

## Chapter-23

### DIRECTORATE GENERAL OF EMPLOYMENT AND TRAINING

#### BACKGROUND

23.1 The Directorate General of Resettlement and Employment (DGR&E) now known as Directorate General of Employment and Training (DGE&T) was set up in July 1945 for the purpose of resettling demobilized Defence Service personnel and discharged War Workers in civil life.

23.2 After Independence, the Directorate was also called upon to handle the work relating to displaced persons from Pakistan. Subsequently, the scope of the Directorate was extended to cover employment service to all categories of job seekers in early 1948, and training services to all civilians in 1950.

23.3 In pursuance of the recommendations of the Training and Employment Service Committee (Shiva Rao Committee set up in 1952), the day-to-day administrative control of the Employment Exchanges and Industrial Training Institutes (ITIs) was transferred to the State Governments / Union Territory Administrations with effect from 1.11.1956 on cost sharing basis between the Centre and the States.

23.4 Cost sharing by the Centre with the State Governments to the extent of 60% of the cost of the Establishment was continued up to 31.03.1969 after which the scheme was discontinued, based on the decision taken by the National Development Council in May 1968.

23.5 With each successive Five Year Plan, there has been considerable expansion of the activities of the Employment Service and Training Service in the Centre and the States. The total number of Employment Exchanges functioning at the end of August, 2004 was

947 (including 82 University Employment information and Guidance Bureaux); and the total number of Industrial Training Institutes (both Government and Private) was 5068 with a seating capacity of 7.30 Lakh.

23.6 The Directorate General is headed by the Director General of Employment & Training / Joint Secretary to the Government of India. The organizational set-up of the Directorate General consists of three principal wings namely Directorate of Employment, Directorate of Training and Secretariat Wing.

#### RESPONSIBILITIES

##### EMPLOYMENT SERVICE

23.7 Plans and formulates programmes for expansion and development of national employment service in consultation with State Governments.

23.8 Coordinates the work of Employment Service in States.

23.9 Conducts regular training programme and develop staff training material for the Employment Service personnel.

23.10 Carries out a continuous programme of evaluation of policies, procedures and working practices of Employment Exchanges in the States with a view to assessing and advising the State Governments on the progressive development of the service and to ensure that National Policies, Standards and Procedures are effectively implemented.

23.11 Provides a central agency for adjusting surpluses and shortages in certain specified areas where recruitment requires wider circulation.

23.12 Collects and disseminates Labour Market Information and prescribe uniform reporting procedures for the organized sector and Employment Exchanges.

23.13 Co-ordinates vocational guidance and career counseling services rendered through Employment Exchanges and University Employment Information and Guidance Bureau (UEIGBx) to the unemployed youth for choosing and planning their career suited to their abilities and skills.

23.14 Evaluates residual capabilities of handicapped persons and to provide them adjustment training in order to facilitate their economic rehabilitation.

23.15 Establishes coordination and consultation with the Ministries of the Government of India whose activities affect the employment situation in the country.

23.16 Provides vocational guidance and training in confidence building to SC/ST job seekers.

### **VOCATIONAL TRAINING**

23.17 Craftsmen Training Scheme (CTS) in ITIs and Apprenticeship Training Scheme (ATS) (mainly in industrial establishment) are the two important schemes. CTS products are deemed to be semi-skilled and ATS is expected to produce skilled workers. In ATS, there is a provision for rebate in case relevant ITI training has been successfully completed.

23.18 Development of training programme at the national level, particularly in the area concerning common policies, common standards and procedures.

23.19 Training of instructors, Trade testing and certification.

23.20 Vocational training in some of the specialized areas, including training of women through the field institutes under its direct control.

23.21 Research in vocational training and development of instructional material.

23.22 Implementation of Apprenticeship Act, 1961 in respect of trade apprentices.

### **STATUTORY PROVISIONS**

23.23 The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 and Rules made thereunder.

23.24 The Apprentices Act, 1961 and Rules made thereunder.

### **NON-STATUTORY BODIES AND BODIES SET UP UNDER THE PROVISION OF THE ACT**

#### **Non – Statutory Bodies**

- Working Group on National Employment Service.
- National Council for Vocational Training (NCVT).

#### **Statutory Body**

Central Apprenticeship Council (CAC)

### **INFRASTRUCTURE AVAILABLE**

#### **EMPLOYMENT SERVICE**

#### **WITH STATE GOVERNMENTS**

- 943 Employment Exchanges (including 42 Special Employment Exchanges for Handicapped) throughout India
- 41 Special Cells for Handicapped persons are functioning in 41 Employment Exchanges in different States.
- Most of the States have a Directorate of Employment located in the State capital.

### WITH CENTRAL GOVERNMENT

- 17 Vocational Rehabilitation Centres for Handicapped persons located in 16 states.
- 22 Coaching-cum-Guidance Centres for SCs/STs.
- A Central Institute for Research and Training in Employment Service (CIRTES) located in New Delhi.
- Central Employment Exchange under Directorate of Employment at New Delhi.

A chart showing Subordinate / Field Offices under DGE&T is given at Table 23.1

### TRAINING DIRECTORATE

#### WITH STATE GOVERNMENT

- 5068 Industrial Training Institutes, 1883 in Government sector and remaining 3185 in private sector, with a total seating capacity of 7.30 Lakh have been imparting training to the potential trained manpower/entrepreneur.
- Each State Governments has a Directorate of Technical Training/ Directorate of Employment & Training mostly located in the State capital, which is responsible for implementation of training programmes run by the ITIs, and for implementation of the provisions of Apprentices Act in respect of State Government and private establishments.

#### WITH CENTRAL GOVERNMENT

- Six Advanced Training Institutes at Kolkata, Chennai, Kanpur, Hyderabad, Ludhiana and Mumbai.
- Central Training Institute for Instructors, Chennai.
- Two Advanced Training Institutes for Electronics and Process Instrumentation at Hyderabad and Dehradun.

- Central Staff Training and Research Institute, Kolkata.
- Six Regional Directorates of Apprenticeship Training at Mumbai, Kanpur, Kolkata Chennai, Hyderabad & Faridabad.
- National Vocational Training Institutes for Women, Noida (U.P.).
- Ten Regional Vocational Training Institutes for Women at Mumbai, Bangalore, Thiruvananthapuram, Hissar, Kolkata, Tura, Indore, Allahabad, Vadodara & Jaipur.
- Two Foremen Training Institutes at Bangalore and Jamshedpur.
- Four Model Industrial Training Institutes at Haldwani (U.P.), Calicut (Kerala), Chowdwar (Orissa) and Jodhpur (Rajasthan).
- National Instructional Media Institute, Chennai. (Previously known as CIMI)
- Apex Hi-Tech Institute, Bangalore.
- Directorate of Training in New Delhi.

### TOTAL NUMBER OF EMPLOYEES IN DGE&T

23.25 The Directorate General of Employment & Training and its subordinate offices have on their roll 2604 employees, out of whom 317 are Group, 'A' officers, 360 Group 'B' officers, 1306 Group 'C' employees and 621 Group 'D' employees.

### HIGHLIGHTS

#### EMPLOYMENT SERVICE

23.26 DGE&T neither formulates any employment policy nor does it implement any employment generation scheme. Its role is to co-ordinate and oversees the employment generation taking place in the economy through the National Employment Service in India. The network of employment service has expanded from 18 Employment Exchanges to 947 Employment Exchanges as on 31-8-2004.

23.27 One of the important roles played by the Employment Exchanges is to motivate and guide the unemployed youths for self-employment. In 23 selected Employment Exchanges, Special Cells for Promotion of Self-Employment have been working. Upto the end of May 2004, 79082 persons had been placed in self-employment.

23.28 During the period under report 362 Vocational Guidance Units in Employment Exchanges and 82 University Employment Information and Guidance Bureaux (UEIGBX) within the Universities Campuses have been functioning in the country to give Vocational Guidance to job-seekers.

23.29 In order to maintain authentic Labour Market Information, Employment Service in the States has been implementing the Employment Market Information (EMI) programme. The programme covers all establishments in the Public Sector and non-agricultural establishments in the Private Sector employing 10 or more workers. A total of 2.88 lakh establishments were covered under the EMI programme as on 31<sup>st</sup> March, 2002.

**23.30** Coaching-cum-Guidance Centres for SCs/STs have been set up. Vocational guidance and training in Confidence Building is provided to SC/ST job seekers through these Centres. Besides, the facilities for practicing shorthand and typing are also provided to SC/ST job seekers in 13 Coaching-cum-Guidance Centres (CGCs) These Centres have also been arranging Pre-Recruitment Training Programme for SC/ST candidates to improve their employability in competitive examinations conducted by the Staff Selection Commission, Institutes of Banking Personnel Selection, etc. for Group "C" and equivalent posts. During January 2004 to September 2004, 8756 candidates could use the facilities provided at CGCs to practice typing and shorthand

and 1912 candidates participated in the Pre-Recruitment Training Programme organised by CGCs.

23.31 Seventeen Vocational Rehabilitation Centres (VRCs) for handicapped have been functioning in the country, out of which, one Centre at Vadodara has been set up exclusively for women with disabilities. These Centres evaluate residual capabilities of handicapped persons, and provide them adjustment training in order to facilitate their economic rehabilitation. During 2004, these centres registered 22292, evaluated/trained 22096 and rehabilitated 7896 persons with disabilities.

23.32 Placement service to the disabled Ex-servicemen/Border Security Force personnel and their dependents are provided through an Ex-servicemen Cell set up in DGE&T (Hqrs.). At the end of October 2004, there were 214 disabled soldiers and 2293 dependents awaiting employment assistance through the Ex-servicemen Cell.

23.33 Central Institute for Research & Training in Employment Service (CIRTES) is responsible for training of officers of the Employment Service, for conducting research in matters relating to various activities of the employment services and in bringing out career literature. During November 2003 to October 2004, CIRTES organized 10 training courses for Employment Officers and released three-career literature.

## VOCATIONAL TRAINING

23.34 Skill building and training contributes significantly for promoting the interests of individuals, enterprises, economy and society. Technological changes, changes in financial markets, the emergence of global markets for products and services, international competition, new business strategies, new management practices, new forms of business organization are among the more

significant developments that are transforming the world of work. Skill building and training, a central pillar of decent work, is a means to empower people, improve the quality and organization of work, enhance citizens' productivity, raise workers' incomes, improve enterprise competitiveness, promote job security and social equity and helps individuals become more employable in rapidly changing internal and external labour markets.

23.35 India like any other developing country continues to improve quality of productivity throughout the economy by systematic supply of trained manpower to the Industry through various vocational training programmes. Brief of these programmes has been given in the following Para's. Details of these programmes are given in the subsequent chapters.

### **CRAFTSMEN TRAINING**

23.36 To sustain adequate supply of skilled workers, and also for value creation through dynamic vocational training policy and infrastructure, 199 new (Industrial Training Institutes) ITIs have been opened this year increasing it from 4751 last year to 5068 located all over the country with a total seating capacity of 7.30 lakh to impart training in 98 trades. With the view to provide need based training in the changing scenario existing trades have been revised, obsolete trades have been deleted and new trades have been introduced.

23.37 Apart from ITIs/ITCs, Craftsmen Training in 22 trades is also imparted through 6 Model Training Institutes (MTIs) attached to 5 Advanced Training Institutes (ATIs) and one Central Training Institute (CTI) under the DGE&T. Besides, one National Vocational Training Institute (NVTI) and 10 Regional Vocational Training Institutes (RVTIs) have been imparting craftsmen training in women's occupation.

23.38 About 70% of the training period is allocated for imparting practical training. Theoretical training is given in subjects related to Trade Theory, Workshop Calculations & Science, Engineering Drawing and Social Studies (which also includes a module on Information Technology).

23.39 In order to reorient the training modules as per the changing skill requirements of the industries, broad based craftsmen training on modular pattern is offered in 4 Model Industrial Training Institutes (MITIs) at Haldwani, Calicut, Jodhpur and Choudwar under the DGE&T.

### **APPRENTICESHIP TRAINING SCHEME**

23.40 It is obligatory on the part of employers both in Public and Private sector establishments having required training infrastructure as laid down under the Apprentices Act, to engage apprentices. The Act covers 254 group of industries and about 20700 establishments engage apprentices.

23.41 153 trades in 32 trade groups have been designated for trade apprentices. As against 253541 training seats available, 170848 apprentices have been undergoing training as on 30.6.2004.

23.42 102 subject fields have been designated for Graduate & Technician Apprentices and 95 for Technician (Vocational) Apprentices. As against 76182 training seats located for these categories, 48,744 have been utilized as on 30.6.2004. Further details can be seen at **Chapter 29**.

### **CRAFT INSTRUCTORS' TRAINING SCHEME**

23.43 Qualified trainers are the fundamental key to providing quality skill development for helping trainees reach high standards in vocational competencies.

Their training and retraining is critical element of any successful training system. This is important for ensuring their employability and facilitating their transition from training to work or further training. In the current year a total of 1050 trainers from all over the country were trained in 27 trades through 5 ATIs and Central Training Institutes for instructors. Details are given at **Chapter 30**.

#### **ADVANCED VOCATIONAL TRAINING SCHEME**

23.44 Advanced Training programmes ensure that the individual's skills and competencies improve as technology and skill requirements change. It also ensures the personal and career development of workers and results in increasing in aggregate productivity and income. With this view, training of workers to over 1,01,090 industrial workers in the advanced vocational areas has been provided through 6 Advanced Training Institutes and 16 ITIs in the current year. To meet the growing demand, the facilities were extended to 30 more ITIs. More details are given at **Chapter 30**

#### **ADVANCED VOCATIONAL TRAINING IN ELECTRONICS AND PROCESS INSTRUMENTATION**

23.45 Two Advanced Training Institutes in Electronics and Process Instrumentation set up at Hyderabad and Dehradun offer advanced vocational training courses in the field of Electronics and Process Instrumentation. A total of 2369 short term and long term courses were conducted at two institutes since inception and 28860 trainees have been trained up to October 2004. During the year 2004-2005, 265 courses have already been conducted and 1827 participants have been trained at these institutes.

#### **SUPERVISORY TRAINING / FOREMAN TRAINING**

23.46 Short-term/tailor-made programme and long-term courses are conducted at two Foremen Training Institutes under DGE&T to train the existing and potential shop-floor foremen and supervisors in technical and managerial skills.

23.47 These institutes have conducted 2571 courses and trained 34,500 foremen/supervisors in short-term and long-term course up to November 2004. During the year 2004-05, 2291 persons were trained in the courses conducted at these institutes.

#### **STAFF TRAINING, RESEARCH AND DEVELOPMENT**

23.48 The institute was set up in 1966 with the technical assistance from the Government of Federal Republic of Germany to conduct training programme for executive staff and to undertake applied research in the field of vocational training and also to develop, disseminate instructional materials and projected / non-projected training aids.

23.49 Up to October 2004, the Central Staff Training and Research Institute at Calcutta has trained 14782 personnel and completed 156 projects covering various aspects of vocational training. During the year, Institute has also developed 31 new curricula of the trades of various training activities under vocational training programme.

23.50 The Institute has also started special training programmes in non-formal areas for training staff of Vocational Rehabilitation Centres for Physically Handicapped.

#### **DEVELOPMENT OF INSTRUCTIONAL MEDIA**

23.51 National Instructional Media Institute (NIMI) at Chennai was established to develop and disseminate

instructional materials in the form of Instructional Media Packages (IMPs) for use of instructors and trainers of various trades under Craftsmen Training and Apprenticeship Training.

23.52 NIMI has been granted autonomy; with effect from 1.4.1999 it has been functioning as an autonomous society.

23.53 Up to November 2004, IMPs for 20 trades have been developed in English of which 130 books covering 18 trades have been published. IMPs for 11 trades have been translated in Hindi of which 38 books covering 11 trades have been published. IMPs for 8 trades have been translated in Tamil of which 33 books covering 8 trades have been published. Development of Question Bank have been taken up for 8 trades, out of which Question Bank for 4 trades have been completed and All India Trade Test were conducted using these question banks for the trades of Turner and Machinist. 65 Multiplier Training Programmes/ Awareness Training Programmes have been conducted and 2186 participants were trained.

23.54 This Institute has generated the revenue of Rs.138 lakh through sale of IMPs from April 2004 to November 2004.

#### **COUNSELLING, RETRAINING AND REDEPLOYMENT OF RATIONALIZED WORKERS OF CPSEs**

23.55 The Department of Industrial Development (DOID) identified DGE&T as one of the 34 nodal agencies for counseling, retraining and redeployment of rationalized workers. The scheme is being implemented in 9 States through various ITIs and some of the field Institutes under DGE&T. Till November 2004, 300 rationalized workers of CPSEs are undergoing training. Rs.39.5 Lakh has been sanctioned for the current year.

#### **WOMEN'S VOCATIONAL TRAINING PROGRAMME**

23.56 Training facilities, exclusively for women are being offered by the DGE&T at one National Vocational Training Institute (NVTI) for Women and 10 Regional Vocational Training Institutes (RVTIs) for Women.

23.57 NVTI/RVTIs have trained about 37,376 trainees since inception in various training courses; this includes 22,711 trained in regular long term courses and 14,665 in short-term courses.

23.58 During 2004-05, about 3092 women have been trained in various training courses; it includes trained in regular long term courses and in short term/ad hoc courses in areas like using MS office, Word processing, Personal Grooming, Repairs/Maintenance of Domestic Electronic equipment, Embroidery, Dress Making etc.

23.59 In the State Sector, as per the data compiled till October 2004, there were about 800 Institutes (218 WITIs and 582 Women Wings In General ITIs /Private ITIs) with about 46658 training seats. Details are given in Chapter 30

#### **ISSUES**

##### **RELATING TO EMPLOYMENT**

23.60 DGE&T is neither responsible for employment generation in the economy nor does it formulate employment policy and implement any employment generating scheme. Its role is to co-ordinate and oversees the employment generation taking place in the economy.

23.61 7 to 8% of the total employed are in the organised sector, i.e., unorganised sector dominates the employment scenario.

23.62 Employment in the organized sector is nearly stagnant, i.e., scope for additional employment generation in the organized sector is less. Therefore, growth of regular salaried employment in this sector for the youth is limited.

23.63 Significant employment generation is taking place in the tertiary sector, particularly in the services sector.

**23.64** Substantial employment growth is taking place in the small sector, i.e., in tiny, small-scale industries.

**23.65** Need to re-orient the Employment Exchanges to play a pro-active role in the present scenario in the context of economic liberalization, industrial re-structuring and shrinkage of employment opportunities in the organized sector; by way of concentrating on career counseling and vocational guidance and to provide up to date and reliable labour market information.

#### **INITIATIVES RELATING TO VOCATIONAL TRAINING**

23.66 To restructure, strengthen and further develop the NVTs there is a proposal to merge existing National Council for Vocational Training (NCVT) and Central Apprenticeship Council (CAC) and to form a new apex body (Autonomous in nature with sufficient statutory power) by establishing an **All India Council for Vocational Training (AICVT)**.

23.67 A new scheme for testing and certification of skills acquired by the workers through informal means is being taken up in 10<sup>th</sup> Plan on a pilot basis with total outlay of Rs.2.00 Crore. Construction Industries Development Council has agreed to certify annually the skill of such workers engaged in construction industries at their five centers. The scheme would also be operated in selective ITI's.

23.68 The Vocational Training Project Phase-I with the World Bank assistance was implemented from 1989-90 to 1998-99. The project improved upon many of the deficient areas in the training arena. Consequent on the Finance Minister's Budget Speech 2004-05, DGE&T has now formulated a scheme for upgradation of existing ITIs into '**Centres of Excellence (CoEs)**'. Out of the targeted 500 ITIs, 100 ITIs are to be upgraded from domestic resources and the balance 400 from World Bank assistance. The Planning Commission has conveyed in-principle concurrence for the Plan scheme for upgradation of 100 ITIs into CoEs. The main objective of the scheme is to produce world-class craftsmen. Flexible multi skilling courses with option for multi-entry and multi-exit to cater to the skill needs of a particular sector of industry are envisaged to be taken up in said CoEs. The major highlight of the programme is the involvement of industry in all aspects of the training.

23.69 In addition to the above, another Centrally Sponsored scheme on Jammu & Kashmir has been initiated. On approval of the Planning Commission, this scheme has been amalgamated with the ongoing North East Project on "Establishment of new Industrial Training Institutes (ITIs) in the North Eastern states and Sikkim being implemented at a total cost of Rs.100 crore. The cost of the above two merged schemes is 137 crore and will be implemented during the Xth Plan period.

#### **CENTRALLY SPONSORED SCHEME- "ESTABLISHMENT OF ITIS IN NORTH-EASTERN STATES AND SIKKIM"**

23.70 The Centrally Sponsored Scheme "Establishment of ITIs in the North Eastern States and Sikkim" estimated to cost Rs.00 crore was crystallized on an announcement made by the Prime Minister for socio-economic development in the North-Eastern States and Sikkim. The Cabinet in its meeting held on 20.3.2001

approved the scheme. The Scheme mainly aims at establishment of 22 new ITIs and strengthening / modernization of 35 existing ITIs thereby raising the seating capacity of the ITIs from existing 7244 to 16144 in the ITIs.

23.71 The major components of the scheme are:

- Civil Works for construction of new ITIs and addition / alteration to existing ITIs for their modernization / strengthening.
- Procurement of equipment and machinery for new as well as existing ITIs and
- Technical Assistance for staff training i.e. trainees and trainers of ITIs in DGE&T institutes and ITIs other than in North-Eastern States.

23.72 An amount of Rs.67.40 crore has already been sanctioned by the DGE&T out of which an amount of Rs.37.31 crore has been released so far to various NE States as on 30<sup>th</sup> November 2004.

#### **ACHIEVEMENTS IN THE VOCATIONAL TRAINING DURING THE YEAR**

23.73 Under the pilot project on 'Decent Employment for Women in India' being implemented jointly by ILO & DGE&T, in the area like garment, food preservation, repair/maintenance of house hold gadgets, beauty culture and soft toys, about 3300 women have been trained under the project.

23.74 Two new trades namely 'Marine Fitter' and 'Vessel Navigator' have been introduced under Craftsmen Training Scheme under NCVT.

23.75 Curricula of eight existing trades have also been revised under various schemes during the year.

<b>Table 23.1</b>			
<b>Field Institutes / Offices under DGE&amp;T</b>			
<b>S.No</b>	<b>State</b>	<b>Training Directorate</b>	<b>Employment Directorate</b>
1	Andhra Pradesh	<ul style="list-style-type: none"> <li>▪ Advanced Training Institute, Hyderabad</li> <li>▪ Advanced Training Institute for Electronics and Process Instrumentation, Hyderabad</li> <li>▪ Regional Directorate of Apprenticeship Training, Hyderabad</li> </ul>	<ul style="list-style-type: none"> <li>▪ Vocational Rehabilitation Centre for Physically Handicapped, Hyderabad.</li> <li>▪ Coaching-cum-Guidance Centre for SC / ST, Hyderabad</li> </ul>
2.	Assam		<ul style="list-style-type: none"> <li>▪ Vocational Rehabilitation Centre for Physically Handicapped, Guwahati</li> <li>▪ Coaching-cum-Guidance Centre for SC / ST, Guwahati</li> </ul>
3.	Bihar		<ul style="list-style-type: none"> <li>▪ Vocational Rehabilitation Centre for Physically Handicapped, Patna</li> </ul>
4.	Gujarat	<ul style="list-style-type: none"> <li>▪ Regional Vocational Training Institute for Women, Vadodra</li> </ul>	<ul style="list-style-type: none"> <li>▪ Vocational Rehabilitation Centre for Physically Handicapped, Ahemdabad</li> <li>▪ Vocational Rehabilitation Centre for Physically Handicapped, Vadodra</li> <li>▪ Coaching-cum-Guidance Centre for SC / ST, Surat</li> </ul>
5.	Haryana	<ul style="list-style-type: none"> <li>▪ Regional Directorate of Apprenticeship Training, Faridabad</li> <li>▪ Regional Vocational Training Institute for Women, Hissar</li> </ul>	<ul style="list-style-type: none"> <li>▪ Coaching-cum-Guidance Centre for SC / ST, Hissar</li> </ul>
6.	Himachal Pradesh		<ul style="list-style-type: none"> <li>▪ Coaching-cum-Guidance Centre for SC / ST, Mandi</li> </ul>
7.	Jammu & Kashmir		<ul style="list-style-type: none"> <li>▪ Coaching-cum-Guidance Centre for SC / ST, Jammu</li> </ul>
8.	Jharkhand	<ul style="list-style-type: none"> <li>▪ Foremen Training Institute, Jamshedpur</li> </ul>	<ul style="list-style-type: none"> <li>▪ Coaching-cum-Guidance Centre for SC / ST, Ranchi.</li> </ul>
9.	Karnataka	<ul style="list-style-type: none"> <li>▪ Foremen Training Institute, Bangalore</li> <li>▪ Apex Hi-Tech Institute, Bangalore</li> <li>▪ Regional Vocational Training Institute for Women, Bangalore</li> </ul>	<ul style="list-style-type: none"> <li>▪ Vocational Rehabilitation Centre for Physically Handicapped, Bangalore</li> <li>▪ Coaching-cum-Guidance Centre for SC / ST, Bangalore</li> </ul>
10.	Kerala	<ul style="list-style-type: none"> <li>▪ Regional Vocational Training Institute for Women, Thiruvananthapuram</li> <li>▪ Model Industrial Training Institute, Calicut</li> </ul>	<ul style="list-style-type: none"> <li>▪ Vocational Rehabilitation Centre for Physically Handicapped, Thiruvananthapuram</li> <li>▪ Coaching-cum-Guidance Centre for SC / ST, Thiruvananthapuram</li> </ul>
11.	Madhya Pradesh	<ul style="list-style-type: none"> <li>▪ Regional Vocational Training Institute for Women, Indore</li> </ul>	<ul style="list-style-type: none"> <li>▪ Vocational Rehabilitation Centre for Physically Handicapped Jabalpur</li> <li>▪ Coaching-cum-Guidance Centre for SC / ST, Jabalpur</li> </ul>
12.	Maharashtra	<ul style="list-style-type: none"> <li>▪ Advanced Training Institute, Mumbai</li> <li>▪ Regional Directorate of Apprenticeship Training, Mumbai</li> <li>▪ Regional Vocational Training Institute for Women, Mumbai</li> </ul>	<ul style="list-style-type: none"> <li>▪ Vocational Rehabilitation Centre for Physically Handicapped, Mumbai</li> <li>▪ Coaching-cum-Guidance Centre for SC / ST, Nagpur</li> </ul>
13.	Manipur		<ul style="list-style-type: none"> <li>▪ Coaching-cum-Guidance Centre for SC / ST, Imphal</li> </ul>

14.	Meghalaya	<ul style="list-style-type: none"> <li>▪ Regional Vocational Training Institute for Women, Tura</li> </ul>	<ul style="list-style-type: none"> <li>▪ Coaching-cum-Guidance Centre for SC / ST, Jowai</li> </ul>
15.	Mizoram		<ul style="list-style-type: none"> <li>▪ Coaching-cum-Guidance Centre for SC / ST, Aizwal</li> </ul>
16.	Nagaland		<ul style="list-style-type: none"> <li>▪ Coaching-cum-Guidance Centre for SC / ST, Kohima</li> </ul>
17.	Orissa	<ul style="list-style-type: none"> <li>▪ Model Industrial Training Institute, Choudwar</li> </ul>	<ul style="list-style-type: none"> <li>▪ Vocational Rehabilitation Centre for Physically Handicapped, Bhubneshwar</li> <li>▪ Coaching-cum-Guidance Centre for SC / ST, Bhubneshwar</li> </ul>
18.	Punjab	<ul style="list-style-type: none"> <li>▪ Advanced Training Institute, Ludhiana</li> </ul>	<ul style="list-style-type: none"> <li>▪ Vocational Rehabilitation Centre for Physically Handicapped, Ludhiana</li> <li>▪ Coaching-cum-Guidance Centre for SC / ST, Jalandhar</li> </ul>
19.	Rajasthan	<ul style="list-style-type: none"> <li>▪ Regional Vocational Training Institute for Women, Jaipur</li> <li>▪ Model Industrial Training Institute, Jodhpur</li> </ul>	<ul style="list-style-type: none"> <li>▪ Vocational Rehabilitation Centre for Physically Handicapped, Jaipur</li> <li>▪ Coaching-cum-Guidance Centre for SC / ST, Jaipur</li> </ul>
20.	Tamil Nadu	<ul style="list-style-type: none"> <li>▪ Advanced Training Institute, Chennai</li> <li>▪ Regional Directorate of Apprenticeship Training, Chennai</li> <li>▪ Central Training Institute for Instructors, Chennai</li> <li>▪ Central Instructional Media Institute, Chennai</li> </ul>	<ul style="list-style-type: none"> <li>▪ Vocational Rehabilitation Centre for Physically Handicapped, Chennai</li> <li>▪ Coaching-cum-Guidance Centre for SC / ST, Chennai</li> </ul>
21.	Tripura		<ul style="list-style-type: none"> <li>▪ Vocational Rehabilitation Centre for Physically Handicapped, Agartala</li> </ul>
22.	Uttar Pradesh	<ul style="list-style-type: none"> <li>▪ Advanced Training Institute, Kanpur</li> <li>▪ Regional Directorate of Apprenticeship Training, Kanpur</li> <li>▪ National Vocational Training Institute for Women, NOIDA</li> <li>▪ Regional Vocational Training Institute for Women, Allahabad</li> </ul>	<ul style="list-style-type: none"> <li>▪ Vocational Rehabilitation Centre for Physically Handicapped, Kanpur</li> <li>▪ Coaching-cum-Guidance Centre for SC / ST, Kanpur</li> </ul>
23.	Uttaranchal	<ul style="list-style-type: none"> <li>▪ Model Industrial Training Institute, Haldwani</li> <li>▪ Advanced Training Institute for Electronics and Process Instrumentation, Dehradun</li> </ul>	
24.	West Bengal	<ul style="list-style-type: none"> <li>▪ Advanced Training Institute, Kolkata</li> <li>▪ Central Staff Training and Research Institute, Kolkata</li> <li>▪ Regional Directorate of Apprenticeship Training, Kolkata</li> <li>▪ Regional Vocational Training Institute for Women, Kolkata</li> </ul>	<ul style="list-style-type: none"> <li>▪ Vocational Rehabilitation Centre for Physically Handicapped, Kolkata</li> <li>▪ Coaching-cum-Guidance Centre for SC / ST, Kolkata</li> </ul>
25.	Delhi		<ul style="list-style-type: none"> <li>▪ Central Institute for Research and training in Employment Service, New Delhi</li> <li>▪ Vocational Rehabilitation Centre for Physically Handicapped, Delhi</li> <li>▪ Coaching-cum-Guidance Centre for SC / ST, Delhi</li> </ul>

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