



Directorate General of Training

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# DGT NEWSCAST

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## MESSAGE FROM MINISTER'S DESK

**Shri Anant Kumar Hegde, Union Minister for Skill Development and Entrepreneurship**



"The Skill India Mission is undertaking initiatives across the country to encourage

and mobilize youth in various skill development and vocational training programmes. It is essential to realize the intricacies of skill and knowledge of a particular profession/field in order to flourish in the same. Our thrust on the practical aspect of education will help our goal of making India a knowledge-based economy.

India's performance and ranking on the Human Development Index has improved over the years, hence, it has been classified in the medium category which indicates better life expectancy, education and income levels. Our initiatives on the apprenticeship, ITI grading, recognition of prior learning, dual system of training, examination reforms front is moving at a significant pace.

Concomitantly, our international cooperation with countries like Japan, Germany, Switzerland, etc.

will also help to make our youth job ready as per global standards. We must take inspiration from the miracle economies of East Asia where quality basic education on a mass scale is considered essential for creating an army of skilled industrial workers necessary for successful global competition.

Moreover, our push in the skill development and entrepreneurship direction are also reaping benefits with a ranking of 68 on the 2018 Global Entrepreneurship Index. This indicates the overall entrepreneurship attitude and potential in our country."

## DGT UPDATES & DEVELOPMENTS

### TRAINING OF TRAINERS' (TOT) WORKSHOP CONDUCTED IN REFRIGERATION AND AIR CONDITIONING (RAC) SERVICE SECTOR

27 November- 01 December 2017; 04-08 December 2017, Kozhikode  
Theme: Workshop to promote sustainable practices in RAC Service Trade and lessen the usage of Ozone Depleting Substances (ODS) in the refrigeration sector.

**To protect the ozone layer, India along with 197 countries have signed "The Montreal Protocol" to phase out production and consumption of Hydrochlorofluorocarbons (HCFCs) and other ozone depleting substances (ODS). Under the protocol, India has agreed to phase-out HCFCs completely by 2030.**

Gesellschaft für Internationale Zusammenarbeit (German Development Agency- GIZ) on behalf of the Government of Germany in close co-operation with the Ozone Cell in the Ministry of Environment Forests and Climate Change (MoEF&CC) organized two workshops to train the trainers on good servicing practices in installation and servicing of refrigerators and air conditioners. It was conducted by trainers of GIZ-Proklima at Advanced Training Institute (ATI), Govindapuram, Kozhikode and trained 51 instructors from Refrigeration and Air Conditioning (RAC) trade.

Shri Madhu P Nair, Director ATI, Calicut inaugurated the TOT Programme and Shri Shantilal T.C, Vocational Instructor, ATI Calicut was the coordinator for ATI along with Shri Mathew C.J who was the coordinator for GIZ Proklima. This is the first time that the such a course is being conducted in the State of Kerala.



Training of Trainers' Workshop

For feedback & suggestions, please contact:  
[skillindia.apprenticeship@gmail.com](mailto:skillindia.apprenticeship@gmail.com)

This workshop has been designed to impart training to ensure less consumption of HCFCs in the RAC sector as it is an Ozone Depleting (ODS) and Global Warming Substance. These substances have serious consequences as they increase the amount of Ultra Violet (UV) rays that reaches the earth's surface. This increases the incidence of skin cancer, eye cataract and suppression of human immune systems, reduces crop yields, and affects the aquatic life. The workshop is a part of a comprehensive approach to reduce the ODS consumption in the refrigeration servicing sector.

The workshops included lectures on the harmful effects of:

- Ozone layer depletion, related international agreements etc.;
- Basics of air-conditioning, pressure management and effects of high altitude;
- Introduction of required tools and equipment for RAC servicing, their maintenance;
- Good service practices, recovery and recycling and properties of alternative refrigerants.

The theory sessions were followed by practical sessions. Every participant had an opportunity for hands-on practice of copper tube operations including brazing. Workshop demonstration was done for "quality installation" of split and window ACs, "quality repairs/service process" and use of vacuum pumps.



Training of Trainers' Workshop

The long term expected result of this training programs for ITI instructors is:

## DGT UPDATES & DEVELOPMENTS

- They will understand the importance of practicing good service practices, recovery and recycling of refrigerants;
- Ensure better training delivery and
- Long-term capacity building, thereby, enhancing the business standards in RAC service sector.

### ALL INDIA SKILL COMPETITION OF APPRENTICESHIP

05-09 December 2017, Kolkata, Maharashtra, Punjab and Tamil Nadu

Theme: National Competition on Apprenticeship

An All India Skill Competition of Apprenticeship was conducted in 15 trades this year in Advanced Training Institutes (ATIs) in Howrah, Mumbai, Ludhiana, Kanpur and Chennai. With a broader view to foster healthy competition among apprentices as well as establishments, Skill Competition is organized at regional and national level every year.

The All India Skill Competition is held for All India Trade Test passed out apprentices twice in a year for following 15 trades:

- ❖ Fitter
- ❖ Machinist
- ❖ Turner
- ❖ Welder (Gas & Electric) Electrician
- ❖ Mechanic (Motor Vehicle)
- ❖ Tool & Die Maker (Die & Moulds)
- ❖ Tool and Die Maker (Press Tool, Jigs & Fixture)
- ❖ Instrument Mechanic
- ❖ Draughtsman (Mechanical)
- ❖ Mechanic Machine Tool Maintenance
- ❖ Wireman
- ❖ Mechanic (Diesel)
- ❖ Refrigeration & Air-Conditioning Mechanic
- ❖ Electronics Mechanic

### DGT AND MARUTI SUZUKI INK AN AGREEMENT TO SUPPORT SKILL INDIA IN AUTOMOBILE INDUSTRY

13 December 2017, New Delhi

Theme: Collaboration to promote vocational training in automobile manufacturing industry

In order to provide high employment potential trades related to automobile and manufacturing industry to youth under the Skill India Mission, Directorate General of Training (DGT), Ministry of Skill Development & Entrepreneurship (MSDE) and Maruti Suzuki India Limited signed a Memorandum of Understanding. The Flexi MoU was signed by Shri Vijay Kumar Dev, Director General, DGT (MSDE) and Shri Mukesh Kumar Gupta, Vice President (Maruti Suzuki India Limited) in the august presence of Shri Anantkumar Hegde, Honorable Minister of State for Skill Development & Entrepreneurship, Government of India.

As a part of the agreement, Maruti Suzuki in consultation with DGT will develop specific training modules as per need of the automobile industry. The company shall conduct courses at pan-India locations leveraging the facilities and services available at ITIs, regional training centers, training centers of training partners, vendors and dealers associated with Maruti Suzuki. The courses include **Manufacturing, Automotive Service & Repair, Automotive Body Repair and Automotive Paint Repair.**



MoU signing between DGT representatives and Maruti Suzuki Representatives

Maruti Suzuki shall also identify new courses as per the requirements of the automobile value chain and propose the same to DGT for approval. All these courses are to be approved by NCVT (National Council for Vocational Training) and it will award certificates to all candidates who successfully complete the course.

The successful trainees will be eligible for employment in Maruti Suzuki or its business partners after due screening and fulfilment of selection criteria by Maruti Suzuki or its business partners. As on 15<sup>th</sup> December 2017, over 1,680 students have enrolled for the course and this figure is expected to go up to 2,400 by FY 2018-19.

This association will provide an opportunity to the youth to acquire skills related to automobile and manufacturing industry through specially designed "Learn and Earn" approach, consisting a mix of theoretical and on-the-job training (OJT) components, thereby improving their employability potential. It will also contribute in the overall growth of automobile and manufacturing industry by creating a pool of skilled resources.

All course content will be covered under Craftsmen Training Scheme-CTS (Flexi MoU) and DGT will ensure that the assessment is done expeditiously on completion of course, by the appropriate assessing body. Maruti Suzuki will ensure that not less than 80% of trainees are placed with Maruti Suzuki or its business partners. The automobile manufacturer will also ensure the eligible trainees take up apprenticeship/ higher education in suitable streams and shall also guide the students to become entrepreneurs.

## INDIAN AND BELARUS REPRESENTATIVES' VISIT TO ADVANCED TRAINING INSTITUTE (ATI) AND CENTRAL STAFF TRAINING & RESEARCH INSTITUTE (CSTARI), KOLKATA

14 December 2017, Kolkata  
Theme: Knowledge sharing of technical know-how between Indian & Belarus representatives

A visit to ATI Kolkata, Howrah and CSTARI, Kolkata was undertaken by DGT and RIPO representatives as an extension to the recent MoU executed between the Republic of India and the Republic of Belarus in Vocational Education and Training (VET) and skill development space.

The visit was undertaken by Shri Deepankar Mallick, DDG (C&P), DGT and Mr. Manish Vig, Founder & Director, World 1 Solutions, the exclusive India partner/ Representative of RIPO (Republican Institute for Vocational Education), Belarus.

Broadly, the purpose of the visit was to review the existing syllabus, training equipment, teaching aids and other allied training infrastructure at ATI Kolkata, Howrah and the existing CITS courses and pedagogy courses designed and conducted by CSTARI, Kolkata. It also intends to help upgrade the VET and SD ecosystem in India using the technical know-how, rich experience, expertise and world class standards of VET and SD implemented by RIPO in Belarus.

The following key discussions took place during the visit. Post these discussions, the upgradation of syllabi and infrastructure will be discussed and implemented in due course of time as per the technical expertise of RIPO under the MoU framework:

1. The existing syllabus, training equipment and allied training infrastructure available at ATI Kolkata for the trades relating to construction technology shall be reviewed meticulously by RIPO and will give recommendations to upgrade the same as per the latest industry trends and international standards as part of the MoU framework. The suggestions/ recommendations provided by RIPO towards modification of the syllabus shall be approved by CSTARI, Kolkata.
2. The possibility of introducing E-Vehicle as a part in MMV Trade, either in existing CITS Syllabus of MMV Trade or a separate Module for E-Vehicle was discussed.
3. ATI Kolkata will propose the introduction of training under CTS for 8 trades and the upgradation and modernization of its syllabi and infrastructure will be discussed and implemented as per the technical expertise of RIPO under MoU framework.
4. ATI Kolkata is keen to start training under both CTS and CITS for the trades like Plumber and Mason.
5. It is proposed to upgrade the CSA course curriculum of CITS by adding separate modules on the below subjects and/or commence new training courses in Computers under CTS and CITS which have high industry demand and a large potential for employment generation:
  - Big data, data mining and data analytics
  - Cyber surveillance, information security, ethical hacking & its tools



DGT & RIPO Representatives at ATI & CSTARI, Kolkata



- Developing mobile applications
- Networking with fiber optics technology
- GPS technology, tracking and 3G, 4G, 5G
- Digital marketing
- Internet of things (IoT)
- Artificial intelligence
- Machine learning

6. The existing syllabus of CHNM - CITS trade to be reviewed by experts at RIPO and recommend upgrading/modernizing the same as part of the MoU framework by including modules on the new technologies, innovation, etc.



For the next steps, it was decided that the technical and subject matter experts from RIPO shall visit ATI, Kolkata, Howrah and CSTARI and the DGT representatives will visit Belarus to exchange relevant technical know-how, concepts and strategies of VET and SD to derive mutual benefits and replicate the successful model of VET of Belarus.

### DGT AND WORLD BANK INK FINANCING AGREEMENT TO IMPROVE VOCATIONAL TRAINING

19 December 2017, New Delhi

**Theme:** Financing agreement signed for improving access to quality vocational training provided in ITIs and apprenticeship programs.

DGT and World Bank signed a financing agreement for IDA credit worth USD 125 million (equivalent) for the "Skills Strengthening for

Industrial Value Enhancement Operation (STRIVE) Project" to improve access to quality and market-driven vocational training provided in ITIs and apprenticeships.

The agreement was signed by Mr Sameer Kumar Khare, Joint Secretary, Department of Economic Affairs, Ministry of Finance on behalf of the Government of India and Mr Hisham Abdo, Acting Country Director, World Bank (India) on behalf of the World Bank.

The result areas for the project include:

- ✓ Improved performance of industrial training institutes
- ✓ Increased capacities of state governments to support industrial training institutes and apprenticeship training
- ✓ Improved teaching and learning
- ✓ Improved and broadened apprenticeship training

The closing date for the project is November 30, 2022.

### INTRODUCTION OF NEW AFFILIATION NORMS FOR ITIS

09 January 2018, New Delhi

**Theme:** New affiliation norms announced for ITIs

The Ministry of Skill Development and Entrepreneurship (MSDE) has introduced new affiliation/accreditation norms to reinvigorate the ITI ecosystem by emphasizing on its qualitative aspect.

These 13,000+ ITIs spread across India offer hands-on technical and skill training churning out a large number of employable youth. The new norms aim to ensure that the procedural and civil norms are strictly adhered to in all the existing and new ITIs to curb the mushrooming of unauthorized institutes across India and to improve the overall quality of these institutes.

Main salient features of the new affiliation norms for ITIs are:

- The civil and infrastructural requirements have been majorly overhauled. The minimum requirement for building ITIs has been reduced.

- The application and assessment stage for ITIs has also been made digital to simplify the process. The contenders can apply and receive acknowledgement online.
- A new ITI can be set up with 4 trades and the minimum plot size will be around 1 acre to accommodate all technical requirements.
- The land lease period has also been reduced to 10 years to assist entrepreneurs aspiring to enter the long-term training space.
- Stringent physical inspection of infrastructure and machinery to be done by an expert committee.
- These new affiliation norms supersede all the previous civil and procedural norms for affiliating ITIs under the aegis of National Council for Vocational Training (NCVT).
- These norms will be applicable for new proposals from academic session 2018-19 and accordingly, arrangement is being made to invite new proposals for ITIs on a IT based platform, which would be soon notified.

While designing these norms, efforts were made to standardize the Civil infrastructure of ITIs so that the institutes across the country have similar buildings and facilities. The procedure for seeking affiliation has also been redefined to make it simpler and transparent, by dividing it in a 3-stage process i.e. 1st stage: Desktop Assessment, 2nd stage: Civil Infrastructure Assessment, 3rd stage: Equipment, power, IT lab and other Infrastructure Assessment.

The affiliation and procedural norms for Industrial Training Institutes (ITIs) have been revised by NCVT in consultation with the expert committees, trade experts, industry, academia and the State governments specially to improve training in unserved blocks of the country.

## SUCCESS STORIES OF INDUSTRIAL TRAINING INSTITUTES (ITIs) AND APPRENTICESHIP TRAINING

Industrial Training Institutes (ITI) are post-secondary schools and vocational training institutes in India constituted under Directorate General of Training (DGT), Ministry of Skill Development and Entrepreneurship, Union Government to provide training in various trades.

Their NCVT certificate is recognized throughout world as it is certified by ILO (International Labour Organization).



# Industrial Training Institute

### SUCCESS STORY- ITI PASSOUT

#### Mr Deena Bandhu Nepak



#### Current Status:

Proprietor of Global Electronics Authorized Service Centre of LG Electronics

**Institute Name:** Industrial Training

Institute, Berhampur, Odisha

• **Location:** Ganjam, Odisha

• **Year of completion of training:** 1993

• **Trade studied:** Electronics Mechanic

• **Where are you working currently/ Own Business:** Own business

• **Approximate Annual Salary/ Annual Turnover:** INR 2 crore

#### TESTIMONIAL

"After completing my plus two, I joined an Industrial Training Institute (ITI) in Berhampur in 1991 as I had a passion to repair electronic items. But never did I think that this course would change my life forever.

Under the able guidance of my ITI teacher, C.D. Raj sir, I worked diligently to achieve my dreams. The ITIs have a specialty that they arrange for both theory and on-the-job practical training which proved to be a great boost for my career.

After completing my ITI training, I joined as a service engineer, in BPL and Onida Service Centre at

Berhampur for six years where I was the technician on the floor and gained a lot of exposure.

After six years of experience, in 1999, I decided and opened a service centre named Global Electronics and took the Authorized LG servicing center for South Odisha covering four districts. Now 35 individuals are working in my organization and most of them have passed from Govt. ITI, Berhampur. I am regularly in touch with electronics department of ITI, Berhampur and provide practical training.

When I started my own organization, our turnover was around INR 2 corers annually. In today's date, by the blessings of my parents, teachers, and brother, I have also been invited and visited South Korea thrice for training.

In the near future, I plan to start a complete series station with new technicians. To sum up my whole experience, all I want to say is, "Never stop learning, because life never stops teaching."

### SUCCESS STORY OF AN INDUSTRIAL TRAINING INSTITUTE

**Institute Name:** Government ITI Berhampur, At Engg. School Road, Berhampur Ganjam- 760010, Odisha

• **Year of Inception:** 1957

#### • Number of Students/ Present Strength:

a. Junior Students (1<sup>st</sup> Semester) - 1591

b. Senior Students (3<sup>rd</sup> Semester) - 1059

#### • Courses/ Trades Offered:

- |                          |  |
|--------------------------|--|
| - Electrician            | - Surveyor                                     |
| - Fitter                 | - Plumber                                      |
| - Electronics Mechanic   | - Mechanic Tractor                             |
| - Turner                 | - Foundryman                                   |
| - Machinist              | - Cutting & Sewing                             |
| - Painter (G)            | - Stenography                                  |
| - Wireman                | - Lift Mechanic                                |
| - Welder                 | - Library & Information Science                |
| - Mechanic Motor Vehicle | - Mechanic Communication Equipment Maintenance |
| - Instrument Mechanic    | - Mechanic Agricultural Machinery              |
| - Mechanic Diesel        | - Centre of Excellence (COE Automobile)        |
| - Mechanic Mechatronics  |  |

#### • New Trades Started and Upgraded by IMC:

- Industrial Painter
- Vessel Navigator
- Marine Engine Fitter
- Fitter
- Electrician
- Machinist

## SUCCESS STORY OF AN INDUSTRIAL TRAINING INSTITUTE

### • Most Preferred Trades:

- Fitter
- Electrician
- Turner
- Machinist
- Mechanic Motor Vehicle
- Electronic Mechanic
- Painter General

### • Amenities:

- Dual Training System (DTS), MOU signed with IREL and Suzuki Motors for Dual Training in Fitter, Electrician and Mechanic Motor Vehicle trade
- Counseling and placement cell
- Well-equipped distance learning classroom
- Smart classrooms with OHP and sound system
- Auditorium with 650 seating capacity along with audio-video equipment
- Video conferencing room
- E-Library
- Well-equipped computer lab
- Biometric system attendance for trainees and staff
- CCTV camera surveillance
- Generator (250 KVA)
- Hostel for boys and girls

### • Accolades:

- The Institute was declared as the **Best Institute in the Country** with respect to placements by ASSOCHAM. Hon'ble (Former) Skill Development Minister Shri Rajiv Pratap Rudy presented the coveted award on 15 March 2016.
- Chief Minister Award for Excellence and Innovation in Governance and Public Service Delivery was conferred on 13 November 2014 by Hon'ble Chief Minister of Odisha for **innovative work in Teaching Hospital Approach to ITI, Education System.**
- Department of Skill Development and Entrepreneurship, Govt. of India awarded Berhampur as the **Best Institute in Skill Development**, India Skills- 2016

### Awards for Exceptional Achievement in Skill Development.

- Institute was awarded **Best Skill Development Institute** by ASSOCHAM 2015.
- An innovative product pedal operated hacksaw developed by Govt. ITI Berhampur students was written about in The Hindu English daily newspaper in its edition dated 13 October 2015.
- DGET, Govt. of India declared ITI, Berhampur as the **Best ITI in the country** in the year 2010 and 2014 in Motor Mechanic trade.
- Finished skill product "Vastu Based Name Plate" developed by ITI trainees which was accepted by Hon'ble Prime Minister Narendra Modi ji on World Youth Skill Day – 2015

strength at ITI. The girls' strength increased from 7% to 13%.

- Value addition labs such as CNC, PCB Lab and Auto Cad to all the students to minimize the skill gap.
- Implemented Teaching Hospital Approach for Skill gap minimization for COE (Automobile) students of ITI Berhampur as a pilot project. It has received Chief Minister award for public service delivery and published in Govt. of Odisha website <http://www.gaodisha.gov.in/node/868>.
- Finished skilled products of ITI, Berhampur trainees have been recognized by Hon'ble Prime Minister Shri Narendra Modi and he has been kind enough to accept one product through



### Good Practices Adopted:

- 1<sup>st</sup> Convocation Programme started last year to award NCVT certificate.
- Role model interaction program organized regularly to improve the aspiration level of continuing students.
- Hall of fame for role models
- Regular visit of girls from to ITI from nearby schools to improve the girl students'

- Hon'ble (Former) Skill Development Minister Shri Rajiv Pratap Rudy
- For institutional waste management, a scrap museum is developed which is unique and one-of-its-kind.
- One energy efficient model "pedal-operated hacksaw" is highly accepted and published in national media.

## SUCCESS STORY OF AN INDUSTRIAL TRAINING INSTITUTE

### No. of Students Passed Out Till Date

Year of Admission	Total Admission	No. of Candidates Appeared	No. of Trainees Passed
2014	1473	1267	1105
2015	1435	1004	837
2016	1497	1371	Result awaited
2017	1591	1465	Exam to be conducted

### Campus Placements

Campus Placements	Recent Placements	Sector/Trade
Medha Servo Drives Pvt. Ltd.	15	Fitter, Electronics Mechanic
Maruti Suzuki	94	Mechanical Painter, Automobile
Tata Hitachi Pvt. Ltd., Bhubaneswar	12	Centre of Excellence Automobile, Mechanic Motor Vehicle
Heritage Foods Ltd.	3	Plumber
Macleods Pharmaceutical Pvt. Ltd.	32	Electrical and Mechanical
CNH Industrial India Pvt. Ltd	84	Fitter, Electrician, Machinist, Turner
Suzuki Motors, Ahmedabad	95	Fitter, Electrician, Machinist, Turner
Kasi Equipments, Bhubaneswar	12	Centre of Excellence Automobile, Mechanic Motor Vehicle
Honda, Bangalore	198	All Mechanical, Electrical and Painter
Vsun Mobile, Haryana	45	Electrician, Electronics Mechanic, Fitter
Vivo Mobile Manufacturing Company, Noida	409	All Trade
Indutch, Gujarat	45	ITI All Trade
Suzuki Motors, Gujarat	32	Fitter, Electrician, Machinist, Turner
Hero Moto Corp, Rajasthan	27	Fitter, Electrician, Machinist, Turner, Welder, Mechanic Motor Vehicle
TVS Sundaram, Chennai	23	Foundryman, Painter and Industrial Painter
Sea side & river side through CPC	70	Electrician
Piaggio Vehicles Pune through CPC	3	Painter, Fitter
Suzuki Motors through CPC	23	Fitter, Electrician, Turner, Mechanic Motor Vehicle, Centre of Excellence, Machinist
Tata Advanced Material Ltd.	7	Fitter, Machinist
Indo-German Institute of Advanced Technology	59	Fitter, Electrician, Painter, Surveyor
Maruti Suzuki	41	Electrician, Fitter, Machinist, Turner
Yamaha, Noida	94	Fitter, Machinist, Turner, Welder, Mechanic Diesel, Electrical
Lava, Noida	75	Fitter, Electrician, Electronics Mechanic
Lucas TVS, Pune (Only Girls)	32	Electronics, Electrician, Fitter, Stenography, Surveyor
Lava Noida	31	Fitter, Electrician, Electronics Mechanic
Honeywell Turbo Ltd., Pune	31	Fitter, Electrician, Machinist, Turner



ITI Berhampur Building



Industrial Visit



E-Library



Automobile Workshop



Power Back Up Facility



Communication Lab



Electrician Workshop



CNC Workshop



IT Lab



Tata Strive-Bagchi Soft Skill Development Programme



Distribution of Offer Letters



Scrap Museum



Machinist Trade



Total Station Survey



Value Addition Lab PCB Designing



Distance Learning Classroom

## Present Successful Alumni

S No.	Name	Trade	Year of Study/ Training	Present Working Place	Approximate Salary (In Rs.) per annum	Remarks/Achievement
1.	Tarakeswar Singh	Electronics Mech	2004	Metro Rail, Dubai	21.6 lakh	International posting
2.	Epili Rajendra	Wireman	2010	Majestic Pvt. Ltd., Dubai	8.0 lakh	International posting
3.	Sangram Mandal	Plumber	2013	Imdaad Pvt. Ltd., Dubai	5.0 lakh	International posting
4.	Krushna Chandra Nayak	Welder	2015	L & T, Abu Dhabi, Dubai	6.0 lakh	International posting
5.	K Balaram Reddy	Fitter	2014	Lahoud Engineering, Abu Dhabi	5.5 lakh	International posting
6.	Ajit Kumar Swain	Electrician	2016	Power Mechanic LLC (Dubai)	4.5 lakh	International posting
7.	Aswini Kumar Patro	COE (Automobile)	2010	Rossel Techsys (Boeing Aerospace), Bengaluru	7.0 lakh	Conferred with Best Artist Award 2016  Conferred with Flag Bearer Award 2017 by Rossel Techsys (Boeing Aerospace), Bengaluru
8.	B Pravakar	Electronics Mechanic	2007	HCL Technologies	7.2 lakh	Conferred with Rising Star Award
9.	Jayasena Nayak	Electrician	2006	BHEL, Hyderabad	5.0 lakh	Conferred with Swast Karmchary Certificate/Impress Award
10.	Sankar Kumar Sahu	Painter (G)	2009	Mahindra Aero structures Ltd., Bangalore	8.0 lakh	Conferred with Best Employee of the year by "Usha International Ltd."
11.	Dhoba Gouda	Foundryman	1996	BARC, Mumbai	7.2 lakh	Conferred with Group achievement award in 2014 for development of Feed cap; end cap assembly of (CMTS-1) for Fermilab, USA
12.	Uma Prasad Sahu	Machinist	2008	Vehicle Factory Jabalpur, Madhya Pradesh	3.6 lakh	Trade best in apprentices training at HAL. Twice awarded by vehicle factory Good performance in factory for production.
13.	Niranjan Behera	Turner	2010	Aska Co-operative Sugar Industry, Aska, Odisha	2.5 lakh	Awarded by ACSI for good performance
14.	Sushanta Padhy	Foundryman	2006	HAL, Sunabeda	3.2 lakh	Awarded for the development and modification of rotor blade of MIG of military fighter aircraft
15.	Mrs M Anita	Sewing Technology	2014	Self-employment	3.2 lakh	Best role model award from OSDA Chairman Subroto Bagchi on World Youth Skill Day 2017

## SUCCESS STORIES OF APPRENTICESHIP TRAINING

**Apprenticeship training** refers to a course of training in any industry or establishment. Apprenticeship training consists of basic training (theoretical instructions) and practical on-the-job training at actual work place.

**Benefits of Apprenticeship Training**

Apprentices get an opportunity of undergoing 'on-the-job' training and are exposed to real working conditions.

They get a chance to work on advanced machines and equipments, industry specific best practices and learn more about their field.

Apprentices become skilled workers once they have acquired the knowledge and skills in a trade or occupation, which help them in getting wage or self-employment. In addition, apprentices get stipend at the prescribed rates during the training.

For more information, log on to [www.apprenticeship.gov.in](http://www.apprenticeship.gov.in)

**Success Story: Former Apprentice at Tata Motors Limited**

**Name:** Rajesh Kumar Sharma



**Institute Name:**

Training Division, Tata Motors Limited,  
Jamshedpur, Jharkhand

**Year of Completion of Training:**

1990

**Location:**

Jamshedpur, Jharkhand

**Trade Studied:**

Electrician (NCVT, three-year full-time apprenticeship)

**Where are you working currently?**

Tata Motors, Lucknow, Skill Development Centre

**Where did you do your apprenticeship training (establishment name)?**

Tata Motors Limited, Jamshedpur, Jharkhand

**In which trade did you do your apprenticeship training?**

Electrician (NCVT, three-year full-time apprenticeship)

**What was your stipend while undergoing apprenticeship training?**

INR 230/month

**How apprenticeship training contributed to where you are today?**

The apprenticeship training contributed to my career in multiple ways:

- 1) The work experience in apprenticeship training gave me the experience of the real work place environment which helped me develop my skills, knowledge, confidence, attitude and behavior that is needed to succeed at work.
- 2) Due to acquired multi-skilling training in apprenticeship, I am a technical all-rounder and have knowledge of various technical fields like electrical, electronic and mechanical etc. so I can easily solve the technical problems.
- 3) Now I am a Senior Officer in training division and impart and handle all technical training of blue collar and apprentices with confidence.
- 4) My seniors trust and respect me and give me responsibility to execute critical project work. I am satisfied with the nature of my work.

**What are the benefits of undergoing apprenticeship training?**

During my apprenticeship training, as I learnt the trade, I felt the following benefits:

- 1) At Tata Motors, hands-on skill training had a tight schedule and tough timeline to complete exercises under guidance of expert instructors. There was so much to do that we did not come to know how our time flew away. That tough training has actually has made us what we are today. It taught us to take up challenges and apply our minds to do manufacturing and solve problems.
- 2) Apprenticeship training was a Learn and Earn process. At Tata, we learnt the skill and got stipend money too. We had the satisfaction of earning. Most importantly, we were not paying any tuition fee for learning nor took any education loan. We learnt well and paid skill dividend to employer in the past years when we worked there.
- 3) We forayed in to employment quite early which promised a lot of potential for me to progress in my career along with getting good salary, much earlier on in life.
- 4) Apprenticeship training is an effective way of sourcing and preparing the next generation of apprentices for our business and planning from where our future skills are coming from.

**Current salary drawn:** INR 7 Lakh per year

## SUCCESS STORIES OF APPRENTICESHIP TRAINING

### Industry Testimonial of Hiring Apprentices

**Name of the Establishment:** Tata Motors Limited

**Location:** Lucknow, Uttar Pradesh

**Type of Establishment (manufacturing/service/trade/other):**  
Manufacturing

**Industry (automobile, health, food processing, etc.):**  
Automobile

**Number of Apprentices Engaged:**  
368

**What is the duration of apprenticeship training (trade wise)?**

- For Fresher Apprentices (Non ITI without any formal training): 02 years in most of the trades.
- For ITI (Craftsmen Training Scheme) passed: 01 year in most of the trades.

**What are the qualifications of apprentices engaged?**

- For Fresher Apprentices (Not ITI without any formal training): HSC (10th)
- For ITI (Craftsmen Training Scheme) passed: HSC (10th) + ITI Pass

**Which trades are apprentices engaged under?**

Fitter, Electrician, Turner, Machinist, Painter General, Welder (Gas & Electric), Computer Operator and Programming Assistant (COPA), Sheet Metal Worker (SMW), Diesel Mechanics, Centre of Excellence trades group: Structural Welder, Welder (Pipe & Pressure vessels)

**What is the average stipend paid to apprentices (trade wise)?**

Stipend is paid to the apprentices as per Gazette Notification No. G.S.R (680) E dated 22nd September, 2014 issued in this regard:

- During 1st year Apprenticeship Training: INR 6,875/-
- During 2nd year Apprenticeship Training: INR 7,858
- During 3rd year of Apprenticeship Training: INR 9,140/-

**What was the cost savings to company by engaging apprentices?**

1. Temporary technicians by virtue of their skill and experience draw higher wages (25~35%) as compared to the raw apprentices. Apprentices, on the other hand, acquire these skills fast and start doing the same work in a short span of time.
2. Apprentices are more skilled and cost effective as compared to the open market technicians like Painter, Welder, Electrician etc. and deliver higher quality, once trained.

**What were the benefits to establishment for engaging apprentices?**

1. Apprentices do their job with sincerity and are obedient.
2. Apprentices are flexible to learn new jobs more often as compared to others. Their speed of grasping skill jobs is generally very high compared to the unskilled. They come forward to take on new job in OJT helping shops to cope up with shortage of skill work force.
3. Apprentices take ownership of job and do it nicely during on-job training at shops.
4. It depends on grooming but it is generally seen that apprentices are more quality conscious and alert.
5. Apprentices take less leave compared to other category of workforce because they did not want to miss any related instruction classes by industry experts.

**What was the retention rate of the apprentices post-training period?**

Almost all apprentices join in the next process. Retention is 100 %.



# NAPS

NATIONAL APPRENTICESHIP PROMOTION SCHEME  
(Under Apprentices Act 1961)

**Empowering Youth, Strengthening  
Industries, Building Nation**



To know more kindly visit: [www.apprenticeship.gov.in](http://www.apprenticeship.gov.in)



**Apprenticeship training is the most efficient way to develop skilled manpower for industry by using training facilities in establishments without any extra burden on exchequer to set up training infrastructure.**

## MYTHS ✗ FACTS ✓



- ✗ Registering with NAPS and apprentice engagement is a long, hectic process involving physical visits, F2F interviews, etc.
- ✓ No physical screening is required!! Dedicated online portal automates and eases the complete registration and apprentice engagement process.



- ✗ Establishments cannot choose their apprentices.
- ✓ Establishments use their discretion to select their desired apprentices.



- ✗ Apprentices can only be taken for manufacturing jobs.
- ✓ Apprentices can be taken for all functions within the manufacturing sector and across sectors such as trade, services, and others.



- ✗ Apprentices will be an added cost for an establishment.
- ✓ Apprentices generate revenue and productivity after acquiring sufficient training. In the long run they save cost to company.



- ✗ A government officer would visit and indicate how many apprentices to be engaged and in how many trades within the establishment.
- ✓ An establishment needs to register on the online portal only, and it will showcase the minimum/maximum number of apprentices that can be engaged by the organisation.



Class 5<sup>th</sup> & Above

- ✗ Only ITI pass-outs can be engaged as apprentices.
- ✓ Any candidate with minimum Class 5<sup>th</sup> pass can be engaged as an apprentice.



- ✗ There is no limitation to the number of apprentices that an establishment can engage.
- ✓ An establishment needs to engage only 2.5% to 10% of their total workforce as apprentices.



- ✗ Establishments are bound to offer permanent jobs to apprentices.
- ✓ It is not obligatory to induct apprentices after their training.



- ✗ It is mandatory to pay ESIC and EPF to the apprentices.
- ✓ It is not mandatory and up to the establishment's discretion.

To register, kindly visit [www.apprenticeship.gov.in](http://www.apprenticeship.gov.in)

For establishments, please visit the establishment registration section and for students, please visit the apprentices registration section of the website to fill in the details (5 minutes process)

For any query please post on our Facebook page or e-mail us at: [skillindia.apprenticeship@gmail.com](mailto:skillindia.apprenticeship@gmail.com)

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