two main issues which need to be addressed. At first the records and information management at ITI level comprises of both conventional (manual registers) and computerized system. A part of the information that is required to be supplied to DGE&T for exam & certification related process is kept in computers. Most of the other information is kept in different registers and records which are not regularly updated and

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managed properly even as per the admission of ITI staff. The capacity of those dealing with registers and records is very limited and most of the times are not properly guided. Very little use of data and analysis on performance is carried out by ITI/IMC themselves. Both ITI and IMC review only the absolute enrollment numbers and Pass-outs as against appeared in exam in an academic year as these are the common indicators reviewed by supervisory staff conventionally. Review of batch wise performance is not carried out by most of the ITIs visited. In fact principals themselves are not aware of the concept of batch wise review of progress though these are part of Key performance Indicators for the project.

The quality of Information systems and monitoring reports improves only when are used frequently by the users of the data. Discussions with State officials and principals revealed that though ITIs use to send reports to state as well as to DGE&T, there was no feed forward from both central and state project authorities to ITIs/IMCs. Hence in this context, it was felt there is a need for Vocational Training Management Information System which provides not only basis for planning, review, supervision and monitoring but also provides opportunities for learning for project institutions, especially – ITIs, IMCs and TCPCs.

9.7 Quality of Training Delivery

Quality of Training delivery is paramount importance in transforming ITIs into centres of Excellence. One of the Key issues still remains to be resolved is the availability of trained and experienced staff.

- A significant proportion of sanctioned staff is still vacant and many positions for AM instructors are still in the process of recruitment at the time of survey.
- Low compensation for contract staff (ranging from Rs.3, 000 to 10,000) did not attract qualified and experienced staff for BBBT and AM as per NCVT prescriptions.
- There is no systematic planning and training of all untrained (untrained in instructional training) staff
- Teaching methods of old and untrained staff are conventional and not in tune with revised curriculum load
- Instructor Absenteeism is high and endemic especially ITIs located in rural and tribal habitations

As per the discussions with state Govt officials, principal is responsible for monitoring the quality of training delivery. However it was observed in various states at the time of the study that principals are involved in various administrative works and their time devoted to ITIs are reduced considerably. In some cases, additional charge of more than one ITI where the principal position is vacant worsens the situation. In few other cases, additional charge is given even in state directorate too. Besides, principals are also involved in numerous other departmental works like census, local body elections, state assembly elections, livestock census etc.

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At the time of field work, it was observed in many ITIs in Rajasthan, Tamil Nadu, Karnataka, Andhra Pradesh and Madhya Pradesh several hours of power cut during day time reduced practical timings in absence of backup power generation. The worst hit was observed in Tamil Nadu and Rajasthan where power cut was total during the working hours of ITI.

9.8 Welfare of Trainees

One of the critical but often neglected issues is welfare of trainees who undergo training in ITIs. In general, ITIs trainee population comprises of children from disadvantaged sections and their physical and mental ability to pursue a rigorous technical training is severely limited. The necessity of Good health and fitness over a training period does not require any emphasis. Trainees who come from poor and disadvantaged sections come to ITIs along with their unattended health problems in the past. This is reflected in poor attendance, high drop-outs, and high absenteeism in exams, poor achievement levels and citing of health problems for not looking for jobs by pass-out trainees.

It is in this context; a comprehensive health assistance program including nutritional supplements must be planned and implemented at least for women and children of underprivileged sections.

In many states, the quota for women never gets filled up. Absence of hostel facilities was one of the reasons cited for low enrollment of women in some ITIs. There are several schemes that are in operation for building of hostels for women and states must be asked to take initiative to build/improve hostel facilities for both men and women trainees.

All states and UTs must be asked to do away with manual administration of student records. Few states have introduced Photo ID cards to their trainees and the entire student records are computerized in these states. A national level common application form along with photo identity card will streamline the minimum set of information to be kept by ITIs.

ITIs should be directed to be more transparent while dealing admissions in ITIs. Ever student must be evaluated for their aptitude to technical education and counsel properly both parents and applicants. Transport and Drinking water facilities and other local issues must be discussed and measures undertaken should be written in the IMC register for examination by IMC members.

A check list of student welfare measures must be prepared by states and circulated to all ITIs and compliance report is solicited every quarter.

10.0 SUMMARY OF RECOMMENDATIONS**10.1.1 Institution Management Committee (IMC)**

The structure and composition of IMC needs to be re-defined in view of experience in implementation IMC scheme. The restructuring and composition of IMC will have mainly three objectives-(a) Ensure proper representation for all key players/stakeholders, (b) create a mechanism for TCPC and IMC co-ordination and (c) Broad basing of IMC. It was desired at the conception stage that IMCs are registered as societies so that they get institutionalized and do not disappear with the exit of the scheme. From our discussions with sample ITIs, very few ITIs had indicated that their IMCs were registered societies. At present, most of the IMCs comprises of – 2 Govt officials and 5 Industry members and 3 Members from ITI and one academic expert. There is no place for TCPC coordinator in the IMC though a group instructor is placed in the IMC who in many cases act as TCPC coordinator. ITIs look for 5 Key areas of assistance: (a) Staff Development (b) Exposure and training improvement to trainees (c) Industry relevance to competency areas (d) Up gradation of existing infrastructure and facilities and (e) Overall development and supervision of ITIs and its functioning. In view of these objectives and needs the following structure may be considered:

Executive Committee 9 Members: (Local Industry partners-6, IMC chairperson-1, Principal-1, TCPC-Incharge-1)

General Body (as follows) –20

Govt officials: 4 (District Employment Officer, District Industry Officer, Tribal Welfare and BC Welfare)

Local Industry Partners: 6 (Engineering Trades-4 and Non-Engineering Trades-2)

In charge of Trade Advisory Committees-4 (Engineering-2 and Non-Engineering-2)

TCPC Incharge-1

Principal (existing) & Vice Principal/Senior faculty-2

Trainee representative-10 (one each for each trade/unit)

Lead Industry Partner identified state Govt-1 (existing)

10.1.2 Broad basing of IMC

Broad basing of IMC with Trade Advisory Committees for covering all trades with local industry partners. Scrutiny of TAC composition and its effective functioning is added to the existing items for NCVT affiliation process.

10.1.3 Power to convene meeting

It is to be ensured that IMCs meet as frequent as per the norm if not more frequently. As of now neither the principal nor the chairperson of the ITIs had showed any interest in meeting frequently. One way of ensuring that IMCs meet once in every quarter is to specify fixed dates for IMC meetings. The date could be same for all ITIs throughout the state and may be specified by the state Govt and communicated to DGET.

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The power of convening IMC meetings should rest with Principal and IMC Chairperson singly as well as jointly. The responsibility of informing the reasons for not convening the meetings to authorities however will rest with principal of the ITI.

10.1.4 Mandatory attendance in IMC

It should be made mandatory that at least 3 meetings in a year are attended by each IMC member and all meetings by principal of the Institute. IMC may replace/request for re-nomination of IMC members if they are found not active or ineffective in discharging their functions.

10.1.5 Pre-specified agenda for IMC

A minimum set of pre-specified agenda are discussed in every IMC meetings-Agenda to be specified by DGET. States may add to their requirements but keeping the minimum intact. ITIs will add issues as per their requirements.

10.1.6 Maintenance of Meeting Register

A separate meeting register is kept for recording of all key decisions and meeting details. Supervisory staff at regional/state/national level may periodically verify the registers and sign at the time of their visits.

10.1.7 Maintenance of Grievance Register

A grievance register is kept at the ITI for recording of grievances of trainees and faculty, action taken on these aspects are discussed as an agenda at every IMC meeting.

10.1.8 Display of IMC Members List

A Display board containing Names of IMC members, their designation and mobile no's are to be fixed prominently either at the entrance of the ITI or in the office room of the ITI. This will enhance access to IMC members for trainees and faculty in case of any need.

10.1.9 Separate Budget for IMC meetings

A separate budget towards meeting incidental expenses of IMC meetings may be pre-sanctioned by state Govt.

10.1.10 Additional Budget for meeting venue

While it is desirable IMC meetings are conducted in ITI premises, in few cases where there is no proper conference room/furniture is not available, ITI may be allowed to conduct the meeting in a suitable place nearby. In such cases, additional budget for 'meeting venue' could be sanctioned to particular ITI on case to case basis.

10.1.11 MoU for assistance in on the Job-training

State Govts identify all ITIs that do not have written MoUs and direct IMCs to sign at least one MoU each for assistance in on-the job training, periodical visit of expert faculty, and minimum of one visit for trainees to relevant industry/factory, employment and other assistance. State Govts support ITIs with the co-ordination from Department of Industries and Commerce, Tribal Welfare, Dept. of SC/ST welfare at state/district levels.

1.12 Enhancement of honorarium for visiting guest faculty (expert working in industry).

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Different rates to be adopted according to expertise, years of experience and location of ITI. Compensation will have three components (Remuneration for time devoted; Transport allowance, Food and accommodation). Guidelines to be issued by DGET on the rates of remuneration (Grade-A: more than 20 years of experience; Grade-B: 10-20 Years of Experience and Grade-C: 5-10 Years of Experience and Grade-D Less than 5 Years of Experience). Transport allowance Rates (Level-1: Metros; Level-2: Class-I and II; Level-3 Class-III and below). Food and accommodation (Refreshments for less than 3 hrs. on the same day; Lunch-for any engagement for more than 3 hrs. and Dinner allowance for any overnight journey involved). DGET allocates a separate fund of provision of expert faculty from industry initially for a period of 3 years with gradual decrease in support. IMCs identify experts/practicing professionals relevant to their trades and utilize this fund directly from DGET on reimbursement basis. It is estimated that with Rs.450 million to be disbursed annually, the scheme would be able to take 50 man days of expertise spread over one academic year to each Govt ITI. Reimbursement could be initially in the ratio of 80 percent from DGET, 10 percent each from state and respective IMCs.

10.2.0 Training counseling and Placement Cell (TCPC)

10.2.1 Compliance on TCPC

State Governments must be instructed to initiate steps for establishing TCPC in all ITIs and send compliance report within one month. It is also to be directed that TCPC is given a separate room for its functioning with minimum facilities such as Desk, Chair, Computer and telephone facility. In case of shortage of exclusive room for TCPC, as an interim measure, TCPC be provided space exclusively for 4 hours every day within the existing infrastructure available. A display board of TCPC (both in English and in local language) is fixed prominently in all TCPC offices.

10.2.2 Database application for TCPC

It is recommended that DGET develops a database application exclusively for the use of TCPC with capability for report generation. The database could be used for planning, supervision and monitoring of all activities of ITI if database modules are developed appropriately.

10.2.3 Appointment of TCPC Officer

Appointment of one full time TCPC officer with minimum of 5 years of experience in industry-Institution interface in training and placements. To begin with the appointments must be made in smaller ITIs, ITIs that are located in industrially backward regions and in Tribal belts. Based on the experience this can be extended to other ITIs in a phased manner.

10.2.4 Reward System for TCPC

In all other arrangements for the use of existing faculty, a set of guidelines along with tasks to be performed along with milestones and outputs to be generated must be prepared and reward systems be introduced for recognition of the achievements.

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10.3.0 Internal Efficiency of ITIs

10.3.1 Periodical Review

Systematic and periodical review based on data needs to be undertaken in every ITI. Data on Key Performance Indicators is reported but not reviewed with every ITI. Annual review of performance and specific ITI wise directions for improving the performance should be carried out for all ITIs

10.3.2 Admission Counseling

Admission counseling with every applicant and individual training plan for each trainee will help in reducing drop-outs

10.3.3 Periodical Review of Training

Periodical review of quality of training, individual learning needs, progress of learning milestones of trainees will help in enhancing pass-outs.

3.4 Filling up of Existing vacancies

States must be persuaded to fill up all existing vacant posts including contract positions

10.4.0 **Coverage of apprenticeship training**

10.4.1 Enhance coverage of Trade apprenticeship

There is a need to improve coverage of apprenticeship training

10.4.2 Local partners for apprenticeship training

ITIs with the help of IMCs should identify local industry partners for apprenticeship training.

10.4.3 Special assistance in rural and tribal areas

Special assistance in locating apprenticeship training be extended to ITIs in rural and tribal areas

10.4.4 Mechanism for exchange of information

There is a need to bring in a mechanism for exchange of information between ITI and apprenticeship system

10.5.0 **Improving Labour Market Outcomes**

10.5.1 Monthly Meetings for TCPC

TCPC must be asked to conduct monthly meetings among trainees of terminal year and give specific information on various industries that are located within the district/ nearby district and state.

10.5.2 Orientation on Job Positions

A list of possible job positions for each trade is prepared and list of companies that can be contacted must be prepared by TCPC and orientation is given to all students of ITIs

10.5.3 Counseling prior to Campus Placements

All campus placement efforts must be preceded by counseling and training of trainees for a period of at least 10 days

10.5.4 Assistance to ITIs in disadvantaged locations

Smaller ITIs, Rural and Tribal areas ITIs must be assisted in campus placement activities by lead ITIs nearby. Proper transport and accommodation facilities are arranged for trainees to

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attend the campus placement. Orientation to HR of visiting company must be carried out in order to reduce too much of expectation in areas of soft skills.

10.6.0 Extension of Project Period

Both Domestic and VTIP projects have come to the end of their period. It is strongly recommended that both Domestic scheme and VTIP project must be extended for a period of one and two years respectively.

10.7.0 Feedback mechanism on monitoring the quality of training delivery

Regular schedule for monitoring the quality of training delivery must be initiated and learner's feedback must be obtained and discussed at every ITI. DGET must support this by providing technical inputs as well as outsourced consultants to carry out the tasks

10.8.0 Health assistance program

A comprehensive health assistance program must be introduced by dovetailing the resources from Ministry of Health, NRHM, Tribal and Social Welfare departments.