

29.1 As per entry No. 5 of Part V of Miscellaneous Business, the schemes for training of instructors, craftsmen, technicians, and foreman at supervisory level, both in India and abroad, have been allotted to Ministry of Labour and Employment under the miscellaneous subject.

29.2 DGE&T offer a range of training courses catering to the needs of different segment of the society. The courses are available for the school drop outs; ITI passed out persons, ITI instructors, Industrial Workers, Technicians, Junior and middle level Executives, Supervisors/ Foremen, Women, SC/STs, Ex-servicemen, etc.

29.3 It also conducts training oriented research and undertakes development of instructional media packages for the use of trainees, instructors and affiliation of ITIs with National Council of Vocational Training (NCVT) etc. Brief of these programmes have been given in the following Paras.

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

### **Introduction and Overview**

29.4 Within the framework of a democratic polity, our laws, development policies, plans and programmes have aimed at women's advancement in different spheres. In this endeavor DGE&T, being the nodal agency, looking after Vocational Training in country takes care of providing training to Women.

29.5 To take special care for the vocational

training of women, a Vocational Training Programme for women was launched in the Ministry of Labour in 1977 and a separate Women's Training Cell was formed under DGE&T. This cell is responsible for designing & pursuing long term policies related to Women's Vocational training in the country. During nineties, this cell has been instrumental in setting up 100 new ITIs for women, 4 RVTIs and 64 women ITIs were strengthened by starting new trades. Revision of curricula of various trades is also taken up from time to time to meet the training needs of the industry.

### **Institutional Network**

29.6 A network of Institutes, both under the Central & State Governments have been set up for extending skill training facilities to women, which aim at stimulating employment opportunities among women of various socio- economic levels and different age groups.

### **Central Sector**

29.7 Under the Central Sector, the Institutional Network includes 11 Institutes, providing training facilities exclusively for women in skills having high wage-employment and self-employment potential. The institutes set up under the Women's Occupational Training Directorate are:

- (i) National Vocational Training Institute (NVTI) for Women, NOIDA (1977) and Regional Vocational Training Institutes (RVTIs) for Women at Mumbai (1977), Bangalore (1977),

Thiruvananthapuram(1983), Hisar (1986), Calcutta (1986), Tura (1986), Allahabad (1991), Indore (1992), Vadodara (1993) and Jaipur (1994) (Figures in bracket indicate the year of establishment)

29.8 The NVTI at NOIDA and RVTIs at Bangalore, Thiruvananthapuram, Jaipur, Allahabad, Kolkata and Tura are housed in their own permanent premises. RVTI Mumbai is operating from a permanent building provided by the State Government of Maharashtra in 1986. RVTIs at Hisar, Indore and Vadodara are operating from the temporary premises given by the respective State Governments. For construction of permanent building for RVTI Hisar, the State Government of Haryana has allotted the land measuring about 6.5 acres at Panipat, for RVTI Indore land measuring about 5 acres has been taken over on rent in the premises of ESIC hospital at Indore. For RVTI, Vadodara the State Government of Gujarat has already allotted the land. Construction of permanent buildings for the above said RVTIs has also been approved and CPWD has taken over the construction work.

29.9 Hostel facilities are available at NVTI-NOIDA and RVTIs at Bangalore, Mumbai, Jaipur, Thiruvananthapuram, Kolkata, Tura and Allahabad.

### Training Activities

#### Central Sector

29.10 Regular skill Training programmes are presently being organized in Basic, Advanced and Post advanced Skill courses, in areas having wage/self employment potential. **Table 29.1** reflects the seats sanctioned in the NVTI/RVTIs.

29.11 Training areas presently covered are: Secretarial Practice, Electronics, Architectural

Assistantship, Computer Operator and Programming Assistant, Instrument Mechanic, Dressmaking, Embroidery, Hair & Skin Care, Fruit and Vegetable Preservation, Desk Top Publishing and Fashion Technology. Institute wise availability of trades is given in **Table 29.1**.

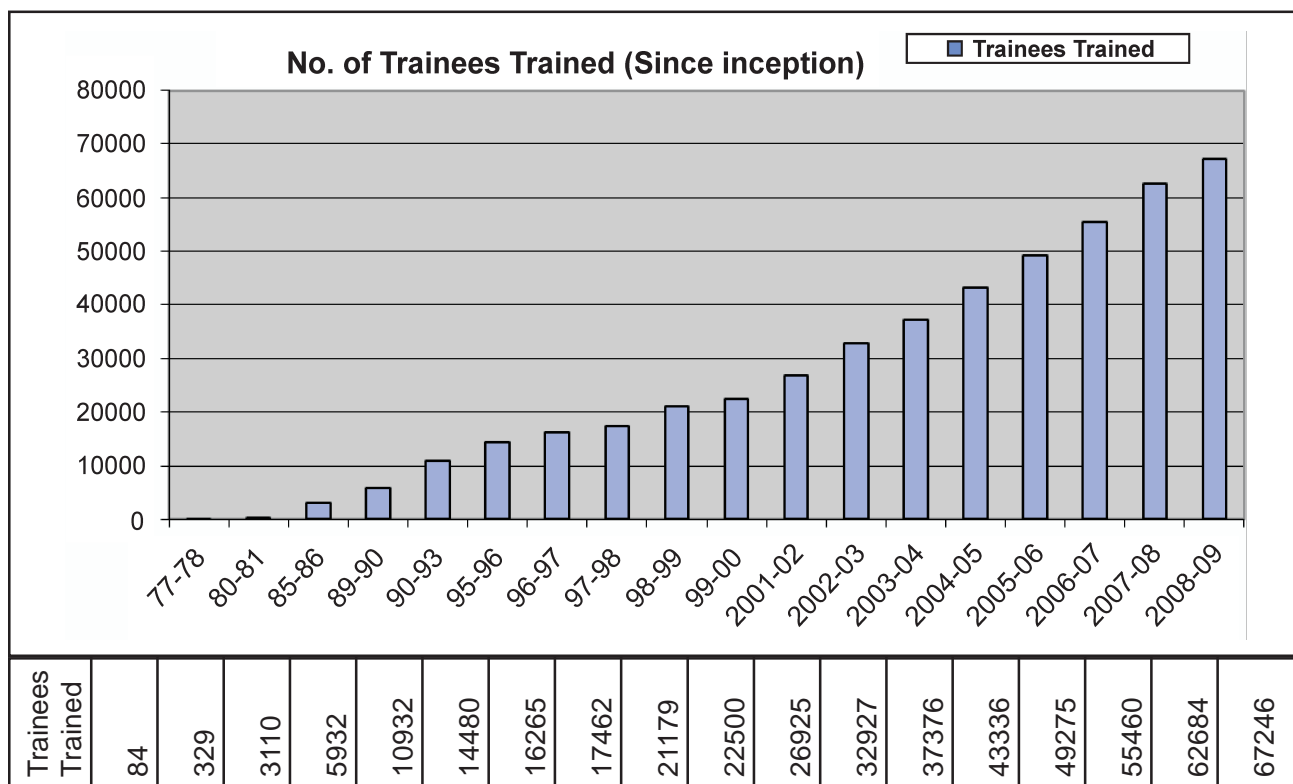
29.12 The National/Regional Vocational Training Institutes for Women are only women exclusive Institutes, which provide facilities for advanced skill and post-advanced training to women.

- ◆ The training facilities for women have been steadily growing and as on March 2009, there were about 3568 training seats in NVTI/RVTIs (this includes seats for regular and additional adhoc courses).

29.13 Besides the regular courses these institutes also organize:

- Short term/ad-hoc courses
- Training Programmes in Pedagogy for ITI instructors
- Short term courses in preparation/use of Audio-Visual aids.

29.14 NVTI/ RVTIs have trained about 67246 trainees since inception in various training courses until 31.03.2009 which includes 36455 trained in regular long term courses and 30791 in short-term courses. During this year (2008-09) about 6594 women have been trained until March 2009 in various courses; it includes 3585 trained in regular long term courses and 3009 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. . The number of trainees trained, since inception, can be seen in the **chart -I** -



### New Initiatives

29.15 In order to provide more training facilities to women within the available infrastructure additional ad-hoc training courses are being run with the help of contract faculty. This will increase the training capacity from 3568 training seats in 2008-09 to 3732 training seats in NVTI/ RVTIs during 2009-10. Continuous efforts are also made to diversify, strengthen & modernize the existing training network by upgrading the equipments. Institutes are now better equipped with modern industrial sewing machines & upgraded computers. NVTI at Noida is being converted into Centre of Excellence and it would shortly have an excellent apparel training section.

29.16 More stress is being given to involve 'usage industry' in the functioning of Institutes through Institutes Management Committees. This is helping in understanding the training requirements of the industry and industry is coming forward to assist in the functioning of the

institutes, thus improving the quality of training. For the trainees, classes on English Speaking and personality development are being held to enhance the self-esteem of trainees. Yoga classes and de-stressing programmes are being conducted for the welfare of inmates of hostels.

### Training Institutes under State Sector

29.17 Vocational Training facilities exclusively for women at Craftsmen level (Basic courses) are provided through a network of Women Industrial Training Institutes (WITIs)/ Women wings in general ITIs under the administrative control of the State Governments. The details on number of WITIs/wings etc. & the training seats sanctioned is collected from the respective State Governments and compiled by the Women's Training Directorate at DGE&T (details at **Table 29.2**). There are about 1188 Women ITIs and women wings in general ITIs (269 Govt. Women ITIs and 101 Private Women ITIs, 698 Women training Wings in Govt. ITIs and 120 Women

training Wings in Private ITIs) having a total of 51236 Training seats.

29.18 To promote participation of women in Craftsmen Training, the NCVT has recommended that the State Government reserve 25-30% seats for women in general ITIs. The Women Industrial Training Institutes (WITIs) / Women's wings in general ITIs offer training in Basic Skill Courses (as under Craftsmen Training Schemes) in selected trades out of the 60 engineering & 50 non-engineering trades approved by the NCVT.

### Craft Instructor Training

29.19 Training of Craft Instructors is the responsibility of DGE&T in the Ministry of Labour & Employment. The Craft Instructors' Training Scheme is operational since the inception of the Craftsmen Training Scheme. The first Craft Instructors' Training Institute was established in 1948 in Chennai. Subsequently 5 more institutes namely, Central Training Institute for Instructors {now called Advanced Training Institutes (ATI), ATI at Ludhiana, Kanpur, Howrah, Mumbai and

Hyderabad were established in 1960's by DGE&T.

29.20 Objective of the Craft Instructor Training is to train Instructors in the techniques of imparting industrial skills, in order to train semi-skilled/ skilled manpower for industry. Under the programme, Instructors from State Govt. ITIs and from Training Centres established by industries under the Apprentices Act are trained in 27 trades. Total seating capacity in the trades in operation in the above stated six Institutes are 1050.

29.21 The following types of courses are offered at the above institutes: -

- **One-Year Courses to provide comprehensive training both in skill development and principles of teaching.**
- **Refresher Courses to update and upgrade the knowledge and skill of the instructors and to keep them abreast of technological developments in Industry.**
- **Modular pattern of training in the following three modules are also offered.**

Name of Module	Duration	Institutes
Trade Technology	6 months	ATI, Hyderabad &
Training Methodology (Principles of Teaching)	3 months	CTI, Chennai
Engineering Technology	3 months	

### Advanced Vocational Training

29.22 In order to upgrade and update the skills of serving industrial workers, an Advanced Vocational Training Scheme (AVTS) is in operation since 1977. The scheme was taken up by DGE&T, Ministry of Labour in collaboration with UNDP/ ILO in 1977 at 6 Advanced Training Institutes (ATIs) under DGE&T and 16 Industrial Training Institutes (ITIs) of the 15 State Governments. The objectives of the scheme are to upgrade and update the skills of serving industrial workers to specialize in their field of work.

29.23 Under the scheme, training in selected skill

areas is being imparted through short-term modular courses of one to six weeks' duration. Tailor-made courses suiting to the specific requirements of industrial establishments are also offered.

- **The advanced skill-training courses offered at 6 ATIs/CTI have been given in Table 29.3**
- **Over 1,56,052 industrial workers/ technicians have made use of the training facilities at 6 ATIs & CTI under DGE&T till March, 2009**

29.24 To meet the growing demand of industry, advanced skill training facilities were extended to 30 ITIs of various State Governments/ UTs under the Vocational Training Project taken up with financial assistance from World Bank during the period 1989-98. Under this project, training facilities in additional areas were created at 6 ATIs and the existing training facilities were also strengthened.

29.25 NC/ CNC Training Centres have been established at ATIs/ CTIs, Chennai, Mumbai and Kanpur with UNDP/ ILO assistance to meet the growing need of trained workers in Hi-Tech areas. Training courses for operators, programmers and technicians on NC/ CNC Machines are being conducted at these Centres.

29.26 ATI-EPI Hyderabad was established in 1974 with the assistance from the Swedish International Development Authority (SIDA), ILO to cater to the training requirement of industries/ organizations by offering both shorter and long term courses in the field of Electronic & Process Instrumentation. Training activities of this institute are now grouped under five major wings:

- Consumer Electronics Wing – provides training in the disciplines of Audio Radio, Colour TV, CCTV, Digital Camera & Cable TV Equipment, Cordless phones and Cell phones.
- Industrial Electronics Wing – provides training in the disciplines of Power Electronics, Digital & linear ICS, Microprocessors, Micro Controller and PLCS.
- Information Technology Wing – provides training in Computer Hardware, Software and Networking.
- Medical Electronics Wing – provides training in all aspects of Sophisticated Modern Medical Electronic equipment.
- Process Instrumentation Wing – provides training in Industrial Sensors, Process

Control, Microprocessors, PLC in Process Industries.

29.27 The second ATI-EPI at Dehradun has been set up to cater to the needs of the Industries and other organizations of the Northern Region in the fields of Consumer Electronics, Industrial Electronics, Medical Process Instrumentation. The Institute offers short-term courses, long term courses **and tailor made courses in the field of Consumer Electronics and Industrial Electronics**. A total of 3486 short term and long term courses were conducted at two institutes since inception and 40212 trainees have been trained up to March, 2009. During the year 2008-09, 311 Courses have already been conducted and 3800 participants have been trained at these institutes.

### Supervisory Training

29.28 DGE&T has established two Foremen Training Institutes (FTIs) at Bangalore and Jamshedpur for technological and behavioural up gradation of supervisory skills. The objectives include consciousness of better quality and productivity, ability for problem solving, cost reduction, and application of modern technology amongst supervisors/managers engaged in the industry.

29.29 The institutes besides, offering regular courses for award of Diploma and Post Diploma in Foremanship also offers short-term courses and Tailor- made courses suiting to the needs of the industries. In order to cope up with the changing industrial scenario, training facilities in the areas like CAD, CNC technology, Welding, Engineering Instrumentation and Metrology, Pneumatics, Electropneumatic etc. have been upgraded.

29.30 During the year 2008-09, 853 (till March 2009) persons were trained at these institutes. These institutes have conducted 3191 courses and trained 43536 foremen/ supervisors in short-term and long term course. Detailed information

about the courses offered, entry qualifications, fee structure, calendar of the year etc. is available at DGE&T website [www.dget.nic.in](http://www.dget.nic.in).

### Central Staff Training & Research Institute, Kolkata

29.31 The institute has been set up to conduct training for executive staff, undertake applied research in the field of vocational Training and to develop and disseminate instructional materials and projected/ non-projected training aids.

29.32 The Institute organizes training programmes for trainers and junior/ senior management personnel engaged in planning, execution, control and evaluation of vocational training. The Institute conducts Problem Oriented Research Studies on different aspects of Vocational Training to bring qualitative improvement and for effective implementation of the National Vocational Training System.

29.33 Research studies in related areas are also undertaken, like determination of training required for physically handicapped and other weaker sections of the society .One major area of activity under the Research Wing of the Institutes relates to research and development of curricula of new trades and revision/ updating of existing trades, based on feedback from the industry. The Institute also develops instructional material for Craft Instructor Training. It undertakes development of teaching aids (both projected and non-projected) keeping the pedagogical aspects in mind.

29.34 Upto March 2009, the Central Staff Training & Research Institute at Kolkata has trained 18587 participants. Since inception CSTARI has developed and revised 460 curricula and completed 162 Projects covering various aspects of vocational Training. It undertakes developments of teaching aids both projected and non-projected, keeping the pedagogical aspects in mind. Activities during current year upto March 2009:

No. of training programmes conducted	45
No . of participants trained	600
Research Projects completed	nil
Curricula developed	12
Production of models	89
Computer based model demonstration CD	06
Drawing of mode	715
Models	34
Charts	34

(\*) including COE, MES, ATS, CTS - it includes revision and design and remodeling

### National Instructional Media Institute

29.35 The Institute was set up with the assistance of Government of Germany in December 1986. The Institute was made autonomous on 1<sup>st</sup> April, 1999. The Institute was earlier known as “Central Instructional Media Institute (CIMI)” As per the recommendations of the Governing Council in its 5<sup>th</sup> Meeting held on 29.6.2003 under the Chairmanship of the Hon’ble Union Labour Minister, the Institute was renamed as National Instructional Media Institute (NIMI) to reflect its National Character. The main objective for the establishment of the Institute is to make available instructional materials in various trades for the use of the trainees and trainers to ensure overall improvement in the standard of institutional training being imparted under Craftsmen and Apprenticeship Training Programmes. Present activities of the Institute include development, production, publishing and marketing of Instructional Media Packages (IMPs) comprising of books on Trade Theory, Trade Practical, Test/ Assignment, Instructor’s Guide, Visual Aids, Support materials such as books on Workshop Calculation & Science, Reference text books, Table books etc. Development of Question Banks to conduct All India Trade Test for Craftsmen trainees, and “Awareness Training Programme/ “Multiplier Training Programme” for effective use of IMPs to the Instructors of ITIs/ ITCs to enable effective implementation of Vocational Training.

The Institute has now taken up IMP development for Centres of Excellence (CoE) under World Bank assisted Vocational Training Improvement Project (VTIP) and also Modular Employable Skills (MES) under Skill Development Initiative Scheme (SDIS). NIMI has also started preparing Video Instructional Programms for courses under MES.

**Achievements: Upto March 2009**

**CTS/ATS**

- ◆ IMPs for 22 trades have been developed in English of which 174 books covering 22 trades have been published. Books for allied subjects and supporting materials have also been published.
- ◆ IMPs for 13 trades have been translated in Hindi of which 70 books have been published.
- ◆ IMPs for 12 trades have been translated in Tamil of which 55 books have been published.
- ◆ IMPs for 3 trades have been translated in Telugu of which 5 books have been published.
- ◆ IMPs for 6 trades have been translated in Kannada of which 26 books have been published.

- ◆ IMPs for 5 trades have been translated in Bengali of which 12 books have been published.
- ◆ IMPs for 8 trades have been translated in Marathi of which 25 books have been published.
- ◆ IMPs for 1 trade has been translated in Oriya of which 3 books have been published.

**CoE**

- ◆ IMPs for 5 trades have been developed in English of which 19 books covering 9 trades have been published.

**MES**

- ◆ IMPs for 143 courses have been developed in English of which 32 books covering 7 Sectors have been published.
- ◆ Question Banks have been developed for 185 Courses.
- ◆ Terminal Competencies have been developed for 308 Courses.
- ◆ Video Instructional Programme has been developed for 24 Courses.

Table 29.1

**Details Of Training Seats Sanctioned in National / Regional Vocational Training  
Institutes For Women  
(as on Mar. 2009)**

Sl. No.	Institute	NVTI Noida	RVTI Mumb	RVTI Bang	RVTI Triv an	RVTI His ar	RVTI Kolka ta	RVTI Tura	RVTI All ad	RVTI Indo re	RVTI Vad	RVTI Jaip ur	TOTAL
<b>BASIC COURSES</b>													
1	SEC. PRACTICE	32	16	32	16	16	16	16	16	16	16	16	208
2	HAIR & SKIN CARE	32	16			32	32	32	32	16	32	32	256
3	DRESS MAKING		16	32	16	16	16	32	64	32	16	32	272
4	FRUIT & VEG. PRES					16							16
5	ELECTONICS	32	32	80	64	32			32	32	32		336
6	C.O.P.A	80	40	40	60	20	40	40	40		20	40	420
7	INSTRUMENT MECH			32									32
8	ARCH. D'MAN	48	32	64	64		48			32		64	352
9	DTP	16	16	16	32				32		16	16	144
10	STENO (Hindi)					16			32	16		16	80
11	FASHION TECHNOLOGY	16		16			16		32		16	16	112
	<b>TOTAL</b>	<b>256</b>	<b>168</b>	<b>312</b>	<b>252</b>	<b>148</b>	<b>168</b>	<b>120</b>	<b>280</b>	<b>144</b>	<b>148</b>	<b>232</b>	<b>2228</b>
<b>ADVANCED SKILLS</b>													
1	SEC. PRACTICE	20	20	20	20				20	20	20	20	160
2	BEAUTY CULTURE & HAIR DRESSING	40					20		40		20	40	160
3	DRESS MAKING	120	60	20	20	40	20	20	40	20	20	40	420
4	EMBROIDERY	40											40
5	ELECTONICS	20	20	20	20				20	20	20		140
6	ARCH. ASSIST	20	20	40	40		20			20		20	180
7	SEC. PRACTICE(Hindi)								20	20		20	40
	<b>TOTAL</b>	<b>260</b>	<b>120</b>	<b>100</b>	<b>100</b>	<b>40</b>	<b>60</b>	<b>20</b>	<b>140</b>	<b>100</b>	<b>80</b>	<b>140</b>	<b>1140</b>
<b>POST ADVANCED</b>													
1	P.O.T	40	20	20	20				20	20	20	20	180
2	BUSINESS SERVICES	20											20
	<b>TOTAL</b>	<b>60</b>	<b>20</b>	<b>20</b>	<b>20</b>				<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>200</b>
<b>SHORT TERM</b>													
<b>Need based courses</b>													
	<b>GRAND TOTAL</b>	<b>576</b>	<b>308</b>	<b>432</b>	<b>372</b>	<b>188</b>	<b>212</b>	<b>140</b>	<b>440</b>	<b>264</b>	<b>248</b>	<b>392</b>	<b>3568</b>

Table 29.2

**State-Wise distribution of women Industrial Training Institutes & wings for women in  
general ITIs /Private WITIs data as in December 2008**

Region	Government		Private		Total	Total Seats
	WITIs	Women Wings	WITIS	Women Wings		
<b>Northen Region</b>						
Delhi**	3	7	29	2	41	2760
Himachal pradesh	16	Nil	Nil	Nil	16	1140
Rajasthan	8	5	4	Nil	17	896
Chandigarh	1	Nil	Nil	Nil	1	280
Uttar Pradesh	11	48	8	Nil	67	4040
Uttranchal	4	5	Nil	Nil	9	560
Haryana	31	nil	6	Nil	37	2428
Punjab	38	32	nil	Nil	70	4564
Jammu & Kashmir**	10	44	Nil	Nil	54	1246
<b>TOTAL</b>	<b>122</b>	<b>141</b>	<b>47</b>	<b>2</b>	<b>312</b>	<b>17914</b>
<b>Southern Region</b>						
Karnataka	22	Nil	19	Nil	41	2860
Kerala	8	nil	1	Nil	9	1620
Tamilnadu	12	3	12	Nil	27	2568
Andhra Pradesh	23	10	4	17	54	3980
Pondichery	2	1	Nil	Nil	3	216
Lakshadweep	Nil	1	Nil	Nil	1	16
<b>TOTAL</b>	<b>67</b>	<b>15</b>	<b>36</b>	<b>17</b>	<b>135</b>	<b>11260</b>
<b>Eastern Region</b>						
Nagaland	1	11	Nil	Nil	12	320
Meghalaya	1	Nil	Nil	Nil	1	320
Bihar	7	Nil	Nil	Nil	7	432
Jharkhand*	6	Nil	Nil	Nil	6	544
West Bengal*	4	12	1	Nil	17	640
Orissa	10	Nil	5	Nil	15	928

Assam	5	5	1	Nil	11	936
Manipur	1	7	Nil	Nil	8	192
Mizoram*	Nil	Nil	Nil	Nil	0	0
Tripura	1	Nil	Nil	Nil	1	116
Andaman & Nicobar	Nil	1	Nil	Nil	1	16
Arunachal Pradesh	1	Nil	Nil	Nil	1	80
Sikkim	Nil	Nil	Nil	Nil	0	0
<b>TOTAL</b>	<b>37</b>	<b>36</b>	<b>7</b>	<b>0</b>	<b>80</b>	<b>4524</b>
<b>Western Region</b>						
Gujart	6	24	3	nil	33	2160
Madhaya Pradesh	14	Nil	Nil	Nil	14	846
Chattisgarh	8	5	Nil	Nil	13	416
Maharashtra	15	476	8	101	600	14100
Dadra & Nagar Haveli	Nil	1	Nil	Nil	1	16
Goa	Nil	Nil	Nil	Nil	0	0
Daman & Diu	Nil	Nil	Nil	Nil	0	0
<b>TOTAL</b>	<b>43</b>	<b>506</b>	<b>11</b>	<b>101</b>	<b>661</b>	<b>17538</b>
<b>GRAND TOTAL</b>	<b>269</b>	<b>698</b>	<b>101</b>	<b>120</b>	<b>1188</b>	<b>51236</b>

Table 29.3

**Training In Advanced Skill Areas At Six Advanced Training Institutes**

Sl. No.	Name of the trades	ADVANCED TRAINING INSTITUTES					
		Chennai	Howrah	Hyderabad	Kanpur	Ludhiana	Mumbai
1	Advanced Tool & Die Making	*	*	-	*	*	*
2	Advanced Welding	*	*	*	*	*	*
3	Advanced Ref. & Air Conditioning	-	*	*	-	*	-
4	Electrical Maintenance	*	*	*	*	*	*
5	Electronics Maintenance	*	*	*	*	*	*
6	Heat Engines	*	*	*	*	*	*
7	Hydraulics & Pneumatic	*	*	*	*	*	*
8	Induction to Engineering Technology	-	-	*	-	-	-
9	Industrial Chemistry	*	-	-	-	-	*
10	Machine Tool Maintenance	*	*	*	*	*	*
11	Material Testing/Inspection	*	*	-	-	*	-
12	Metrology & Inspection	*	*	*	*	*	*
13	Micro Computer/Industrial Controls	*	*	*	*	-	*
14	Process Control Instrumentation	*	-	-	-	-	*
15	Production Technology	*	-	-	-	-	-
16	Tool Design	*	*	-	*	-	*

\* Indicates availability of course.

