

LONG TERM TRAINING

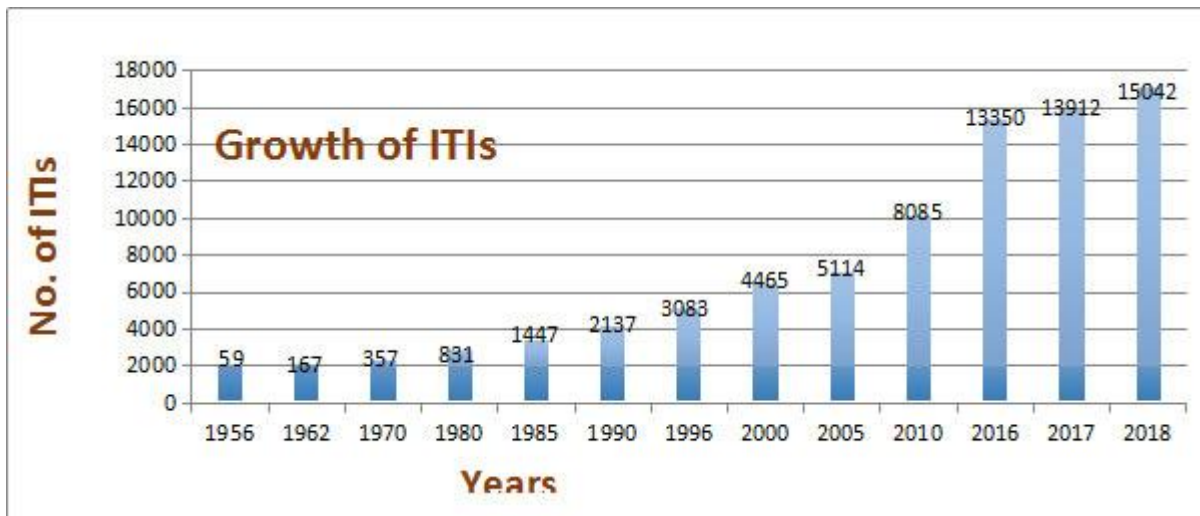
CRAFTSMEN TRAINING SCHEME (CTS)

The Craftsmen Training Scheme (CTS) was introduced by the Government of India in year 1950 to ensure a steady flow of skilled workers in different trades for the domestic industry, to raise quantitatively and qualitatively the industrial production by systematic training, to reduce unemployment among the educated youth by providing them employable skills, to cultivate and nurture a technical and industrial attitude in the minds of younger generation. The Scheme being the most important in the field of Vocational Training, has been shaping craftsmen to meet the existing as well as future manpower need, through the vast network of ITIs spread over various States / Union Territories in the country. The day-to-day administration of ITIs under the Craftsmen Training Scheme was transferred to the State Governments/ Union Territory administrations with effect from the year 1956. From 1st April, 1969, the financial control of the Industrial Training Institutes in the States as well as in the Union Territories was transferred to the respective State Governments / Union Territory. The financial assistance was granted to them in the form of bulk grant in consultation with the erstwhile Planning Commission and the Ministry of Finance.

Vocational Training is a concurrent subject of both Central and State Governments. The development of training schemes at National level, evolution of policy, laying of training standard, norms, conducting of examinations, certification, etc. are the responsibilities of the central government, whereas, day to day administration including admission in ITIs rests with the respective State Governments / UTs.

Growth of ITIs in the country

The ITIs play a vital role in growth of GDP of the country in terms of providing skilled manpower to the industry. Craftsmen Training Scheme (CTS) was initiated, in 1950 by establishing about 50 Industrial Training Institutes (ITIs) for imparting skills in various vocational trades to meet the skilled manpower requirement for industrial growth of the country. Several new private ITIs were established in 1980s in southern states mostly in Kerala, Karnataka and Andhra Pradesh, from where trained craftsmen found placement in the Gulf countries.



Presently, training courses under Craftsmen Training Scheme are being offered through a network of 15,154 ITIs (Govt. 3262 + Private 11892) located all over the country with total seating capacity 26.58

lakhs(in the trades of 1 year and 2 year durations) on NCVTMIS portal with an objective to provide skilled work force to the industry in 137 NSQF compliant trades.

Crafts Instructor Training Scheme (CITS)

Training of Craft Instructors is the mandated responsibility of DGT and it is operational since the inception of the Craftsmen Training Scheme (CTS). Comprehensive training both in skills and training methodology is imparted to the instructor trainees to make them conversant with techniques of transferring hands-on skills, to train skilled manpower for the industry.

During admissions in academic session 2019, it was assessed that about 15,000 ITIs with seating capacity of more than 28 lakhs and the skill ecosystem have more than 95,000 instructor positions. But, only about 15% of these are currently trained under CITS. NCVT has mandated that all trainers in ITIs need to be CITS trained. Present capacity in National Skill Training Institutes (NSTIs) for training of trainers is 7776 per annum with total seating capacity being 11556 (including of govt. and pvt. ITOTs – 3780). During academic year August 2019, a total of 9317 candidates have taken admission (81% seats filled) in NSTIs.

Under the Crafts Instructor Training Scheme programme, the eligible candidates are those who possess NTC / NAC / Diploma /Degree qualifications. Training in 27 Engineering trades and 9 non-engineering trades is being offered.

Craft Instructor Training Institutes:

Training is conducted in the following Central Institutes:

- NSTIs at Hyderabad(Vidya Nagar), Hyderabad(Ramanthapur), Mumbai, Chennai, Kolkata, Kanpur, Ludhiana, Dehradun, Bengaluru, Choudwar, Calicut, Haldwani, Jodhpur and Jamshedpur .
- NSTIs for Women in Noida, Panipat, Indore, Jaipur, Allahabad, Thiruvananthapuram, Bengaluru, Kolkata, Mumbai, Vadodara and Tura.
- New NSTIs for Women at Mohali, Shimla, Patna, Agartala, Tiruchirappally, Hyderabad, Goa and UT of Jammu.

Training is also conducted in the following Government ITOTs:

- Government ITOTs at Lucknow (UP), Talcher (Orissa), Bhopal (Madhya Pradesh), Rohtak (Haryana), Davangere (Karnataka) and Malavalli (Karnataka).

ADVANCED VOCATIONAL TRAINING SCHEME (AVTS)

In order to upgrade and update the skills of serving industrial workers, the AVTS is in operation since 1977. The scheme was launched by erstwhile DGE&T, Ministry of Labour and (now Directorate General of Training (DGT), Ministry of Skill Development & Entrepreneurship) in collaboration with UNDP/ILO in 1977 at the then 6 Advanced Training Institutes (ATIs) under DGE&T and 16 ITIs of the 15 State Governments. 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. Over 3.5 lakh industrial workers / technicians have made use of the training facilities at the NSTIs (erstwhile ATIs) since Sept, 2007. With financial assistance from World Bank, training facilities in additional areas were created at ATIs and the existing training facilities were also strengthened.

NSTI (Ramanthapuram) (erstwhile ATI-EPI) Hyderabad was established in 1974 with the assistance from the Swedish International Development Authority (SIDA), ILO and the second NSTI (erstwhile ATI-EPI) at Dehradun has been set up to cater to the training requirement of industries / organizations by offering both short and long term courses especially in the field of Electronic & Process Instrumentation.

Vocational Training Programme for Women

Women Training under Ministry of Skill Development & Entrepreneurship takes care of providing skill training to women in the country which aims at stimulating employment opportunities among women of various socio-economic levels and different age groups.

Women's Vocational Training Programme (WVTP) was designed and launched in 1977 to mainstream women into economic activities. This project on women's vocational training was formulated with the assistance of Swedish International Development Authority (SIDA) and the International Labour Organization (ILO) in March, 1977. Under this project, vocational trades were identified that were particularly suitable for women and their implementation planned.

Women's Vocational Training Programme promotes Vocational Training for women for wage-employment in industry, as instructors and also promotes their self-employment.

The Program offers:

1. Industrial skill training under Craftsmen Training Scheme (CTS)
2. Instructor skill training under Craft Instructors Training Scheme (CITS)
3. Demand-driven Short-term courses
4. Special programs for training the Instructors of ITIs
5. Tailor-made courses as per industry's demand

National Skill Training Institutes(erstwhile National/Regional Vocational Training Institutes) for Women under Women Training, DGT

The vocational training to women, Directorate General of Training, Ministry of Skill Development & Entrepreneurship was implemented through a network of 11 institutes – One National Vocational Training Institute (NVTI) at Noida (1977) and ten Regional Vocational Training Institutes (RVTIs) at Mumbai (1977), Bengaluru (1977), Thiruvananthapuram (1983), Kolkata (1986), Tura (1986), Panipat (1986), Allahabad (1991), Indore (1992), Vadodara (1993), and Jaipur (1994). **The Names of these women Institutes have been changed as “ National Skill Training Institutes for Women” (NSTIs for Women).** These are functioning directly under the control of Central Government. The Skill Training is provided through CTS (Craftsmen Training Scheme) and CITS (Craftsmen Instructor Training Scheme) courses under Vocational Training Programmes.

The NSTIs(W) (erstwhile NVTI/RVTIs) organize NCVT approved skill training programmes under Craftsmen Training Scheme (CTS) and Craft Instructors’ Training Scheme (CITS) in areas such as Office Management, Electronics, Secretarial Practice, Architecture, Computer, Dress Making, Cosmetology, Fruits and Vegetables Processing, Desk Top Publishing, Surface Ornamentation Techniques, Fashion Design & Technology, Catering and Hospitality, Sewing Technology, Travel & Tour, Computer Aided Embroidery & Designing, Food and Beverages Service Assistant, Food Production (General), Draughtsman Civil and Interior Decoration & Designing etc. besides Long Term training, Short Term training is also provided in the 18 NSTIs(W) in the above mentioned trades.

A total of 4445 regular seats (2731 CTS+1714 CITS) have been sanctioned in these NSTIs(W) in 2019-20 in various training courses under CTS and CITS. These courses are of one to two years duration and conducted on annual pattern.

Placement support is also provided to the passed out trainees by organizing on Campus Interviews.

Support is also being extended to the trainees to facilitate them for Apprenticeship Training.


Off Campus Short Term training programmes are being conducted by the NSTIs(W).

All NSTIs(W) are registered as Basic Training Provider (BTP) to provide Basic Training for Apprentices.

Setting Up Of New NSTIs (erstwhile RVTIs) for Women

To enhance the skill training facilities for women in India, in addition to the existing 11 institutes, eight new NSTIs(W) are being set up, one each in the states of Tamil Nadu, Punjab, Himachal Pradesh, Tripura, Bihar, Goa, Telangana and Jammu & Kashmir.

Training in 8 new institutes viz NSTIs at Shimla, Mohali, Patna, Trichy, Agartala, Hyderabad, Goa& UT of Jammu & Kashmir have been started from the temporary accommodation.

List of the Institutes under WT (Women Training) course details and trainees trained  [Download](#)

SCHEMES FOR UPGRADATION OF IT IS

Infrastructure of ITIs has been modernized by upgradation of ITIs through the following schemes:

A. Upgradation of 400 Government ITIs - Externally Aided Project (EAP) - World Bank assisted Vocational Training Improvement Project (VTIP):

The Vocational Training Improvement Project (VTIP) envisages upgradation of 400 Government ITIs. 34 State Governments/UTs are participating under the project. About Rs. 2 to 3.5 cr. has been allocated to the ITIs for upgradation depending on the industrial sector identified by the ITI. The scheme objective also includes enhancement of knowledge and skills of ITI instructors, strengthening facilities in 14 central institutes, strengthening curriculum development, capacity building etc.

Key institutional reforms introduced under the project are constitution of Institute Management Committee (IMC) at ITI level with a chairperson from the industry. Physical component consisted of setting up of new classrooms and workshops, training of trainers, modernization of tools, equipment, machinery and ensuring a congenial environment.

The project started in Dec. 2007 and closed in September 2018. An amount of Rs. 1812 cr. has been released to the States/UTs and centrally funded institutes against which about Rs. 1754 cr. has been utilized till date.

B. Upgradation of 1396 Government ITIs through PPP

Under the scheme of Upgradation of 1396 Government ITIs through PPP, 1227 Government ITIs have been covered and an Industry Partner (IP) is associated with every ITI covered under the scheme. Institute Management Committee (IMC), registered as a society, has been constituted in each ITI and is headed by the Industry Partner. Interest free loan of Rs. 2.50 crore per ITI was released by the Central Government directly to the IMC Society of the ITI. Financial and academic autonomy has been given to the IMC society. The interest free loan is repayable by the IMC with a moratorium of 10 years and thereafter in equal annual instalments over a period of 20 years. 31 States/UTs have been covered under the scheme and Rs. 3067.50 crore has been released to 1227 Government ITIs throughout the country during the XI Plan period. Letter has been issued by DGT for all State Governments for repayment of the interest free loan to the Government of India through online portal “bharatkosh.gov.in”.

C. Upgradation of Government ITIs into Model ITI

Under this Scheme, an existing ITI in a State is being upgraded as Model ITI which will be evolved as an institution showcasing the best practices, efficient and high quality training delivery and sustainable and effective industry relationship by:

- Becoming a demand centre for local industries for its expertise and best performance in training.
- Better engagement with local industries
- Signing flexi MoU with industry to conduct training program to meet specific skill requirement of the Industry. For such approved courses, examination / assessment and certification will be done by NCVT
- Training of unorganized sector workers.
- Training of existing industrial workforce

Institute Management Committee (IMC) society is to be formed for each ITI with chairperson from Industry. All major trades are to be covered by the representatives of industry in IMC. IMC is to be empowered for its efficient functioning.

The scheme was approved in Dec. 2014 for a total cost of Rs 300 crore. Implementation period for the Scheme was 3 years i.e., till FY 2016-17. The scheme has now been extended by the Standing Finance

Committee (SFC) for a total cost of Rs. 300 crore, in its meeting held on 09.08.2018 under the chairpersonship of Secretary (MSDE) till March 2020. So far, an amount of Rs. 245.30 crore (including State Share) has been allocated to 27 States for upgradation of 29 ITIs into Model ITIs and Rs. 119.46 crore (including State Share) has been released, so far.

Flexi MoUs (Flexible Memorandum of Understanding or Flexi-MoU Scheme)

The scheme allows industries to train candidates as per their skill set requirements and provides trainees with an industry environment aligned with the market demand and latest technology to undergo training. It is designed to cater to the needs of both industry as well as trainees. The scheme, as an Employer Skiller model, envisages prospective employer (industry) with established infrastructure, robust training facilities, as well as trained faculty; to conduct in-house skilling of prospective employee to add industry ready trainees to its workforce.

The scheme offers flexibility to Industry, for their tailored & customized courses, having market relevant content that meets the industry requirements. These courses developed by ITP are intended to provide more weightage towards industrial training and are high employment potential. For IT/ITES and similar sectors, purely online courses may be developed. Duration of training including classroom and industry training ranges from 6 months, upto 24 months (2 years). While training is the sole responsibility of ITP, assessment is jointly done by ITP and DGT. Industry conducts practical and formative assessments, with ensured placement of at-least 50% of the total successful trainees trained.

The participating entities need to enter into agreement or MoU with DGT, as an Industrial Training Partner (ITP). ITP can be Industry/Organization, Industry Cluster/ Association, Skill University. ITP has flexibility of selecting the trainees according to their criteria over and above the prescribed criteria. Admission time and training cycle has been kept flexible. Training in industry relevant courses with high employment potential, interactions with experienced industry experts/professionals and exposure to industry shop-floor environment & latest equipment are benefits to trainees with increased employment avenues in multiple industries in that sector. The pass out trainees are Industry ready, with exposure to best practices, latest machines, tools, and equipment.

Following MoUs have been signed under the revised scheme guidelines released in March 2019, as on 1st Jan 2020:

- Maruti Suzuki India Limited, Gurugram
- Centurion University of Technology and Management Odisha
- Suzuki Motors, Gujarat
- NMDC Chhattisgarh
- Kaushalya Kameshwar, Jharkhand
- GTTC Bengaluru
- Navgurukul Bengaluru

SKILL STRENGTHENING FOR INDUSTRIAL VALUE ENHANCEMENT (STRIVE)

Skills Strengthening for Industrial Value Enhancement (STRIVE) project is a World Bank assisted-Government of India project with the objective of improving the relevance and efficiency of skills training provided through Industrial Training Institutes (ITIs) and apprenticeships. The financial agreement was signed between Government of India and International Bank for Reconstruction and Development (IBRD) on 19th December, 2017 and the closing date of the project is November, 2022. It is an outcome focused scheme marking shift in government's implementation strategy in vocational education and training from inputs to results. It is aimed at institutional reforms and improving quality & market relevance of skill development training programs in long term vocational education training. It shall incentivize ITIs to improve overall performance including apprenticeship by involving SMEs, business association and industry clusters. The project aims to develop a robust mechanism for delivering quality skill development training by strengthening institutions such as State Directorate of training & Employment, CSTARI, NIMI, NSTIs, ITIs etc.

It is a Central Sector Scheme (CSS) with a budget outlay of INR 2200 Crore (US \$ 318 million) covering the following 4 result areas:

- Improved performance of ITI.
- Increased Capacities of State Governments to support ITIs and Apprenticeship Training
- Improved Teaching and Learning.
- Improved and Broadened Apprenticeship Training.

Progress so far:

- 31 States/UT have signed agreement to implement STRIVE
- A total of 314 ITI from 23 States have been selected to participate in the programme
- 211 ITIs have signed Performance based grant agreement
- 13 Industry Clusters(IC) from 8 states have been selected in pilot phase to promote Apprenticeships
- An external agency has been hired to identify key constraints in female participation in skills training so that remedial action can be taken to enhance female participation.
- Capacity building workshops organized for ITI principals, IMC chairman, ICs and State officials. Till date 16 states and over 150 ITI representative have been trained and briefed in detail on the nuances of the project
- Baseline collation and correction is completed for the project ITI and state departments
- Creation of Monitoring portal to capture the financial disbursement and track the KPIs for ITI is completed and now live
- Industry cluster/Associations have been physically visited to build their capacity on implementation of project
- 18 Private ITI have been physically visited to build their capacity on implementation of the STRIVE project
- Workshop on Environmental and Social aspects under STRIVE for 17 state level nodal officers has been conducted
- Over 25 workshops on STRIVE for various stakeholders in Delhi and various regional locations have been completed till date
- More than INR 67.83 crore have been disbursed to various implementing agencies
- 13,394 officials have been trained under NSQF compliance
- 2 Disbursement linked results have been achieved so far viz approval of Operations Manual and signing of agreements by 200 ITI

DUAL SYSTEM OF TRAINING (DST)

The scheme Dual System of Training, with the revised guidelines, has been launched by DGT in Feb. 2019, in order to provide Employable Skills to the trainees who pass out from ITI in various trades. The revised guidelines are effective from academic year 2019. DST encourages ITI and industry partners to adopt/participate within the regular training duration of specific trade and within the ITI ecosystem, which strengthens industry connect of ITI and trainees viz a viz imparts industry relevant quality training to the trainees.

Under DST scheme, the admission to ITI, courses offered, their duration, examination and certification are same as the courses offered under Craftsmen Training Scheme. Under the DST scheme, On the Job Training (OJT), is conducted in the industry environment, in order to meet the skilled workforce requirements of industry, while theoretical component is covered in the ITI itself. The students appear in regular examination under Craftsmen Training Scheme (CTS) and awarded e-certificate under CTS like other ITI students. DST is applicable in all affiliated ITIs and covers all existing trades offered under CTS. After the completion of training, the trainees who are awarded E-National Trade Certificate (E-NTC) under the scheme have an edge over regular ITI pass outs in terms of employability and employment opportunities in industry.

As on 1st Jan 2020, a total of 748 MoUs have been signed under the DST scheme by ITIs under State Directorates, NSTIs under DGT and by industrial clusters under STRIVE scheme. The details are given below:

S.No	Category of MoUs under DST	No. of MoUs signed
1.	Between National Skill Training Institutes under DGT and Industry Organizations	132
2.	Between Govt & Private ITIs of State & UT and Industry Organizations	448
3.	Between Industry Clusters and ITI (Under STRIVE Scheme)	32
4.	Earlier Existing MoUs of DST now revised under revamped scheme	136
Total		748

SKILL LOAN SCHEME

The Skill Loan Scheme was launched in July 2015 to provide institutional credit to individuals for skill development courses aligned to National Occupations Standards and Qualification Packs and leading to a certificate/diploma/degree by training institutes as per National Skill Qualification Framework (NSQF).

This scheme is applicable to all member banks of the Indian Banks' Association (IBA) and any other banks and financial institutions as may be advised by the RBI. The scheme provides broad guidelines to the banks for operationalizing the skilling loan scheme.

Salient features of the guidelines to banks for operationalizing the scheme:

- Eligibility –Any individual who has secured admission in a course run by Industrial Training Institutes (ITIs), Polytechnics or in a school recognized by Central or State education Boards or in a college affiliated to a recognized university, training partners affiliated to National Skill Development Corporation (NSDC) / Sector Skill Councils, State Skill Mission, State Skill Corporation
- Courses – Aligned to NSQF
- Quantum of Finance – Rs 5000-1,50,000
- Duration of Course – No minimum duration
- Rate of Interest – Base rate (MCLR) + an add on typically up to 1.5%
- Moratorium – Duration of the course
- Repayment Period – Between 3 to 7 years basis the amount of loan
- Loans upto ₹ 50,000 - Upto 3 years
- Loans between ₹ 50,000 to ₹ 1 lakh - Upto 5 years
- Loans above ₹ 1 lakh - Upto 7 years
- Coverage – Course Fees (directly to the training institute) along with expenses towards completion of the course (assessment, examination, study material, etc.)
- The scheme does not allow for a collateral to be charged from the beneficiary.
- MSDE, through a November 2015 notification, brought into force the Credit Guarantee Fund for Skill Development (CGFSSD) for all skill loans sanctioned on or after 15 July 2015, to be administered by the National Credit Guarantee Trust Company (NCGTC).
- Banks can apply to the NCGTC for credit guarantee against defaults and NCGTC will provide this guarantee at nominal fee which shall not exceed 0.5% of the amount outstanding. The guarantee cover will be for a maximum of 75% of the outstanding loan amount (including interest, if any).

As per the information provided by Indian Bank's Association (IBA) in respect of 21 Banks, a total skill loan of Rs 29.06 crore was disbursed during the year 2018-19 (as on September 2018).

NATIONAL ENTREPRENEURSHIP AWARDS (NEA)

As an important step to catalyse a cultural shift in youth for entrepreneurship, the Ministry of Skill Development and Entrepreneurship (MSDE) has instituted the National Entrepreneurship Awards (NEA) to recognize and honour outstanding young first generation Entrepreneurs and their Ecosystem Builders for their outstanding contribution to entrepreneurship development.

The NEA program was started in 2016 and continued in 2017 and 2018. The National Entrepreneurship Awards (NEA) 2019 was the 4th edition in the NEA series.

The NEA seeks the participation of Young Entrepreneurs and Entrepreneurial Ecosystem Builders in the National Entrepreneurship Awards from all across India. It seeks to instil and entrench the entrepreneurial attitude among the future generations and the Youth of India.

A total of 39 Awards under NEA 2019 were conferred to young entrepreneurs' upto the age of 40 years and their ecosystem builders across sectors, geographies and socio-economic background through the process of Nomination/Self-nomination. The purpose was to highlight models of excellence for others to emulate and improve upon.

Winners received a Trophy, Certificate and a Cash Prize of ₹5 lakh (enterprises/ individuals) and ₹10 lakh (organizations/ institutes), in a grand Award Ceremony organized on 9th November, 2019.

For more details kindly refer the website <http://neas.gov.in>.

PILOT PROJECT ON ENTREPRENEURSHIP

The main aim of the pilot project is to promote entrepreneurship as an alternate career choice and enable mentoring support through the journey to potential and early stage entrepreneurs, by imparting entrepreneurship education and mentoring support to trainees/ beneficiaries from skilling ecosystem.

Vision

Accelerate job creation by providing end to end entrepreneurship education, handholding and mentoring support to potential and existing entrepreneurs who aspire to start or scale-up their existing enterprises.

Mission

To promote entrepreneurship as an alternate career choice and enable sustained long-term mentoring support through the journey to potential and early stage entrepreneurs.

The pilot is being implemented across 12 States and Union Territories (Delhi, Uttar Pradesh, Tamil Nadu, Puducherry, Telangana, Kerala, West Bengal, Bihar, Assam, Meghalaya, Uttarakhand, Maharashtra). The project activities seek to create an enabling ecosystem for entrepreneurship development through entrepreneurship education & training, advocacy, and easy access to entrepreneurship network, with focus on student/ trainees and alumni from the skill ecosystem.

Entrepreneurship education is being imparted through about 300 Institutes (Industrial Training Institutes, Polytechnics, Jan Shikshan Sansthan, Pradhan Mantri Kaushal Kendras) across project States, targeting both existing and potential entrepreneurs through specific modules. The pilot is being implemented through organizations having experience in entrepreneurship development, entrepreneurship training as well as mentoring and handholding.

