



महाराष्ट्र शासन

व्यवसाय शिक्षण व प्रशिक्षण प्रादेशिक कार्यालय : मोशी रोड , अमरावती ४४४ ६०३

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क्रमांक:०८/प्रशिक्षण/सलग्नता/२०११/६५५५
दिनांक :- ०४-१०-२०११



प्राचार्य,
शासकीय औद्योगिक प्रशिक्षण संस्था, /
अशासकीय औद्योगिक प्रशिक्षण संस्था,
सर्व अमरावती विभाग

प्रकल्प अधिकारी,
आश्रम शाळा औद्योगिक प्रशिक्षण संस्था,
सर्व अमरावती विभाग

प्रचार्य
उच्चस्तर औद्योगिक प्रशिक्षण संस्था,
रहाटगांव जि. अमरावती

विषय :- दिनांक २७-२८ जून २०११ रोजीच्या ब्रेन स्टोर्मिंग तसेच विविध प्रकारच्या
योजनेबाबत DGET, नवी दिल्ली यांचे बैठकीचे इतिवृत्तांत पाठविणेबाबत.

उपरोक्त विषयास अनुसरून आपणास कळविण्यांत येते की, मा. संचालक, (प्रशिक्षण)
व्यवसाय शिक्षण व प्रशिक्षण संचालनालय, म.रा. मुंबई या पत्र क्रमांक :१२/एफएन/सुचना/२०११/
९२४ दिनांक १९ सप्टेंबर २०११ रोजीच्या पत्रासोबत डि.जी.ई.एम इ ११०२८/१/२०११-टीयु, दि.
३/८/२०११ रोजीची प्रत कृपया पहावे डी.जी.ई.टी नवी दिल्ली यांच्या पत्रानुसार प्राप्त झालेले ब्रेन
स्टोर्मिंग, विविध प्रकारच्या योजनेबाबत तसेच परफॉर्मस एव्होल्यूशन औद्योगिक प्रशिक्षण संस्थांबाबत
डी.जी.ई.टी, नवी दिल्ली यांची दि. २७-२८ जून २०११ रोजीच्या बैठकीचे इतिवृत्त सोबत जोडले आहे.
सदर इतिवृत्तातील सुचना तसेच निर्णया नुसार कार्यवाही करण्यांत यावी.

सहपत्र :- वरील प्रमाणे.

(एन.पी.येते)
निरीक्षक,
व्यवसाय शिक्षण व प्रशिक्षण
प्रादेशिक कार्यालय, अमरावती

प्रतिलिपी :- १) मा. संचालक, (प्रशिक्षण) व्यवसाय शिक्षण व प्रशिक्षण संचालनालय, म.रा. मुंबई यांना
माहिती करीता सविनय सादर. (कार्यासन क्रमांक १२)

२) जिल्हा व्यवसाय शिक्षण व प्रशिक्षण अधिकारी, अमरावती / अकोला / यवतमाळ /
बुलढाणा / यांना माहिती तथा आवश्यक कार्यवाही करीता अगोपित.



**व्यवसाय शिक्षण व प्रशिक्षण संचालनालय,
महाराष्ट्र राज्य,**

३, महापालिका मार्ग, टपाल पेटी क्रमांक १००३६, मुंबई ४०० ००९.
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क्रमांक:- १२/एएफएन/सूचना/२०११/ ९२४

दिनांक:- १९ सप्टेंबर, २०११.

प्रति,

सहसंचालक / उपसंचालक,
व्यवसाय शिक्षण व प्रशिक्षण, प्रादेशिक कार्यालय,
मुंबई / पुणे / नागपूर / नाशिक / औरंगाबाद / अमरावती.

**विषय:- दिनांक २७-२८ जून, २०११ रोजीच्या ब्रेन स्टोर्मिंग तसेच विविध प्रकारच्या
योजनेबाबत DGET, नवी दिल्ली यांचे बैठकीचे इतिवृत्तांत पाठविणेबाबत...**

संदर्भ:- डि. जी. ई. टी. नवी दिल्ली यांचे पत्र M-11028/1/2011-TU, DT. 03/08/2011.

उपरोक्त विषयांकित डि. जी. ई. टी. नवी दिल्ली यांचे संदर्भाधीन पत्र कृपया पहावे.

डि. जी. ई. टी. नवी दिल्ली यांच्याकडून संदर्भाधीन पत्रानुसार प्राप्त झालेले ब्रेन स्टोर्मिंग, विविध प्रकारच्या
योजनेबाबत तसेच परफॉर्मस एवॉल्यूशन औद्योगिक प्रशिक्षण संस्थांबाबत डी.जी.ई.टी, नवी दिल्ली यांची
दि. २७-२८ जून, २०११ रोजीच्या बैठकीचे इतिवृत्त सोबत जोडले आहे.

आपणांस कळविण्यांत येते की, सदर इतिवृत्तातील सूचना तसेच निर्णयानुसार कार्यवाही करण्याबाबत
संबंधित जिल्हा व्यवसाय शिक्षण व प्रशिक्षण अधिकारी तसेच संस्था यांना आपल्या स्तरावरून कळविण्यांत
यावेत.

प्रति
२४/८/२०११

कळविणे
२०/८/२०११
२४/८/२०११

(एम. के. पाटील)

सहाय्यक प्रशिक्षणार्थी सल्लागार (तां.)
व्यवसाय शिक्षण व प्रशिक्षण संचालनालय,
महाराष्ट्र राज्य, मुंबई- ४०० ००९.



M-11028/1/2011-TU
Government of India
Ministry of Labour & Employment
Directorate General of Employment & Training

Dated: 3rd August, 2011

To

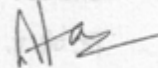
1. Principal Secretaries/State Directors of all the States Government and UTs.
2. Commissioners/Directors to all State Govts./UT Administrations (Dealing with Vocational Training)

Subject: Minutes of the Brain-Storming and Review of various schemes implemented under DGE&T and performance evaluation of ITIs on 27-28 June 2011 at 11:00 A. M.

Sir,

I am directed to enclose herewith the minutes of the Brain-Storming and Review of various schemes implemented under DGE&T and performance evaluation of ITIs on 27-28 June 2011 at 11:00 A. M. for your information.

Yours faithfully



(Anita Srivastava)
Deputy Director of Training



**BRAIN - STORMING AND REVIEW OF VARIOUS SCHEMES
IMPLEMENTED UNDER DGE&T AND PERFORMANCE EVALUATION OF ITIs**

**MINUTES OF THE MEETING HELD ON 27th & 28th JUNE, 2011 AT
LECTURE HALL, NASC COMPLEX, and D.P.S ROAD, NEW DELHI**

Meeting of the Principal Secretaries and State Directors was convened on 27th & 28th JUNE, 2011 at Lecture Hall, NASC Complex, D.P.S Road, New Delhi - 110012 under the Chairmanship of Secretary, Labour and Employment. Hon'ble Union Minister for Labour & Employment Shri Mallikarjun kharge, addressed the inaugural session.

2. In his inaugural address, Hon'ble LEM felt the need of meeting between Central and State Governments for further implementation of skill development schemes. He expressed his displeasure that many of the Principal Secretaries / Secretaries were not present. He was also unhappy with large number of vacancies of Principals and Instructors in the ITIs. He said that all the Chief Ministries have been requested to take prompt action in this regard. Secretary, L&E remarked that participation of the States was very important in meeting the target of skilling 500 million persons by 2022. He emphasized the need for timely utilization of budget and filling up of the vacancies of Principals and Instructors.

3. With the permission of Chair, Director General Employment & Training started proceedings and requested QCI to make a presentation on the Study carried out by them. Shri A.K. Jain, Sr. Consultant, QCI made a presentation on findings of the study of performance evaluation of ITIs/ITCs. Mr. Jain gave a brief about methodology used in evaluation and then took up recommendations one by one.

Item No. 1. Recommendations on performance evaluation of Industrial Training Institutes (ITIs).

A study was carried out by Quality Council of India (QCI) on performance evaluation of ITIs/ITCs. 131 ITIs were selected for the study covering most of the regions out of which 59 were Government ITIs and 71 Pvt. ITIs. The study was-

- A- to evaluate performance of affiliated ITIs through assessment of existing infrastructure, Resource Availability, Effective Utilization, etc.

D-20

B- to capture feedback from stakeholders(employers) about competency of passed students (employed) and expectations.

There were two questionnaires to collect the data. The methodology adopted to conduct this survey covered Govt. ITIs, Private ITCs, ITIs/ITCs located in rural and urban backgrounds, COE and upgraded institutes, women ITIs, ITIs for SCs/STs and region wise.

1.1. Measures to be taken to improve vocational training among service & IT sector and those in industry

It was observed that there was a deficit of vocationally trained manpower in number of important areas. 46.6% of workforce in Services & IT sector and 41.7% workforce in Industries are not vocationally trained. There was a need to conduct Skill Mapping in those sectors to identify skill needs and to organize vocational training accordingly as those sectors contributed significantly to our GDP, but nearly 50% of employees were not vocationally trained.

Participants agreed that there should be mapping of skills at district levels. States wanted that DGET should make a panel of expert agencies that could be used for skill mapping. States also wanted that DGET should support the study financially. DGET was of the view that State should mobilize their own resources for such studies.

DG/JS informed that there were several agencies operating at All India level such as IMACS which are conducting such surveys. NSDC set up as a part of National Skill Development Mission had already identified 21 sectors for the purpose of Skill Mapping to narrow the existing gap between the demand and supply of skills.

DGET may work out a format of survey and identify organizations for survey. However, States need to provide funds to conduct quality study. The services of Industrial bodies such as CII, ASSOCHAM, and PHDCCI may also be used for the purpose.

1.2 Filling up of 15 % seats in ITIs/ITCs, which lie vacant

The capacity utilization of ITIs/ITCs seats was found to be around 85%. Some of the courses at ITIs did not have any admissions at all. The dropout was higher in case of SC/ST institutes. That indicates under utilization of the existing resources which could be used in regions in line with the demand/ requirements. The trades/ courses which were no longer required might be closed and the trade/ courses which were in demand should be added.

It was agreed that the State Governments should try their best to fill up the seats reserved for SC/ST candidates. They should try to motivate, sensitized and take other necessary steps which are necessary for filling up the posts. If sufficient number of SC/ST candidates were not available, the States could fill up those seats with general candidates as per State Government provisions.

1.3. COE & upgraded institutes are working efficiently in most of the parameters

Efforts of MoL&E to create benchmark through COE and upgraded institutes have paid dividends. Those centres had performed well in most of the parameters of the study. This gives an important feedback and direction that other ITIs and also ITCs should be covered in the scheme of 'Centres of Excellence' or 'Upgradation' of institutes. Modalities/Framework to cover ITCs (private) also needs to be worked out.

It was agreed that states would forward the proposals for COE and upgradation of Institutes under PPP at the earliest so that proposals could be processed and funds could be released. States requested for relaxation of norms for covering ITIs under PPP scheme. The DG clarified that states should follow the existing guidelines strictly and possible relaxations have already been provided.

1.4. Improvement of ITIs/ITCs in rural areas which are performing less.

The institutes operating in rural areas were performing below the overall performance of all surveyed ITIs/ITCs. There was a need to review strategies for enhancing the performance of ITIs/ITCs in rural areas including realignment of requirements of these institutes as special focus was required for this sector.

Some of the states pointed out the ITIs in rural areas were not performing well because of shortage of power and instructors. DG clarified that institutes might use generators to the extent possible and states should fill up the vacancies of instructors

at the earliest so that they can be posted in rural areas also. DG also pointed out that Hon'ble PM had already written to Chief Ministers that states could sensitize and bring awareness for skill development in rural areas.

1.5. Need to increase CTI trained Instructors from the existing 20 %.

Only 20% of the teachers /instructors are CITS trained. This area needs further focus to meet the current as well as expected demand of instructors required. There may be incentives (mandatory with one/two increments) for attaining higher qualification for teachers & instructors. To further motivate the teaching community, there may be awards as 'Best Teacher, Best Instructor' at district, regional and national levels.

D-12
DG informed that the scope to train the trainers was already envisioned and there might be major boost in next five year plan. The present demand is of additional 20,000 instructors per annum whereas DGET training capacity is only 2,000 per annum. A scheme was being worked out to open 10 more RVTIs and 15 more ATIs in PPP mode if states could provide land and basic amenities free of cost.

1.6. Trainers deserve more respect & should have pride that they are contributing to NSD programme

Opportunities for growth of instructors are limited. The salary structure and knowledge growth facilities need to be aligned with the market.

D-20
It was pointed out that during last two pay commission's report, salaries of instructors have reduced in comparison with their counterparts in schools. The pay scales of teachers in junior high schools are better than the instructors in ITIs. The DG suggested that states could examine their salary structure with respect to State and matter could be taken up with the anomaly committee. Some of the states were of the view that scales should be made uniform in all states and respectable as has been done by AICTE.

1.7. Organizational governance in all parameters to be taken up.

D-20
Organizational Governance was below the expected level. Govt support mechanism to promote and continually improve organizational Governance in

ITIs/ITCs is very much required. Government financial support could be linked with the performance of the institutes thereby ensuring that there are enough incentives for the staff of the institute to excel.

It was agreed that upgrading or rating system of institute could be evolved based on specified criteria including pass percentage, placement, availability of trained instructors, etc.

DT informed that an MIS is being developed and all institutes will be required to make their websites giving full information about the institute.

✓ 1.8. To upgrade educational & support processes.

Educational and support processes are below the required level of rating with few exceptions. For bringing a culture of improvement DGET/RDATs need to-

- i) Organize 'Best Practice workshops'.
- ii) Institute "Awards" at Regional /National Level.
- iii) Develop Systems to encourage ITIs for accreditation from internationally / nationally recognized bodies such as QCI, ISO, etc.

It was informed that DGE&T was conducting all India skill competitions for apprentices and craftsmen. In addition to giving awards to students, institutes may also be awarded. DG informed that there was a system of accreditation of ITIs according to ISO 2999. DGET has proposed accreditation of all institutes with QCI. However, final decision is yet to be taken.

1.9. Monitoring of parameters like employment, capacity utilization, governance and improvement on regular basis so as to help DGE&T to meet the growing demand for skilled workforce

Analysis has indicated that there was a strong need of monitoring of parameters such as Employment, Financial Performance, Governance & Employment of instructors on regular basis. Performance in the stated areas is either stagnant or having downward trend.

It was felt that after MIS was put into place, many of above performance parameters would be measured.

1.10. Need to include some more topics in curriculum or introduction of short-term courses.

Many stakeholders suggested that there was a strong need to focus on topics like-Use of CAD/CAM Software, Computer Aided Jewellery Design, Measurement System Analysis- Digital & Analogue Measurement Techniques, Statistics, Analysis of Data, English Speaking Course, Metal Finishing, Conductor for Buses, community outreach courses such as Sanitation & Hygiene.

It was pointed out that many of the above subjects were included in the courses conducted under CITS. System analysis and statistics of data were supposed be of higher standards so it is not advisable to include in CTS courses. In general, there was an agreement that the suggestions could be incorporated.

1.11. Course design to be modified to include training methodology.

DT informed that most of the topics are covered in the subject "Employability Skills" which are common subjects for all trade (in place of Social Studies earlier). Most of the ITIs have industry linkages within districts and such programmes as, Visit to Industries, Group Discussion, Presentation, Workshops are organized at the ITI level.

1.12. Expectation in skill traits from ITI Trained persons in certain areas

Survey from Employers has indicated that Industry is expecting skill traits such as – Good Communication Skill, Leadership Qualities and Team Working, Equipment Handling and Maintenance, Problem Solving Approach. Many stakeholders expressed the need to inculcate values, ethics and discipline in ITI graduates.

Many of these skills have been included in revised curriculum of employability skills. However, DG wanted to engage a professional agency for inculcating above mentioned life skills in the trainees.

1.13. Interface between ITI and Industry to be increased.

There was a need to increase interface between ITI and Industry.

IMCs (Institute Management Committee) were active and functional in most of the ITIs and had tie up with good industries. Some of the ITIs were adopted by Public

Sector Undertakings such as NTPC, NHPC etc. (under PPP Scheme). Good organizations such as Maruti Suzuki, LG, Hero Honda etc. are mentoring one or the other ITIs. The IMCs are expected to work as gateway to rest of the industries.

1.14. Enhancing the employability

To enhance employability of ITI Graduates, there was a strong need of placement with dedicated placement officer at each ITI/ITC.

It was informed that Training Cum Placement Cells were functional and active in developing tie ups with the Industries in almost all the Govt. ITIs. Some of the Good ITIs also maintained placement records of pass out trainees and the list of Industries' linkage.

1.15. The present Student pass ratio is only 61% to 80%.

It is evident that student pass out ratio is around 70%. It is required to take special efforts such as extra-classes/coaching for weak students for increasing the student pass ratio. The drop out ratio (Ratio of Students admitted to that appeared in the exam) is around 20% which seems to be quite significant as it results in serious loss of capacity.

It was decided that weaker students need more attention to support them with their studies. State Govts. and private ITIs could motivate their instructors to pay special attention towards weaker students.

1.16. The problem of low stamina and endurance among the graduates has to be looked into.

Many stakeholders complained about the low stamina and endurance in the graduates. These companies had included stamina and endurance test in their placement system. To develop stamina and endurance amongst the graduates, sports and games at institutes needed strong emphasis.

DT informed that two hours of physical education per week was mandatory for ITI students. DG informed that when NVQF (National Vocational Qualification Framework) was put in place, the scenario would be better. The State Government

need to ensure that physical training is provided in ITIs to develop stamina and endurance.

1.17 Enhancement of knowledge and skill levels.

To enhance knowledge and skill levels, commensurate with emerging technologies, there was a strong need to have regular access to modern centre of design, technology & manufacturing.

It was agreed that the institutes should have linkage with other specialized institutes such as IITs, Welding Research Institute, CMTI, NITs etc. DG suggested that DGET could help in getting linkages with premier research institutes.

1.18 Level of ITI Graduate's knowledge and training

The stakeholders also perceive that ITI graduate's knowledge and training is NOT ADEQUATE in areas like – Use of Computers, Knowledge of Labour Laws & Industrial relations, Communication skills, Use of Latest Tools, Use of Drawings, Use of Digital Measuring Instruments, Elementary Trades skills, Safer Working Practices, Quality in Working, Team Work practices (Small Group Practices), Knowledge of latest Technology, Use of written instructions etc.

Response of Participants:

It was agreed that it was necessary for the students and some of the topics computers, communication skills have been introduced in subjects common to all trades.

Other topics are covered in one or the other trade depending upon Engineering or Non-engineering trade. To identify such other areas, sector skill councils are being formed.

1.19. Delay in issuance of NCVT Certificates

It was observed that NCVT Certificates are issued to pass out trainees after a lapse of two to four years. It was recommended that RDATs and NCVT streamline the whole process so as to issue certificate to pass out graduates within a period of three to maximum 6 months.

It was clarified that MIS is almost in the final stages of the development after it was put in place students could get their certificates within a month after declaration of results. DG further informed that all the State Govts. have requested to submit the particulars of certificates by 31st July, 2011 so that students could be issued certificates within few months.

1.20. Inclusion of basic quality courses

There was a need of developing & delivering basic quality courses on Problem Solving Tools, Analytical Techniques and Quality Tools and Techniques in simple language taking examples from the local environment.

DT informed that these quality tools have been incorporated in the subject "Employability Skills".

Item No. 2. NCVT Orders

2.1.1 Re-designation of Social Study subject under CTS/ATS as "Employability Skills".

State Governments were enquiring about qualification of instructors. They were of the opinion that so many subjects cannot be taught by any normal instructor. Such an important subject cannot be taught by guest faculty/ contract faculty on regular basis. The representatives from States suggested that BBA could be appropriate qualification for these instructors. All the State representatives wanted that this course should be postponed by six months. It was agreed to postpone course by six months.

2.1.2 Introduction of IT literacy courses in ITIs/ITCs.

DT explained the various advantages of involving DOEACC as assessing and certification body. Some of the states had apprehension that if NTC was linked with this certificate, students may suffer in long term. DT explained that for passing this examination it is not necessary that students should wait for their regular trade to complete. Students may appear for these examinations even after 2 months after joining CTS programme. After deliberation, it was agreed that this course can be implemented from August, 2012.

2.2 NCVT decisions not yet fully implemented

2.2.1 Appointment of 20% more regular instructors in ITIs/ITCs (training reserve) for their regular deputation on training and retraining.

D-20 States were requested to appoint 20% reserved instructors so that the training of trainers and skill upgradations could be made possible. As of now since there are lots of vacancies the training of trainer was practically not possible. All the participants agreed with the decision but they were struggling with their finance to create posts of Instructors and Principals.

It was decided that Hon'ble Union Minister for Labour and Employment would be requested to write to all the Chief Ministers to fill up the vacancies at the earliest.

2.2.1.1 Orders regarding Withdrawal of Special provision of 3 month POT training for instructors having 5 years and more experience as on July, 2004 and giving them status of trained instructors.

D-12 It was clarified that old order of POT where only 3 months training was sufficient for training of trainer has been withdrawn and new orders in this respect have been issued. All the modules of training are necessary for all the instructors irrespective of their qualification and experience. All the participants appreciated the order but they were expressing their difficulties in sponsoring the instructors for training because of shortage of instructors. There was also a feedback that DGET should try to improve the quality of training of trainer in their field institutes so that instructors are willing to go for training.

2.2.1.2 Training of trainers in trades where instructor training programme is not available in DGE&T institutes. State Government to give their requirement about the number of untrained trainers to DGE&T.

D-12 Issue was raised about the training of trainers in the trades where training facility was not available with DGET. None of the states have done any exercise in this direction. They were requested to carry out necessary exercise for finding out training requirement in such an important area.

2.2.1.3 All the existing instructors to be trained in all the modules with in a period of three years.

D-12

It was explained that training of trainer was necessary for all the instructors irrespective of qualification and experience. NCVT had already taken a decision that all the instructors must be trained with in a period of 3 years. States were requested to sponsor their instructors for training in DGET institutes. All the representatives appreciated the idea but they were constrained with the availability of number of instructors in the Institutes.

2.2.2 Appointment of two instructors for 2 units of each trade. Out of these 2 instructors, one must be diploma/degree holder in relevant branch from recognized board with requisite experience.

1-20

All the participants agreed with the idea of instructors with higher qualification. It was necessary for improving the quality of existing training and continuous improvement and training. They wanted strict guidelines from DGET that states should appoint diploma holders only for instructors, recruitment rules should be modified accordingly. A letter to this effect should also be given to Ministry of HRD to communicate to all the polytechnics that this was an employment option available to students of polytechnics.

2.2.3 Norms for selection of Trade Testing Centers for conducting All India Trade Test for Craftsmen

D-17

Norms for selection of Trade Testing Centers were discussed and reasons for five years and 8 units capacity requirements were explained. Some of the states represented that since most of the institutes were opened in last 2 to 3 years they were finding difficulty in selecting centers with requisite experience. DT explained that selected relaxations were granted where the cases were jammed for example in Rajasthan. States were requested to follow these eligibility criteria strictly.

2.2.4 Issue of computerized certificates to AITT passed candidates.

1-17

DT explained that in spite of repeated reminders data was received only from Himachal Pradesh (H.P). None of the states were responding to the requests except H.P. It was also explained that sub-committee of NCVT dealing with affiliation has already decided that if details are not available by 31st July, 2011. Their affiliation cases would not be considered in the meeting and affiliation inspections in those

states would be stopped. Most of the states informed that they were in process of collecting information and they will be forwarding it to DGET HQ within next two weeks.

2.2.5 In November 2008, NCVT has taken decision that of affiliation order will be effective as follows.

- i. Affiliation granted by Subcommittee of affiliation between 1st January - 30th June will be effective from August Session of same year.
- ii. Affiliation granted by Subcommittee of affiliation between 1st July - 31st December will be effective from February session of next year.

D-12 It was explained that it was a very critical decision where affiliation was linked with the grant of affiliation by sub-committee of affiliation. Earlier system where affiliation was linked with the date of inspection resulted in inconvenience in granting affiliation and issue of NCVT certificate in case affiliations were not granted and students were admitted. That's why "principle of no admission without affiliation" was adopted. States were also requesting that last date of affiliation may be increased by one month i.e. 30th June, 2011 may be extended upto 31st July and 31st December might be extended up 31st January for August and February session. DG assured to look into the matter and said this can be done only after the next meeting of NCVT.

2.2.6 Setting up of tripartite board for conducting exam under aegis of NCVT.

D-107 It was explained that NCVT had already decided to constitute tripartite board for supervising examinations at examination centers. States raised the issue of availability of experts from trade unions and industries. DT explained that this issue was already considered by sub-committee of norms and courses before taking a final view that's why it was decided that in beginning tripartite boards would be constituted to supervise examinations at centre where private students were appearing in examination. DGET would take up necessary exercise for carrying out capacity building of stakeholders. It was suggested that DT will collect the list of trade unions from Central Labour Commissioner and correspond with them for their participation in examination.

2.2.7 Payment of salary to Vocational Instructors of ITIs/ITCs (regular/ contract basis) through banks only.

D-12 NCVT has already taken decision that salary of Vocational Instructors should be paid through banks/ post offices only. This was necessary to ensure that instructors were getting their payments regularly and appropriate amounts were paid to them. There were complaints that private institutes are not making regular

payments to the Vocational Instructors. State Government was requested to implement it. This could be made a part of Annexure- III (pt.)

2.2.8 To increase the reservation for women candidates seeking admission under Craftsmen Training Scheme from 25% to 30%.

D-20 It was explained that participation of women in vocational training was very poor. Although 30% seats are being reserved for women within their number of seats but the reservation proved to be ineffective. Representatives of states said that they have been trying their best but women are not coming forward to some course. DG/JS said that states should start publicity campaign to familiarize and sensitize women and their parents with available training opportunities in their nearest institute. Special measures should be taken to ensure employment and provide better amenities for women in the institutes. Confidence, transportation, safety and trust building was very important and integral component for increasing participation of women. Steps should also be taken to increase the expansion of women trainees in traditional sewing, cutting and tailoring. States may take various measures to ensure reservation for women candidates.

2.2.9 Uniformity in NOMENCLATURE of Training Institutes viz., ITIs and ITCs.

D-20/12 NCVT has already taken a decision to name the ITIs and ITCs as Government and Private Industrial Training Institutes. It has been observed that State Governments are still using the word ITIs and ITCs. They were requested to change the names of their institutes accordingly and refer all the institutes by the mentioned Government and Private ITIs nomenclature.

2.2.10 Governments, Central/State should develop training infrastructure in trades involving high expenditure.

J-20 Since the Private ITIs and Government ITIs both are spending money in almost same or similar trades like fitter, electrician, electronics, motor mechanic etc. State Governments should not invest in the trades where private institutes were coming and spending money. Rather State Governments should invest in the trades like turner, machinist, earth moving equipments etc. where private investment was not coming. Many state representatives were of the view that Government institutes are economical than private institutes so the same trade in Government institute is more economical to the students, employment opportunities are also more in traditional trades. That's why Government we re investing continuously on traditional trades.

However, it was felt that Government should come forward to invest in high investment trades.

2.2.11 Development of website by ITIs/ITCs affiliated to NCVT and making it mandatory in future for affiliation.

D-12
The proposal was approved by NCVT keeping in view that information about institutes was not available to the students at the time of affiliation. Many times misleading advertisements were giving by the institutes which were creating problem for students. The proposed website will increase transparency and better understanding between institutes and students as a whole. DGET has prepared a template and would be circulated to them at the earliest to create website. All the state representatives were in agreement with the proposal.

2.2.12 Permission to set up special purpose vehicles (SPVs) for ITIs/ITCs in high investment and technically diverse sectors.

1-20
DT explained that this decision was taken by NCVT because there will be trades where training was not possible in institutional framework like mining, oil and gas etc. State Governments should explore the employment potential in their respective states and invite industries to join with them. Even the private institutes can join with the industries to impart training in such areas. Representatives from states were appreciative of the idea but they want a framework from DGET. DG desired DT to prepare the framework and circulated soon to the States.

2.2.13 Registering State Council for Vocational Training (SCVT) as Society.

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It was explained that registering SCVT as a society was very important for streamlining vocational training system in the state. NCVT is being established as statutory professional body. If the SCVT is registered as society, the relation between NCVT and SCVT will be better to work with. If the SCVT is registered as society, they will have regular meetings, regular agenda, bank account and account head etc. This will also be easy for Central Government to transfer funds to the states for various projects. Some clarifications were sought by State representatives especially about Skill Development Mission. It was clarified to them in spite of skill development mission, SCVT might continue to exist and it should be registered as society. Many State Government desired that a draft MoU could be circulated by DGET. DG/JS desired DT to prepare a draft MoA and circulate to the states.