

Institute Development Plan

Note: This to be determined through ISP submitted and/or testimonials (on the online portal) from principal, trainers, industry members, alumni. Additionally, the list of activities mentioned in the following sections is not exhaustive and may include other activities as identified by the ITI.

1. Plan for increased participation of female students:

Please provide details of activities planned to increase the share of female students in the ITI:

- a) Studies to assess entry barriers and constraints of female youth
- b) Mobilization:
 - a. Marketing of ITI programs among female youth
 - b. Increasing career counseling targeted towards female youth
- c) Facilities:
 - a. Hostels facilities (excluding civil infrastructure)
 - b. Improvement of sanitary facilities for female students
 - c. Transport
- d) Introduction of new courses with good labor market prospects for women
- e) Recruitment of female teachers (incl. as contract teachers)
- f) Development of institutional gender-policies and gender training of teaching and management staff
- g) Earmarked employment promotion activities for females
- h) Other activities that will ensure that the female participation rate will have increased by 25% in next 4-5 years.

- Creating a team to select local area to be targeted for awareness programme.
- Organizing a boot camp with AVA facilities for local youth in association with local bodies.
- Collecting sample data for evaluation of female concentration and eligibility qualification for skilling
- Creating a suitable plan to achieve increased participation of female trainee in ITI and required facilities for them.
- Hiring a lady trainer on contract basis for employability skill.
- New technical courses will be introduced which also increases female trainee participation.
- Collaboration with companies which have demand for female skilled trainee.
- Thus career prospective of female trainee will surely increase.

2. Plan for increased participation from disadvantaged sections of the society

Please provide details of activities planned to increase the share of students in ITI from minority/ ST and other disadvantageous sections of the society:

- a) Studies to assess entry barriers and constraints of youth from scheduled casts and tribes
- b) Mobilization:
 - i. Marketing of ITI programs among minority/ ST youth
 - ii. Increasing career counseling targeted towards minority/ ST youth
- c) Facilities:
 - i. Hostels (excluding civil infrastructure)
 - ii. Transport
- d) Earmarked employment promotion activities for minority/ ST youth
- e) Development of institutional policies and training of teaching and management staff to address concerns of minority/ ST students
- f) Others

- Developing a work-map for targeting area to determine the population density of disadvantaged society in local youth.
- Arranging Open counseling programme for youths belong to backward classes with necessary aids.
- Transportation facilities for those trainees can be provided who are coming from longer distances.
- Some companies prefer employment to trainees coming from disadvantaged society, thus strengthening of placement cell by recruiting staffs and Industry connection.

3. Plan for improved placement

Please provide details of activities to improve employment promotion activities to support graduates' work readiness and entry into the labor market:

- a) Upgrading of Training, Counseling and Placement Cell (TCPC):
 - i. Additional staff
 - ii. Capacity development of placement officers
- b) Introducing career counseling activities
- c) Plan to have trades under Dual System of Training
- d) Plan to have industry involvement in each and every trade running in the ITI. This will include but not limited to provide some benefit to ITI like student exposure program, internship/apprenticeship opportunity, industry sponsored infrastructure, teacher training, industry expert lecture, placement assistance, assistance in curriculum revamp
- e) Conducting placement activities (job fairs, recruitment days, job matching services, etc.)

- Upgrading of existing training, counselling and placement cell by recruiting more staffs and providing them training from reputed Institute.
- One experienced Training and placement Officer will be recruited.
- Arrangements of job fairs for every pass outs and existing trainees, thus providing cost for such frequent events.
- Organizing progressive career counselling activities with proper support and engaging local Industry for channelling the employment opportunities.

4. Plan for increased industry linkage

Please provide details of the industries with which the ITI plans to enter into cooperation agreements and the proposed areas of cooperation.

SL/NO.	Enterprise	Industry Sector	Proposed Areas of Co-Operation
1	PERFECT REINFORCEMENT & CONCRETE	Construction	lectures by industry expert, Recruitment
2	LOKENATH MOTORS	Automotive	OJT, Trainees exposure program, trainees internship, lectures by industry expert, trainers training, carrying repairing job work at ITI workshop
3	FRIENDS AUTOMOBILE	Automotive	carrying repairing job work at ITI workshop, Recruitment
4	HALDIA STEELS PVT. LTD	Manufacturing	OJT, Trainees exposure program,
5	HP STEEL FACTORY	Manufacturing	Trainers training, carrying repairing job work at ITI workshop

5. Proposal for increased OJT provision and other employment promotion activities

Please provide details of activities to improve OJT:

- a) Plan to provide OJT in industry to 100% of the eligible students
- b) Improving the relevance of OJT in encouraging entrepreneurship education and training.
- c) Leveraging OJT for improving soft-skills and work readiness teaching
- d) Other activities

- ITI MOU partner act as a local industry and can be utilized to provide OJT to the trainees
- Make a semester wise plan to give OJT to all eligible trainees simultaneously
- During their OJT they exposed to Industrial environment and practically learn the soft skill behaviors which is essential for their future job prospective.

6. Plan for increased Labor-market relevance of proposed new and added trade areas(likelihood that graduates get jobs)

a)Have any studies, surveys or other measures been taken to determine the skill needs of the geographical region. Please provide details

- Previous and ongoing scenario depicts that there is a need for skilled worker in manufacturing
- Hence strengthening is required in manufacturing and repairing section with supporting advanced machinery of that particular trade.

b)New programs:

Please provide the details of new trades to be introduced in the table below. The new trades should be introduced based on an assessment of their labor market relevance.

a. New programs:

SL/ NO.	Trade course to be Introduced	Industrial sector	Skill demand being addressed	No. of units to be introduced	Cooperating enterprise, if any
1	CNC OPERATOR TURNING(CNC/Q0115) 400 hr	CAPITAL GOODS	The use of CNC operated machine uses in manufacturing sector increasing day by day thus need of skilling in this sector is become prominent.	1	
2	CNC OPERATOR VMC(CNC/Q0116) 310 hr	CAPITAL GOODS	The use of CNC operated machine in manufacturing sector increasing day by day thus need of skilling in this sector is become prominent.	1	
3	SMARTPHONE TECHNICIAN CUM APP TESTER	ELECTRONICS AND HARDWARE	Rigorous use of Smartphone in general growing a need for qualified skilled technician in this sector	1	
4	CNC PROGRAMMER(CNC/Q0401) 450hr.	CAPITAL GOODS	The use of CNC operated machine in manufacturing sector increasing day by day thus need of skilling in this sector is become prominent.	1	

7. Plan to introduce periodic ToT refresher programs and trainer career progression policy

- TOT refresher program will be introduced.
- Performance parameter will be set for TOT programs to create healthy competitive environment among trainers and a reward policy will be issued.
- TOT refresher programme includes every suitable and advanced aids like smart classroom and other supporting learning equipment.
- The programme is set as it happened twice in every semester.
- Industrial visit for training purpose will necessary for every trainer once in a year.

8. Plan to fill sanctioned strength with CITS trained trainers

- TOT refresher program will be introduced.
- Performance parameter will be set for TOT programs to create healthy competitive environment among trainers and a reward policy will be issued.
- TOT refresher programme includes every suitable and advanced aids like smart classroom and other supporting learning equipment. The programme is set as it happened twice in every semester.
- Industrial visit for training purpose will necessary for every trainer once in a year.

9. Others

9.1. Revenue generation

Please provide details of activities proposed to be undertaken for the purpose of revenue generation

- a) New programs
- b) Refresher training for workers in industry
- c) Production and sale of goods and services during practical training
- d) Renting-out facilities to industry
- e) Others

- CNC lathe machine works which can generate revenue effectively.
- Creating a production unit with the ITI resources and produce market oriented product can also generate revenue.
- Use of high-end machineries in manufacturing increase the feasibility of production and revenue generation.
- Training arrangements made for Industry workers where the synchronization of skill level elevates.
- Production through practical work also makes revenue as a day to day work.

9.2. Resource requirement

a) Total funds required to undertake the proposed activities (INR lakh): 201.85

b) Total funds required under STRIVE (max limit as in Manual in INR lakh): 200

c) Please give the details of additional staff requirement:

d) Manner in which the funds claimed under PBGA Scheme is proposed to be used (indicative only):

Note:

Kindly fill the below information table basis "Eligible and Non-Eligible Expenditures for Government ITIs/Private ITIs" table mentioned in the manual under Section 3.1.7

For government ITI, only Minor essential renovation /repair required for installation of machines allowed.

This amount shall not exceed more than 5% of the total amount allocated to the ITI

For private ITI, no civil works are allowed

Sl. No.	Item	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Non-recurring costs (in INR lakh)							
1	Minor civil works	10				UN UTILIZED FUND WILL BE UTILIZED DURING 5 TH TEAR	10
2	Equipment, Furniture and other goods	52.7	64.1				116.8
3	Training of teaching and management staff	1.8	1.8	1.8	3.3		8.7
4	ICT infrastructure	07	1.5				8.5
5	Purchase of books and other learning material	2.5	5	10	2.5		20
6. Subtotal:							164
7	Salary of additional staff	0	0	0	0		0
8	Facilities for trainees	6	10	10	10		36
9	Misc. (please specify)	0	0	0	0		
10	Sub-Total						36
Grand Total (6 + 10) in INR Lakh							200

e) Plan of ITI to adopt online admissions, dual training, online examination, career progression policy for their trainers

- Being a govt. ITI such policy decisions are beyond the scope of the ITI.

9.3. Please provide details on plan to increase the grading score during the course of the STRIVE Project clearly indicating the plan where ITIs scored less than 50% of the category score (i.e. categories of grading parameters)

Present Grading Score – 2.62
 After Implementation of STRIVE – 4.39

Annexure: Detailed ITI Grading Framework									
Category Name	Category weight age	Parameter #	Parameter	Parameter Weight age	Expected Impact after implementation of STRIVE			Self Grading Report	
A. Trades and Industry Engagement	20	1	No. of Active MoUs existing with industry	5	5	5 MoUs will be active	25	65	13
		2	CSR Support for ITI in developing training infrastructure	5	3	2-3 companies supporting ITI with CSR	15		
		3	Trainees who have been sent for "dual training" (%)	5	0	No Scope for Dual Training	0		
		4	Placement Cell and its functioning (Conduct of placements and the number of job fairs conducted)	5	5	Placement Cell will be Proactive	25		
B. Instructor quality	20	5	Craftsmen Instructor Training Scheme (CITS) certification of	5	5	>=80% and above Instructors are certified	25	95	19
			available instructors (in eligible trades as per NCVT) (%)				0		
		6	Number of ITI instructors who have completed short term refresher training (at least 5	5	5	>=40% Instructors have undergone refresher training	25		
		7	Instructor vacancy against sanctioned posts (%)	5	5	less than 5%	25		
		8	Percentage of guest instructor from Industry	5	4	>=20% to less than 25%	20		
C. Outcome	20	9	Pass rate (%) (Proportion of trainees who passed in first attempt as a percent of total	8	4	>=80% to less than 90%	32	79	15.8
		10	Percentage of trainees passing in first attempt and scoring more >= 80 percent	4	4	>=8% to less than 9%	16		
		11	Career Progression Rate % i.e. Rate of Wage Employment +	5	5	>=90% and above	25		
		12	Participation, Awards and accolades by Principal/trainees/Inst	3	2	1-2 Awards	6		

D. Knowledge Infrastructure and Institute Processes	20	13	Functional IMC in case of Govt. ITI and similar institutional mechanism with at	6	5	IMC has been constituted and functional. IMC	30	100	20	
		14	Machine maintenance log books	4	5	Updated log books available	20			
		15	Availability of "full-time" ITI Principal and post-employment training.	6	5	Full Time ITI Principal exists and provision of	30			
	16	Availability of production center generating revenues (excl. course fee) / earn with	4	5	Production center /earn with learn scheme with	20				
E. Bonus: Best Practices	20	17	Playground/Horticulture/ Garden/Indoor Play Ground facilities	4	5	Such facilities are available and maintained	20	120	20	
		18	Percent of trainees who were 10th pass on joining and got 12th Certificate after passing	4	5	>=50% and above	20			
		19	Recognized Technological Innovation/Advancements	4	5	E Cycle, APP for girls	20			
		20	Availability of new generation courses like IoT, Mechatronics,	4	5	3D printing, Mobile APP tester	20			
		21	Sustainable measures being adopted by ITI viz. rain water harvesting, solar power	4	5	Rain water Harvesting	20			
		22	Women oriented courses available in ITI (Courses related to Apparel/Dress making,	4	5	Interior Decoration	20			
			23	r, COPA, Secretarial Assistant (English), Food Processing etc.)	4			0		
			24	All the details of Instructors entered in NCVT MIS Portal	4	5	Completed details of instructors are available on MIS	20		
			25	Convocation Ceremony for ITI passed out	4	5	Convocation will be held	20		
			26	Existence of functional Alumni association	4	5	Alumni Association will be created	20		
			27	Diversity of Trades	4	5	7 trades	20		
		27	Fund Utilization by ITI (in case ITI was part of any of Centrally Sponsored Scheme such as	4	0	No scheme active	0			