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**STANDING COMMITTEE ON LABOUR, TEXTILES AND
SKILL DEVELOPMENT**

(2023-24)

(SEVENTEENTH LOK SABHA)

MINISTRY OF SKILL DEVELOPMENT & ENTREPRENEURSHIP

**ACTION TAKEN BY THE GOVERNMENT ON THE OBSERVATIONS/
RECOMMENDATIONS OF THE COMMITTEE CONTAINED IN THEIR
FORTY-NINTH REPORT (SEVENTEENTH LOK SABHA) ON
'FUNCTIONING OF DIRECTORATE GENERAL OF TRAINING' OF THE
MINISTRY OF SKILL DEVELOPMENT & ENTREPRENEURSHIP.**

FIFTY-EIGHTH REPORT



LOK SABHA SECRETARIAT

NEW DELHI

February, 2024/ Magha, 1945 (Saka)

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DEVELOPMENT

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'FUNCTIONING OF DIRECTORATE GENERAL OF TRAINING)' OF THE
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Presented to Lok Sabha on 07.02.2024

Laid in Rajya Sabha on 07.02.2024



LOK SABHA SECRETARIAT

NEW DELHI

February, 2024/ Magha, 1945 (Saka)

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* Not appended with this cyclostyled copy.

**COMPOSITION OF THE STANDING COMMITTEE ON LABOUR, TEXTILES AND
SKILL DEVELOPMENT (2023-24)**

Shri Bhartruhari Mahtab - Chairperson

MEMBERS

LOK SABHA

2. Shri Subhash Chandra Baheria
3. Kunwar Pushpendra Singh Chandel
4. Shri Pallab Lochan Das
5. Shri Feroze Varun Gandhi
6. Shri Satish Kumar Gautam
7. Shri Bache Gowda B.N.
8. Dr. Umesh G. Jadhav
9. Shri Dharmendra Kumar Kashyap
10. Adv. Dean Kuriakose
11. Shri Pakauri Lal
12. Prof. Sanjay Sadashivrao Mandlik
13. Shri Dayakar Pasunoori
14. Shri Khalilur Rahaman
15. Dr. D. Ravikumar
16. Shri Naba (Hira) Kumar Sarania
17. Shri Bhola Singh
18. Shri Ganesh Singh
19. Shri Nayab Singh
20. Shri K. Subbarayan
21. Shri Giridhari Yadav

RAJYA SABHA

22. Shri Naresh Bansal
23. Shri Neeraj Dangi
24. Shri R. Dharmar
25. Prof. Manoj Kumar Jha
26. Shri Elamaram Kareem
27. Ms. Dola Sen
28. Shri M. Shanmugam
29. Shri Shibu Soren
30. Shri Vijay Pal Singh Tomar
31. Shri Binoy Viswam

SECRETARIAT

1. Shri Jadumani Baisakh - Joint Secretary
2. Shri Sreekanth S. - Deputy Secretary

INTRODUCTION

I, the Chairperson, Standing Committee on Labour, Textiles and Skill Development (2023-24) having been authorized by the Committee, present on their behalf this Fifth-Eighth Report on Action Taken by the Government on the Observations/ Recommendations of the Committee contained in their Forty-Ninth Report (Seventeenth Lok Sabha) on 'Functioning of Directorate General of Training' of the Ministry of Skill Development & Entrepreneurship.

2. The Forty-Ninth Report was presented to Lok Sabha and laid in Rajya Sabha on 4th August, 2023. The Ministry of Skill Development & Entrepreneurship furnished their replies on 20th Dec, 2023 indicating Action Taken on the Observations/ Recommendations contained in the Forty-Ninth Report. The Committee considered and adopted the Draft Report at their sitting held on 05 February, 2024.

3. An analysis of the action taken by the Government on the Observations/ Recommendations contained in the Forty-Ninth Report (Seventeenth Lok Sabha) is given at Appendix-II.

4. For ease of reference, Observations/ Recommendations of the Committee have been printed in thick type in the body of the Report.

New Delhi;
05 February, 2024
16 Magha, 1945 (Saka)

BHARTRUHARI MAHTAB
CHAIRPERSON,
STANDING COMMITTEE ON LABOUR,
TEXTILES AND SKILL DEVELOPMENT

CHAPTER- I REPORT

This Report deals with the action taken by the Government on the Observations/Recommendations of the Committee contained in their Forty-Ninth Report (Seventeenth Lok Sabha) on 'Functioning of Directorate General of Training' of the Ministry of Skill Development & Entrepreneurship.

2. The Forty-Ninth Report was presented to Lok Sabha/laid in Rajya Sabha on 4th August, 2023. It contained 14 Observations/ Recommendations. Replies of Government in respect of all the Recommendations have been received and are categorized as under:-

(i) Recommendations/Observations which have been accepted by the Government – Rec. Para Nos.1, 2, 3, 4, 5,7, 12, 13, and 14	Chapter-II Total: 09 Percentage: 64.29
(ii) Recommendations/Observations which the Committee do not desire to pursue in view of the Government's reply – Nil	Chapter-III Total:00 Percentage: 00
(iii) Recommendations/Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration – Rec. Para No.6	Chapter-IV Total:01 Percentage: 7.14
(iv) Recommendations/Observations in respect of which replies of the Government are interim in nature - Rec. Para Nos. 8, 9, 10 and 11	Chapter-V Total:04 Percentage: 28.57

3. The Committee desire that Action Taken Notes in respect of Observations/ Recommendations contained in Chapter-I and final action taken reply in respect of the Recommendation contained in Chapter V of this Report, for which the replies given by the Government has been considered as interim, be furnished to them at the earliest.

4. The Committee will now deal with some of their earlier Observations/ Recommendations which either require reiteration or merit further comments.

I. EVALUATION OF PERFORMANCE OF ITIs

(Recommendation Para No. 1)

5. In their Forty-ninth Report, the Committee observed that the NITI Aayog had published a report called – “Transforming Industrial Training Institutes” in January, 2023. In the report, NITI Aayog had given recommendations towards transforming ITIs into aspirational vocational training institutes. According to the Report, the transformation of ITIs remains incomplete in view of three facts - ITIs remain underutilized, the quality of training, faculty, and infrastructure is in general not of global standards and most of the trainees are neither employable nor skilled enough to start their own enterprise. The Ministry and DGT had reportedly initiated action on many of the recommendations contained in the Report. However, DGT had also observed that there were some factual inaccuracies and incorrect presumption(s) about ITIs which had been highlighted in the Report of the NITI Aayog. The Committee expected the Ministry to take appropriate measures to have the factual inaccuracies rectified at the earliest. At the same time, the Committee wanted the Ministry to give serious consideration to the other issues that have been highlighted in the NITI Aayog report such as the need for establishing a placement and entrepreneurship cell in the ITIs and facilitating tie-ups with MSMEs. Such arrangement can also *inter-alia* help in securing and maintaining data regarding placements secured by ITI passouts, which is of paramount importance. The Committee wished to be kept apprised of the action taken in this regard within two months of presenting this Report to Parliament.

6. In their Action Taken Note furnished to the Committee, the Ministry of Ministry of Skill Development & Entrepreneurship have stated as follows :-

The National Institution for Transforming India (NITI Aayog) had presented a report titled “Transforming Industrial Training Institutes “. The report had analyzed the Vocational Education and Training (VET) ecosystem in India specifically the Industrial Training Institutes (ITIs). Since the report had factual inaccuracies and inaccurate presumptions, the same were informed to NITI Aayog vide DO letter dated 20.02.2023.

The actions on most of the suggestions/recommendations presented by NITI Aayog have already been taken. Further, implementation of some of the suggestions is within the purview of the State governments/UT administration. States/UT have been requested to review the recommendations and take measures for implementing them in ITI ecosystem.

As per the affiliation norms for ITIs, all the ITIs must have a functioning placement cell. ITI fills the infrastructure details while applying for affiliation and the same is verified during desktop assessment stage and joint inspection stage.. Accordingly, all the ITIs have established placement cell. ITIs are also tapping the industry connect (including MSMEs) through DST and industries are also providing training as per their specific requirements using Flexi MoU scheme. Also, a special Result Area in STRIVE project has focused on Industry clusters for apprenticeship promotion. The fund details state wise under RA-4 component, focusing on apprenticeship is enclosed.

As a part of STRIVE project, entrepreneurship training is being proposed through NIESBUD and IIE for ITIs as well as NSTIs. The employability skills component in the CTS syllabus has English literacy, communication skills, IT literacy, entrepreneurship skills etc. These skills help the trainees to gain employment after training or start their own enterprises.'

7. The Committee are appreciative of the fact that the Ministry have already taken action on most of the recommendations presented by the NITI Ayog. Further, implementation of some of the suggestions is within the purview of the State Governments/UT Administration and they have been requested to review the recommendations and take measures for implementing them in ITI ecosystem. The Committee want the Ministry to keep a tab on the action taken by the State Governments/UT Administration in pursuance of the recommendations of the NITI Ayog.

8. The Committee also note that though the factual inaccuracies and inaccurate presumptions, were informed to NITI Aayog vide DO letter dated 20.02.2023, there is no mention of any corrective action by the NITI Ayog. The reply of the Government also does not refer to any follow-up measures taken in this direction either. The Committee want the

Ministry to pursue the matter with NITI Ayog as they are the formulators of the way ahead in the public arena.

II. VACANCIES OF INSTRUCTORS

(Recommendations Para No. 4 and 5)

9. In their original Report, the Committee were particularly concerned to note the large number of vacant positions of instructors in ITIs in the country. The Committee had expressed their concern on this count in their Reports presented on earlier occasions too. As per the information available on the NCVT portal, in case of Government ITIs, out of the total of 71921 posts sanctioned, only 34663 posts (48.20%) have been filled, whereas in the case of private ITIs, out of the 133741 posts sanctioned only 56163 posts (41.99%) have been filled. The DGT had submitted in this regard that the Government ITI instructors are employees of the State Government and are recruited by the various State Governments by following their Recruitment Rules. Their promotion and career progression policy is also the responsibility of the State Government concerned. Moreover, the DGT portal (the NCVT MIS portal) has a functionality where the details of the Instructors working are to be provided in respect of each ITI. However, this functionality is not a mandatory one wherein the data is to be filled and updated. DGT on its part has directed all the State Governments to ensure that the Instructors' vacancies are filled and also updated on the system (portal). As emphasized upon in their earlier reports, the Committee expected the DGT and the State Governments to work together to address the issue of vacant instructor positions in ITIs. In this regard, the Committee wanted that the DGT should consider *inter-alia* holding meeting(s) with the Chief Secretaries of all the States and highlight the cascading impact vacancies of instructors is having on the quality of training, seek feedback regarding the ways to address the situation and ease the bottlenecks being faced by the State Governments in their recruitment process. Also, DGT was to consider developing a mechanism for incentivising States that successfully address the shortage of instructors/trainers and direct the RDSEs to make sure that the private ITIs comply with the norms concerning the number of instructors/trainers. Also, the specific problems, if any, faced by the Private

ITIs in connection with filling up the posts of Instructors were to be objectively assessed and in case policy interventions are required, the same were to be effected.

10. The Committee also highlighted in this regard the aspect of a number of vacancies existing in instructor/trainer positions in case of Union Territory Governments as well. From the information made available to the Committee, it was seen that in Union Territory of Andaman and Nicobar Islands and also Ladakh, more than 50% of the posts are lying vacant. The Committee, therefore, desired the DGT to take immediate steps to assess the reasons for the same and direct the administrations of the Union Territories concerned to fill up the vacancies at the earliest.

11. In their Action Taken Note furnished to the Committee, the Ministry of Skill Development & Entrepreneurship have stated as follows in reply to both the recommendations :-

“The Craftsmen Training Scheme (CTS) is implemented through a network of Industrial Training Institutes (ITIs) established all across the country. The quality of training provided by ITIs depends on the availability of qualified Instructors. The day-to-day administration of ITIs including recruitment, appointment, career progression of instructors is the responsibility of State governments/UT administration. To address the shortage of instructors in ITIs, DGT has written to States to fill the instructor vacancy. Meetings are also held with state governments and during visits to states, this issue is taken up.

Further, DGT has revisited the essential qualifications of Instructors in ITIs and based on the recommendations of State/UTs & other stakeholders, CITS being an essential qualification for appointment of Instructors in Degree/Diploma category has been removed. These categories of instructors, if not CITS qualified will have to complete CITS through RPL/regular route within 3 years of appointment. The revised qualification of Instructors is enclosed. It is expected that this policy decision will help the states to fill up the Instructor vacancy.

In order to incentivize States/UTs to reduce Instructor vacancy, reduction of Instructor vacancy is one of the Key Performance Indicator (KPI)

under STRIVE project. Under STRIVE, 14 states have successfully reduced their vacancies by more than 20%.”

12. The Committee take on record the appreciable action taken by the Ministry in pursuance of the recommendation(s). It is noted that to address the shortage of instructors in ITIs, DGT has written to States to fill up the vacancies of instructors. Meetings are also held with State Governments and during visits to States, this issue is taken up.

Further, the Committee take note of the reply of the Government which states that DGT has revisited the essential qualifications of Instructors in ITIs and based on the recommendations of State/UTs & other stakeholders, CITS being an essential qualification for appointment of Instructors in Degree/Diploma category has been removed. These categories of instructors, if not CITS qualified will have to complete CITS through RPL/regular route within 3 years of appointment. It is expected that this policy decision will help the states to fill up the Instructor vacancy.

While the Committee are pleased to take into account the steps taken by the Government to address the issue of large number of vacancies of trainers/instructors in the ITIs in the country, they are of the considered opinion that this should be a matter of high priority and needs continuous monitoring and sustained interventions as and when required. Accordingly, the Committee would like to be kept updated on the developments in this regard.

III. CRAFT INSTRUCTORS TRAINING SCHEME (CITS)

(Recommendation Para No. 6)

13. In their original Report, the Committee noted that the new age courses that have been introduced recently in ITIs will require certified instructors for imparting training under these courses. According to the Ministry, the curricula for the instructor training programmes under Craft Instructor Training Schemes (CITS) are being developed based on the feedback from the industry, academia, and States/UTs. Keeping in view the demand for these new age courses, respective CITS curricula will be developed accordingly in due course of time. The Committee note that trainers play an important role in the uptake of new age courses. They are critical for the training ecosystem and as new age courses continue to evolve, the role of qualified trainers will become even more important. Since training of Craft Instructors is the mandated responsibility of DGT, the Committee would urge upon the DGT to take steps to expedite the development of curricula of the instructor training programmes under CITS. More importantly, comprehensive training, both in skills and training methodology is a necessity to make the instructor trainees conversant with techniques of transferring hands-on skills, and thereby enable in building adequately skilled manpower for the industry. Further, the Committee would also emphasise on ensuring that the course curricula to be symbiotically connected to the industry and be responsive and pliable according to the requirements of employability as per market demands

14. In their Action Taken Note furnished to the Committee, the Ministry of Skill Development & Entrepreneurship have stated as follows :-

“DGT is offering CTS training through a network of about 15000 ITIs in more than 150 trades including 23 new age trades. Updation of course content and introduction of new age courses is a continuous process with changing technology and feedback from industry. With regular updation of course content/introduction of new courses, the availability of trained instructors is also essential to give maximum benefits to trainees.

In order to ensure quality training, DGT has prescribed essential qualifications for appointment of Instructors. Recently DGT has revisited the educational qualifications of Instructors and based on the feedback of the State/UT, the CITS being an essential qualification for new age trades has been removed. However, to ensure effective training is delivered pedagogy training has to be completed within one year. Further, DGT is conducting ToT programs for the newly introduced courses, to ensure trainers are being updated regularly.”

15. The Committee take note of the action taken by the Ministry regarding development of course curricula for training of ITI instructors of new age courses. It is understood that the process of Updation of course content and introduction of new age courses is a continuous process with changing technology and feedback from industry. Further, the Ministry have submitted that with regular updation of course content/introduction of new courses, the availability of trained instructors is also essential to give maximum benefits to trainees. DGT is conducting ToT programs for the newly introduced courses, to ensure trainers are being updated regularly.

16. However, the Committee find that the reply of the Government does not provide a specific and cogent picture of the status of development of course curricula for trainers/instructors of new age courses already introduced. The Ministry also agree that this is a pivotal component necessary to give maximum benefits to trainees. Without sufficiently equipped faculty available as per need, the uptake of the new age courses could take a hit. In view of this, the Committee would reiterate their recommendation and want the Ministry to furnish a comprehensive reply after taking stock of the current availability of cutting edge course curricula for instructors/trainers in ITI with special reference to new age courses. In the opinion of the Committee, DGT should also consider drawing up model guidelines to be followed for the continued process of updation of curricula for instructors/trainers of it is.

IV. TRADE CERTIFICATION

(Recommendation Para No. 14)

17. In their original Report, the Committee noted that according to the DGT, MoUs have been signed with the Indian Armed Forces for providing the National Trade Certificate to the Agniveers on completion of their four year stint with the Armed Forces. For the purpose, an extensive trade mapping exercise was done individually with all the three wings of the Indian Armed Forces. Based on this, 'on the job' training would be imparted to the Agniveers during their stint with the Armed Forces and an exam would be conducted by the DGT for all the Agniveers. On successful passing of the exam, the National Trade Certificate in the relevant trade would be provided to the Agniveers by the DGT which would help them secure employment after they complete their time in the forces. The Committee appreciated the steps taken by the Ministry for the benefit of the Agniveers and would like to highlight the significance employment opportunities in ensuring the success of the new initiative. The Committee desired that the Ministry could work with industry partners to provide the Agniveers holding National Trade Certificates with job opportunities relevant to the skill they acquire during their service.

Also, the Committee opined that appropriate measures needed to be taken for promoting and expanding the scheme of 'Flexi MOU' under which the training is imparted almost entirely in the work place(s), which include public enterprises such as SAIL. Also, it needed to be ensured that the training courses are designed to be effective in encouraging the trainees to work independently.

18. In their Action Taken Note furnished to the Committee, the Ministry of Textiles have stated as follows :-

'Flexi-MoU scheme is designed to meet the very specific industry demand for which flexible course content is required. This allows industries to train candidates as per their specific skill set requirements and provides training to the candidates which is aligned with the industry needs and latest technological know-how in industries. The scheme offers flexibility to Industry, for their tailored and customized courses, and has topical market relevant content.

DGT has signed MoUs with the armed forces under Flexi MoU scheme. The scheme will allow Agniveers to obtain National Trade Certificate after

completion of their training under Agniveer. MSDE is in continuous touch with the employers to hire trained candidates including that of NTC/NAC candidates. DGT has also written to Ministry of Railways, Department of Public Enterprises and others requesting to revise their recruitment rules giving due recognition to NTC/NAC.

Flexi MoU scheme of DGT is available to all the Industrial Training Partners to train the candidates as per their specific requirements. Under this scheme prominent industry partners including public sector enterprises are actively engaged in training candidates. Some of the prominent industry partners are Maruti Suzuki India Limited, NMDC Steel Ltd., Suzuki Motors Private Limited, Gujarat, Toyota Kirloskar Motor Private Limited etc.'

19. The Committee note the reply of the Government that MSDE is in continuous touch with the employers to hire trained candidates including that of NTC/NAC candidates. DGT has also written to Ministry of Railways, Department of Public Enterprises and others requesting to revise their recruitment rules giving due recognition to NTC/NAC. These are welcome steps towards generating employment opportunities for Agniveers. Flexi MoU Scheme of DGT is available to all the Industrial Training Partners to train the candidates as per their specific requirements. The Committee are of the considered opinion that Flexi-MoUs with the armed forces leading to Trade Certification for Agniveers should be an area of importance for the Ministry/DGT. Since the system is in the initial stage and would evolve over time, the Ministry/DGT has to keep track of the developments and consider necessary interventions required in a proactive manner.

CHAPTER-II

RECOMMENDATIONS/OBSERVATIONS **WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT**

(Recommendation Para No.1)

The Committee observe that NITI Aayog had published a report called – “Transforming Industrial Training Institutes” in January, 2023. In the report, NITI Aayog had given recommendations towards transforming ITIs into aspirational vocational training institutes. According to the Report, the transformation of ITIs remains incomplete in view of three facts - ITIs remain underutilized, the quality of training, faculty, and infrastructure is in general not of global standards and most of the trainees are neither employable nor skilled enough to start their own enterprise. The Ministry and DGT have reportedly initiated action on many of the recommendations contained in the Report. However, DGT has also observed that there were some factual inaccuracies and incorrect presumption(s) about ITIs which have been highlighted in the Report of the NITI Aayog. The Committee expect the Ministry to take appropriate measures to have the factual inaccuracies rectified at the earliest. At the same time, the Ministry should give serious consideration to the other issues that have been highlighted in the NITI Aayog report such as the need for establishing a placement and entrepreneurship cell in the ITIs and facilitating tie-ups with MSMEs. Such arrangement can also *inter-alia* help in securing and maintaining data regarding placements secured by ITI passouts, which is of paramount importance. The Committee wish to be kept apprised of the action taken in this regard within two months of presenting this Report to Parliament.

Reply of the Government

The National Institution for Transforming India (NITI Aayog) had presented a report titled “Transforming Industrial Training Institutes “. The report had analyzed the Vocational Education and Training (VET) ecosystem in India specifically the Industrial Training Institutes (ITIs). Since the report had factual inaccuracies and inaccurate presumptions, the same were informed to NITI Aayog vide DO letter dated 20.02.2023.

The actions on most of the suggestions/recommendations presented by NITI Aayog have already been taken. Further, implementation of some of the suggestions is within the purview of the State governments/UT administration. States/UT have been requested to review the recommendations and take measures for implementing them in ITI ecosystem.

As per the affiliation norms for ITIs, all the ITIs must have a functioning placement cell. ITI fills the infrastructure details while applying for affiliation and the same is verified during desktop assessment stage and joint inspection stage. Accordingly, all the ITIs have established placement cell. ITIs are also tapping the industry connect (including MSMEs) through DST and industries are also providing training as per their specific requirements using Flexi MoU scheme. Also, a special Result Area in STRIVE project has focused on Industry clusters for apprenticeship promotion.

As a part of STRIVE project, entrepreneurship training is being proposed through NIESBUD and IIE for ITIs as well as NSTIs. The employability skills component in the CTS syllabus has English literacy, communication skills, IT literacy, entrepreneurship skills etc. These skills help the trainees to gain employment after training or start their own enterprises

(Ministry of Skill Development & Entrepreneurship OM No. DGT-Coord/11014/36/Parliament Matters/2022-Part(1) dated 20.12.2023)

Comments of the Committee

Please see Para Nos. 7 and 8 of Chapter-I

(Recommendation Para No.2)

The Committee observe that the Directorate General of Training (DGT) has taken the initiative of introducing new age courses such as Information Communication Technology System Maintenance, Solar Technician (Electrical), Technician Mechatronics etc. in Industrial Training Institutes (ITIs) across the country. However, from the submission of DGT it is noticed that traditional courses like Electrician, Fitter, Welder, Machinist and Motor Mechanic (Diesel) are far more popular and there is less demand for the new age courses. Keeping in view the requirements of the industry and the potential of the new age courses for providing employment in emerging fields, the Committee feel that the DGT needs to take urgent and effective steps to address the challenges posed and promote the new courses in ITIs. Measures need to be taken to increase awareness about the new courses through every available channel, including social media, on-line advertising, and outreach programmes. It is also important to strengthen the job prospects for candidates who pursue the new courses by working in tandem with employers to create adequate opportunities in the new and emerging sectors. DGT should ensure that ITIs get the necessary technical and financial support in their efforts towards introduction of the new age courses. The Committee would, therefore, emphasise that necessary measures be taken for giving an impetus to the new disciplines introduced in ITIs so as to be in tune with the changing industrial milieu.

Reply of the Government

The Directorate General of Training (DGT) has introduced many new age courses and updated the curricula of many existing trades considering the changing technology and demand of the industry/employers. New age trades provide emerging or modern vocational skills that cater to evolving industries or technological advancements. For the promotion of new age courses, DGT has mandated that for opening a new ITI, at least one new age course is essential in the proposed trades. Further, DGT vide circular dated 23rd March 2023 had notified new grading methodology for ITIs i.e. Data driven grading methodology (DDGM). Under DDGM weightage has been given for new age trades for grading an ITI and existing ITIs with a minimum grade of 4 are only eligible for addition of trades/units.

To increase awareness of new age courses among trainers and trainees, a special new age category has been included for felicitation of trainees in Convocation ceremony and trainers in National Award for Excellence in Vocational Training and Entrepreneurship development. Apart from above mentioned steps awareness for new age courses is being done through social media, media campaigns.

For placement of trainees including new age trade trainees, DGT has requested Ministry of Railways and Department of Public Enterprises to include the CTS qualification in the recruitment rules under various posts.

Under all the schemes of DGT having financial assistance, states/UTs are free to select the trades and accordingly procure machinery/equipment. In addition, States/UTs have been encouraged to opt for new age courses using the financial assistance under all schemes of DGT viz. STRIVE, Model ITI, LWE Scheme, ESDI scheme.

The above efforts of DGT are encouraging ITIs to opt for new age courses. However, the adoption of new age courses by ITIs and trainees is slow. The trainees are opting for traditional courses as there are established job opportunities for these trades. DGT is committed to increase penetration of new age courses with necessary policy changes and support of Industry partners.

(Ministry of Skill Development & Entrepreneurship OM No. DGT-Coord/11014/36/Parliament Matters/2022-Part(1) dated 20.12.2023)

(Recommendation Para No.3)

The Committee note that the DGT had conducted an exercise for grading of all ITIs, Government and Private. This was done in two phases and the final results of grading of both the phases have been published. The scores obtained in the grading are used for affiliation of the ITIs for addition of new trades or new Units. The scores obtained are also used as one of the criteria to select ITIs for funding under the STRIVE project. According to the Ministry, this grading was valid till the academic session 2022-23. For the academic year 2023 onwards, a fresh dynamic data driven system of grading is being formulated. In the considered opinion of the Committee, the grading of ITIs is a valuable tool for improving the quality of training of ITIs and helps to identify the best performing ITIs and provide feedback to the ITIs on how they can improve their performance. Grading also helps to create a competitive environment among ITIs, which can lead to better quality training. The Committee recommend that the DGT expedite the introduction of the new grading system for ITIs and ensure that it is implemented effectively. The new data-driven system should also be transparent, especially in redressal of grievance(s), if any, and provide updated and reliable information about the functioning of ITIs.

Reply of the Government

The Directorate General of Training (DGT) had earlier conducted grading of ITIs in two phases. The methodology adopted for grading involved field visits and data validation. This grading system was valid up till the academic year 2022-23.

In order to bring in more transparency in the grading process, DGT had developed a new methodology for grading ITIs (Data Driven Grading Methodology) using the parameters/information available on the NCVT (DGT) MIS portal. The DDGM grading has been implemented from session 2023-24.

Following parameters are used for generation of grading scores:

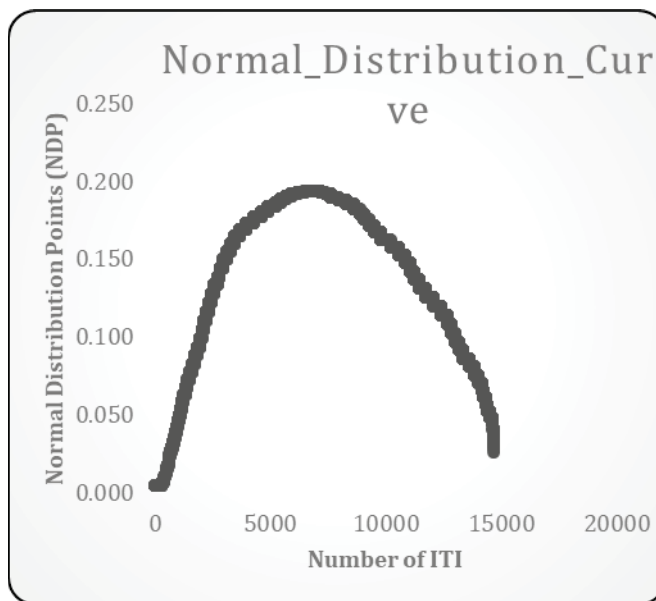
Sl. No.	Parameters	Weightage
1	Admission percentage	35
2	Female admission percentage	5
3	Trade Diversity (New emerging Trades /Non-Engineering Trades)	5
4	Pass percentage	35
5	Computer Based Test (CBT) examination participation percentage	5
6	Average marks percentage of all the trainees appeared in CBT exam	5
7	Dual System of Training (DST) enrolled trainee's percentage	5
8	SC/ST/PwD enrolled trainees' percentage	5

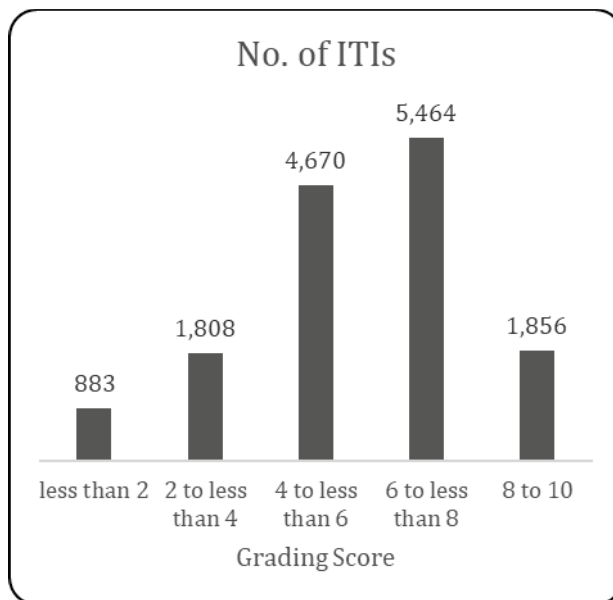
The DDGM grading system is based on the data driven parameters available on the portal with the least amount of human interference.

Grading of ITIs is generated automatically. The grading is also dynamic and can improve/ go down every year depending on the performance of the ITI in the last year. It will be published on DGT MIS portal for every ITI and visible to stakeholders/public. All the information/ scores against each parameter are available in public domain for transparency.

Following table and graphs represent grading distribution across ITIs.

Grading Range	No. of ITIs
less than 2	883
2 to less than 4	1,808
4 to less than 6	4,670
6 to less than 8	5,464
8 to 10	1,856
Total	14,681





Under the above Grading Methodology, two levels of grievance redressal mechanism is also available with ITIs to resolve the issues related to grades assigned to ITIs. Two level of grievance mechanism are

- a) Grading Grievance Redressal Committee (GGRC)
- b) Appellate Committee

The ITIs were given 15 calendar days to submit their grievances regarding grading score with evidences to DGT from the date of allocation of final grades. In this time period, DGT had received a total of 173 grievances.

Total Number of Grievances received	173
Total number of Grievances resolved at GGRC Level	160
Total number of Grievances resolved at Appellate Committee Level	02
Total number of Grievances under process	13

(Ministry of Skill Development & Entrepreneurship OM No. DGT-Coord/11014/36/Parliament Matters/2022-Part(1) dated 20.12.2023)

(Recommendation No. 4)

The Committee are particularly concerned to note the large number of vacant positions of instructors in ITIs in the country. The Committee had expressed their concern on this count in their Reports presented on earlier occasions too. As per the information available on the NCVT portal, in case of Government ITIs, out of the total of 71921 posts sanctioned, only 34663 posts (48.20%) have been filled, whereas in the case of private ITIs, out of the 133741 posts sanctioned only 56163 posts (41.99%) have been filled. DGT has submitted that the Government ITI instructors are employees of the State Government and are recruited by the various State Governments by following their Recruitment Rules. Their promotion and career progression policy is also the responsibility of the State Government concerned. Moreover, the DGT portal (the NCVT MIS portal) has a functionality where the details of the Instructors working are to be provided in respect of each ITI. However, this functionality is not a mandatory one wherein the data is to be filled and updated. DGT on its part has directed all the State Governments to ensure that the Instructors' vacancies are filled and also updated on the system (portal). As emphasized upon in their earlier reports, the Committee expect that the DGT and the State Governments work together to address the issue of vacant instructor positions in ITIs. In this regard, the DGT should consider inter-alia holding meeting(s) with the Chief Secretaries of all the States and highlight the cascading impact vacancies of instructors is having on the quality of training, seek feedback regarding the ways to address the situation and ease the bottlenecks being faced by the State Governments in their recruitment process. DGT may also consider developing a mechanism for incentivising States that successfully address the shortage of instructors/trainers and direct the RDSEs to make sure that the private ITIs comply with the norms concerning the number of instructors/trainers. Also, the specific problems, if any, faced by the Private ITIs in connection with filling up the posts of Instructors may be objectively assessed and in case policy interventions are required, the same may be effected.

Reply of the Government

The Craftsmen Training Scheme (CTS) is implemented through a network of Industrial Training Institutes (ITIs) established all across the country. The quality of training provided by ITIs depends on the availability of qualified Instructors. The day to day administration of ITIs including recruitment, appointment, career progression of instructors is the responsibility of State governments/UT administration. To address the shortage of instructors in ITIs, DGT has written to States to fill the instructor vacancy. Meetings are also held with state governments and during visits to states, this issue is taken up.

Further, DGT has revisited the essential qualifications of Instructors in ITIs and based on the recommendations of State/UTs & other stakeholders, CITS being an essential qualification for appointment of Instructors in Degree/Diploma category has been removed. These categories of instructors, if not CITS qualified will have to complete CITS through RPL/regular route within 3 years of appointment. It is expected that this policy decision will help the states to fill up the Instructor vacancy.

In order to incentivize States/UTs to reduce Instructor vacancy, reduction of Instructor vacancy is one of the Key Performance Indicator (KPI) under STRIVE project. Under STRIVE, 14 states have successfully reduced their vacancies by more than 20%.

(Ministry of Skill Development & Entrepreneurship OM No. DGT-Coord/11014/36/Parliament Matters/2022-Part(1) dated 20.12.2023)

Comments of the Committee

Please see Para No. 12 of Chapter-I

Recommendation No. 5

The Committee would also highlight in this regard the aspect of a number of vacancies existing in instructor/trainer positions in case of Union Territory Governments as well. From the information made available, it is seen that in Union Territory of Andaman and Nicobar Islands and also Ladakh, more than 50% of the posts are lying vacant. The Committee, therefore, desire that the DGT take immediate steps to assess the reasons for the same and direct the administrations of the Union Territories concerned to fill up the vacancies at the earliest.

Reply of the Government

The day to day administration of ITIs including recruitment, appointment, career progression of instructors is the responsibility of State governments/UT administration. To address the shortage of instructors in ITIs, DGT has written to States/UTs to fill the instructor vacancy.

Further, DGT has revisited the essential qualifications of Instructors in ITIs and based on the recommendations of State/UTs & other stakeholders, CITS being an essential qualification for appointment of Instructors in Degree/Diploma category has been removed. This is especially for new age courses where CITS is not available. These categories of instructors, if not CITS qualified will have to complete CITS through RPL/regular route within 3 years of appointment. The revised qualification of Instructors is placed at Annexure IX. It is expected that this policy decision will help the states to fillup the Instructor vacancy.

In order to incentivize States/UTs to reduce Instructor vacancy, reduction of Instructor vacancy is one of the Key Performance Indicator (KPI) under STRIVE project. A total amount of Rs. 5.25 crores have been earmarked for achievement of this Key Performance Indicators in UTs. Under STRIVE, 3 UTs have successfully reduced their vacancies by more than 20%.

(Ministry of Skill Development & Entrepreneurship OM No. DGT-Coord/11014/36/Parliament Matters/2022-Part(1) dated 20.12.2023)

Comments of the Committee

Please see Para No. 12 of Chapter-I

(Recommendation Para No.7)

According to the Ministry, the National Council for Vocational Training (NCVT) had mandated that all trainers in ITIs need to be CITS trained. The Committee note with concern that as per the information furnished by the Ministry, out of 90826 trainers available on the NCVT portal, only 16215 are CITS trained instructors. In order to address the issue, the Secretary of MSDE has written to all the Chief Secretaries of States/UTs with the request to revise the Recruitment Rules of Vocational Instructors for ITIs in their States by including CITS qualification as an essential requirement to bring standardised improvement in quality of vocational training across the country. Moreover, 59 new State Government Institutes of Training of Trainers (IToTs) were affiliated for admissions from Session 2022-23, which has enhanced the seating capacity by 2320 under CITS. The Committee emphasize the need for urgent and concrete action to meet the NCVT mandate and call for initiating measures for effective monitoring and creation of compliance mechanisms to track the progress of CITS training for ITI trainers. Regular reporting and data collection should be established to keep a record of the number of trainers who have undergone CITS training. Also, it will also be equally important to formulate a facilitative environment for the ITI trainers to undergo the training at CITS.

Reply of the Government

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

To ensure that quality instructors are available, DGT has mandated educational qualifications for Instructors. Further, DGT has revisited the essential qualifications of Instructors in ITIs and based on the recommendations of State/UTs & other stakeholders, CITS being an essential qualification for appointment of Instructors in Degree/Diploma category has been removed. These categories of instructors, if not CITS qualified will have to complete CITS through RPL/regular route within 3 years of appointment. The revised qualification of Instructors is placed at Annexure IX. It is expected that this policy decision will help the states to fill up the Instructor vacancies.

Further, to increase the pool of CITS qualified Instructors and make CITS training accessible to trainees, DGT has permitted States/UTs to offer

CITS training in their Nodal/Model ITIs by converting Govt ITI into Institute for Training of Trainers (IToT). Copy of the order is placed at Annexure X. This step has led to increase of IToT by 104 and CITS seating capacity by 4250. States/UTs are also permitted to get their in service Instructors obtain CITS certification through Recognition of Prior Learning (RPL) route. Under CITS-RPL about 8300 instructors have been certified.

(Ministry of Skill Development & Entrepreneurship OM No. DGT-Coord/11014/36/Parliament Matters/2022-Part(1) dated 20.12.2023)

(Recommendation Para No. 12)

The dual system of training is an innovative approach to skill development that combines theoretical training in ITIs with practical training in industry. The Committee note from the information furnished that the number of ITIs imparting training under the Dual System of Training Scheme has increased from 81 in 2018 to 978 in 2022. The Committee recognise the efforts of the Directorate General of Training (DGT) in increasing the number of ITIs imparting training under the system. The dual system of training has the potential of being effective in augmenting the employability of the trainees and in preparing them to be suitable for absorption by the industry upfront; help bridge the gap between the skills imparted in ITIs and the skills required by employers; and also contribute to reducing the training cost of the employers. The Committee expect the DGT to ensure that the system does not increase the overall cost of training for the trainees and also consider extending support to the employers so as to enable in more entities to participate in the programme. The Committee also desire that the DGT strive to expand the reach of the dual system of training so that more young people can be skilled in an industry and employment friendly manner. Further, being convinced of the effectiveness of the dual system of training in scaling up the employability of candidates/passouts, the Committee recommend that a similar system be considered for being formulated and implemented for Polytechnics.

Reply of the Government

The Dual System of Training (DST) enables trainees to get the institutional training in ITIs along with shop floor experience in industries. DST has not only enabled trainees to gain experience of industrial technology, shop floor etc. but has also brought ITIs and industries closer.

The fee charged from trainees in DST is similar to the regular CTS courses in ITIs. DST is expected to reduce the training cost of ITIs by utilizing the ITI infrastructure to run short term courses during the industrial exposure period of DST trainees. In order to boost DST, DGT had revised the DST guidelines relaxing the eligibility criteria for industries to participate in DST. In addition, DGT has mandated all CTS course running in 3rd shift will be mandatorily

covered under DST from session 2023. It is expected that above steps will boost the DST training.

The courses offered in Polytechnics are being regulated by All India Council for Technical Education (AICTE). The recommendation of the parliamentary committee has been forwarded to Ministry of Education to take appropriate steps on DST in polytechnics.

(Ministry of Skill Development & Entrepreneurship OM No. DGT-Coord/11014/36/Parliament Matters/2022-Part(1) dated 20.12.2023)

(Recommendation Para No. 13)

The Committee note that industry partners are being made part of the Institutional Management Committee (IMC) of the ITIs to bring in the much needed inputs from the job market with respect to skills required in the industry as well as necessary modifications related to course curricula. In addition, to further strengthen industry partnership, Industry Clusters (IC) are formed and set up under the Scheme. For each IC, a sum of Rs.1 crore is provisioned under the Scheme to promote industry participation and apprenticeship training. The Committee believe that industry participation allows ITIs to provide practical and real-world training to its students. Industry participation in curriculum design and evaluation provides better recognition and value to the certifications. There will also be a positive impact on the employability of the passouts, especially by cutting down the training cost of the employers. It also allows synergy of curriculum with the industry and thus make ITIs more relevant and contemporary. The Committee desire that necessary impetus be given towards implementing the policy for active participation of the industry in framing the training programmes so as to effectively capture the changing requirements and realities of employment.

Reply of the Government

DGT is actively engaged with Industry partners in implementing training, placements of trainees and curriculum development. Active engagement of Industry partners in training activity is being ensured through DST, Flexi-MoU schemes. It has bridged the industry academia gap, being helpful for both the training institution and industry. Institutions have benefited by getting support in technical know, placement of trainees and CSR support. Industry has benefited in training the candidates as per their requirements during the training phase and thereby reducing their cost of hiring.

In addition, DGT is regularly updating the course content and introducing the new courses as per the market requirements and changing technology. All the course content is being updated with recommendation of industry partners while designing of courses.

Further, to give an impetus for apprenticeship training, MSDE under the STRIVE project is providing financial assistance to Industry clusters. This initiative is expected to boost apprenticeship training providing better skilling

opportunities to trainees and excel their skills. The fund details state wise under RA-4 component, focusing on apprenticeship is placed at Annexure-IV.

(Ministry of Skill Development & Entrepreneurship OM No. DGT-Coord/11014/36/Parliament Matters/2022-Part(1) dated 20.12.2023)

(Recommendation Para No. 14)

According to the DGT, MoUs have been signed with the Indian Armed Forces for providing the National Trade Certificate to the Agniveers on completion of their four year stint with the Armed Forces. For the purpose, an extensive trade mapping exercise was done individually with all the three wings of the Indian Armed Forces. Based on this, 'on the job' training would be imparted to the Agniveers during their stint with the Armed Forces and an exam would be conducted by the DGT for all the Agniveers. On successful passing of the exam, the National Trade Certificate in the relevant trade would be provided to the Agniveers by the DGT which would help them secure employment after they complete their time in the forces. The Committee are appreciative of the steps taken by the Ministry for the benefit of the Agniveers and would like to highlight the significance employment opportunities in ensuring the success of the new initiative. The Committee desire that the Ministry can work with industry partners to provide the Agniveers holding National Trade Certificates with job opportunities relevant to the skill they acquire during their service. Also, appropriate measures need to be taken for promoting and expanding the scheme of 'Flexi MOU' under which the training is imparted almost entirely in the work place(s), which include public enterprises such as SAIL. Also, it needs to be ensured that the training courses are designed to be effective in encouraging the trainees to work independently.

Reply of the Government

Flexi-MoU scheme is designed to meet the very specific industry demand for which flexible course content is required. This allows industries to train candidates as per their specific skill set requirements and provides training to the candidates which is aligned with the industry needs and latest technological know-how in industries. The scheme offers flexibility to Industry, for their tailored and customized courses, and has topical market relevant content.

DGT has signed MoUs with the armed forces under Flexi MoU scheme. The scheme will allow Agniveers to obtain National Trade Certificate after completion of their training under Agniveer. MSDE is in continuous touch with the employers to hire trained candidates including that of NTC/NAC candidates. DGT has also written to Ministry of Railways, Department of Public Enterprises and others requesting to revise their recruitment rules giving due recognition to NTC/NAC (Annexure VII).

Flexi MoU scheme of DGT is available to all the Industrial Training Partners to train the candidates as per their specific requirements. Under this scheme prominent industry partners including public sector enterprises are

actively engaged in training candidates. Some of the prominent industry partners are Maruti Suzuki India Limited, NMDC Steel Ltd., Suzuki Motors Private Limited, Gujarat, Toyota Kirloskar Motor Private Limited etc.

(Ministry of Skill Development & Entrepreneurship OM No. DGT-Coord/11014/36/Parliament Matters/2022-Part(1) dated 20.12.2023)

Comments of the Committee

Please see Para No. 19 of Chapter-I

CHAPTER-III

**RECOMMENDATIONS/OBSERVATIONS WHICH THE COMMITTEE DO NOT
DESIRE TO PURSUE IN VIEW OF THE GOVERNMENT'S REPLY**

Nil

CHAPTER-IV

RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH REPLIES OF THE GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE AND WHICH REQUIRE REITERATION

(Recommendation Para No. 6)

The Committee note that the new age courses that have been introduced recently in ITIs will require certified instructors for imparting training under these courses. According to the Ministry, the curricula for the instructor training programmes under Craft Instructor Training Schemes (CITS) are being developed based on the feedback from the industry, academia, and States/UTs. Keeping in view the demand for these new age courses, respective CITS curricula will be developed accordingly in due course of time. The Committee note that trainers play an important role in the uptake of new age courses. They are critical for the training ecosystem and as new age courses continue to evolve, the role of qualified trainers will become even more important. Since training of Craft Instructors is the mandated responsibility of DGT, the Committee would urge upon the DGT to take steps to expedite the development of curricula of the instructor training programmes under CITS. More importantly, comprehensive training, both in skills and training methodology is a necessity to make the instructor trainees conversant with techniques of transferring hands-on skills, and thereby enable in building adequately skilled manpower for the industry. Further, the Committee would also emphasise on ensuring that the course curricula to be symbiotically connected to the industry and be responsive and pliable according to the requirements of employability as per market demands.

Reply of the Government

DGT is offering CTS training through a network of about 15000 ITIs in more than 150 trades including 23 new age trades. Updation of course content and introduction of new age courses is a continuous process with changing technology and feedback from industry. With regular updation of course content/introduction of new courses, the availability of trained instructors is also essential to give maximum benefits to trainees.

In order to ensure quality training, DGT has prescribed essential qualifications for appointment of Instructors. Recently DGT has revisited the educational qualifications of Instructors and based on the feedback of the State/UT, the CITS being an essential qualification for new age trades has been removed. However, to ensure effective training is delivered pedagogy training has to be completed within one year. Further, DGT is conducting ToT programs for the newly introduced courses, to ensure trainers are being updated regularly.

(Ministry of Skill Development & Entrepreneurship OM No. DGT-Coord/11014/36/Parliament Matters/2022-Part(1) dated 20.12.2023)

Comments of the Committee

Please see Paras No. 15 and 16 of Chapter-I

CHAPTER-V

RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH REPLIES OF THE GOVERNMENT ARE INTERIM IN NATURE

(Recommendation Para No. 8)

The Committee note that for the Session 2022-23, the enrollment percentage for Government and Private ITIs was 59.18% and 39.52% respectively. This implies that there are a large number of seats remaining vacant in ITIs. The Committee gather that the reasons for the low enrollment figures may include, lack of awareness, poor quality of training and lack of job opportunities after completion of training. In case of private ITIs, there is also a need to investigate whether the fees being charged is acting as a deterrent for students. The Committee are deeply concerned to note the poor enrollment figures and recommend that the DGT initiate a process to identify the reasons for the low enrollment figures and take steps to remedy the situation since increasing the enrollment figures in ITIs is essential for meeting the growing demand for skilled workers in India. The key to this may lie in improving the employability of graduates which eventually can underpin the efforts towards reducing poverty, creating a more skilled workforce, and providing opportunities for all.

Reply of the Government

The issue of vacant seats in ITI is being monitored closely by DGT. In order to boost the admission percentage in ITIs, DGT has released the academic calendar well in advance. Further, State Skill Development and Entrepreneurship Committee (SSDEC) has been requested to make wide publicity of admission process and enable a mechanism for walk in admission after regular admission process.

As per the Affiliation norms any ITI not taking admission in any trade/unit for consecutive 2 years, that trade/unit is to be de-affiliated. Further, in order to effectively utilize the training Infrastructure, DGT has permitted running of short term courses in ITIs having a grade of more than 4 out of 10.

Regarding fee charged from trainees by private ITI, DGT had notified in 2022 normative fee charged by private ITI. As per the guidelines issued annual fee charged per trainee by an ITI could be Rs 26,000 for engineering trade and Rs 21,200 for non engineering trade. Normative fee in rural and urban area is same, so as to encourage opening ITI in rural area and provide quality training near to residence of trainees.

(Ministry of Skill Development & Entrepreneurship OM No. DGT-Coord/11014/36/Parliament Matters/2022-Part(1) dated 20.12.2023)

(Recommendation Para No. 9)

The Committee are deeply concerned to note the low level of enrolment of candidates under the CTS scheme in the North Eastern States. As per the information provided to the Committee, only 6839 candidates got enrolled in all the North eastern states during the 2021-22 Session. The number for States such as Manipur and Mizoram was extremely low. The Committee note that in all 8 North Eastern States there are a total 104 ITIs present out of which 89 are Government ITIs and 15 are Private ITIs, which is significantly less as compared to others States/UTs. Arunachal Pradesh, Manipur, Mizoram, Nagaland and Sikkim have no Private ITIs. As per the submission of the Ministry, these figures are indicative of less popularity/awareness about ITIs in North Eastern (NE) Region, the reason for which could be the less number of Industries/placement opportunities present in NE Region. Funding is provided by the Central Government under Enhancing Skill Development Infrastructure in North Eastern States (ESDI) Scheme to strengthen the Skill development Infrastructure in NE Region. The Committee while agreeing with the Ministry that the development of good infrastructure may create awareness and increase popularity of ITIs in the North East, impress upon the Ministry and DGT the need to enhance the reach of ITIs in the North Eastern State. The Committee suggest that the Ministry should partner with the North Eastern Council and the Ministry for Development of the North East Region for development of the ITI infrastructure in the North Eastern Region. In this regard, apart from roping in major industrial establishments, it is important to work with the local industries and businesses including MSMEs to create employment opportunities for the ITI pass outs. The Committee feel that the unique challenges call for unique solutions and the Ministry may consider developing specific courses that can cater to the thriving industries of the Region such as bamboo related industries, tourism, food processing and hospitality. In the opinion of the Committee the addition of new ITIs, development/upgradation of the existing ones, tailor made region-specific solutions to problems, infusion of requisite funds, escalated efforts to secure industry participation, incentivized awareness programmes to spur enrolment, etc. are the need of the hour and the same signals to a mission mode initiative by the Ministry which goes beyond the ESDI Scheme.

Reply of the Government

Low enrollment in ITIs of north eastern states is being monitored closely at the central government level. DGT has introduced many courses related to local economy viz. horticulture, floriculture and landscaping, bamboo works etc. apart from other emerging sectors. States are encouraged to adopt courses as per the local industry requirements and may utilize the funds under various schemes having financial assistance components.

In order to encourage establishments of new ITIs in North Eastern states and border districts, relaxation in minimum land requirement and minimum 4

trade/8 units has been granted. It is expected this step will further increase the footprint of ITIs including private ITIs in north eastern states.

(Ministry of Skill Development & Entrepreneurship OM No. DGT-Coord/11014/36/Parliament Matters/2022-Part(1) dated 20.12.2023)

(Recommendation Para No. 10)

It is a matter of concern for the Committee to note that data on placement of ITI passouts is not available with the DGT. The Committee had, in their Reports presented on earlier occasions too emphasized on ensuring that data on placements is generated and maintained. According to DGT, although the exact figures are not available, it is known that the employment percentage of the graduates is quite high. A large number of ITI passouts are taken as Apprentices in various industries and some of them are absorbed as permanent employees on completion of Apprenticeship. It is also seen that many ITI passouts do not opt for jobs as they intend to pursue higher studies. DGT, while highlighting the difficulty in tracing such a large number of pass-outs, also submitted that in order to trace the percentage of employment, the nature of employment and other employment related parameters, a functionality was created in the DGT Portal (NCVT Portal) wherein the ITIs were required to capture and upload the data pertaining to employment status of those passing out from their respective ITIs. This is not a mandatory function, and an analysis of the data as available reveals that most ITIs have not filled this information. In the considered opinion of the Committee, data on placements is essential to analyze the real impact of the ITI ecosystem and for identifying and addressing weaknesses by way of effective policy interventions. The Committee, therefore, reiterate the need on the part of DGT to consider making it mandatory for ITIs to upload data on the employment status of their pass outs. The DGT should also commission a study to collect more detailed information on the employment outcomes of ITI pass outs. The Committee also feel that technology can play a valuable role in the collection of placement data. This will require participation of all the stakeholders including the ITIs, employers and the pass outs. Making all the establishments recruiting ITI pass outs to upload the relevant data on the NCVT portal or such similar steps can be adopted. This can be achieved with the help of appropriate outreach of the recruiting industry partners. Organising campus placement and promotion of Alumni networks by ITIs may also inter-alia help in this connection. The Committee reckon that the needed focus on employment data as an indicator of performance may prompt the ITIs to ramp up efforts to improve the quality of training offered.

Reply of the Government

Industrial Training Institutes have been the backbone of skilling since Independence. ITIs were established to supply a steady flow of skilled manpower for the industries. Trainees apart from being taught technical skills are also taught employability skills having IT related skills, behavioural skills,

entrepreneurship awareness etc. as an inbuilt component. Both technical and employability skills makes the trainee easily employable. The placement of ITI trainees is quite high, with Railways, PSUs, giant private companies having ITI pass outs constituting most of their workforce. DGT is also in the process to provide entrepreneurship training in select ITIs across the country to boost the entrepreneurship among the ITI trainees.

The functionality to track the placement of ITI trainees in NCVT MIS portal was not a mandatory field as a result most of the trainees/ITIs did not fill up the related data of placement of trainees. MSDE has recently launched Skill India Digital (SID) portal, NCVT portal is proposed to be merged with SID. All the functionalities of NCVT portal are being relooked and necessary amendments required are being implemented in SID to ensure better data flow to track the impact of skilling activities.

DGT under the STRIVE project is also conducting a tracer study to evaluate the impact of skilling activities including placement in ITIs. The report will highlight the correct picture of placements and other aspects. It is expected to give necessary inputs for required policy interventions.

(Ministry of Skill Development & Entrepreneurship OM No. DGT-Coord/11014/36/Parliament Matters/2022-Part(1) dated 20.12.2023)

(Recommendation Para No. 11)

The scheme envisaged for development of Polytechnic Institutions inter-alia had a provision for construction of 500 women's hostels in various Polytechnics. In addition, 295 new polytechnics were to be established in unserved and underserved districts and 500 existing polytechnics were to be upgraded in terms of infrastructure, with all the targets envisaged for being achieved by 31st March, 2023. However, as submitted by DGT, work in a large number of cases continues to be pending or is partially completed. Among the objectives of the Scheme, the Committee note that the work pertaining to the upgradation of the Polytechnics has been particularly slow wherein out of the 500 existing polytechnics to be upgraded, only 115 polytechnics have been upgraded and the remaining 385 are in different stages of completion. The Scheme for Polytechnics was earlier run by the Department of Higher Education, subsequently, transferred to DGT, MSDE in FY 2018-19. With a significant amount of work remaining to be completed vis-à-vis the original targets, the DGT is contemplating designing a new scheme with an extended date of completion, which is subject to approval by the Cabinet. Considering the facts, as submitted, the Committee would like the DGT to seriously look into the factors contributing to the underachievement of targets of the Scheme of Polytechnics in general, evaluate the implementation strategies and identify bottlenecks and administrative or logistical challenges that have impeded the progress. The Committee are of the considered opinion that Polytechnics are also cornerstones of the initiative of the Government to upskill the youth of the Country. Keeping this in view, it is recommended that the DGT should make all

out efforts to launch the new scheme for Polytechnics with objectives that are not restricted to that of the old scheme, and are in tune with contemporary needs.

Reply of the Government

The ministry has noted the recommendation for compliance. A new scheme is currently under development, marked by objectives that transcend the confines of the existing scheme of polytechnic.

(Ministry of Skill Development & Entrepreneurship OM No. DGT-Coord/11014/36/Parliament Matters/2022-Part(1) dated 20.12.2023)

**New Delhi;
05 February, 2024
16 Magha, 1945 (Saka)**

**BHARTRUHARI MAHTAB
CHAIRPERSON,
STANDING COMMITTEE ON LABOUR,
TEXTILES AND SKILL DEVELOPMENT**

(Vide Para No. 3 of the Introduction)**ANALYSIS OF ACTION TAKEN BY THE GOVERNMENT ON OBSERVATIONS/
RECOMMENDATIONS CONTAINED IN THE FORTY-NINTH REPORT
(SEVENTEENTH LOK SABHA) OF THE STANDING COMMITTEE ON LABOUR,
TEXTILES AND SKILL DEVELOPMENT**

	Total	Percentage
I. Total number of Recommendations	14	
II. Recommendations/Observations which have been accepted by the Government – Rec. Para Nos. 1, 2, 3, 4, 5, 7, 12, 13, and 14.	09	64.29%
III. Recommendations/Observations which the Committee do not desire to pursue in view of the Government’s reply – Nil	00	00%
IV Recommendations/Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration – Rec. Para Nos. 6	01	7.14%
V Recommendations/Observations in respect of which replies of the Government are interim in nature - Rec. Para Nos. 8, 9, 10 and 11.	04	28.57%
		100%