



Phase-2: Grading of Industrial Training Institutes (ITIs)

Framework and Methodology



**Directorate General of Training
Ministry of Skill Development and Entrepreneurship
Government of India**

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1. Background: Phase-1 of ITI Grading

Ministry of Skill Development and Entrepreneurship (MSDE) launched Phase-1 of ITI Grading in January 2017 and released the grading results of 4811 Industrial Training Institutes (ITIs) in June 2018.

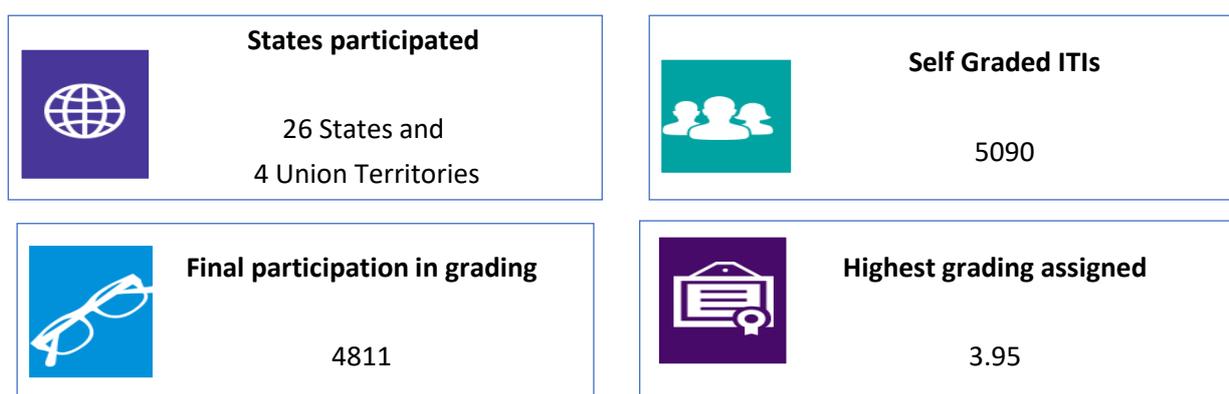
The Phase-1 grading of ITIs was a voluntary exercise with an aim to establish a quality assurance mechanism for both Government and Private ITIs. The grading results aimed to help trainees make informed choices about the institutions.

Salient features of Phase-1 of ITI Grading:

Grading of ITIs was a three step process starting with the online submission of self-grading by the respective ITI. This was followed by physical verification and data validation by a third party independent auditor. The final grading score was approved by Core Grading committee of experts constituted by Ministry of Skill Development and Entrepreneurship (MSDE).

- ITIs were graded on an overall scale of 0 to 5 based on 43 pre-defined parameters. The composite grade score of the institute reflected their current performance level of the ITI. Additionally, parameter wise score also enabled ITIs to find out the key areas where they can improve upon, resulting in overall improved performance of the ITIs in the country.
- To ensure transparency of the entire process, the grading score assigned by third party independent auditor was shared with the respective ITIs. The ITIs were given a chance to submit their grievances to the Grievance Committee, in case they were not satisfied by the third party grading score. Grievance Committee consisting of State Directorate and DGT officials looked into the grievances.

Summary: ITI Grading Coverage under Phase-1



2. Need for Phase-2 of ITI Grading

Currently, only 4811 ITIs have been graded out of 15000+ ITIs present in the country.

DGT, under the aegis of Ministry of Skill Development and Entrepreneurship (MSDE) intends to make it mandatory for all the ITIs in the country to get graded. Phase-2 of grading will offer

chance to remaining ITIs to get graded. Further, Phase-2 grading system has been made more outcome focussed by incorporating feedback from ITIs, state directorates, industry partners, and members of the Core Grading Committee.

Additionally, all the ITIs covered in Phase-1 of grading will also be given a chance to improve upon their existing grading under Phase-2.

3. Validity of Grading Result

The grading result will be valid for next 5 years from date of award of grade to the ITI. However, such ITI's may be given a chance to get re-graded even before 5 years, if there are changes in the grading parameters.

Additionally, if an already graded ITI (graded under Phase-1 of grading) goes for re-grading (under Phase-2 of grading), then the latest grading score will be considered while deciding on any future course of action (including but not limited to incentives, benefits) corresponding to that ITI. However, any benefit availed by the ITI based on the older grading score will not be withdrawn for that academic session. However, the latest grading score will be used for all future benefits from the next academic session.

Additionally, an ITI can get graded only once under Phase-2 of grading.

4. Incentives linked to ITI Grading

The Grading score of ITIs will be used to provide graded autonomy to them. Additionally, top graded ITIs will also be suitably incentivized. The incentives based on the grading scores will be decided from time to time.

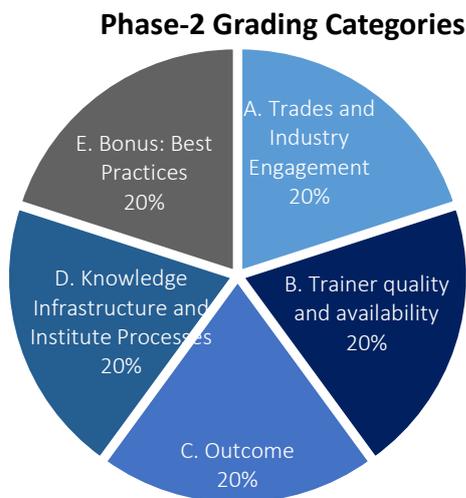
Following incentives are envisaged for top graded ITIs based on 10th meeting of NCVT Sub-Committee held on 28th August 2018:

- a) ITIs with grade ≥ 2.5 (both private and Government) will be self-centres for OMR based theory examination.
- b) Only ITIs with grade 2.5 or more (both private and Government) will be allowed to apply for addition of new trades/units on the affiliation portal.
- c) Only Private ITIs with at least 2.5 grade and Government ITIs with at least 2.0 grade will be eligible to receive financial support under STRIVE (World Bank Project).
- d) Principals and Instructors of ITIs (both private and Government) with 2.5 or more grade will be eligible for training in NSTIs or abroad, wherever possible
- e) Principals of top rated ITIs may be honoured at a National event.
- f) Grading of respective ITI as allocated to be displayed on NCVT MIS Portal. Additionally, states to display grades on their admission portals so that ITI applicants make informed choice.

Note: The incentives envisaged for top graded ITIs may be changed or modified in the future as per policy and/or decision of the Government of India.

5. Grading Framework: Grading of ITIs under Phase-2

There are 27 grading parameters categorized into 5 categories as described below:



The parameters corresponding to the above mentioned categories are as follows:

Category Name	Parameter #	Parameter
A. Trades and Industry Engagement	1	No. of Active MoUs existing with industry (MoU will be considered Active only if MoU is valid as on date and MoU has provided some benefit to ITI like trainee exposure program, internship/apprenticeship opportunity, industry sponsored infrastructure, training of instructor, industry expert lecture, placement assistance, assistance in curriculum revamp) Note: If any ITI is still using a machine provided by an industry under an older MoU, then that MoU will also be considered active provided the machine is still properly maintained and in working condition, as evidenced through videos And/or physical inspection
	2	CSR Support for ITI in developing training infrastructure
	3	Trainees who have been sent for "dual training" (%)
	4	Placement Cell and its functioning (Conduct of placements and the number of job fairs conducted)
B. Instructor quality and availability	5	Craftsmen Instructor Training Scheme (CITS) certification of available instructors (in eligible trades as per NCVT) (%)
	6	Number of ITI instructors who have completed short term refresher training (at least 5 days) at NSTI/Industry/any other Institute in last 2 years (%)
	7	Instructor vacancy against sanctioned posts (%)
	8	Percentage of guest instructor from Industry
C. Outcome	9	Pass rate (%) (Proportion of trainees who passed in first attempt as a percent of total hall tickets issued)
	10	Percentage of trainees passing in first attempt and scoring more >= 80 percent marks in the final exam
	11	Career Progression Rate % i.e. Rate of Wage Employment + apprenticeship engagement + higher studies + self-employment (%)

Category Name	Parameter #	Parameter
	12	Participation, Awards and accolades by Principal/trainees/Instructors/ITI at District / State / National/ International Level (including skill competitions etc.) in the last 2 years
D. Knowledge Infrastructure and Institute Processes	13	Functional IMC in case of Govt. ITI and similar institutional mechanism with at least one industry representative expert in case of Pvt. ITI
	14	Machine maintenance log books
	15	Availability of "full-time" ITI Principal and post-employment training. (Admin/management of at least 5 days).
	16	Availability of production centre generating revenues (excl. course fee) / earn with learn scheme as per audit report.
E. Bonus: Best Practices (ITIs need to score in only 5 parameters out of the 11 parameters in this category)	17	Playground/Horticulture/ Garden/Indoor Play Ground facilities
	18	Percent of trainees who were 10th pass on joining and got 12th Certificate after passing (Not Applicable for ITI younger than 3 years)
	19	Recognized Technological Innovation/Advancements
	20	Availability of new generation courses like IoT, Mechatronics, Drone Technology
	21	Sustainable measures being adopted by ITI viz. rain water harvesting, solar power utilization, utilization of scrap, and waste management
	22	Women oriented courses available in ITI (Courses related to Apparel/Dress making, Beauty and Wellness, Stenographer, COPA, Secretarial Assistant (English), Food Processing etc.)
	23	All the details of Instructors entered in NCVT MIS Portal
	24	Convocation Ceremony for ITI passed out
	25	Existence of functional Alumni association
	26	Diversity of Trades
	27	Fund Utilization by ITI (in case ITI was part of any of Centrally Sponsored Scheme such as viz. "Scheme for upgradation of 1396 Government ITIs in PPP Mode" , "Model ITI Scheme", "World Bank Funded VTIP Scheme")

Detailed grading framework has been detailed in Annexure. As detailed in the annexure, all parameters have been assigned a weightage and each parameter can be scored (0 to 5). The sum of weighted scores from all parameters will be used to calculate ITI grade (on a scale of 5.0) i.e. ITI Grade= (Summation of (weightage*score) across all parameters /100)

Note:

- In parameter categories A, B, C and D- Parameters in these categories are mandatory for all ITI. Hence if an ITI is a new ITI (i.e. ITIs which have not completed at least 2 years of operation from the date of grant of affiliation), following parameter will not be considered:

Category	Parameter #	Parameter
A. Trades and Industry Engagement	4	Placement Cell and its functioning (Conduct of placements and the number of job fairs conducted)

Category	Parameter #	Parameter
C. Outcome	9	Pass rate (%) (Proportion of students who passed in first attempt as a percent of total hall tickets issued)
	10	Percentage of trainees passing in first attempt and scoring more >= 80 percent marks in the final exam
	11	Career Progression Rate % i.e. Rate of Wage Employment + apprenticeship engagement + higher studies + self-employment (%)
D. Knowledge Infrastructure and Institute Processes	16	Availability of production center generating revenues (excl. course fee) / earn with learn scheme as per audit report.

Accordingly, weighted score of remaining parameters in the corresponding category will be accordingly scaled up for that “category”.

- **In category E (Bonus: Best practices)-** Since not all 11 parameters in this category are applicable to all the ITIs , hence an ITI may be required to score in only 5 parameters out of 11 parameters in this category to get full marks in this category.

6. Grading Methodology

The methodology for grading of ITIs will include following steps:



Step 1- Self –grading by ITIs: DGT will invite ITIs to participate in the grading exercise on an online portal/app. All the ungraded ITIs will grade themselves on grading parameters defined in grading framework detailed in Annexure. This self-grading will be done on NCVT MIS Portal. ITIs will mention “actual value” of the data/information against each parameter and keep the records ready for verification.

Note: Self-grading will be self-assessment by ITI and will have no bearing on the final grading of ITI.

Step 2- Field visit and data validation by external agency: Self-grading data submitted by ITI will be validated by third party external agency empanelled by DGT. A mobile app may be used for carrying out inspection based on the grading framework. Additional inspections may be carried out by DGT officials as well by State government officials. All such inspection reports will be loaded on online portal. DGT may also assign an official to visit ITIs on sample basis, validate the submitted data and provide scores against grading parameters.

Step3- Grievance resolution by Grievance Redressal Committee: The ITIs will be given a chance to submit their grievances to the Grievance Redressal Committee, in case ITIs are not satisfied by the third party grading score provided by external agency.

Grievance Redressal Committee will consist of representatives of State Directorate and DGT officials. The committee will look into the grievances of the ITIs and accordingly may

recommend on the revised ITI grading score.

Step4- Final ITI Grading by Core Grading Committee: The ITIs will be given a given a final grade by Core Grading Committee basis inputs of field visit reports, data validation reports as well as inputs of Grievance Redressal Committee. Draft final grade will be published on the DGT website. Core Grading Committee will be committee of experts from other ministries/ directorates/ autonomous bodies constituted by DGT.

Step5- Query resolution by Appellate Committee: ITIs can raise their concerns with the Appellate Committee in case they are not satisfied with the final grade allocated to them by the Core Grading Committee.

Appellate Committee will consist of representatives of DGT officials and Core Grading Committee. The committee will look into the queries related to final grade of the ITIs and will accordingly inform the DGT about the same.

Final grade will then be published on the DGT website.

Note: The process of Phase-2 grading of ITIs and declaration/ publication of final grading may be carried out in a lot-wise manner as deemed suitable by DGT.

7. Grading Parameters and their Significance

There are 27 grading parameters categorized into 5 categories. Following is the detailed description of grading categories and the corresponding parameters

A. Trades and Industry Engagement

1) No. of Active MoUs existing with industry

Collaboration of ITI with industries helps the training stay relevant and up-to-date with industry requirements and latest technologies. ITI can collaborate for industrial visits, internships/apprenticeship opportunities, placement assistance, industry expert lecture, instructor training, industry-sponsored infrastructure, assistance in curriculum revamp etc.

Documentary proof: Copy of active MoUs signed in last 2 calendar years and proof of benefit derived from the MoU like email/letter from the industry detailing the same validated through with pictures of ITI and physical inspection.

Additional Note: MoU will be considered Active only if MoU is valid as on date and MoU has provided some benefit to ITI like trainee exposure program, internship/apprenticeship opportunity, industry sponsored infrastructure, training of instructors, industry expert lecture, placement assistance, assistance in curriculum revamp)

If any ITI is still using a machine provided by an industry under an older MoU, then that MoU will also be considered active provided the machine is still properly maintained and in working condition, as evidenced through videos and/or physical inspection

2) CSR Support for ITI in developing training infrastructure

CSR is a good channel for engaging with the Industries for getting training infrastructure support. This signifies that the ITI has a good outreach and connect with the Industries.

Documentary proof: Photos/ video of the MoU like email/letter from the industry detailing the CSR support provided by industry. The proof of infrastructure created through such CSR activity should be supported by pictures of ITI and/or physical inspection.

3) Trainees who have been sent for dual training (%)

Dual training is defined as a system under which theory portion; basics about safety, tools & equipment; along with foundation practical are conducted at ITI whereas practical/lab training portion of the curriculum is provided in the industry.

Documentary proof: Copy of MoUs, indicating number of trainees, signed with industry for dual training in last one calendar year and through NCVT MIS portal (of last academic session)

4) Placement Cell and its functioning

Placement cell is expected to organize regular campus placement and job fairs for the benefit of the trainees. Additionally, the cell is also expected to be used for conducting additional placement allied activities such as counselling sessions for trainees, training in employability skills etc.

Documentary proof: Dates and photographs of such events conducted and copy of job offers given during such events

B. Instructor quality and availability

5) Craftsmen Instructor Training Scheme (CITS) certification of available instructors

Trained instructors are necessary to ensure that trainees are provided with the highest quality of teaching. This parameter is expected to track the CITS certification level of instructors as per NCVT norms in eligible trades. More the instructors certified with CITS in eligible trades, higher is the score.

Documentary proof: Undertaking from ITI Principal certifying instructors already certified or have undergone CITS training (as on date) in eligible trades. Certificate of instructors in eligible trades will be checked during inspection.

6) Number of ITI instructors who have completed short term refresher training (at least 5 days) at NSTI/Industry/any other Institute in last 2 years

Refresher training of instructors is important for keeping the instructors in touch with their skills and new developments in the trade, thus ensuring high quality of training. Higher the number of instructors who have undergone refresher training (at least 5 days) in the last 2 years, higher is the score.

Documentary proof: Certificate of ToT in eligible trades (as on date) and Proof of Instructor having undergone refresher Course

7) Instructor vacancy against sanctioned posts

The shortage of instructors at ITIs is a key challenge which has impact on effectiveness of training. The posts have been sanctioned keeping in mind the requirements, and so the ITIs are encouraged to fill up vacant posts in order to maintain the quality of training. Hence, higher the vacancy, lower is the score.

Documentary proof: Undertaking from ITI Principal certifying instructor vacancy in the ITI or through NCVT MIS portal (as on date) or through NCVT Affiliation Norms Calculation

8) Percentage of guest instructor from Industry

This indicates close tie-ups with industry and effective leveraging of the relations for the benefits of trainees. It is expected that guest instructor from industry can impart instructions about latest technologies in the industry and provide a different perspective.

Documentary proof: Email/Letter from instructor's employer and proof of salary/honorarium paid to guest instructors.

C. Outcome

9) Pass rate (%) (Proportion of trainees who passed in first attempt as a percent of total hall tickets issued)

Pass rate is an indicator which also showcases the quality of training. It is calculated by dividing the number of trainee who passed in first attempt as a percent of total number of hall tickets issued. Hence, higher the pass rate, higher is the score.

Documentary proof: Through NCVT MIS portal (of last academic session)

10) Percentage of trainees passing in first attempt and scoring more >= 80 percent marks in the final exam

This is an indicator of the quality of training, as a large number of trainees obtaining greater than or equal to 80 percent marks in the final exam means that the training imparted is effective. This parameter will be calculated by dividing the number trainees passing in first attempt and scoring more >= 80 percent marks in the final exam by the total trainees issued hall ticket for the final exam.

Documentary proof: Through NCVT MIS portal (of last academic session)

11) Career Progression Rate % (i.e. Rate of Wage Employment + apprenticeship engagement + higher studies + self-employment (%))

This shows an ability of an ITI to provide apprenticeship and employment opportunities (wage employment and self-employment) to its pass-out trainees.

Employment/placement (%) is a very important indicator of quality of training being imparted at ITI. If the placement is low then it reflects poorly on various facets of its training programs. More the number of pass-out trainees getting placed/employed or going into apprenticeships, higher is the score. It will be calculated by dividing the total number of trainees who have achieved career progression (i.e. wage employment, or self-employment, apprenticeship or undertaking higher education) by the total trainees pass outs of the ITI.

Documentary proof: Undertaking from ITI Principal certifying details of trainee (in last academic session) who have passed out and received wage employment, self-employment, and apprenticeship or have undertaken higher education (along with proof of trainee undergoing/undergone for higher education)

12) Participation, Awards and accolades by Principal/trainees/Instructors/ITI at District / State / National/ International Level (including skill competitions etc.)

Participation in skill competitions outside the ITI provides an opportunity to trainees for getting recognized for their excellence in skilling. It also boosting the enthusiasm of trainees and instructors towards learning.

Documentary proof: Documentary proof of award/accolade (like participation certificate/trainee medallion etc.) of participation in skill competition in the last 2 years.

D. Knowledge Infrastructure and Institute Processes

13) Functional IMC in case of Govt. ITI and similar institutional mechanism with at least one industry representative expert in case of Private ITI

IMC ensures that the ITI has proper institutional mechanism to effectively govern the institute. Functional IMC means that meetings of IMC have been held on a regular basis as per the agenda defined at the beginning of the year or session. A similar institutional mechanism for a Private ITI could be a society/board/trust which has at least one representative from industry or industry has a significant role to play in training operations through an appropriate forum. Further, the IMC or a similar institutional mechanism should be instrumental in facilitating industry-institute engagement.

Documentary proof: Certification of incorporation of IMC (or similar). For measuring functioning IMC, MoM of the last 3 meetings conducted in last 1 year to be verified.

14) Machine maintenance log book

Maintaining logbooks to record annual machine repair and maintenance should be a regular practice across the ITIs.

Documentary proof: Date and photos of updated machine log book (as on date)

15) Availability of “full-time” ITI Principal and post-employment training (Admin/management of at least 5 days)

Full time ITI Principal is important to ensure that an effective leadership provided to the institute which can steer it through various challenges being faced by it. It also motivates other staff to give-in their best and work collectively towards the success of the institute.

Post-employment training of ITI principal will enable him/her to understand the roles and responsibilities of principal related to ITI administration, overall management and providing necessary leadership to trainees and trainers

Documentary proof: Record of monthly salary deposit through “cheque /online payment” (of last 3 months at least) and record of post-employment training like certificate of attending such training program.

16) Availability of production centre generating revenues (excluding course fee) / earn with learn scheme as per audit report

It is expected that ITIs explore diverse revenue streams other than course fees to enhance the long term sustainability of institutes. One way could be to establish a “production centre” to produce and supply products as per industry demand. Similarly, a “service centre” corresponding to service related trades could also be set up to provide services and generate additional revenues. This parameter will encourage ITIs to explore this option and engage in “job-works” with industry to provide hands-on learning experience to the trainees in the ITI. Hence, ITIs with a production centre and generating additional revenues other than course fee will score high. ITIs have to mention the revenues earned as per audit report.

Documentary proof: Audit report of last financial year

E. Bonus: Best Practices

Note: This category consists of 11 parameters. However, since all of these parameters might not be applicable to all the ITIs, hence only top 5 parameters (under this category) will be scored.

17) Playground/Horticulture/ Garden/Indoor Play Ground facilities

Facilities such as Playground/Horticulture/Garden/Indoor Play Ground are necessary for conduction and promotion of extra-curricular activities such as sports, cultural events etc. which are essential for ensuring holistic learning, as they provide opportunity to learn values of patience, team spirit, etc.

Documentary proof: *Photos/ videos of the facilities along with physical inspection*

18) Percent of trainees who were 10th pass on joining and got 12th Certificate after passing (Not Applicable for ITI younger than 3 years)

Providing a 12th standard equivalent certificate to trainees who studied for 2 years after 10th standard ensures that they can smoothly transition to further education opportunities without being hindered by lack of certification.

Documentary proof: *Through NCVT MIS portal (of last academic session) and copy of equivalence certificate facilitated through ITI*

19) Recognized Technological Innovation/Advancements

Recognition granted for Innovation/Advancements are an indicator of research and innovation activities taking place in an ITI. This could provide self-employment opportunities to ITI trainees provided there is an adequate arrangement for incubation and commercialization of the idea/product/service.

Documentary proof: *Physical copy of proof of recognition from national/state level entrepreneurship/incubation cells like Atal Tinkering Labs/ other innovation labs.*

20) Availability of new generation courses like IoT, Mechatronics, Drone Technology

This signifies that training provided at the ITI contributes to manpower requirement as per changing needs of the economy. It also shows ITI's progressiveness in carrying out skill development activities. Hence, more the number of seats offered in new generation courses, higher is the score.

Documentary proof: *Through NCVT MIS portal (of last academic session)*

21) Sustainable measures being adopted by ITI viz. rain water harvesting, solar power utilization, utilization of scrap, and waste management

These measures are important to ensure the efficient utilization of resources which are limited in nature, or whose over-use results in ecological damage. Rain water harvesting helps recharge the water level, reducing the ITI's dependence for water from external sources. Using solar electricity, recycling/reuse of scrap and efficient waste management help minimize the negative effects on the environment.

Documentary proof: *Photos/ videos of the facilities along with physical inspection*

22) Women oriented courses available in ITI

Women oriented courses such as Courses related to Apparel/Dress making, Beauty and wellness, Stenographer, COPA, Secretarial Assistant (English), Food Processing etc. improve the representation of female trainees in overall trainee strength of ITI, creating a women

friendly training environment. It also showcases the effort of ITI management to admit more women trainees.

Documentary proof: *Through NCVT MIS portal (of last academic session)*

23) All the details of Instructors entered in NCVT MIS Portal

It is important that database of instructors is available on the MIS so that information may be used for the benefit of the ITI such as conducting training of instructors, capacity development etc.

Documentary proof: *Through NCVT MIS portal (of last academic session)*

24) Convocation ceremony of ITI pass outs

Convocation ceremony conducted for pass-out trainees gives the feeling of ownership/ belongingness towards the institute they belong to.

Documentary proof: *Date and photos of last convocation ceremony*

25) Existence of functional Alumni association

Alumni association helps keep the trainee pass outs remain connected to their alma mater. This has several benefits for ITI, such as improved tracking of pass out trainees, building a support network for the ITI that can contribute towards the needs of the ITI such as placement assistance, guest lectures for ITI etc.

Documentary proof: *Photos of Charter of alumni association*

26) Diversity of Trades

This signifies that training provided at the ITI is not limited to traditional trades, and that the ITI is proactive in providing skill development opportunities. Hence, if the ITI is offering greater than equal to four trades, ITI will score on this parameter.

Documentary proof: *Through NCVT MIS portal (of last academic session)*

27) Fund Utilization by ITI

This is a measure of the willingness and efficiency of the ITI management for carrying out reform and development activities by using the funds provided under various schemes. This parameter is applicable to only those Govt. ITI who have been part of any Centrally Sponsored Scheme such as viz. "Scheme for upgradation of 1396 Government ITIs in PPP Mode", "Model ITI Scheme", "World Bank Funded VTIP Scheme"

Documentary proof: *Fund utilization certificate*

8. Tentative Timelines

Phase-2 of ITI grading process is expected to commence from December 2018 and expected to be completed by December 2019. The final grading will be published on DGT website. The timelines for each step are defined below:

S.No.	Action Items	Timelines
1	Self-grading by ITI	January 2019 to February 2019
2	Selection of third party grading agency	December 2018 to March 2019
3	Field visit, data validation and report submission by external agency	March 2019 to October 2019
4	Grievance resolution by Grievance Committee	September 2019 to November 2019
5	Draft grading by Core Grading committee and publishing on DGT website	December 2019
6	Query resolution by Appellate Committee	December 2019
7	Final grading published after resolution by Appellate Committee	December 2019

Annexure: Detailed ITI Grading Framework

Category Name	Category weight age	Parameter #	Parameter	Parameter Weight age	Max Parameter Score	0	1	2	3	4	5
A. Trades and Industry Engagement	20	1	No. of Active MoUs existing with industry	5	5	No Active MoU	Up to 1 MoUs Active	2 MoUs Active	3 MoUs Active	4 MoUs Active	5 or greater than 5 Active MoUs
		2	CSR Support for ITI in developing training infrastructure	5		No CSR Support from any company for ITI	Up to 1 company supporting ITI with CSR		2-3 companies supporting ITI with CSR		>3 companies supporting ITI with CSR
		3	Trainees who have been sent for "dual training" (%)	5		Less Than 10% of the total seats offered at ITI are offered in dual training mode	>=10% to less than 20%	>=20% to less than 30%	>=30% to less than 40%	>=40% to less than 50%	>=50% and above
		4	Placement Cell and its functioning (Conduct of placements and the number of job fairs conducted)	5		ITI doesn't have a placement cell		ITI does have a placement cell BUT Placement cell has organized NO regular campus placement drives OR job fairs in last 1 academic year		ITI does have a placement cell AND Placement cell has organized ATLEAST ONE regular campus placement drives OR job fairs in last 1 academic year BUT Placement cell has not undertaken initiatives beyond regular campus placement drives and job fairs to improve placement (e.g. counselling sessions for trainees, training in employability skills etc.)	ITI does have a placement cell AND Placement cell has organized ATLEAST ONE regular campus placement drives OR job fairs in last 1 academic year AND Placement cell has undertaken initiatives beyond regular campus placement drives and job fairs to improve placement (e.g. counselling sessions for trainees, training in employability skills etc.)

Category Name	Category weight age	Parameter #	Parameter	Parameter Weight age	Max Parameter Score	0	1	2	3	4	5
B. Instructor quality and availability	20	5	Craftsmen Instructor Training Scheme (CITS) certification of available instructors (in eligible trades as per NCVT) (%)	5	10	Less than 40% Instructors are certified	>=40% to Less Than 50% Instructors are certified	>=50% to Less Than 60% Instructors are certified	>=60% to Less Than 70% Instructors are certified	>=70% to Less Than 80% Instructors are certified	>=80% and above Instructors are certified
		6	Number of ITI instructors who have completed short term refresher training (at least 5 days) at NSTI/Industry/any other Institute in last 2 years (%)	5		<5% Instructors have undergone refresher training in the last 2 years	>=5% to less than 10% Instructors have undergone refresher training in the last 2 years	>=10% to less than 20% Instructors have undergone refresher training in the last 2 years	>=20% to less than 30% Instructors have undergone refresher training in the last 2 years	>=30% to less than 40% Instructors have undergone refresher training in the last 2 years	>=40% Instructors have undergone refresher training in the last 2 years
		7	Instructor vacancy against sanctioned posts (%)	5		25% and above	>=20% to less than 25%	>=15% to less than 20%	>=10% to less than 15%	>=5% to less than 10%	less than 5%
		8	Percentage of guest instructor from Industry	5		Less than 5%	>=5% to less than 10%	>=10% to less than 15%	>=15% to less than 20%	>=20% to less than 25%	>=25% and above
C. Outcome	20	9	Pass rate (%) (Proportion of trainees who passed in first attempt as a percent of total hall tickets issued)	8		Less Than 40%	>=40% to less than 60%	>=60% to less than 70%	>=70% to less than 80%	>=80% to less than 90%	>= 90% and above
		10	Percentage of trainees passing in first attempt and scoring more >= 80 percent marks in the final exam	4		Less Than 4%	>=4% to less than 6%	>=6% to less than 7%	>=7% to less than 8%	>=8% to less than 9%	>= 9% and above
		11	Career Progression Rate % i.e. Rate of Wage Employment + apprenticeship engagement + higher studies + self-employment (%)	5		less than 40%	>=40% to less than 60%	>=60% to less than 70%	>=70% to less than 80%	>=80% to less than 90%	>=90% and above

Category Name	Category weight age	Parameter #	Parameter	Parameter Weight age	Max Parameter Score	0	1	2	3	4	5
		12	Participation, Awards and accolades by Principal/trainees/Instructors/ITI at District / State / National/ International Level (including skill competitions etc.) in the last 2 years	3		Principal/Trainees/Instructors haven't participated in any Skill India Competition (State/Central/International)	Principal/Trainees/Instructors have participated in at least one Skill India Competition (State/Central/International)	Principal/Trainees/Instructors have participated in at least one Skill India Competition (State/Central/International) And Principal/Trainees/Instructors or ITI have won 1-2 awards cumulatively across District / State / National/ International Level	Principal/Trainees/Instructors have participated in at least one Skill India Competition (State/Central/International) And Principal/Trainees/Instructors or ITI have won 3-4 awards cumulatively across District / State / National/ International Level	Principal/Trainees/Instructors have participated in at least one Skill India Competition (State/Central/International) And Principal/Trainees/Instructors or ITI have won 5-6 awards cumulatively across District / State / National/ International Level	Principal/Trainees/Instructors have participated in at least one Skill India Competition (State/Central/International) And Principal/Trainees/Instructors or ITI have won >6 awards cumulatively across District / State / National/ International Level
D. Knowledge Infrastructure and Institute Processes	20	13	Functional IMC in case of Govt. ITI and similar institutional mechanism with at least one industry representative expert in case of Pvt. ITI	6		IMC or similar structure has not been constituted	IMC has been constituted but all posts as per the requirement are not filled	IMC has been constituted but not functional	IMC has been constitutional and functional. IMC meets at least once in a year	IMC has been constitutional and functional. IMC meets at least twice in a year	IMC has been constituted and functional. IMC meets at least once in a quarter.
		14	Machine maintenance log books	4		No such log books available or the log books not up to date					Updated log books available
		15	Availability of "full-time" ITI Principal and post-employment training. (Admin/management of at least 5 days).	6		No Full Time ITI Principal			Full Time ITI Principal exists but no provision of post-employment training(of administration/management employees for at least 5 days)		Full Time ITI Principal exists and provision of post-employment training(of administration/management employees for at least 5 days)

Category Name	Category weight age	Parameter #	Parameter	Parameter Weight age	Max Parameter Score	0	1	2	3	4	5
		16	Availability of production center generating revenues (excl. course fee) / earn with learn scheme as per audit report.	4		<i>Production center /earn with learn scheme with up to INR 50,000 revenues per annum</i>			<i>Production center /earn with learn scheme with >=INR 50,000 to less than 1lakh revenues per annum</i>		<i>Production center /earn with learn scheme with >=INR 1lakh revenues per annum</i>
E. Bonus: Best Practices	20	17	Playground/Horticulture/ Garden/Indoor Play Ground facilities	4		<i>Such facilities are not available or not maintained</i>					<i>Such facilities are available and maintained</i>
		18	Percent of trainees who were 10th pass on joining and got 12th Certificate after passing (Not Applicable for ITI younger than 3 years)	4		<i>Less than 50%</i>					<i>>=50% and above</i>
		19	Recognized Technological Innovation/Advancements	4		<i>No Recognized innovation</i>					<i>At least one Recognized innovation</i>
		20	Availability of new generation courses like IoT, Mechatronics, Drone Technology	4		<i><60 seats being offered in the ITI</i>					<i>>=60 seats offered in such courses</i>
		21	Sustainable measures being adopted by ITI viz. rain water harvesting, solar power utilization, utilization of scrap, and waste management	4		<i>NO such measures adopted by ITI</i>					<i>At least one of these measures adopted by ITI</i>

Category Name	Category weight age	Parameter #	Parameter	Parameter Weight age	Max Parameter Score	0	1	2	3	4	5	
		22	Women oriented courses available in ITI (Courses related to Apparel/Dress making, Beauty and Wellness, Stenographer, COPA, Secretarial Assistant (English), Food Processing etc.)	4		<60 seats being offered in such courses					>=60 seats offered in such courses	
		23	All the details of Instructors entered in NCVT MIS Portal	4		Completed details of instructors are not available on MIS					Completed details of instructors are available on MIS	
		24	Convocation Ceremony for ITI passed out	4		No						Yes
		25	Existence of functional Alumni association	4		No						Yes
		26	Diversity of Trades	4		<4 trades offered in ITI						>=4 trades offered in ITI
		27	Fund Utilization by ITI (in case ITI was part of any of Centrally Sponsored Scheme such as viz. "Scheme for upgradation of 1396 Government ITIs in PPP Mode", "Model ITI Scheme", "World Bank Funded VTIP Scheme")	4		<80% Fund utilization as a percentage of total funds released to the ITI (total across such schemes)						>80% Fund utilization as a percentage of total funds released to the ITI (total across such schemes)

