



INDIA: Vocational Training Improvement Project

Mid-term Review Wrap Up
June 28, 2011

Key Project Data

- Project effectiveness date: Dec 17, 2007
- Project closing date: Dec 31, 2012
- Total Credit: USD 280 million
- Disbursement as of June, 14, 2011: 51%

Project Development Objective and Key Performance Indicators

PDO: *To improve the employment outcomes of graduates from the vocational training system, by making the design and delivery of training more demand responsive.*

KPIs:

- **Improved internal efficiency of the project ITIs:**
 - 20 percent increase over 5 years (to 73 percent) in the **proportion of pass-outs** from project ITIs that exit from the CTS system with an NCVT certificate, from a baseline of 61 percent;
- **Improved external efficiency of the project ITIs:**
 - 56 percent increase over 5 years (to 50 percent) in the proportion of project ITIs' pass-outs who find **employment** within one year of finishing training, from a baseline of 32 percent;
 - 25 percent increase over 5 years (to INR 3,206) in the **real monthly earnings** of employed pass-outs from project ITIs measured one year after graduation, as compared to the 2006 baseline of 2,421 INR

Project Components and sub-components:

- **Comp 1: Improving Quality of Vocational Training**
 - 1.1: Strengthening of ITIs: establishment of COEs and up-gradation of existing CTS trades
 - 1.2: Strengthening Instructors Training: establishment of ITN, improve entry-level, refresher and AM instructor training
 - 1.3: Incentive Funds
- **Comp 2: Promoting Systemic Reforms and Innovations**
 - 2.1: Promotion of Reforms: NVQF, training fund, develop replicable models for training in informal sector
 - 2.2: Innovations Fund
 - 2.3: Strengthening Capacity for Development of Curricula and Resource Materials
- **Comp 3: Project Management, Monitoring and Evaluation**
 - 3.1: Project Management: Establishment of NPIU and SPIU
 - 3.2: Monitoring and Evaluation: MIS, mid-term and end-term evaluation

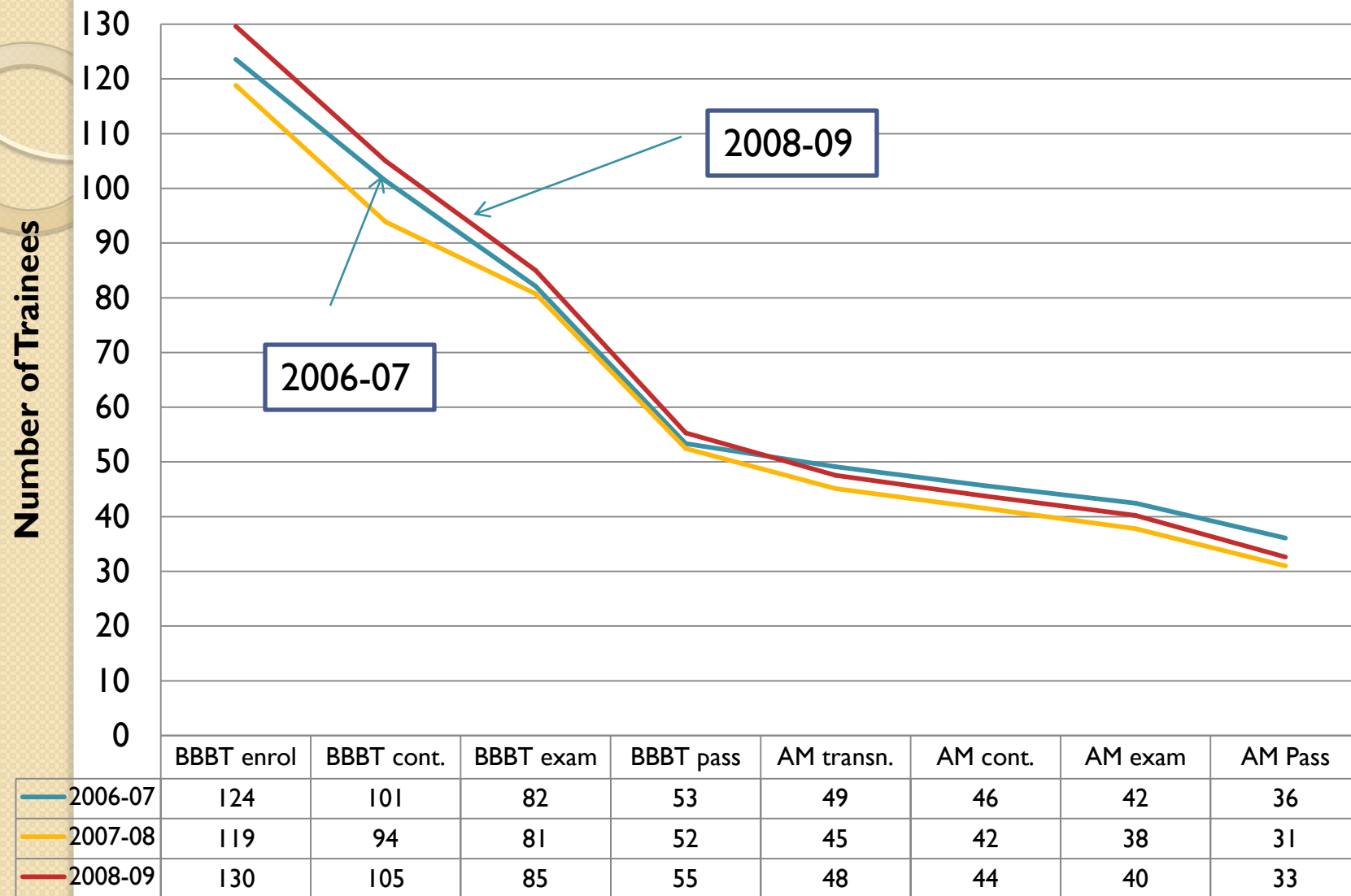
VTIP: Implementation Progress

- Progress on KPIs:
- Component and sub-component wise progress
- Some good practices
- Key challenges
- Some recommendations
- Do we need to do things differently?

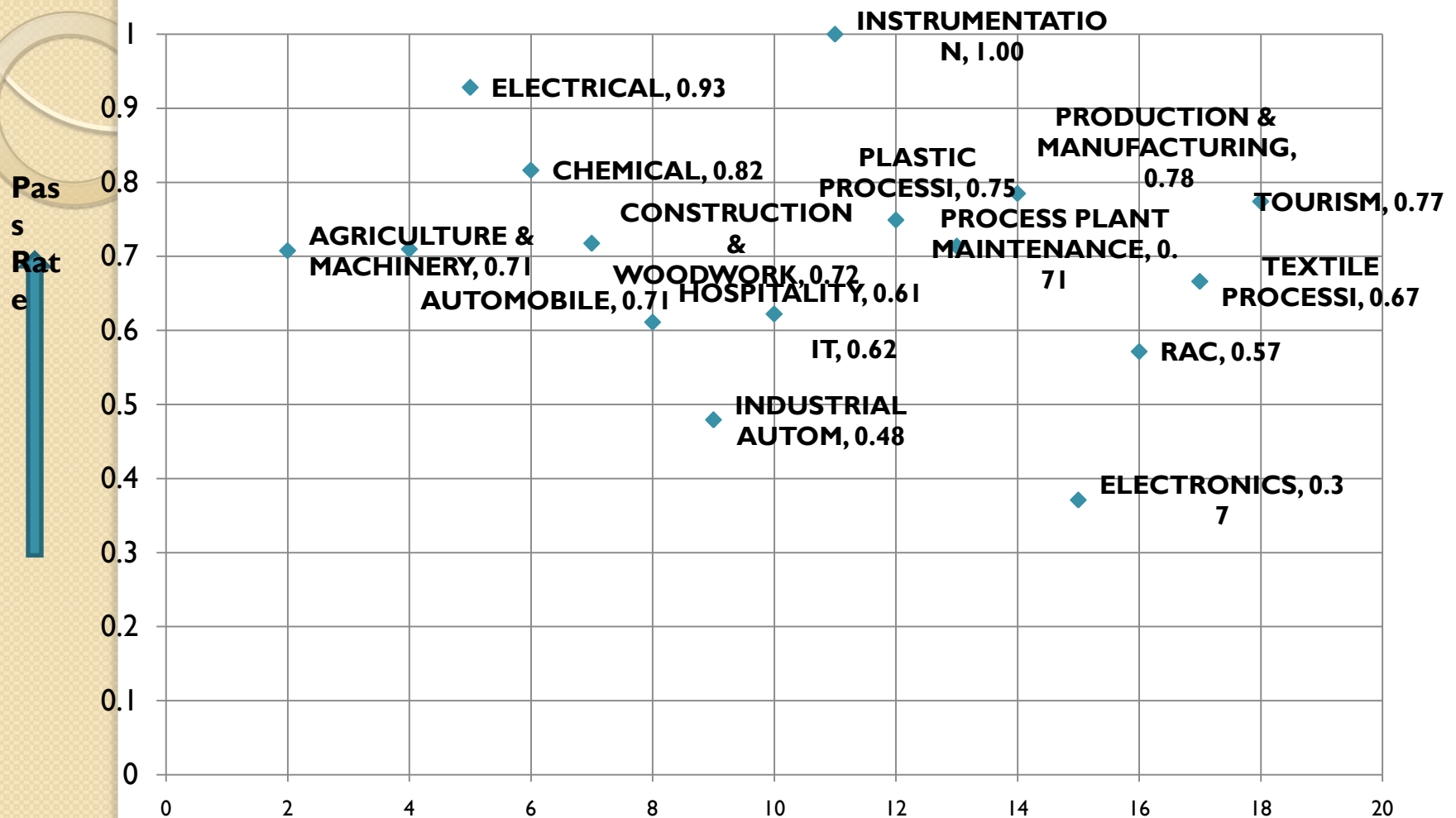
Academic Performance

Academic Efficiency	Batch of 2006-07 (%)	Batch of 2007-08 (%)	Batch of 2008-09 (%)
BBBT Enrolment Rate	103	99	107
BBBT Pass Rate	65	65	68
AM Transition Rate	92	86	84
AM Pass Rate	85	82	81

Progression through BBT and AM



Sector-wise Performance, BBT pass-rates, 2008-09



Specialized Modules

% ITIs reporting SM trainees being placed	60%
% ITIs reporting <i>joint certification</i> of SM trainees	50%
% ITIs reporting certificate recognized by Employers	50%

Principal and Instructor Position

Indicator	2009-10
Full-time Principals in Position	96%
Overall Instructor Position in Project ITIs <i>Baseline: 74%</i> <i>Target for Year 3: 80%</i>	90%
BBBT	90%
Regular	59%
Contract	31%
AM	46%
Regular	33%
Contract	16%
CTS	92%
Regular	82%
Contract	10%

Training of Instructors

FY	Advanced Module Training	Refresher Training	Total
2007-08	260	1297	1557
2008-09	184	1309	1493
2009-10	181	4177	4358
2010-11*	256	2384	2640
Total	881	9167	10048

*Provisional Data

Component and sub-component wise progress

- **Comp I: Improving Quality of Vocational Training**
 - **I.1: Strengthening of ITIs: establishment of COEs and up-gradation of existing CTS trades**
 - COE model is gaining ground: In many states- BBBT students are getting employment; evidence of lateral entry to AM
 - **I.2: Strengthening Instructors Training: establishment of ITN, improve entry-level, refresher and AM instructor training**
 - Facilities in ATIs, CTIs, and NVTI upgraded
 - Nine Instructor Training Wings (ITW) in nine states approved by DGE&T
 - **I.3: Incentive Funds**
 - Three states have been provided incentive funds: Maharashtra, Gujarat and Orissa

Component and sub-component wise progress

- **Comp 2: Promoting Systemic Reforms and Innovations**
 - **2.1: Promotion of Reforms: NVQF, training fund, develop replicable models for training in informal sector**
 - Design options based on lessons from international experience and 2 national workshops, international workshop on training the trainers
 - On-going work in automotive sector with industries, Sector Skills Council, SIAM and NSDC for standard development
 - **2.2: Innovations Fund**
 - Some states have submitted proposals: Orissa, Gujarat, Punjab, Karnataka, and Kerala
 - **2.3: Strengthening Capacity for Development of Curricula and Resource Materials**
 - NIMI's facilities have been up-graded: new IMPs developed for COE and CTS
 - CSTARI's facilities have been up-graded

Component and sub-component wise progress

- Comp 3: Project Management, Monitoring and Evaluation
 - 3.1: Project Management: Establishment of NPIU and SPIU
 - Hiring of Implementation Support Agency at national level is in process
 - Training on procurement and financial management, M&E, civil works and EMF
 - Many states have established fully staffed SPIU
 - 3.2: Monitoring and Evaluation: MIS, mid-term and end-term evaluation
 - MIS is under development- to be rolled out by Nov. 2011.
 - Three mid-term studies: (1) Tracer studies; (2) Management studies; (3) EMF, Assets and CW quality review, are being conducted


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STATES/UTs

- ANDHRA PRADESH
- ARUNACHAL PRADESH
- ASSAM
- BIHAR
- CHHATTISGARH
- DELHI
- GUJARAT
- HARYANA
- HIMACHAL PRADESH
- JAMMU AND KASHMIR
- JHARKHAND
- KARNATAKA
- KERALA
- MADHYA PRADESH
- MAHARASHTRA
- MANIPUR
- MEGHALAYA
- MIZORAM
- NAGALAND
- ORISSA
- PUNJAB
- RAJASTHAN
- SIKKIM
- TAMIL NADU
- TRIPURA
- UTTAR PRADESH
- UTTARANCHAL
- WEST BENGAL
- ANDAMAN & NICOBAR
- CHANDIGARH
- DADAR & NAGAR HAVELI
- DAMAN & DIU
- GOA
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National Websites

<http://labour.nic.in>
<http://planningcommission.nic.in>
<http://www.nic.in>
<http://www.education.nic.in>

International Websites

<http://www.worldbank.org>
<http://www.iveta.org/members>
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Centrally Funded Institutes

- AHI - BANGALORE
- ATI-EPI - DEHRADUN
- ATI-EPI - HYDERABAD
- ATI - CHENNAI
- ATI - HOWRAH
- ATI - HYDERABAD
- ATI - KANPUR
- ATI - LUDHIANA
- ATI - MUMBAI
- CSTRI - KOLKATA
- CTI - CHENNAI
- FTI - BANGALORE
- NIMI - CHENNAI
- NVTI - NODA

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Good practices:

- Campus environment management implemented in all ITIs: Maharashtra, Gujarat, M.P., Karnataka,
- States' initiative to make employers/industries to recognize COE for employment- Karnataka
- TCPCs: Maharashtra, Gujarat
- Students Scholarship: Punjab- raised scholarship for SC BPL students
- Salaries of contract faculty raised to more than Rs. 10,000 except WB, TN, Kerala, M.P., Karnataka & J&K. (Bihar Rs. 18,500)
- MOUs with industries: Maharashtra (27), J&K
- Resource Center in ITI: Uttarakhand, Gujarat

Key Challenges

- Regularization of AM instructors, filling up of AM instructors positions and their training
- Establishment of AM workshops
- 33 ITIs are yet to start civil works
- COE: BBBT sequencing, examination and certification, Specialized Module in industries
- Industry-institute linkage
- Low awareness about COE among employers/industries
- Aspiration of students for only public sector jobs
- Training, Counseling and Placement cells

Key Challenges: Training of Trainers

- **ITWs:** Staffing, capacity building to respond to instructors training needs in the host and neighboring states: what's their institutional and business development plan?
- **Instructors training:** Professional development approach, quality of available training, incentives for training.
- **Capacity of ATIs to train instructors:** Professional development of ATI staff
- **AHI:** AHI as the manager of ITN and master trainer development- lack of staff, orientation, and capacity

Some recommendations

- Increased focus on quality improvement: instructors training, SM in industry, stronger industry-institute interaction
- Implement **COE Expert Group** recommendations (25/1/2011)
- Implement **AHI Expert Group** Recommendations
- Develop instructors and master trainers **Professional Development Policy**
- Introduce distance mode in Training the Trainers and Trainees
- Improve efficiency of ATIs thru effective PPP: Let ATIs be example of PPP for ITIs and ITVs, partnership with international/national institutions of repute
- Training for ITI Principals- make it a part of the training systems.
- Study tours for national, state and ITI personnel within the country and outside
- Establish sector groups for continuous up-gradation of curricula and training standards.
- National and regional level sharing workshop and thematic workshops

Your thoughts and Suggestions!!!

- Do we need to do things differently?
- If yes, what are those?
- What needs to be done to sustain COEs?

Fiduciary systems

Procurement:

- Not publishing the Procurement Plans, NCB contract awards and list of contracts in the NPIU and SPIU websites
- Capacity constraints in NPIU & SPIU
- Time lag between civil works completion and procurement of goods
- Delays in procurement compliant handling

Issues identified in Post Procurement Review (13 states)

- Goods not yet installed or put in use – Bihar, MP, Jharkhand, Assam, West Bengal
- Request for Quotation issued to same set of firms and some of them are related to each other – Bihar, Jharkhand, Assam, WB
- Considerable delay in bid opening, payments, evaluation and award of contracts – Goa, Tripura, Delhi, Punjab
- Civil works executed by state construction corporation without issuing tenders – Bihar, Uttarakhand, Jharkhand
- Release of advance payment without Bank Guarantee – Goa
- Procurement using two envelope system – Three works in Maharashtra, Jharkhand (in Goods),
- Similar handwriting indicating possible collusive practices – MP, Uttarakhand, ATI- Kanpur, Assam
- Excess payment - Uttarakhand

Financial Management

- Complements to states and NPIU for submitting all audit reports for 2009-10
- Funds flow issues resolved except Assam
- Improved monitoring by the NPIU
- Timely submission of audit report for 2010-11
- Timely submission of IUFR
- Resolution of all audit objections at the earliest.



Thank you!