

## CRAFTSMEN TRAINING SCHEME

28.1 The Directorate General of Employment & Training (DGE&T) in the Ministry of Labour & Employment, Government of India initiated Craftsmen Training Scheme (CTS) in 1950 by establishing about 50 Industrial Training Institutes (ITIs) for imparting skills in various vocational trades to meet the skilled manpower requirements for technology and industrial growth of the country. Several new private ITIs were established in 1980's in southern states mostly in Kerala, Karnataka and Andhra Pradesh, from where trained craftsmen found placement mainly in the Gulf countries. In 1980, there were 831 ITIs and the number of Training Institutes rose to 1887 in 1987. During 1990's, the growth of ITIs had been steep and presently there are **5114** ITIs/ITCs (1896 in Govt. & 3218 in Private Sector) having a seating capacity of 7.42 Lakh. **Table-28.1** show the number of ITIs functioning in various States/UTs & their growth over the last about four decades. **Table-28.2** shows the relative distribution of seating capacity in ITIs/ITCs in Government and Private Sector as on 1<sup>st</sup> October, 2005

28.2 Under the Constitution of India, Vocational Training is a concurrent subject both of Central and State Governments. The development of training schemes at National level, evolution of policy, laying of training standards, procedures, conducting of trade tests, certification, etc. are the responsibilities of the Central Government, whereas the implementation of the training schemes largely rests with the State/UT Governments.

28.3 The Central Government is advised by the National Council for Vocational Training (NCVT), a tripartite body having representatives from employers, workers and Central/State Governments. Training Experts, Learned Bodies, Women Organization & SC & ST Commission. Similar Councils known as State Council for Vocational Training (SCVT) are constituted for the same purpose

by the respective State Governments at the State level.

### OBJECTIVES OF THE SCHEME

- To ensure steady flow of semi skilled workers in industrial /service sectors.
- To raise the quality and quantity of industrial production by systematic training of potential workers
- To reduce unemployment among educated youth by equipping them with necessary skills for suitable employment.

### SALIENT FEATURES OF THE SCHEME

- Training under the scheme is imparted in 98 trades (**Table 28.3**) through ITIs/ITCs spread all over the country.
- The period of training for various trades varies from 6 months to three years and the entry qualification varies from class 8<sup>th</sup> class pass to class 12<sup>th</sup> class pass, depending on the requirements of training in different trades.
- Candidates of 14 years to 40 years seek admission in ITIs/ITCs .In case of women candidates there is no upper age limit in women exclusive ITIs/women wings in general ITIs.
- Admissions in ITIs/ITCs are done twice a year i.e., in month of August & February.
- About 70% of the training period is allotted to practical training and the rest to subjects relating to Trade Theory, Workshop Calculation & Science, Engineering Drawing,& Social Studies . Social Study subject include IT Primer I, environmental science & family welfare.

- Tuition fee in the ITIs is decided by the respective State Govt. as deemed fit based on the recommendation of the concerned State Council for Vocational Training. Tuition fee in case of institute under DGE&T / UT Administration is Rs.100/- per month per trainee. However no fee is being charged from SC/ST candidates and persons with disability .
- There is a provision for grant of stipend and workshop uniform to all the trainees of Govt. ITI s. They are also provided with library, sports and medical facilities. Some State Governments levy a nominal fee.
- Trainees after completing training programme appear for All India Trade Test conducted under the aegis of NCVT. Successful trainees are awarded with National Trade Certificate (NTC).
- All India Trade Tests are conducted twice a year i.e. in month of July and January.
- NTC is recognized for the purpose of recruitment to subordinate posts and services under the Central Government and NTC holders are perceived as semi skilled workers
- Seats are reserved for SC/ST candidates in proportion to their population in respective State/ UT. Guidelines for reserving 3% seats for Persons with disability and 25% for women candidates have been issued to State Governments and these could be filled based on the general reservation policy of each State/UT and total reservation is limited to 50%. Seats are reserved for the wards of defence personnel. Seats for OBC candidates has also been reserved in proportion to the seats reserved for them in Govt. Services in the respective States.
- Broad-Based Modular Training is offered in four Central Model Industrial Training Institutes (MITIs). This pattern of training has the advantage of re-orienting

the training modules as per the changing skill requirements of the Industry.

**STEPS FOR QUALITY IMPROVEMENT  
STEPS TO STRENGTHEN CTS:**

- With the objective of maintaining quality of training in ITIs/ITCs, a number of measures have been prescribed by NCVT including guidelines for starting new institutes/trades and their affiliation to NCVT.
- Strict norms for affiliation of ITIs/ITCs with NCVT are adhered to, ensuring that the infrastructure facilities, qualified staff, etc. are provided for imparting training.
- There is a procedure for evaluation of affiliated ITIs/ITCs & also there is a procedure for de-affiliation of Institutes / trades that are found not complying with the prescribed norms.
- A total of 1262 affiliation Inspection Reports were examined during the period and affiliations to 1968 units conforming to NCVT norms were granted. As a result 237 new institutes were opened and seating capacity was increased by 31488 seats.
- In order to train a large no. of untrained instructors of ITIs/ITCs who have acquired more than five years of teaching experience as on Jan,2004 , a three month module on Principle of Teaching (POT) covering pedagogic aspect has been introduced in 11 institutes under DGE&T. These instructor after successfully completing training programme are considered as trained instructors.
- Syllabi of various trades are periodically revised by the respective Trade Committees to keep pace with the rapidly changing technology in industry. Obsolete trades are deleted and new trades are introduced under the scheme as per the need of the industry. During last year syllabi of 9 trades of various schemes ( 3 CTS Trades , 4 trades of WOT Schemes & 2 trades of Long Term Course of ATI(EPI) ) were revised .
- For the first time two trades of Marine Sector viz Marine Fitter & Vessel

Navigator has been brought under CTS on request of M/o Agriculture.

- The course curricula of eight trade viz Hospital Waste Management, Mechanic Lens/ Prism Grinding, Physiotherapy Technician, Mech. Communication Equipment Maintenance, Computer Aided Embroidery & Needle Work, Mech. Repair & Maintenance of Heavy Vehicles, Mech. Repair & Maintenance of Light Vehicles & Mech. Repair & Maintenance of Two Wheelers, recommended by Expert Group were developed & got approved from NCVT. These trades would be introduced under CTS w.e.f. session starting from February, 2006
- A trade in emerging area of Information Technology namely “Information Technology & Electronics System Maintenance (ITESM)” has been introduced under the “Craftsmen Training Scheme”. A project to introduce the above trade in 100 Government ITIs with financial assistance from Department of Information Technology (DIT) by upgrading the existing infrastructural facilities of trade of Electronics Mechanic or Mechanic Radio & has been taken up jointly by DGE&T DIT covering thirty three States / UT s. Latest equipment in the field of Communication & Computer are being provided to these ITIs under the project. .

28.4 Following action under the project has been completed so far .

- Equipment worth Rs.8.47 Crore has already been supplied to identify 100 ITIs **including equipment worth Rs 3.97 Crore** which were supplied to above ITIs during last Financial Year.
- Rs. 45 Lakh has been provided by Department of Information Technology (DIT) to Centre of Electronics Design & Technology of India (CEDTI), Mohali to train a total of about 200 instructors @ 2

instructors per identified ITI. All the instructors have been trained in five different batches.

- Written Instructional Material (WIM) for the first & second year of the training has been published by CIMI and is available for the use of the trainees.

28.5 Following two proposals have been under taken by DGE&T& DIT out of savings from the above project:

- Setting up of mirror laboratories, at two institutes of DGE&T i.e ATI (EPI), Dehradun & ATI (EPI), Hyderabad for training & retraining of instructor of IT&ESM trade. The same set of equipment as have already been supplied to 100 Government ITIs would be supplied to these two institutes by DIT . Supply of equipment to these institute has already been started
- Training of additional 100 instructors of IT&ESM trade during current financial year. Thirty-Three out of 100 instructors have already been trained in first batch of Training Programme. Second batch of training of 25 instructors have already started from 7<sup>th</sup> Nov.2005.
- Montreal Protocol (MP) to which India is one of the signatories, defines the measure that the signatory countries must take to limit and stop in phases, production and consumption of all Ozone Depleting Substances (ODS) including Chloro Fluoro Carbons (CFCs) by 2010. Most of the manufacturers of Refrigerators in India are now-a-days manufacturing refrigerators using HC and HFC-134'A' (Eco-friendly refrigerants) instead of CFCs as refrigerants and remaining manufactures will also go for eco-friendly technology. In this regard, DGE&T has taken meaningful initiatives in association with Swiss

Agency for Development & Cooperation (SDC) and Human & Institutional Development for Ecological Refrigeration (HIDECOR) such as revising the syllabus of Mechanic Refrigeration & Air-conditioning (MRAC) trade incorporating the component of Eco-friendly refrigerants under Craftsmen Training Scheme. About 440 instructors of MRAC trade of ITIs/ITCs have been trained on Eco-friendly refrigerants at ATI Howrah and ATI Hyderabad. GTZ & UNDP have supplied additional eco-friendly equipment as per revised curricula of MRC trades to 60 Govt. ITIs free of cost.

**Steps taken for expansion of Vocational Training Facility in the Country:**

28.6 In order to expand Vocational Training facilities substantially in the country and for maximum utilization of existing infrastructure, various educational / other institution/ polytechnics, having sufficient infrastructure have been permitted to run ITIs in second shift as per the norms laid down in the Training Manual for Industrial Training Institutes and Centres.

**Steps taken to make training demand driven**

**Industry Institutes Linkages:**

28.7 Directorate General of Employment and Training under the Ministry of Labour & Employment initiated a pilot programme "Formation of Institute Managing Committee (IMC) for ITIs in 1998 in collaboration with Confederation of Indian Industry (CII) to improve cooperation between industry and ITIs. Under this concept, Industry is associated as a partner. IMC comprises members from industry, State Government, industry, ITI and a representative from DGE&T. IMCs are set up to bring about improvement in the functioning of ITI in term of better upkeep of machinery and equipment,

training and development of faculty, organising campus interviews, placement of trainees as apprentices, arranging on-the-job training, industrial visits, revenue generation, donation of tools and equipment, vocational guidance and counselling etc. The experience so far reveals that the formation of IMCs has contributed significant improvements in the functioning of ITIs. So far IMCs have been set up in 480 ITIs in 28 States and other State are in the advance stage of setting up of IMCs in their Government ITIs.

**Expert Group:**

28.8 An Expert Group was constituted to go through the existing courses and provide modernized and updated training and skill development programmes to cover the country's youth force in larger number. The expert Group submitted its report and gave various recommendations to make training demand driven. Most of the recommendations of Expert group have been implemented with approval of NCVT.

**CRAFTSMEN TRAINING SCHEME IN INSTITUTES UNDER DGE&T**

28.9 Training is imparted under the CTS at the following institutes:

- Five Model Training Institutes (MTIs) attached to the Advanced Training Institutes at Ludhiana, Kolkata, Hyderabad, and Mumbai & Kanpur and at Central Training Institute for Instructors at Chennai.
- National Vocational Training Institute for Women at NOIDA, UP.
- Ten Regional Vocational Training Institutes (RVTIs) for women at Mumbai, Bangalore, Tiruvananthapuram, Hissar, Kolkata, Tura, Indore, Allahabad, Vadodara and Jaipur.

- Four Model Industrial Training Institutes (MITIs) are imparting training on modular pattern in the following three specialised areas. Modular Training has the advantage of easy re-orientation of the training as per changing need of the industry.
- Mechanical group of trades at Haldwani (U.P.) and Chowdwar (Orissa)
- Heat Engines group of trades at Jodhpur (Rajasthan)
- Electrical & Electronics group of trades at Calicut (Kerala)

### TRADE TESTING AND CERTIFICATION

28.10 All-India Trade Tests are conducted by the DGE&T, Ministry of Labour & Employment under the aegis of the National Council for Vocational Training in July and January every year.

- The trainees of affiliated trades/units and eligible private candidates appear in the trade tests. National Trade Certificates are awarded to the successful candidates.
- National Trade Certificate is a recognised qualification for recruitment to relevant posts and services in Central/State Government establishments.
- The details of Trade Tests conducted under the aegis of NCVT from January, 2005 to December, 2005 are given below:
  - Jan. 2005 -All India Skill competition for Craftsman.
  - Jan./Feb. 2005 -All India Trade Test Craft Instructor.(Modular Pattern)
  - Jan. 2005-All India Trade Test for Craftsman (Supplementary)
  - Feb.2005-“On-the -Job” Training Scheme for Defence Service Personnel.
  - Feb.2005 - All India Trade Test of Craftsmen (Restructured pattern)
  - Feb.2005- Advanced Skill Course for Women Occupations (POT)

- March 2005- 74<sup>th</sup> Regional Competition for Apprentices
- April 2005 - All India Trade test of Craft instructor (Modular pattern)
- April 2005–All India Trade Test of Apprentices.
- May 2005 – 74<sup>th</sup> All India Competition for Apprentices
- May/ June, 2005 – Advanced skill Course for Women occupation (P.O.T.)
- May/June, 2005 - Advanced skill Course in Architectural Assistantship (Women)
- July, 2005 – All India Trade Test of Craftsmen
- July, 2005 – All India Trade Test of Craft Instructor
- July 2005 – All India Trade Test of Crafts Instructors (modular pattern).
- August, 2005 – “On the job” Training Scheme for Defence Service Personnel .
- August 2005 – All India Test of Craftsmen (Restructured Pattern).
- September 2005 – 18<sup>th</sup> Regional work skill competition of CII.
- September2005- 75<sup>th</sup> Regional Competition for Apprentices
- Oct., 2005 – All India Trade Test of Apprentices
- Oct. 2005 - Advanced skill Course for Women occupation (P.O.T.).
- Oct.2005 –All India Trade Test of Craft Instructors (modular Pattern).
- November.2005- 75<sup>th</sup> All India Competition for Apprentices.
- Dec.2005- 18<sup>th</sup> National Work Skill Finals of CII .

### ALL INDIA SKILL COMPETITION FOR CRAFTSMEN

28.11 The scheme for holding All India Skills Competition for Craftsmen at national level was introduced in the year 1964 to foster a healthy competition among the trainees of ITIs/ITCs.

28.12 The competition is now held every year in 14 trades viz. Instrument Mechanic, Electronics Mechanic, Welder, Fitter, Turner, Machinist, Mechanic Motor Vehicle, Foundryman, Electrician, Cutting & Sewing, Computer Operator and programming Assistant, Draughts men (Civil), Draughts men (Mechanical) and Mechanic Diesel.

28.13 Best trainee of each of the above trades at the State level competition compete at the All India Skills Competition. The best Craftsmen in each of the above 14 trades at the All India level are awarded merit certificates and a cash prize of Rs.10,000/- each. The best ITI declared in each trade, whose trainee stands first in the competition the national level, is awarded a merit certificate. The Best State whose trainees secure the highest total marks among all trades is awarded a merit certificate and a running shield. The “**Best State Award**” winners during last 5 competitions is as under:

S. No	Competition No	Year & Month in which held.	Name of Best State/ Union Territory
1	37 <sup>th</sup>	Jan 2001	Tamil Nadu
2	38 <sup>th</sup>	Dec 2001	Tamil Nadu
3	39 <sup>th</sup>	Jan 2003	Maharashtra
4	40 <sup>th</sup>	Jan 2004	Tamil Nadu
5	41 <sup>st</sup>	Jan 2005	Maharashtra

28.14 The Confederation of Indian Industry (CII) has been conducting "National Work Skills Competition" since 1989 to encourage workers in the engineering industry in India by recognition of excellence in skills and creating awareness among workers of the need for skill augmentation. The competition is held in 7 trades viz. Electrician, Fitter, Industrial Electronics, Miller, Tool & Die Maker, Turner and Welder. The Skills Competition is conducted in the field institutes of DGE&T and is recognised by Ministry of Labour.

## TRAINING OF EX-SERVICEMEN

28.15 Special programmes are undertaken for training of Defence Service personnel who are about to retire or have retired from service. The **following schemes** are being implemented for their training in collaboration with Directorate General of

Rehabilitation (DGR) in the Ministry of Defence.

- **Pre-cum-Post Release Training for Defence Personnel (PCPRT)**
- **On-the-job Training scheme for Defence Personnel (OJT).**

28.16 “**PCPRT**” training is provided to retiring service personnel in various ITIs all over the country. The objective is to equip the retiring service personnel with the skills in various trades to enable them to acquire recognised qualification in the form of National Trade Certificate. The trainees are deputed by DGR prior to their retirement and about 4000 seats have been earmarked for the purpose in ITIs all over the country.

28.17 For the benefits of retiring Defence Service Personnel the reservation of seats from 1000 has been increased to more than 4000 w.e.f. the session started from August 2000. It has been decided to extend this scheme to 410 ITIs covering 28 States/UTs in the country. Out of these, facilities in 378 ITIs were upgraded under the World Bank assisted Vocational Training Project and old and obsolete equipments were replaced and also other facilities were upgraded.

28.18 The procedure for charging fee from the defence service personnel under going training has been simplified to encourage their participation

28.19 "On-the-job" training scheme was introduced in 1981. Under this scheme, special skill training is imparted by the industrial enterprises for retiring defence personnel on the basis of the syllabi prepared in consultation with DGR in 10 different trades. The duration of training is 9 months. After completion of training, DGE&T conducts trade test at its field institutes under the aegis of NCVT and a trade certificate is awarded to the successful trainees.

**Retraining Programme under the scheme  
"Counseling, Retraining and Redeployment  
of Rationalized Workers of CPSEs"**

28.20 The Department of Industrial Development (DOID) in the Ministry of Industry implemented the scheme "National Renewal Fund" since July 1991 to provide retraining of rationalized workers who opted for voluntary retirement, rendered surplus or retrenched from organized sector after 24.7.1991. DGE&T in the Ministry of Labour & Employment took up the implementation of the scheme as one of the nodal agencies of DOID in June 1995.

28.21 About 53,574 workers were trained under NRF Scheme by various Nodal agencies out of which 18,750 were deployed. Training courses of 50 days duration were organized by DGE&T in the trades available

under Craftsmen Training Scheme. DGE&T trained about 15900 workers and about 4808 workers were deployed in self/wage employment. An expenditure of Rs.7.74 crore was incurred by DGE&T on the scheme.

28.22 Subsequently, Department of Public Enterprises (DPE) took over the scheme of "Counseling, Retraining and Redeployment of Rationalized Workers" of Central Public Sector Enterprises w.e.f 1<sup>st</sup> April 2001. DGE&T is engaged as one of the 34 nodal agencies for implementing the above scheme. Till March 2005, a total number of 3635 rationalized workers have been trained against a target of 4310 of which 1839 workers have been deployed. Overall budget of Rs.143.95 Lakh have been utilized during this period.

28.23 During the financial year 2005-2006, DPE has fixed a target of training 600 rationalized workers of CPSE's by DGE&T for which funds are likely to be released in the month of November 2005.

















