

# SKILL TALKS

Directorate General of Training

Ministry of Skill Development and Entrepreneurship



## News & Events

### १. प्रशिक्षण महानिदेशालय, मुख्यालय तथा अधीनस्थ कार्यालयों में गाँधी जयंती का आयोजन

गाँधी जयंती जागरूकता सप्ताह

प्रशिक्षण महानिदेशालय में दिनांक २ अक्टूबर २०२० को देश के राष्ट्रपिता महात्मा गाँधी का जन्मदिवस मनाया गया। गाँधी जयंती के अवसर पर राष्ट्रपिता को स्मरण करते हुए प्रशिक्षण महानिदेशालय, मुख्यालय सहित देश भर में फैले अधीनस्थ/फील्ड कार्यालयों में विशेष स्वच्छता अभियान चलाए गए। उसी क्रम में:

२ अक्टूबर २०२० को गाँधी जयंती के अवसर पर सभी एनएसटीआईज में निम्नलिखित गतिविधियाँ आयोजित की गईं:

डीजीटी, मुख्यालय के निर्देशानुसार, प्रशिक्षणार्थियों के लिए महात्मा गाँधी से जुड़े विषयों पर चित्रकला एवं निबंध लेखन प्रयोगिताएँ आयोजित की गईं।



संक्षिप्त कार्यक्रम एनएसटीआई, कोलकता, हावड़ा



पोस्टर मेकिंग प्रयोगिता: गाँधीवादी सिद्धांत

अधिकारियों और स्टॉफ द्वारा विभिन्न आसनों के योग स्तर चलाए गए, जिसके बाद, जलनेती तथा सूत्रनेती (नाक साफ करने की कार्यविधि) भी की गई। हाउस कीपिंग स्टॉफ के साथ मिलकर वृक्षारोपण कार्यक्रम रखा गया, जिसमें हॉस्टल भवनों, कार्यालय तथा वर्कशॉप परिसरों की स्वच्छता और सफाई अभियान चलाए गए।



गाँधी जयंती समारोह हेतु अधिकारियों सहित समस्त स्टॉफ



हरा और स्वच्छ भारत अभियान

गाँधी जयंती के अवसर पर परिदर्शनी



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Updates from NIMI Chennai

Updates from CSTARI Kolkata





## 2. CITS Examination : Phase 1 & Phase 2

o During COVID pandemic, the examination under Crafts Instructor Training Scheme (CITS) was conducted in 2 phases. The first phase of exam for trainees under the All India Trade Test (AITT), Session 2019-20, was successfully conducted from 09 October till 18th October 2020.

o The phase 2 examination for CITS session 2019-20 was preceded by physical classes in NSTIs for practical training from 20th October 2020 onwards.

o **Centralized admission under CTS:** A centralized admission process for admission to the Craftsmen Training Scheme (CTS) - session 2020-21 has been initiated for the first time in all National Skill Training Institutes (NSTIs).

## 3. AITT for Apprentices : Phase 2

The 2nd round of registration for 110 AITT exam under Apprenticeship Training Scheme (ATS) commenced from

19.10.2020 onwards for a duration of Three weeks. Around 96,000 candidates registered from about 7300 industries

registered for AITT under the Apprenticeship Training Scheme (ATS) of DGT.

## 4. FLEXI MOU with NMDCL under Ministry of Steel for 6 trades:

The National Mineral Development Corporation Limited (NMDC Ltd.) under the Ministry of Steel was accorded approval for conducting training in 06 trades under the Flexi-MoU Scheme:

NMDC the single largest iron-ore producer in India, will now provide training to about 900 persons in its Iron & Steel Plant at Chhattisgarh. The livelihood of these individuals was affected due to the organizations' expansion while setting up a Steel plant at Nagarnar, Jagadlpud

Chhattisgarh. These persons have been employed by the organization and will be trained in Fitter Integrated Steel Plant (ISP), Electrician ISP, Welder ISP, Crane Operator ISP, Office Management ISP and Light Vehicle Operator ISP

The course curriculum of these trades was jointly developed by CSTARI, Kolkata and the technical team of NMDC Ltd., comprising of retired senior executives and experts from public sector unit (PSUs) like the Bhilai Steel Plant, Rourkela Steel

Plant and Rashtriya Ispat Nigam Limited (RINL). The same was approved in the 2nd National Skills Qualifications Committee (NSQC) Meeting under National Council of Vocational Education and Training (NCVT) and training in Fitter ISP was started provisionally at the time of approval.

## 5. प्रशिक्षण महानिदेशालय में सतर्कता जागरूकता सप्ताह

प्रशिक्षण महानिदेशालय में दिनांक २७ अक्टूबर २०२० से ०२ नवम्बर २०२० तक सतर्कता जागरूकता सप्ताह आयोजित किया गया। महानिदेशालय के सभी अधिकारियों और कर्मचारियों को २६ अक्टूबर को इस आशय का परिपत्र जारी कर अनुदेश दिए गए कि वे इस दौरान सीवीसी की वेबसाइट पर ई.फ्लेज के माध्यम से अपने दैनिक कार्यकलापों

में पूर्ण निष्ठा और ईमानदारी से कार्य करने की शपथ लें और इसे बाकायदा वेबसाइट पर रजिस्टर करें। सप्ताह के दौरान अनेक अधीनस्थ कार्यालयों और फील्ड कार्यालयों में सतर्कता पेंटिंग परियोजनाओं तथा सतर्कता प्रशोत्तरी प्रतियोगिताओं का आयोजन भी किया गया।

अधिकारियों एवं कर्मचारियों को शासन में प्रणालीगत सुधार लाने का भी अनुरोध किया गया चूंकि सतर्क भारत ही समृद्धि भारत का निर्माण कर सकता है।

## 6. National Unity Day

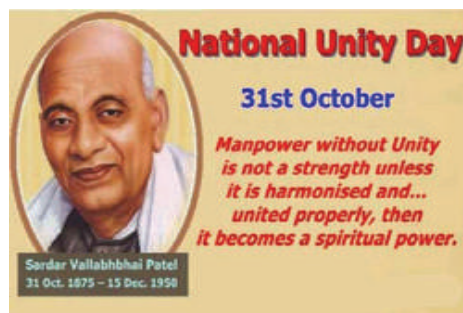
National Unity Day (Rashtriya Ekta Diwas) is celebrated in India on 31 October. The day is celebrated to mark the

birth anniversary of Sardar Vallabhbhai Patel. National Unity Day "provide an opportunity to re-affirm the inherent strength and

resilience of our nation to withstand the actual and potential threats to the unity, integrity and security of our country



Observance of National Unity Day:  
NSTI (W), Kolkata



## Poster Making Competition in NSTIs: National Unity Day



## National Unity Day : Pledge by Staff and Students at different locations





## 7. White Colored Job placement Offered as Network Technicians, Data Analyst, Digital Marketing & Analytics Executive for NSTI Passouts.



*Advanced Diploma (Vocational) in IT, Networking & Cloud Computing - pass-outs from NSTIs offered employment as Network Technicians/ Engineers, Data Analyst, Digital Marketing & Analytics Executive*



Training and Internship of the 1st batch in IBM's 2-Year Advanced Diploma (Vocational) (NSQF Level 6), concluded of the placement of the students in IBM and its industry partners. The program was initiated as part of IBM's CSR commitment with DGT in February 2018.

etc. with an average monthly emolument of about Rs. 18,000/- p.m. The highest salary offered is Rs. 31,000/- p.m. Most of these students have joined as Network Technicians/ Engineers, Data Analyst, Digital Marketing & Analytics Executive, etc.

Out of total 19 students, who were from NSTI Hyderabad and Bangalore, 18 have completed the training and a mandatory 05-month internship after which they have got placement in companies like Genpact, Pioneer E Labs, IBM, Jio-Fibre, Google,

Presently, 71 students from 05 NSTIs in the 2nd batch have undergone training and online internship and will be appearing for the exams while 551 students from NSTIs in the 3rd batch are undergoing training in this 2-year Advanced Diploma course.



## Initiatives Taken by Madhya Pradesh to boost Placement Opportunities

Due to the COVID-19 pandemic, all the industries came to the standstills which subsequently lead to an upsurge in the unemployment rate within the state as well as countrywide. In the adverse circumstances of Lockdown, State Placement Cell working under Directorate of Skill Development, Madhya Pradesh conducted online placement drives in coordination with Suzuki Motors, Gujarat and others in which **618 ITI Trainees were selected out of which 308 Trainees joined the company.** All placement drives were conducted online with the help of telephonic and video interviews rounds.

During post Lockdown phase, Placements drives were also conducted in

collaboration with Vacmet India Limited, Takahata Precision India Private Limited, Rajasthan and B.C. Jindal Groups, Nasik with which we have conducted 30 placement drives along with 03 Female specific placement drives with various companies in which 1860 trainees are selected.

The State Directorate of MP has also developed a centralized Placement Tracking Mechanism for effective Planning and monitoring of placement related activities in all Government ITIs of the state. In near future, this portal will be updated to conduct placement drives with real-time information available on it.



Glimpse of Placement Drive conducted by Vacmet India Ltd. and Suzuki Motors Gujarat

## Progress on Dual System of Training (DST)

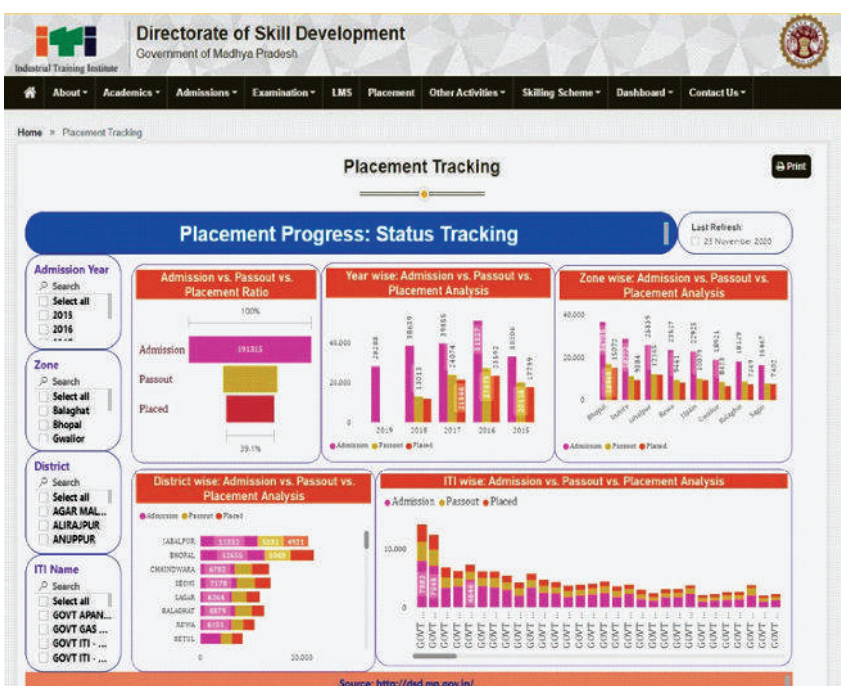
The department has also signed 09 MoU for Dual System of Training (DST) for 15 units in various trades with National Fertilizers limited (NFL), Guna, Sahakari Dugdh Sangh Maryadit (Sanchi), Bhopal and Trident Groups Ltd, Budhni in current financial year to enhance the linkages between Industries and ITIs.

Till date **department has signed 33 DST MoU for 84 units in various trades with admission capacity of 2020 seats.**



Signing DST MoU with National Fertilizers Ltd. Guna

## Centralized State Placement Tracking Module



Source: <http://dsd.mp.gov.in/>



## Mukhyamantri Apprenticeship Yojna (MAY) by Gujarat Government

### CM's Message:-

The government of Gujarat has introduced the Mukhyamantri Apprenticeship Scheme to generate employment in the state and subsequently achieve the dream of a New India. We are committed to provide diverse employment

opportunities to the major workforce of the state i.e. the youth, in an effort to enable them to contribute to their best in the making of the state and the nation.



*Vijay Rupani*  
Chief Minister, Gujarat

### Background: -

Apprenticeship is a powerful vehicle for skill development because it facilitates “learning by earning” and “learning by doing”. India has substantially lower number of apprentices compared to its workforce and also when compared to many other countries with much smaller labour force and population. The Apprentices Act, 1961 was enacted with the objective of regulating the programme of training of apprentices in the industry by utilizing the facilities available therein for imparting on-the-job training.

To strengthen the economy of the country, the Union Government has undertaken a series of major economic and institutional reforms including amendments in Apprenticeship Act, 1961 and introduction of National Apprenticeship Promotion Scheme (NAPS). The State Government being one of the most important stakeholders of the Apprenticeship Training ecosystem always

works in tandem with the schemes and policies announced by the Central Government. When the nation is setting a series of benchmarks in the field of skill development, Gujarat is also poised to achieve new heights of economic growth through tapping potential of its human resource by adoption of best practices in skilling, nationally as well as internationally.

The National Policy of Skill Development and Entrepreneurship 2015, focuses on Apprenticeship as one of the key programs for creating skilled manpower in India. The policy proposes to proactively work with industry including MSME Sector to facilitate ten-fold increase in Apprenticeship opportunities in the country by 2020. To achieve this target, Government of India, through National Apprenticeship Promotion Scheme (NAPS), has incentivised employers employing apprentices.

Gujarat have been actively supporting and promoting youth skilling and employment through the National Apprenticeship Promotion Scheme 2.0 (NAPS) in Gujarat. To realize the dream of a New Gujarat, it is important that the youth of Gujarat get adequate opportunities to realise their maximum potential, in line with “National Apprenticeship Promotion Scheme” (NAPS) implemented by Ministry of Skill Development & Entrepreneurship and “National Apprenticeship Training Scheme” (NATS) implemented by Ministry of Education. As an independent proactive initiative, the Government of Gujarat launched a new flagship scheme called the “Mukhyamantri Apprenticeship Yojana” in the financial year 2018-19. The scheme intends to create a robust ecosystem to promote “on-job training” and “off-job learning” thereby achieving the vision of the Hon’ble Prime Minister to make India the “Skill Capital of the World”.



Hon. CM Launched “Mukhyamantri Apprenticeship Scheme” on the occasion of 58th Gujarat Foundation Day

### Vision

To give adequate opportunities to the youth of Gujarat to realise their maximum potential, in line with “National Apprenticeship Promotion Scheme” (NAPS) implemented by Ministry of Skill Development & Entrepreneurship and “National Apprenticeship Training Scheme” (NATS) implemented by Ministry of Education.

### Mission

To engage one lakh youth as an apprentice under various categories in private as well as public sector.

### Objective

To increase the employability of the youth of Gujarat & to encourage industry participation in Apprenticeship Training.

### The main features of the scheme

- Apprentices under all category are included.
- Incentive to employers engaging apprentices which is over and above the benefits of National Apprenticeship Promotion Scheme (NAPS) and National Apprenticeship Training Scheme (NATS) of Government of India.
- Incentive is as follows:

Sl. No	Categories of Apprentices	Stipend Reimbursement	
		Under MATS (GoG Scheme)	Under NAPS (GoI Scheme)
1	Trade apprentice (MSDE)	Rs.1500/-	Rs.1500/-
2	Optional trade apprentice (MSDE)	Any Graduate : Rs.3,000/- Any Diploma : Rs.2,000/- Others : Rs.1,500/-	Rs.1,500/-
3	Technician (Vocational) apprentices (MSDE)	Rs.1500/-	Rs.1500/-
4	<b>Technician apprentices (MOE)</b> (Diploma in engineering or non-engineering stream and undergoing apprenticeship training in designated trades)	Rs.2000/-	NA
5	<b>Graduate apprentices (MOE)</b> (Graduates in engineering or non-engineering stream and undergoing apprenticeship training in designated trades)	Rs.3000/-	NA

The Directorate of Employment and Training functions under Labour & Employment Department and has been working in “Mission Mode” for implementation of the scheme.

### Strategy Adopted for effective implementation of “Mukhyamantri Apprenticeship Yojana”

Target of engagement of one lakh apprentices has been distributed among following departments :

Sl	Department
1	Industries & Mines Department
2	Labour and Employment Department
3	Education Department
4	Urban Development & Urban Housing Department
5	Energy & Petrochemicals Department
6	Port & Transport Department
7	Home Department
8	Health & Family Welfare Department
9	Agriculture & Co-Operation Department
10	Road & Building Department

Sl	Department
11	Tourism Department
12	Narmada, Water resources, Water Supply & Kalpsar Department
13	Food, Civil Supplies & Consumer Affairs Department
14	Forest & Environment Department
15	Panchayat, Rural Housing & Rural Development Department
16	Department of Science & Technology Department
17	Sports Youth & Cultural Activities Department
18	Tribal Development Department
19	Revenue Department



Each department's officers have been notified to act as Deputy Apprenticeship Advisors / Assistant Apprenticeship Advisor.

Chief Executive Officer of each Sector Skill Council has been notified to act as Joint Apprenticeship Advisor to assist the State Apprenticeship Advisor, Gujarat.

Targets distributed for every District of Gujarat, which are reviewed & monitored by the District Collectorate.

Each District Collector has been notified to act as Joint Apprenticeship Advisor.

District Skilling Committee (DSC) is being supported by team of officers working under Directorate of Employment & Training.

Special Bharati Melas at each Industrial Training Institutes (ITIs) were organized.

To sensitize Central PSUs regarding the scheme, a special workshop was organized under the chairmanship of Chief Secretary. All State PSUs, Municipalities, Nagar Palika have been given the target to engage apprentices in the band of 10% of their total manpower (i.e. including contractual).

Continuous capacity building of all department's team members by experts of the apprenticeship scheme.

Promotion among rural/urban population through hoarding, leaflet, short films, quickies, radio jingles, advertisement in newspaper.

Awareness & sensitization programmes are being done for industry/establishments to introduce the benefits of scheme through independent industry clusters/ associations.

## Status

Sr	Details	2016 - 17	2017 - 18	2018 - 19	2019 - 20	2020 - 21
1	Nos of Apprentices	23,049	21,939	58,631	50,058	20,108
1	Nos of Establishment	7,407	9,034	16,951	18,168	18,172

## Japan India Institute for Manufacturing (JIM), Mehsana

### A S Patel Private ITI (Ganpat University Campus), Kherva, Mehsana, Gujarat

Based on Memorandum of Co-operation (MoC) between Government of Japan and Government of India, under "Skill India" mission Maruti Suzuki India Limited has set up India's first Japan- India Institute for Manufacturing at Ganpat University, Kherva (Mehsana-Gujarat) with the aim to provide Skilled Manpower to the upcoming Automobile Manufacturing facility in Gujarat.

At JIM, automobile related NCVT trades Fitter, Electrician, Welder, Mechanic Diesel, Mechanic Motor Vehicle, Mechanic Auto Body Repair and Mechanic Auto

Body Painting are available with total capacity of 444 students.

Apart from NCVT curriculum students are being given training on Safety, Soft Skills, Assembly Basic Course and Vehicle Assembly line.

JIM is run and managed by Maruti Suzuki India Limited as a corporate social responsibility initiative. In addition to the technical curriculum, JIM imparts training in the best shop floor practices such as Kaizen and Quality Circles, based on curricula developed in Japan.

JIM Mehsana has entered into an MoU with Suzuki Motor Gujarat Pvt. Ltd. for implementing Dual system of Training (DST) in JIM. This Scheme of Dual System of Training was introduced in August 2016 by the Ministry of Skill Development & Entrepreneurship (MSDE) to bridge the disconnect between ITI trainees learning outcomes and the industry requirements. This scheme enables industries and establishments to partner with Government ITIs and Private ITIs for conducting training programs under high employability courses so as to fulfil their skilled manpower requirements.

**This Year in JIM, Mehsana it is proposed to admit 356 students under DST scheme.**

### 1. Safety Lab:

- Safety First – Maruti Suzuki Policy
- First of its kind in any ITI
- Full-fledged lab for safety training through PPT, Video and Demonstration
- Focus on behavior based safety training
- MSIL has experienced safety trainer



Safety 1



Safety 2

### 2. Japanese Soft Skill :

- Course curriculum designed by AOTS Japan
- Focus on etiquettes and attitude
- Training on Japanese manufacturing Practices viz. 5S, 3G, 3K, 3M, 4M, Kaizen and suggestions



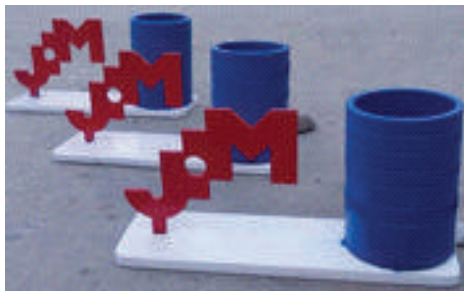
Japanese Soft Skill 1



Japanese Soft Skill 2

### 3. KAIZEN Workshop:

- First time a Kaizen workshop in any ITI
- Inculcating Kaizen culture in students
- Involvement of all students by rotation in all improvement activities through Kaizen



KAIZEN 1



KAIZEN 2

### 4. Assembly Basic Course:

- Another unique feature on Assembly Processes through video modules
- Training on usage of Battery Guns, Torque Wrench, Harness
- Practice of Assembly Processes on ABC training stations before actual working on Assembly line.



Assembly Basic 1



Assembly Basic 2

### 5. Vehicle Assembly Line:

- Creation of Automobile Assembly Facility at ITI, Conveyor line
- Three vehicles to on automobile assembly processes
- 2 post lift for training on underbody area and engine dismounting and remounting



Assembly Basic 1



Assembly Basic 2

### 6. Specialized Automobile Training by overseas (Suzuki) trainers:

- Basic vehicle service & troubleshooting
- Best work practices in workshop
- Training on new features & operating special diagnostic tools



Theory Training



Practical Training

### 7. Special focus on basic Japanese language & work culture:

- Self-introduction in Japanese
- Basic conversation in Japanese
- Growth history & way of working in Japan



Basic Japanese Languages 1



Basic Japanese Languages 2

### 8. Placement

Particulars	Passing Year		
	2018	2019	2020
Total Student Passed	254	308	224
Total Student Placed	254	308	203
% Placement	100%	100%	9% places as apprentice, examPending.



Key areas of intervention by Maruti Suzuki is to upkeep of the facility as per industry norms, hiring and training of faculty

and staff, finalizing curriculum, and end to end execution from admissions to placement of students.

#### Contact Us:

Japan-india Institute For Manufacturing

Ganpat Vidyanagar, Mehsana-gozaria Highway, Mehsana (Gujarat), Pin: 384012

Website: [www.jim-marutisuzuki.org](http://www.jim-marutisuzuki.org)

Email : [Aspateliti@ganpatuniversity.ac.in](mailto:Aspateliti@ganpatuniversity.ac.in), [Jimmaruti@gmail.com](mailto:Jimmaruti@gmail.com)

### CSR Initiatives at NSTI(W), Vadodara

National Skill Training Institute (W), Vadodara has strong tie-ups and understanding with reputed industries in Vadodara and surrounding regions. Following labs have been developed under CSR activities –

subsequently in 2018, sponsored 3 Desktop Computers, Storage CRO, Audio Visual instruments and different training kits for the Lab for trade Electronics Mechanic.

The ONGC, Vadodara in 2017 sponsored 19 Desktop Computers & UPS, Projector with screen etc. for the trade Computer Operator and Programming Assistant (COPA) and

L&T, Vadodara in 2019 sponsored different training kits based on Internet of Things (IoT) Sensors and latest microprocessor-based Sensor kits for the Lab of new age course IOT(Smart City).



COPA Lab



IOT(Smart City)



Electronic Mechanic

### Initiatives in 'Renewable Energy' at NSTI(W), Vadodara

Keeping in view the scope of employment for youth under green job sector, government is taking keen interest in offering courses under renewable energy. This sector has

futuristic demand for skilled manpower. For that Solar Technician (Electrician) trade under Craftmen Training Scheme (CTS), has been introduced in the institute recently. At the roof top of the

institute, CPWD has installed solar power plant of 70 KW which is fully functional now. As a result, there is saving for the institute as there is no electricity bill since last three months.



Solar Technician Lab



**Govt. ITI, Silvassa – Dadar & Nagar Haveli**

प्रशासन संघ प्रदेश दादरा एवं नगर हवेली एवं दमन एवं द्यु / Administration of Dadra &amp; Nagar Haveli and Daman &amp; Diu (UT)

कौशल विकास और उद्यमशीलता विभाग / Department of Skill Development &amp; Entrepreneurship,

प्राचार्य का कार्यालय, सरकारी औद्योगिक प्रशिक्षण संस्थान, सेलवास

Office of the Principal, Govt. Industrial Training Institute -Silvassa.

Phone No. 0260-2964725

E-mail: iti1976.Silvassa@gmail.com.



Industrial Training Institute

The Government Industrial Training Institute, Silvassa (D&N.H) was established in the year of 1976. In this

training institute, there are two types of courses offered under DGT's schemes - (1) Craftsmen Training Scheme (CTS)

(2) Apprenticeship Training Scheme (ATS). The courses offered under CTS in the ITI are NCVT affiliated.

**Vision**

"To produce globally competent technical skilled manpower."

**Mission**

"To provide best quality technical education. To provide quality technical manpower to suit the changing needs of

the industry/service sector. To help school dropouts and people from socially & economically weaker sections

of society to set up their own enterprises by providing non-formal short-term vocational training."

**Trades/courses offered under various schemes of DGT/MSDE:**

The details of trades/courses offered by Union Territory of Dadra & Nagar

Haveli, Department of Skill Development & Entrepreneurship,

Silvassa are given below:

**1. Craftsmen Training Scheme (CTS)**

Under this scheme, Govt. ITI is offering training in following trades.

Sr.No	Name of Trade	No of Trainees*		Remark
		I Year	II Year	
1.	Electrician	40	20	
2.	Wireman	40	20	
3.	Fitter	40	20	
4.	Turner	40	20	
5.	Mechanic Motor Vehicle	24	24	
6.	ICTSM	24	24	06 Seats for female candidates
7.	Welder	20	-	
8.	Secretarial Practice (English)	20	-	Preferences given to female candidates
9.	COPA	24	-	06 Seats for female candidates
Total		272	128	

\* In Unit I & Unit III, the intake is 20 trainees each and Unit II intake is 20 trainees with admissions during alternate years

**Achievements under CTS**

• Attained almost 95% Result and successful trainees were awarded National Trade Certificate (NTC) post completion of training.

• Almost 100% campus placement / self-employment in last academic year.

**2. Apprenticeship Training Scheme (ATS)**

Under this scheme, UT of Dadra & Nagar Haveli has registered 1000 industries. These industries have created job opportunities for unemployed youths of Dadra Nagar Haveli.

**3. Pradhan Mantri Kaushal Vikas Yojana (PMKVY):**

Under this scheme / yojana, short term skill training courses are conducted for the youth of Dadra Nagar Haveli. The total trainees trained under PMKVY are 508 under various job roles such as Assistant Electrician, GST Assistant, Sewing Machine Operator etc. 95% placement in via apprenticeship and balance trainees are hired as direct recruits. UT DN Haveli is surrounded by about 3000 industries.

## Skilling Initiative by DGT, MSDE and Maruti Suzuki India Limited | Flexi MoU Scheme

Maruti Suzuki India Limited, in collaboration with Directorate General of Training (DGT) under Ministry of Skill Development and Entrepreneurship

(MSDE), has implemented various Skilling Initiatives to create a Skilled and employable Youth, a mature and responsible citizen and thus contributing

towards "Skill India Mission" of Govt. of India. Following are the key Initiatives:

### 1. Flexi MoU Scheme:

The scheme is designed to cater to the needs of both industry as well as trainees. 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. Industry creates tailored skilling programs with customized courses, having market

relevant content that meets the industry requirements. Curriculum of courses developed by ITP (Industrial Training Provider) are designed with more weightage towards industrial training. Courses are having high employment potential.

Maruti Suzuki in collaboration with Ministry of Skill Development and

Entrepreneurship (MSDE) and Directorate General of Training (DGT) have successfully implemented this scheme at Maruti Suzuki Gurgaon Manesar and Gujarat Manufacturing Units. Further this scheme has also been successfully extended to Maruti Suzuki Value Chain including Dealers / Vendors / Suppliers.

### 2. National Apprenticeship Promotion Scheme:

- Maruti Suzuki under the guidance and support of MSDE and DGT have been engaging the Apprentices under "National Apprenticeship Promotion Scheme".
- More Than 10,000 apprentices have been engaged so far under this scheme and around 2000 apprentices are currently in the system

### 3. ITI Development

Maruti Suzuki in collaboration with DGT (MSDE) have been working on the overall development of Industrial Training Institutes with focus on:

- Student's Training and Development
- Staff Development
- Infrastructure & Learning Resources
- Industry Connect
- Governance

## Maruti Suzuki is supporting total 115 ITIs across 27 states under this CSR initiative.

Let's have a complete walkthrough of the Flexi MoU Scheme Initiative, which have been a tremendous success in the long term Vocational Education leading to both skill and employment of Trainees.

### Flexible Memorandum Of Understanding Or Flexi-mou Scheme

Maruti Suzuki entered in a Flexi MoU with DGT (MSDE) in Year 2014 to start the Vocational Courses under Craftsmen Training Scheme. At present Maruti Suzuki is enrolling the Students under following 4 Trades.

1. Automotive Manufacturing
2. Automotive Service and Repair
3. Auto Body Paint
4. Auto Body Repair

Additionally, 'in principal' course approval for new trade "Technician Plant Maintenance" was taken in the year 2019. Trade Syllabus for the same has been submitted to DGT and CSTARI/NCVET for further approvals.

More than 10,000 students have been engaged through this scheme since inception at Maruti Suzuki. These students are further given opportunity to

be engaged as Apprentice with MSIL based on internal conversion process. These apprentices are further given opportunity to be engaged as Temporary Workmen (TW) / Casual Workmen (CW) for another 1 year and finally as Company Trainee (CT) based on 3600 assessment, evaluation, feedback and internal conversion process at Maruti Suzuki.

### Success Story - journey of Mr. Manoj Joshi from a dropped-out (after Secondary School) and unemployed to a permanent employee of MSIL

Maruti Suzuki has witnessed many success stories achieving these milestones through this Journey. Let's hear one such Success Story of Mr. Manoj Joshi in his own words, who joined as a Student Trainee in Automotive Manufacturing Course and became a permanent employee at Maruti Suzuki.

"I am Manoj Joshi from Uttarakhand. I am very privileged to share my success story from an underprivileged ordinary

boy to become an independent, confident and successful individual. I grew up in a poor family. My father used to do labour job to ensure our livelihood and provide us a better life. We were growing up with poverty and scarcity of essential goods. I was thinking of to go for higher studies after 12th Class, but my family's financial condition did not allow me and I had to quit the study. I was neither getting any way out to pursue higher education nor any employment avenues. I was losing

connection with my self-identity. I merely pretended to be happy, with a smile painted on my face. On the other side, I wanted to support my family f





financially and give them a better and quality life.

Eventually one good day, I came to know about the vocational training program of Maruti Suzuki India Limited under Skill India Mission by Govt. of India.

Fortunately, I got selected in screening and Interview process and joined the 2 years Vocational Course of "Automotive Manufacturing Technician". During this tenure, I got an opportunity to learn various technical, behavioral and functional skills from skilled and experienced trainers. During on job training, I got exposure of actual systems, processes and functions and was trained on the same. Initially, I had difficulty in understanding and working, but with support and motivation of my Trainers and seniors, I was able to align myself and complete the tenure successfully.

This has been rightly said that "you get what you want" and exactly it

happened, I was earning while learning in form of stipend. This changed my life and I started to support my family financially. I highly recommend this program to those people who really want to learn, but facing the financial issues.

I sincerely appreciate and regard my Trainers, who are highly cooperative and guided me on how I can grow in my career. Then I realized, that this is not the end but just the start of Journey and I have a long way to go. I spent 2 years in Assembly Shop; where I got immense support and guidance from my supervisor (Mr. Jagdeep). He encouraged me to work hard and move forward.

My Discipline, Behavior, OJT Performance, Attendance and OJT Feedback were the keys of my success, as I got selected for Apprenticeship for the period of 1 year at MSIL. This was Second milestone of my Journey. After apprenticeship I also completed total 14 months as Temporary Workmen (TW1 & TW2) with MSIL based on my overall

performance and feedback. Then I got a chance to appear in CT (Company Trainee) examination. My hard work paid me off; and finally I became the permanent employee of MSIL. This is really proud and honor for me to become a permanent employee of India's Largest Automobile Company. I have no words to share those emotions and feelings I was going through after wearing that Uniform. I will always remember that moment in my Life and keep engraved deep in my heart forever, to get inspiration and motivation for my life.

I sincerely want to thanks, Govt. of India, Ministry of Skill Development and Entrepreneurship (MSDE), Directorate General of Training (DGT) for this wonderful scheme and Maruti Suzuki for providing me this opportunity and my Trainers & Seniors for the insightful guidance, support and encouragement."

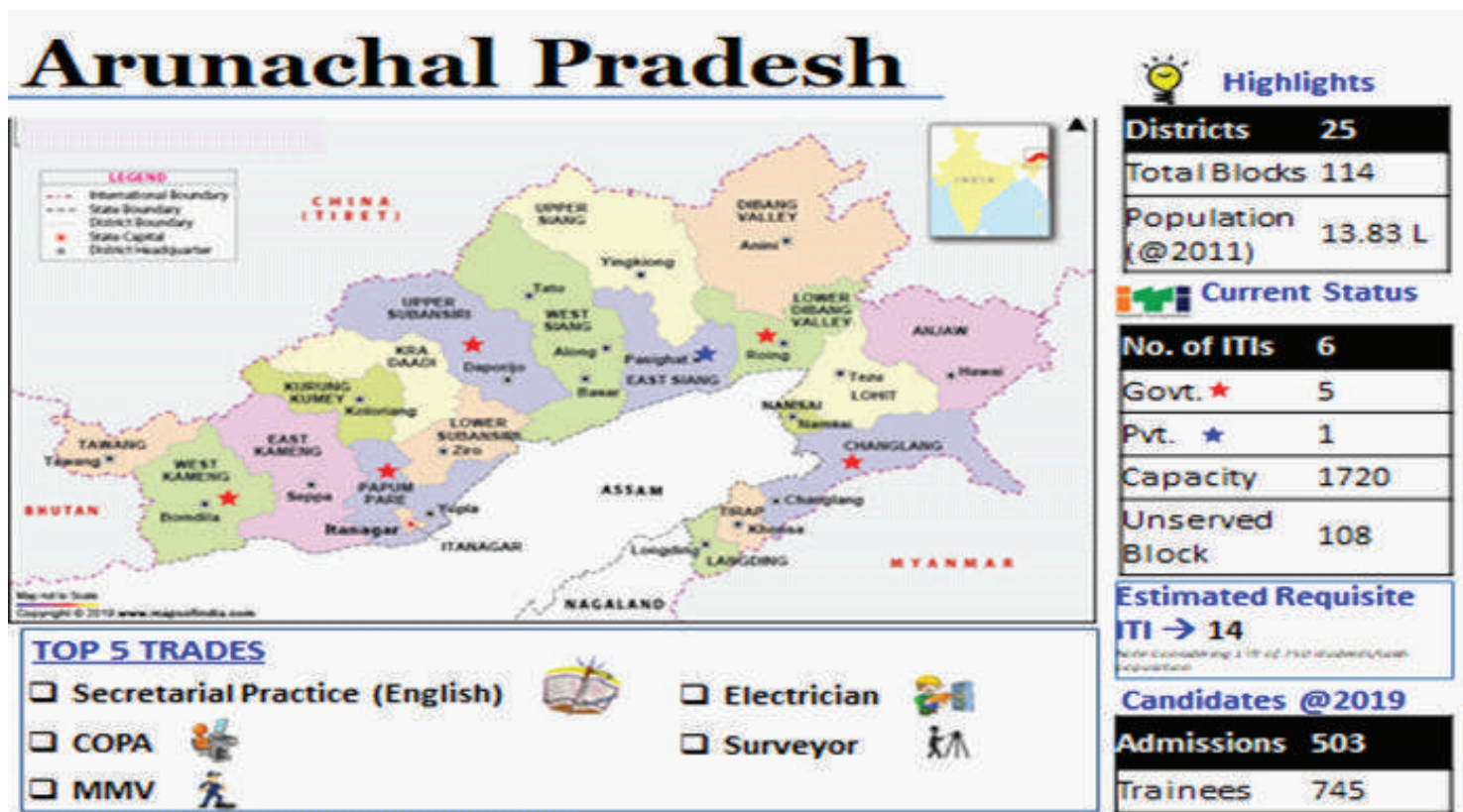
*Content from Mr. Deepak Kumar, HR (Learning & OD | Talent & Performance Management | HRBP & Strategy) Professional, Maruthi Suzuki India Limited. Gurgaon, Haryana.*





## Skill Development In The State Of Arunachal Pradesh

DEPARTMENT OF SKILL DEVELOPMENT AND ENTREPRENEURSHIP  
Government of Arunachal Pradesh  
Sh. N.T Glow IRS, Secretary  
Sh. Subu Tabin, Director  
Website : <http://skillarunachal.nic.in/>



With GOI's vision to accelerate the pace of socio-economic development in the North Eastern Region so that the region enjoys the growth parity with the rest of the country, the DGT, MSDE is

implementing various Centrally Sponsored Schemes for North East States as per progress indicated below. Out of the schemes being implemented, Enhancing Skill Development

Infrastructure in North East States (ESDI) has been designed for North East State. The infrastructure set up so far and progress of implementation has been explained scheme wise is as given below.

### SCHEME: ENHANCING SKILL DEVELOPMENT INFRASTRUCTURE IN NORTH EASTERN STATES(ESDI)

The scheme envisages to enhance the existing infrastructure of skill development in North Eastern States at a total cost of about Rs. 416 crores. Component-wise progress by Arunachal Pradesh State is given below:

Component: Upgradation of existing ITIs by introducing three new trades in each ITI.

Sr.No	Location of existing Govt. ITI	Status	
		Civil Work	Procurement of Tool & Equipment
1.	Yupia	Completed	Completed
2.	Dirang		
3.	Balinong		



Administrative Building Govt ITI Dirang

Component: Supplementing Deficient Infrastructure in existing ITIs by construction of new hostel, boundary wall supplementing old and obsolete tools and equipment of 3 trades in each ITI

Sr.No	Location of existing Govt. ITI	Status		
		Boundry wall	Hostel	Procurement of Tools & Equipment
1.	ITI Roing	Completed	Completed	Completed
2.	ITI Dirang			
3.	ITI Tabarijo			



**Component: Establishment of new Govt. ITIs in Arunachal Pradesh:**

Sr.No	Name of new ITI	Present Status		Expected Date of Completion	
		Civil Works (% of completion)	Procurement of Tools & Equipment	Civil Works	Procurement of Tools & Equipment
1.	ITI New Sagalee	Completed	Completed	Completed	Completed
2.	ITI Manipoliang	Completed	Not yet purchased	Completed	March, 2021
3.	ITI Mipang (Panging)	80%	Not yet purchased	Dec, 2020	Dec, 2021
4.	ITI, Kanubari	95%	Not yet purchased	Dec, 2020	March, 2021
5.	Namsai	Yet to start	Yet to start	March, 2020	March, 2021
6.	East Kameng	Yet to start	Yet to start	March, 2020	March, 2021
7.	Kurung Kumey	Yet to start	Yet to start	March, 2020	March, 2021
8.	Tawang	Yet to start	Yet to start	March, 2020	March, 2021
9.	West Siang	Yet to start	Yet to start	March, 2020	March, 2021

**Centrally Sponsored Scheme****Upgradation of Existing Government ITIs into Model ITI**

Under this Scheme, an existing ITI in a State is being upgraded as Model ITI to evolve as an institution

showcasing the best practices, efficient and high quality training delivery and sustainable and effective industry

relationship. Government ITI Yupia is covered under the scheme.

**Upgradation of 1396 Government ITIs Through Public Private Partnership (PPP):**

A total of 4 Government ITIs are covered from the State of Arunachal Pradesh 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.

**Good Practices - Skill Development Mission In Arunachal Pradesh**

“Job mela cum Skill Development and Motivation & Trainees Selection Rally” is one of kind gala event in the country, which was started in 2013 in Arunachal Pradesh to provide platform for dissemination of information, sensitization, awareness and mobilization of candidates and enable an interaction between different stakeholders associated with skill and entrepreneurship development eco system. These practices provide opportunity to the school dropouts and unemployed youth to understand about the importance of employable skill training in today's age, connecting them to the Vocational Training Providers (VTPs). The process benefits prospective youth of the state and potential employers by having face to face interaction.

From 30th Aug to 1st Sep 2013, the inaugural event was held in Itanagar, which housed more than 14000 participants to even more than 1% of the population. This massive response, led to yearly conduction of this event, in different districts.

The main objectives of the Job Mela cum Skill Development and Motivation & Trainees Selection The promotional activities utilise various means of communication/outreach included Holding workshop/ meeting display hoardings/banners and pamphlet distribution to attract youth's attention. Programs were organized in collaboration of District Administration/DICs of each district.



*Skill Development and Motivation & Trainees Selection Rally in Arunachal Pradesh*

**Sectors/Trades:**

- Beauty Culture & Hair Dressing
- Garment making
- Fashion Design
- Banking & Accountancy
- Business & Commerce
- Counselling Skill
- Courier and Logistics
- Insurance
- ICT and Soft Skills
- Spa and Wellness
- Medical & nursing
- Hospitality
- Travel & Tourism
- Electronics
- Plastic Processing
- Fabrication
- Security
- Automotive

**Stakeholders Involved:**

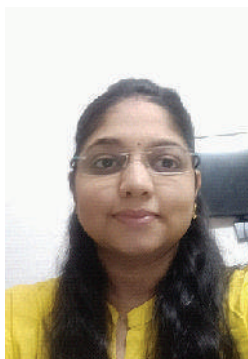
- Various departments of the state which implement skill and youth development-based schemes in the state notably Department of Industries, Department of Skill Development & Entrepreneurship, Department of Rural Development, Department of Textiles & Handloom, Department of Tourism etc.
- Government ITIs and Polytechnic
- National Skill Development Corporation
- Sector Skill Councils
- Placement Agencies and Placement Facilitators
- Training Providers/ Project Implementing Agencies

Department also made efforts to reach to Gram panchayat, local MLAs, & District administration for mobilization. Organization including VLCC, Indian Institute of Skill Development, Haryana; ATDC, PC Training Institute, Delhi; CIPET, Imphal, CIPET, Guwahati, CIPET, Chennai took part in the job-mela.

**Impact :** The Skill Rally, since 2014, has gained the attention of youths. This rally has served as a 'One Stop Platform' for availing information to youth for various trades/job roles which can further lead to career development. One to One Counselling session, Skill Mapping and Assessment of aspiration, doubt clearance and career progression, and the opportunity to know about the entrepreneurship opportunities and support rendered by line departments through national and state schemes have come into existence rally.

**Success Story: Passe Out Trainees**

<b>Name</b>	Ms.VarshaMishra
<b>Job/Own business</b>	Owns Business
<b>Current Status including name of the establishment /Designation</b>	Owner of The Rose Beauty Care & Academy
<b>Institute name and location (from where he/she trained)</b>	RVTI Indore, RVTI Jaipur and RVTI Vadodara (Institutes renamed as NSTI(W))
<b>Year of completion of training</b>	2005
<b>Trade under which trained by ITI/NSTI</b>	Basic Cosmetology (H.S.C) course (2001-02) Advance (Beauty Care & Hair Dressing) course (2003-04) POT course (2004-05)
<b>Approximate annual salary/turnover (If Entrepreneur, please indicate employees employed in his/her firm)</b>	80,000 – 90,000 per month
<b>Testimonial</b>	'RVTI-W Indore is a place which gives you opportunities to fulfil your dreams. I am very happy with my work and in these 12 years, I learnt a lot and my clients are very happy with my work.'



<b>Name</b>	Ms. Priyanka Shah
<b>Job/Own business</b>	Job
<b>Current Status including name of the establishment /Designation</b>	Mynd SolutionsPvt Ltd., Gurugram
<b>Institute name and location (from where he/she trained)</b>	RVTI Indore
<b>Trade under which trained by ITI/NSTI</b>	Secretarial Practice
<b>Approximate annual salary/turnover (If Entrepreneur, please indicate employees employed in his/her firm)</b>	65,000 per month
<b>Testimonial</b>	"NSTI(W), Indore is a good institute having highly skilled faculties. It is a safest place for girls. I advise young girls to visit the institute once and choose vocational training in their interested field."



## Banking, Financial Services, and Insurance (BFSI) Sector - ever blooming sector across the globe

### Introduction

The Banking, Financial Services, and Insurance (BFSI) sector consists of wide range of financial products and services. Core banking, retail, private, corporate, investment, etc are various kinds of banking services avail-

able under the umbrella of this sector. The potential for growth is especially stronger in India, as it is one of the fastest growing economies in the world. Banking and Insurance sector contributed approximately 6% of GDP in recent

years. The projection of manpower requirement has risen to over a million individuals in the next couple of years to meet the banking demands.

### Road Ahead

In the coming years the, BFSI sector will play a vital role in Skill India movement as:

- India is fuelling the movement towards digital banking.
- There is a rising need for health insurance cover.
- BFSI companies are focusing on the latest technology channels, platforms, online products, digital sales &

marketing activities to provide efficient customer service.

- MSME will venture into new initiatives to reap benefit from recent packages announced by the Government of India and would boost BFSI Sector.
- The Indian microfinance facilities focusses in supporting small scale businesses and rural population by offering services such as lending,

setting up of bank accounts, microcredits and establishing micro insurance products. Microfinance in India has witnessed growth and is needed most to rebuild our country.

### Employment Opportunities in BFSI sector:

- **Insurance agents:** Insurance agents are persons who represent an insurance company and promote and sell policies to individuals and organisations on its behalf.
- **Banking & Financial product sales executive:** Banking sales personnel are responsible for handling and looking after the sales of all bank products and financial services to the

clients. Products include different types of loans, credit cards, deposits etc.

**Equity & Investment sales executive:** Equity and investment sales persons are responsible for researching latest equity trends, Insurance, Mutual funds, fund management, and generating total returns on allotted assets.

- **Online Work:** With the widespread and extensive use of internet, one can start their own small business from home and become an online trader. This offer flexible working hours and serve as an additional income.

### Skills required in this sector:

Though each job role in this sector will require customised skills but some common proficiencies required are: Mathematical aptitude, knowledge

on insurance, stock market & mutual fund awareness, acumen for sales and working knowledge about banking operations. Good communication skills,

confidence, and well-groomed behaviour helps individuals are added soft skills that work successfully in this sector.

### DGT Courses in this sector:

To meet the skill force requirement, DGT is conducting courses in this

sector and working constantly to reduce skill gap by revising the existing course

structure and developing content in line with the latest requirements.

### Craftsmen Training Scheme

Sr.No	Trade	Duration	Batch Size	Level	Entry Qualification
1.	Finance Executive	1 year	24	4	10th Class passed

### Apprenticeship Training Scheme

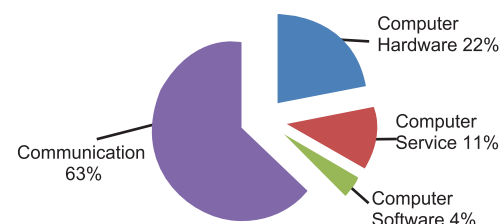
Sr.No	Trade	Duration	Sector	Level	Entry Qualification
1.	Insurance Agent	1 year	BFSI Sector	4	10th Class passed

## Telecom Sector in India

Telecom Sector is a highly skill-intensive sector with extremely fast changing technology and continuously evolving nature of Telecom services and applications. The Telecom sector continues to be at the epicenter for growth, innovation, and disruption for virtually any industry. This sector is made up of companies that make communication possible on a global scale, whether it is through the phone or the Internet, through airwaves or cables, through wires or wirelessly. These companies created the infrastructure that allows data in words, voice, audio or

video to be sent anywhere in the world. The largest companies in the sector are telephone (both wired and wireless) operators, satellite companies, cable companies, and internet service providers.

Mobile devices and related broadband connectivity continue to be more and more embedded in the fabric of society today and they are key in driving the momentum around some key trends such as video streaming, Internet of Things (IoT), and mobile payments. This sector consists of three basic sub-



### Broad classification of Telecom Sector

sectors: Telecom equipment (the largest), Telecom services (next largest) and wireless communication.

## I. Telecom Industry in India

The Telecom industry in India is the second-largest in the world with a subscriber base of over 1.2 bn and has registered strong growth in the last decade. India ranks as the world's second largest market in terms of total internet users. Over the next five years, rise in mobile-phone penetration and decline in data costs will add 500 million

new internet users in India, creating opportunities for new businesses. The number of internet subscribers in the country is expected to double by 2021 to 829 million and overall IP traffic is expected to grow four-fold at a CAGR of 30% by 2021. The Indian Government is planning to develop 100 smart city projects, and IoT will play a vital role in

developing these cities. The National Digital Communications Policy 2018 envisaged attracting investment worth US\$ 100 billion in the telecommunications sector by 2022. App downloads in India is expected to increase to 37.21 billion in 2022 FY.



### Key Takeaways:

- India has 2nd highest number of Internet Users.
- The Telecom industry's contribution to GDP is estimated to reach 8.2% by 2020
- The government plans to make India 5G-ready by 2020.
- Telecom sector enabling 35% of India's GDP in COVID-19 times.
- Under Bharat net Project, Optical fibre cables are being laid over 100,000-gram panchayats.
- Under Make-in-India campaign, the government announced Phased

Manufacturing Program (PMP) to promote domestic production of mobile handsets

- 100% FDI is allowed in the Telecom, wherein upto 49% is allowed through the automatic route and beyond 49% under government route.

## II. EMERGING JOB ROLES

Nationally & Internationally, there is a great demand in Telecom Sector in South Asian countries, Dubai, Africa, Arabian countries in Mobile

servicing & Manufacturing of Raw materials/ Spare parts.

In India, there is great demand of Skilled Manpower by different Tele-

com giants by mostly Internet Service Providers like Airtel, Jio, Hathway etc. in Fiber Splicing Technician, Broad Band Technician, Tower Technician etc.

### Estimate human resource requirement (nos in million)

Sub Sector	Baseline 2013	2013 Study		2016 Study	
		2017	2022	2017	2022
Service Provider	0.62	0.83	1.19	0.84	1.39
Infrastructure Provider	0.10	0.11	0.13	0.14	0.52
Network and IT provider	0.45	0.57	0.77	0.59	0.99
Telecommunications equipment manufacturers	0.45	0.54	0.64	0.58	1.38
Retail and distribution	0.46	0.80	1.44	0.76	1.39
<b>Total</b>	<b>2.08</b>	<b>2.85</b>	<b>4.16</b>	<b>2.91</b>	<b>5.67</b>

There is a great demand and enormous employment opportunities of Skilled Manpower in Telecom sector. The environmental scan report of Ministry of Skill Development & Entrepreneurship (MSDE) through KPMG for Telecom Sector has broadly identified the man power requirements tabled below:



As per the analysis done, by 2022, around 5.67 million new employment opportunities will be created.

The study on skill gap requirements has also been done by Telecom Skill Sector Committee (TSSC) and

Indian Cellular Association (ICA) for mobile handset industry.

The assessment of TSSC in table below;

TSSC Assessment	TSSC Projection for 2016	TSSC Projection for 2021	Additional Telecom Manpower Requirement
Telecom Manpower in all Subsectors	12,20,000	88,60,000	76,40,000

- The graduate category of employees in Telecom Sector can be termed as High-End Employments. The balance employment in any telecom organization comprises of suitably telecom skilled manpower, skilled precisely to the job needs with basic qualification of diploma/ITI/Apprenticeships/ school dropout etc. and such job roles can be termed as Low-End Employments.
- As per the analysis of TSSC (Telecom Sector Skill Council), a telecom setup has invariably 20-25% high end skilled people comprising of engineers, MBAs, CAs, HR experts etc. These

high-end skilled people are directly recruited by Telecom Organizations through campus placements/ lateral entries in various positions in upper pyramid.

- The balance manpower comprising of 75-80% (say 80 % for skilling needs) would require skill trainings in job roles listed above. Keeping the optimistic figure of 80%, the skilling required till 2021-22 will be 3.84 million. Essentially this 3.84 million comprises of lower end pyramid of a typical Telecom Organization and would primarily comprise of school dropouts, ITIs, diploma holders etc.
- Thus, as per the skill gap study report of various agencies put together after

an objective assessment, it is observed that the total telecom sector manpower shall grow from 4.00 million in 2016-17 to 8.78 million in 2021-22 creating additional requirement of 4.78 million (say 4.8 million approx.) in a period of five years.

- The size of the network has grown tremendously, and we must have adequate manpower with hands-on training in the back-end systems and networks. This is also necessary to remain competitive in a global scenario.

#### IV. CURRENT SCENERIO

- In the last few years, there has been dramatic change in mobile handset segment both in terms of features of the phone and manufacturing status. Also, with the passage of time, the demand for smart phones has increased tremendously and there is significant jump in the manufacturing of indigenous mobile handsets.
- There is a poor tele-density in rural areas. To achieve 100% rural tele-density and 600 million broadband connections by 2020, ongoing project of Govt. of India i.e. National Optical Fiber Network (NOFN) i.e. Bharat Net project to

connect 2.5 lack Gram Panchayats with high speed broadband connectivity. For this, a great demand of skilled workforce in rural areas will occur. Hence, the need to train resources within the villages to manage and service these Wi-Fi's arises. An estimate places the number of people that need to be trained at 12.5 lakh.

- At Present, Smartphone Technician cum App Tester trade is being conducted under Craftsmen Training Scheme (CTS). The Trainee learns to disassemble/ assemble smartphones, identify defects and

practices on replacement of different components viz., mic, speaker, connectors, ICs, camera, display, etc. As per the data available on NCVT portal, smartphone technician cum app tester (NSQF) course is currently running in 6 National Skill Training Institutes(NSTIs), 1 Govt ITI and 3 Private ITIs. Currently no CITS course in running that can cater to the needs of Telecom sector.

- This telecom sector STTC is in the process of finalizing new CTS trades of 6 months duration to cater the high demand of skilled manpower in the Telecom Sector.

\*Source: [https://dot.gov.in/sites/default/files/2016\\_10\\_27%20SDP-Skill\\_0.pdf](https://dot.gov.in/sites/default/files/2016_10_27%20SDP-Skill_0.pdf)

Content by Sh. N.R. Arvandan (ISDS), Director (CFI Section), Convener, Sectoral Trade Course Committee (STCC), Telecom Sector

Automobile Sector -India is the World's 4th largest Vehicle Market

Automobile Industry in India:

The Automobile industry in India is a significant driver of macroeconomic growth and technological development. The Automobile industry holds a 7.1% share in India's GDP. India is projected to be the world's third-largest automotive market in terms of volume by 2026.

India has 4 large auto manufacturing hubs: Delhi-Gurgaon-Faridabad in the North, Mumbai-Pune-Nashik-Aurangabad in the West, Chennai-Bengaluru-Hosur in the South and Jamshedpur-Kolkata in the East.

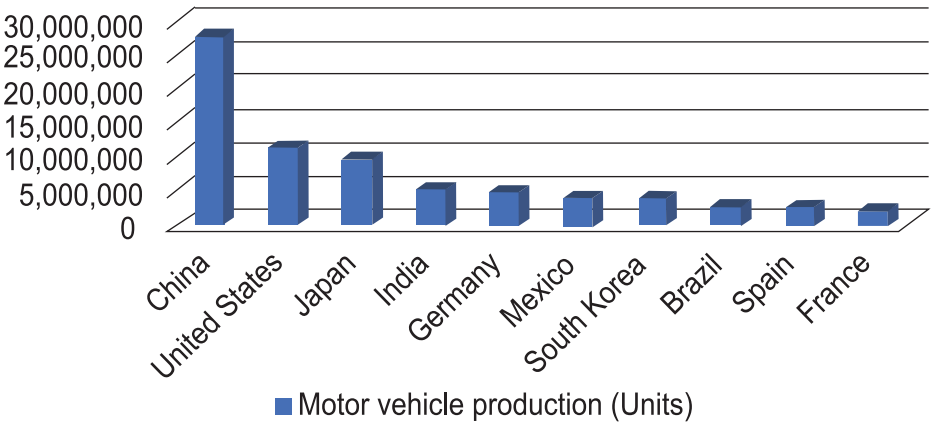
The majority of India's car manufacturing industry is evenly divided into three "clusters". Apart from automobiles, Agriculture machinery and equipment also come under this Sector. The Mahindra and Mahindra has setup a huge tractor plant in Zaheerabad in Telangana State.



World overview of Automotive sector

China is the world's largest manufacturer in automotive sector (27.8mn) followed by United States (11.3mn) followed by japan having manufacturing capacity of 9.72mn. India is the 4th largest manufacturer in Automotive Sector with a manufacturing capacity of 5.17mn.

The Automobile industry of India manufactured 30.9MN vehicles including passenger vehicles, commercial vehicles, three-wheelers, two-wheelers and quadri-cycle in FY 2018-19. (Source : <https://www.ascgroup.in/industries>)





## Overview of Automotive Sector (India):

India became the fourth largest auto market in 2019 displacing Germany with about 3.99 million units sold in the passenger and commercial vehicles categories. India is expected to displace Japan as the third largest auto market by 2021.

The industry currently manufactures 26 MN vehicles including Passenger Vehicles, Commercial Vehicles, Three Wheelers, Two Wheelers and Quadricycle in April-March 2020, of which 4.7 MN are exported.

(Source: <https://www.investindia.gov.in/sector/automobile>)

India holds a strong position in the international heavy vehicles arena as it is the largest tractor manufacturer, second-largest bus manufacturer and third largest heavy trucks manufacturer in the world. The EV industry will create five crore direct and indirect jobs by 2030. In April-March 2020, overall automobile exports registered a growth of 2.95%.



## Electric Vehicle: Future of Automotive Sector



Hon'ble Union Minister for Road Transport Sh. Nitin Gadkari stated that he believes India will be a manufacturing hub for electric vehicles within the next five years.

The minister asked Indian automotive companies to boost their electric vehicle technology and also to focus on finding alternatives to lithium-ion battery tech to help make India the next global manufacturing hub for electric vehicles.

Reiterating its commitment to the Paris Agreement, the Government

of India has plans to make a major shift to electric vehicles by 2030. (source: <https://www.financialexpress.com/>)

## Government Initiatives

The Government of India encourages foreign investment in the automobile sector and has allowed 100% foreign direct investment (FDI) under the automatic route.

Some of the recent initiatives taken by the Government of India are –

- The National Electric Mobility Mission Plan 2020 was launched by the Government of India in 2012 with the aim of improving the national fuel security through the promotion of hybrid and electric vehicles.



- The Government started Faster Adoption and Manufacturing of Hybrid and Electric vehicles (FAME) scheme which provides incentives for purchasing electric vehicles. Phase I of the scheme lasted from 2015 to 2019, while Phase II began in 2019 and is planned to be completed in 2022.

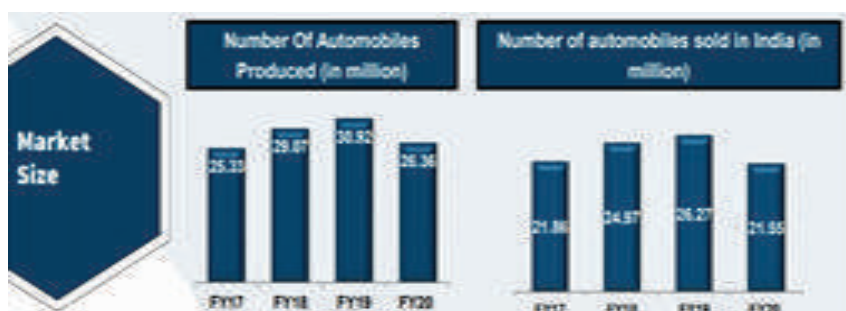
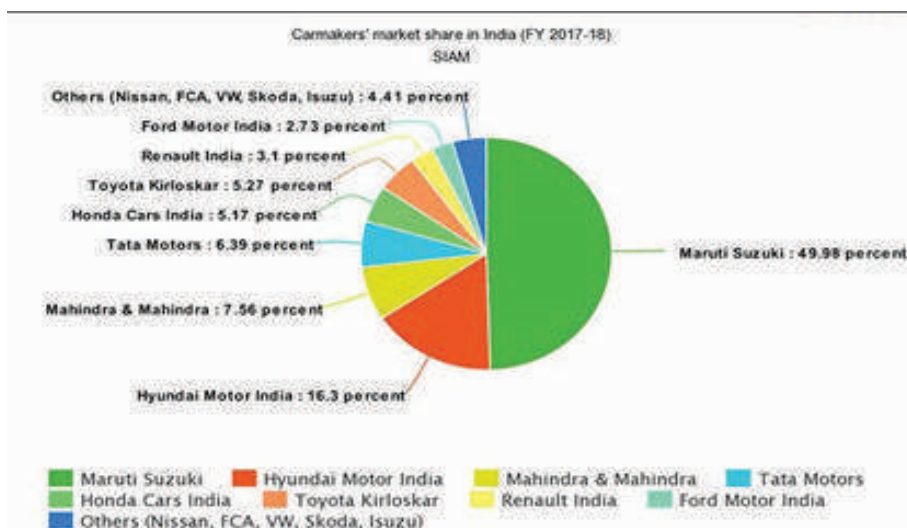
- FAME is a part of National Electric Mobility Mission Plan by Government of India. In February 2019, the Government of India approved FAME-II scheme with a fund requirement of Rs 10,000 crore (US\$ 1.39 billion) for FY20–22. Under Union Budget 2019–20, the Government announced to provide additional income tax deduction of Rs 1.5 lakh (US\$ 2,146) on the interest paid on the loans taken to purchase EVs.
- Under NATRiP (National automotive Testing and R&D infrastructure

Project ), the Government of India is planning to set up R&D centres at a total cost of US\$ 388.5 million to enable the industry to be on par with global standards

### Market analysis:

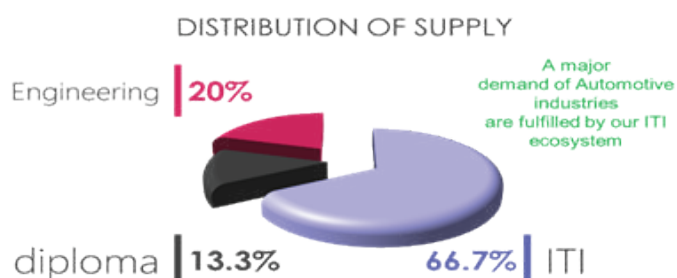
India's largest automaker Maruti Suzuki continues its strong domination on the Indian car market and sold a total of over 1.64 million vehicles in the domestic market bringing its market share very close to 50 percent. The company has not only managed to sustain its huge sales but have also increased its market share in both urban and rural buyers. Indian-arm of the Korean carmaker, Hyundai Motor India has also grown by over 5 percent in India and overall managed to sell over 5.36 lakh cars and grabbing a market share of 16.30 percent in India

Indian automakers, Mahindra & Mahindra and Tata Motors too have increased its market share in India and secured the number 3 spot in the Indian market by selling over 2.48 lakh cars and a market share of over 7.56 percent.



### Manpower Requirement & Supply: (Source: KPMG skill gap analysis report)

## Demand In Automotive Sector

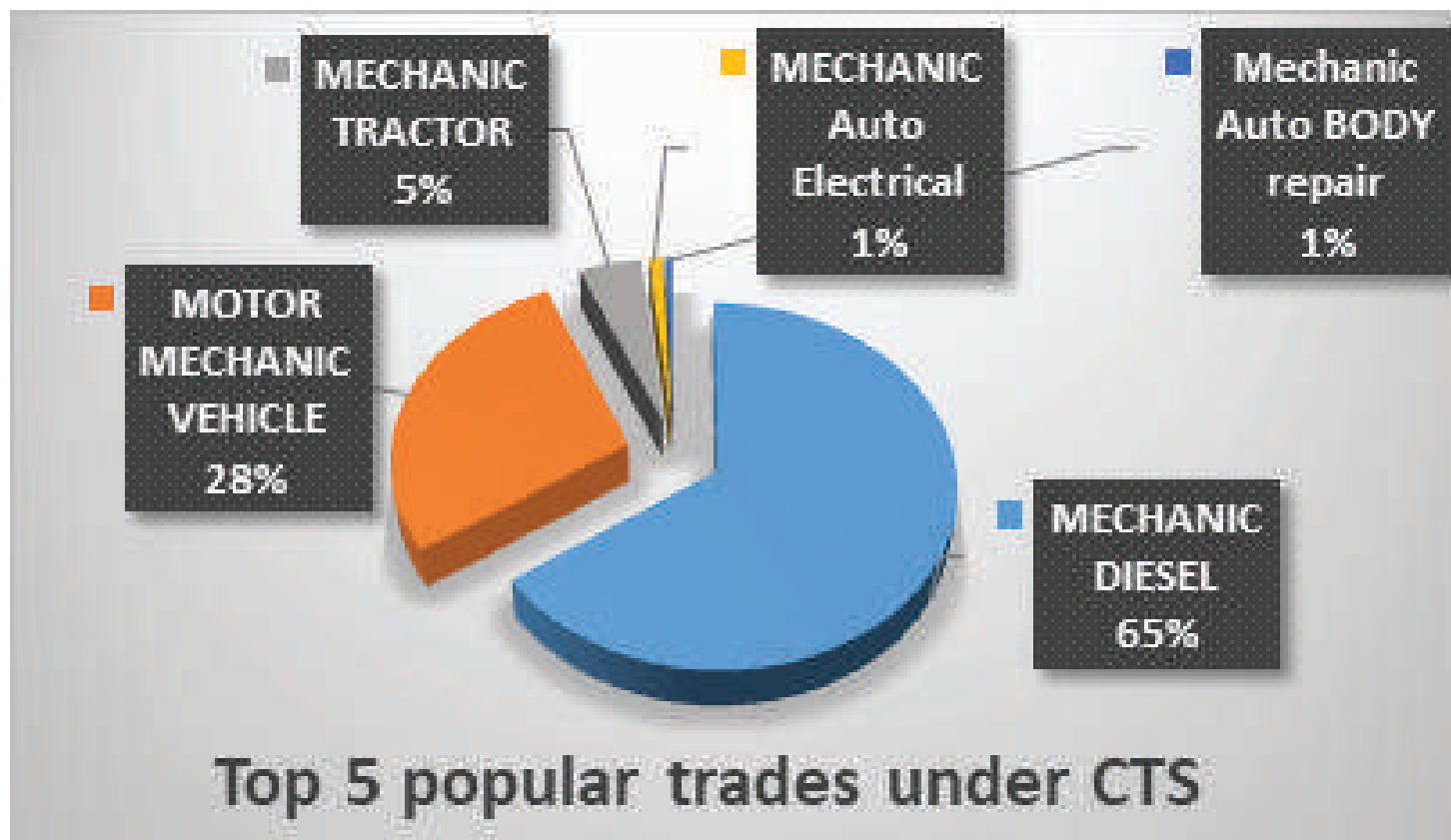


Industry growth, changing technology, growing economy, larger income at disposal and lowering first hand life-cycle of cars have triggered requirements for fresh skilling and up-skilling in the sector.

By 2022, nearly 15 million people are expected to be employed in automobile sector directly in the industry.



## Courses run by DGT under Automotive Sector



According to National Qualification Register, the following Courses in Automotive Sector run by MSDE:

- 10 CTS (Craftsmen Training Scheme) courses running under ITIs
- 4 CITS (Craft Instructor Training Scheme) courses running under NSTIs for ITI pass outs

- 15 ATS (Apprenticeship Training Scheme) courses

- Further details available on CSTARI Website (<http://www.cstaricalcutta.gov.in/>)

As per Order of DGT, Sectoral Trade Course Committee (STCC) formed for automotive sector which comprises of DGT officials, ITI and Industry experts. This committee is responsible for

analysis of skill gap in this sector.

Recent major contributions in this sector are:

1. Developed a new long term course and 13 new short term course on EV as per latest industry requirements.
2. Reviewed all existing CTS, CITS and ATS course curriculum as per industry requirement.

Brief report by Sh. K. S. Rao (ISDS), RD, RDSDE Tamil Nadu, Convener STCC (Sectoral Trade Course Committee) DGT, Automotive Sector

### Success Story: Transformer Girl !!

*GITI Berhampore, Odisha - Sita Behera ensures that her village stays lit*

A first generation learner, Sita Behera, belongs to a tribal community and completed her schooling from the village government school. She has battled a challenging childhood where the basic amenities including food were usually in short supply. And now, this 24-year-old girl, effortlessly climbs up giant towers to repair any glitch in transmission lines, ensuring that her village stays lit!

She has become the first woman from her village to have become an electrician and has secured a government job at Odisha Power Transmission Corporation Limited (OPTCL).

Her trainers at Govt. ITI Berhampore, Odisha, remember her as a bright trainee, always eager to learn, so much so that sensitized with her background, they would provide her additional training facilities and sponsored her entire training, including her hostel fee. It was in the Govt. ITI Berhampore that she was exposed to a learning environment without any gender disparity and unlike her hometown where girls are ridiculed for studying.

Sita Behera has been recently felicitated by the Odisha Skill Development Authority.



Sita Behera, Electrician, OPTCL



# NATIONAL INSTRUCTIONAL MEDIA INSTITUTE (NIMI)

Ministry of Skill Development and Entrepreneurship  
Government of India

The Destination for ITI Book and Skill Development



Printing,  
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and  
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Development of  
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## Activities of National Instructional Media Institute

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of  
Instructional  
Material

Development of  
Question Bank

Translation of  
IMPs in Hindi  
and other  
Regional  
Languages

Awareness  
Training  
for  
Instructors

Online Learning  
Digitization of IMP  
and  
preparation of  
eLearning  
module for IMP

Development of  
Video Instructional  
Program

### Books Published

1. Mechanic Auto Electrical & Electronic Theory
2. Mechanic Auto Electrical & Electronic Practical
3. Mechanic Diesel Volume I of II Theory
4. Mechanic Tractor-volume II theory
5. Workshop Calculation Science - 1st Year
6. R & AC 1st year Vol II Theory
7. Mechanic Diesel Volume I of II Theory - Tamil
8. Mechanic Diesel Volume II of II Theory - Tamil
9. Draughtsman mechanical 1st year Vol II Practical
10. Draughtsman mechanical 2nd year Vol II Practical
11. Electonical Mechanic Theory 1st year Volume I - Gujarathi
12. Engineering Drawing 2nd year - Gujarathi
13. Fashion Design Technology Vol - I Pratical
14. Fashion Design Technology Vol - II Pratical
15. R & AC 1st year Vol - II Practical
16. R & AC 2nd year Vol - II Practical
17. Mechanic Tractor Vol - I Theory
18. Mechanic Tractor Vol - II Theory
19. Draughtsman mechanical Theory 2nd year Vol - II
20. Sheet Metal works Practical Vol - II
21. Draughtsman civil 1st year Theory Vol - I



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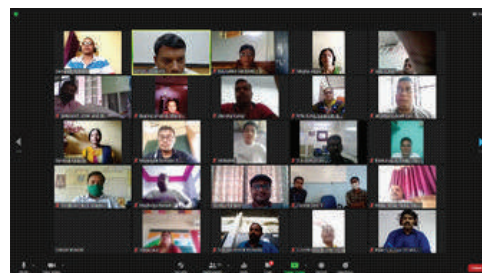


## Central Staff Training and Research Institute (CSTARI), Kolkata



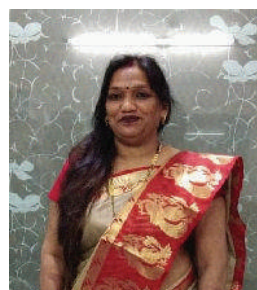
### Training and other Activities in CSTARI

- Conducted 2 on-line courses each of 2 days for Training of Trainers (TOT) on 'Blended learning' for 136 ITI instructors from all over India.
- NSQF compliance of different up-skilling short term courses (STCs), CTS, CITS courses and ATS courses designed by Sectoral Trade Course Committees (STCCs) of various sectors and forwarded to National Council for Vocational Education and Training (NCVET) for necessary approval.
- Participation in deliberations during VC meetings conducted by the MSDE and DGT in respect of activities such as National Education Policy (NEP), STCC, credit frame work organized by NCVET etc.
- Drafting of Curriculum Management System (CMS), Standard Operating Procedure (SOP) for Curriculum Development (CD), sector wise instructor's syllabus development frame work etc.



Online Training of Trainers (TOT)  
on  
'Blended Learning'

### Success Story Indoor



<b>Name</b>	Ms. Shoba Bhairave
<b>Job/Own business</b>	Own Business
<b>Current Status including name of the establishment /Designation</b>	Owner of Honey Glow Beauty Parlour
<b>Institute name and location (from where he/she trained)</b>	NSTI (W) Indore (erstwhile)
<b>Year of completion of training</b>	2003
<b>Trade under which trained by ITI/NSTI</b>	Basic course of Beauty parlour
<b>Approximate annual salary/turnover (If Entrepreneur, please indicate employees employed in his/her firm)</b>	45,000 per month

#### Testimonial

"In 2002-2003, my financial condition was very bad. It was possible for me to do this course with the support of the faculty who encouraged me and trained me very well. I am very thankful to NSTI W Indore."

**Knowledge Partner****National Instructional Media Institute, Chennai**

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