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CHAPTER - 30

ADVANCED TRAINING FOR WOMEN, INSTRUCTORS, INDUSTRIAL MANPOWER, FOREMEN, SUPERVISORS AND DEVELOPMENT OF INSTRUCTIONAL MEDIA PACKAGES THROUGH CENTRAL INSTITUTES

30.1 As per entry No. 5 of Part V of Miscellaneous Business, the schemes for training of instructors, craftsmen, technicians, and foreman at supervisory level, both in India and abroad, have been allotted to Ministry of Labour and Employment under the miscellaneous subject.

30.2 DGE&T offer a range of training courses catering to the needs of different segment of the society. The courses are available for the school drop outs; ITI passed out persons, ITI instructors, Industrial Workers, Technicians, Junior and middle level Executives, Supervisors/ Foremen, Women, SC/STs, Ex-servicemen, etc.

30.3 It also conducts training oriented research and undertakes development of instructional media packages for the use of trainees, instructors and affiliation of ITIs with National Council of Vocational Training (NCVT) etc. Brief of these programmes have been given in the following paras:

WOMEN'S VOCATIONAL TRAINING PROGRAMME

30.4 The Women's Vocational Training Programme in Ministry of Labour & Employment was launched in 1977, aimed at the social development & economic growth of women through vocational training. A separate Women's Cell was formed for the purpose, which has developed into the Women's Training Directorate. This Directorate is responsible for designing & pursuing long term policies

related to Women's Vocational training in the country.

Institutional Network

30.5 A network of institutes, both under the Central & State Sectors, has been set up for extending skill training facilities to women, which aim at stimulating employment opportunities among women of various socio- economic levels and different age groups.

Central Sector

30.6 Under the Central Sector, the institutional network includes 11 institutes, providing training facilities exclusively for women in skills having high wage-employment and self-employment potential. The institutes set up under the Women's Training Directorate are:

- (i) National Vocational Training Institute (NVTI) for Women, NOIDA (1977) and
- (ii) Regional Vocational Training Institutes (RVTIs) for Women at Mumbai (1977), Bangalore (1977), Thiruvananthapuram (1983), Hisar (1986), Kolkata (1986), Tura (1986), Allahabad (1991), Indore (1992), Vadodara (1993) and Jaipur (1994) (Figures in bracket show the year of establishment)

30.7 The NVTI at NOIDA and RVTIs at Bangalore, Thiruvananthapuram, Jaipur, Allahabad, Kolkata and Tura are housed in their own permanent premises. RVTI Mumbai is operating from a permanent building provided by the State Government

CHART-II

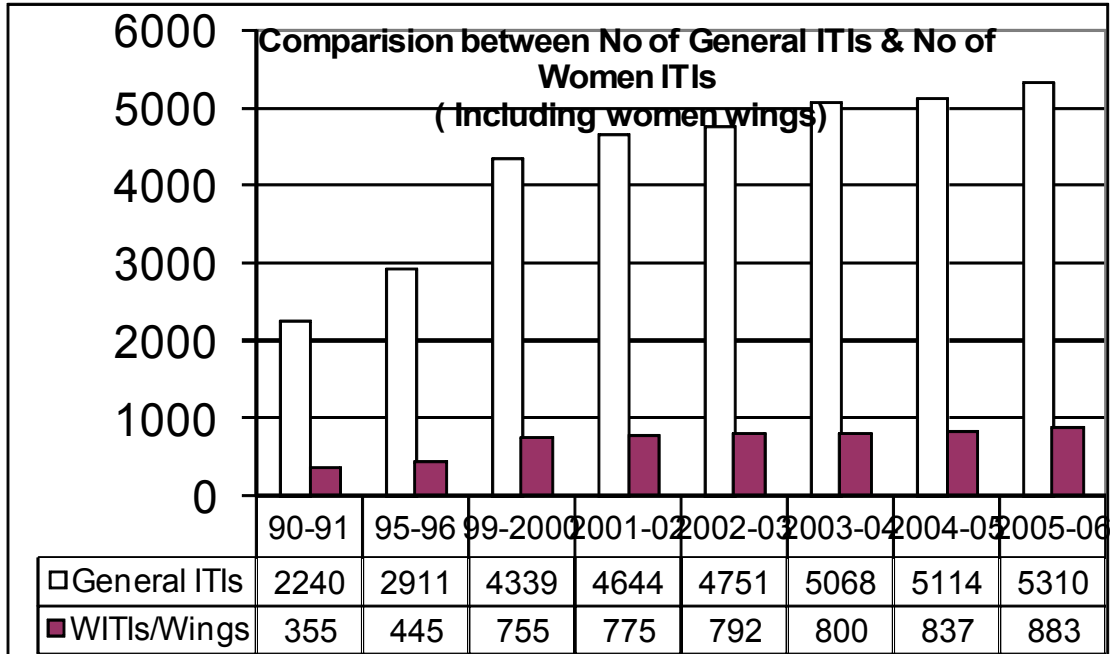
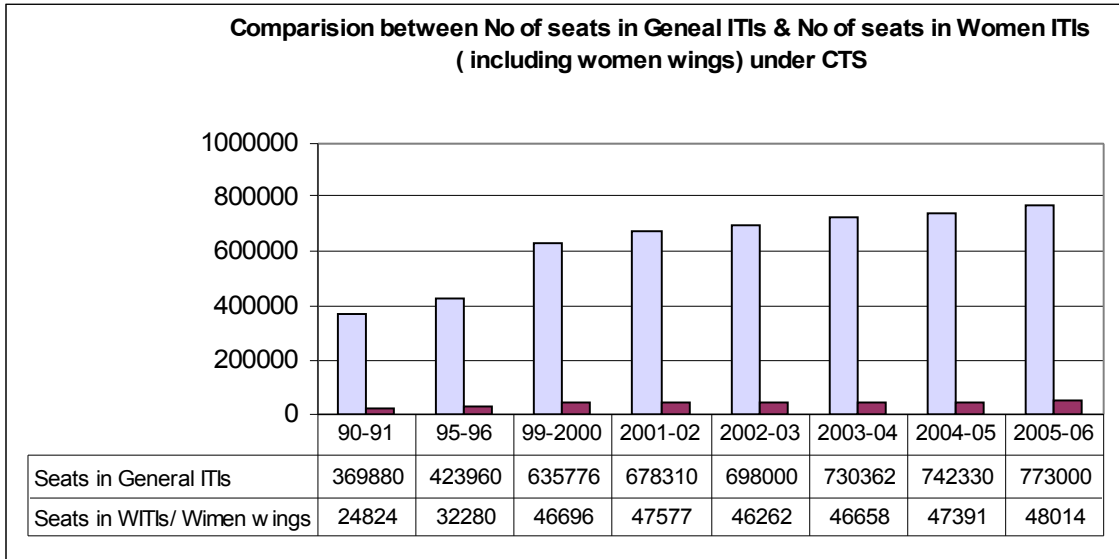


CHART-III



CRAFT INSTRUCTOR TRAINING

30.17 Training of Craft Instructors is the responsibility of DGE&T in the Ministry of Labour & Employment. The Craft Instructors’ Training Scheme is operational since the inception of the Craftsmen Training Scheme. The first Craft Instructors’ Training Institute was established in 1948. Subsequently 5 more institutes namely, Central Training Institute for Instructors {now called as Advanced Training Institutes (ATI)}, ATI at Ludhiana, Kanpur, Howrah, Mumbai and Hyderabad were established in 1960’s by DGE&T.

30.18 Objective of the Craft Instructor Training is to train Instructors in the techniques of imparting industrial skills, in order to train semi-skilled / skilled manpower for industry. Under the programme, Instructors from State Govt. ITIs and from Training Centres established by industries under the Apprentices Act are trained in 27 trades. Total seating capacity in the trades in operation in the above stated six Institutes are 1050.

ADVANCED VOCATIONAL TRAINING

30.19 In order to upgrade and update the skills of serving industrial workers, an Advanced Vocational Training Scheme (AVTS) is in operation since 1977. The scheme was taken up by DGE&T, Ministry of Labour in collaboration with UNDP/ILO in 1977 at 6 Advanced Training Institutes (ATIs) under DGE&T and 16 Industrial Training Institutes (ITIs) of the 15 State Governments. The objectives of the scheme are to upgrade and update the skills of

30.18 The following types of courses are offered at the above institutes: -

- ❖ One-Year Courses to provide comprehensive training both in skill development and principles of teaching.
- ❖ Refresher Courses to update and upgrade the knowledge and skill of the instructors and to keep them abreast of technological developments in Industry.
- ❖ Modular pattern of training in the following three modules are also offered:

Name of the Module	Duration	Institute
Trade Technology	6 months	ATI Hyderabad and CTI Chennai
Training Methodology (Principles in Teaching)	3 months	
Engineering Technology	6 monthss-	

serving industrial workers to specialize in their field of work.

30.20 Under the scheme, training in selected skill areas is being imparted through short-term modular courses of one to six weeks’ duration. Tailor-made courses suiting to the specific requirements of industrial establishments are also offered.

- The advanced skill training courses offered at 6 ATIs/CTI have been given in **Table 30.3**

- Over 1,14,200 industrial workers/technicians have made use of the training facilities at 6 Advanced Training Institutes and Central Training Institutes under DGE&T till September., 2006.

30.21 To meet the growing demand of industry, advanced skill training facilities were extended to 30 ITIs of various State Governments/ Union Territories under the Vocational Training Project taken up with financial assistance from World Bank during the period 1989-1998. Under this project, training facilities in additional areas were created at 6 ATIs and the existing training facilities were also strengthened.

30.22 NC/CNC Training Centres have been established at ATIs/CTIs, Chennai, Mumbai and Kanpur with UNDP/ILO assistance to meet the growing need of trained workers in Hi-Tech areas. Training courses for operators, programmers and technicians on NC/CNC Machines are being conducted at these Centres.

3.23 ATI-EPI Hyderabad was established in 1974 with the assistance from the Swedish International Development Authority (SIDA), ILO to cater to the training requirement of industries/organizations by offering both shorter and long term courses in the field of Electronic & Process Instrumentation. Training activities of this institute are now grouped under five major wings:

- **Consumer Electronics Wing** – provides training in the disciplines of Audio Radio, Colour TV, CCTV, Digital Camera & Cable TV Equipment, Cordless phones and Cell phones.
- **Industrial Electronics Wing** – provides training in the disciplines of Power Electronics, Digital & linear ICS, Microprocessors, Micro Controller and PLCS.
- **Information Technology Wing** – provides training in Computer Hardware, Software and Networking.
- **Medical Electronics Wing** – provides training in all aspects of Sophisticated Modern Medical Electronic equipment.
- **Process Instrumentation Wing** – provides training in Industrial Sensors, Process Control, Microprocessors, PLC in Process Industries.

30.24 The second ATI-EPI at Dehradun has been set up to cater to the needs of the Industries and other organizations of the Northern Region in the fields of Consumer Electronics, Industrial Electronics, Medical Electronics and Process Instrumentation. The Institute offers short-term courses, long term courses and tailor made courses in the field of Consumer Electronics and Industrial Electronics. A total of 2903 short term and long term courses were conducted at two institutes since inception and 34,092 trainees have been trained up to October,2006. During the year 2006-2007 , 185 courses have already been conducted and 1961 participants have been trained at these Institutes.

undertake applied research in the field of vocational Training and to develop and disseminate instructional materials and projected / non-projected training aids.

SUPERVISORY TRAINING

30.25 DGE&T has established two Foremen Training Institutes (FTIs) at Bangalore and Jamshedpur for technological and behavioural up gradation of supervisory skills. The objectives include consciousness of better quality and productivity, ability for problem solving, cost reduction, and application of modern technology amongst supervisors/managers engaged in the industry.

30.26 The institutes besides, offering regular courses for award of Diploma and Post Diploma in Foremanship also offers short-term courses and Tailor- made courses suiting to the needs of the industries. In order to cope up with the changing industrial scenario, training facilities in the areas like CAD, CNC technology, Welding, Engineering Instrumentation and Metrology, Pneumatics, Electro-pneumatic etc. have been upgraded.

30.27 During the year 2006-07, 898 (till September 2006) persons were trained at these institutes. These institutes have conducted 2774 courses and trained 38592 foremen/supervisors in short-term and long-term course. Detailed information about the courses offered, entry qualifications, fee structure, calendar of the year etc. is available at DGE&T website www.dget.nic.in.

CENTRAL STAFF TRAINING & RESEARCH INSTITUTE, KOLKATA

30.28 The institute has been set up to conduct training for executive staff,

30.29 Institute organizes training programmes for trainers and junior/senior management personnel engaged in planning, execution, control and evaluation of vocational training. The Institute conducts Problem Oriented Research Studies on different aspects of Vocational Training to bring qualitative improvement and for effective implementation of the National Vocational Training System.

30.30 Research studies in related areas are also undertaken, like determination of training required for physically handicapped and other weaker sections of the society. One major area of activity under the Research Wing of the Institute relates to research, & development of curricula of new trades and revision/updating of existing trades, based on feedback from the industry. The institute also develops instructional material for Craft Instructor Training. It undertakes development of teaching aids (both projected & non-projected) keeping the pedagogical aspects in mind.

30.31 Upto September 2006, the Central Staff Training & Research Institute at Kolkata has trained 16961 participants. Since inception CSTARI has developed and revised 352 curricula and completed 161 Projects covering various aspects of vocational Training. It undertakes developments of teaching aids both projected and non-projected, keeping the pedagogical aspects in mind. Activities during current year upto September 2006-2007:

No. of training programmes conducted	24
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No. of participants trained	360
Research Projects completed	04
Production of models	16

30.32 The Institute has been set up with the assistance of Government of Germany in December 1986. The institute has been made autonomous on 1st April 1999. The institute was earlier known as “Central Instructional Media Institute” (CIMI). As per the recommendation of the Governing Council in its 5th Meeting held on 29.06.2003 under the Chairmanship of the Hon’ble Union Labour Minister, the

**NATIONAL INSTRUCTIONAL
MEDIA INSTITUTE, (NIMI),
CHENNAI**

Introduction

Sl. No.	Institute	NVTI	RVTI	RVTI	RVTI	RVTI	RVTI	RVTI	RVTI	RVTI	RVTI	RVTI	TOTAL
	Courses sanctioned	Noida	Mumb	Bang	Trivan	Hisar	Kolkata	Tura	Allad	Indore	Vad	Jaipur	
BASIC COURSES													
1	SEC. PRACTICE	32	16	32	16	16	32	16	16	16	16	16	24
2	HAIR & SKIN CARE	32	16			32	32	32	32	32	32	32	72
3	DRESS MAKING		32	16	16		32	32	64	32	16	32	272
4	FRUIT & VEG. PRES					16							
5	ELECTONICS MECH.	32	32	80	48	32			32	32			288
6	C.O.P.A	80	60	40	40		40	40	40		20	40	400
7	INSTRUMENT MECH			32									32
8	ARCH. D'MAN	48	32	64	48		32			32		64	320
9	DTP	16	16	16	32				16			16	112
10	STENO (Hindi)					16			16	16		16	64
11	Fashion Technology	16		16					16			16	64
TOTAL		256	204	296	200	112	168	120	232	160	84	232	2064
ADVANCED SKILLS													
1	SEC. PRACTICE	20	20	20	20				20	20		20	140
2	BEAUTY CULTURE & HAIR DRESSING	20							40		20	40	120
3	DRESS MAKING	120	40	20	40	40	20	40	40	20	20	40	440
4	EMBROIDERY	40											40
5	ELECTONICS	20	20	20	20				20	20	20		140
6	ARCH. ASSIST	20	20	20	40		20			20		20	160
7	SEC. PRACTICE(Hindi)								20	20		20	60
TOTAL		240	100	120	80	40	40	40	140	100	60	140	1100
POST ADVANCED													
1	P.O.T	40	20	20	20				20		20	20	160
2	BUSINESS SERVICES	20											20
TOTAL		60	20	20	20				20		20	20	180
SHORT TERM													
Need based courses													
GRAND TOTAL		556	324	396	340	152	208	160	392	260	164	392	3344

Table 30.2

State-Wise distribution of women Industrial Training Institutes & wings for women in general ITIs /Private WITIs as on October , 2006

Region	Government		Private		Total	Total Seats
	WITIs	Women Wing	WITIS	Women Wing		
Northern Region						
Delhi	3	7	29	2	41	2760
Himachal Pradesh	16	Nil	Nil	Nil	16	1102
Rajasthan	8	5	3	Nil	16	816
Chandigarh	1	Nil	Nil	Nil	1	280
Uttar Pradesh	11	48	8	Nil	67	3852
Uttaranchal	4	2	Nil	Nil	6	480
Haryana	31	Nil	8	Nil	39	2556
Punjab	38	32	Nil	Nil	70	4564
Jammu & Kashmir	10	44	Nil	Nil	54	1245
TO						
TAL	122	138	48	2	310	17655
Southern Region						
Karnataka	17	Nil	12	Nil	29	2224
Kerala	8	Nil	1	Nil	9	1524
Tamil Nadu*	12	3	9	Nil	24	2716
Andhra Pradesh*	23	10	4	17	54	3980
Pondicherry	2	1	Nil	Nil	3	292
Lakshadweep*	Nil	1	Nil	Nil	1	16
TO						
TAL	62	15	26	17	120	10752
Eastern Region						
Nagaland	1	5	Nil	Nil	6	240
Meghalaya	1	Nil	Nil	Nil	1	52
Bihar	7	Nil	Nil	Nil	7	432
Jharkhand*	6	1	2	Nil	9	537
West Bengal	4	7	1	Nil	12	596
Orissa	10	Nil	5	Nil	15	912
Assam	5	22	Nil	Nil	27	1104
Manipur	1	7	Nil	Nil	8	192

Mizoram*	Nil	Nil	Nil	Nil	Nil	0
Tripura	1	Nil	Nil	Nil	1	116
Andaman & Nicobar	Nil	Nil	Nil	Nil	Nil	0
Arunachal Pradesh	1	Nil	Nil	Nil	1	112
Sikkim	Nil	Nil	Nil	Nil	Nil	0
TOTAL	37	42	8		87	4293
Western Region						
Gujarat	6	24	3	Nil	33	2144
Madhya Pradesh	13	Nil	Nil	Nil	13	1044
Chattisgarh	8	Nil	Nil	Nil	8	406
Maharashtra	15	223	8	65	311	11704
Dadra & Nagar Haveli	Nil	1	Nil	Nil	1	16
Goa	Nil	Nil	Nil	Nil	0	0
Daman & Diu*	Nil	Nil	Nil	Nil	0	0
TOTAL	42	248	11	65	366	15314
GRAND TOTAL	263	443	93	84	883	48014

Table 30.3

<u>TRAINING IN ADVANCED SKILL AREAS AT SIX ADVANCED TRAINING INSTITUTES</u>							
Sl. No.	Name of the trades	<u>ADVANCED TRAINING INSTITUTES</u>					
		Chennai	Howrah	Hyderabad	Kanpur	Ludhiana	Mumbai
1	Advanced Tool & Die Making *	*	*	-	*	*	*
2	Advanced Welding	*	*	*	*	*	*
3	Advanced Ref. & Air Conditioning	-	*	*	-	*	-
4	Electrical Maintenance	*	*	*	*	*	*
5	Electronics Maintenance	*	*	*	*	*	*
6	Heat Engines	*	*	*	*	*	*
7	Hydraulics & Pneumatic	*	*	*	*	*	*
8	Induction to Engineering Technology	-	-	*	-	-	-
9	Industrial Chemistry	*	-	-	-	-	*
10	Machine Tool Maintenance	*	*	*	*	*	*
11	Material Testing/Inspection	*	*	-	-	*	-
12	Metrology & Inspection	*	*	*	*	*	*
13	Micro Computer/Industrial Controls	*	*	*	*	-	*
14	Process Control Instrumentation *	-	-	-	-	-	*
15	Production Technology	*	-	-	-	-	-
16	Tool Design	*	*	-	*	-	*

* Indicates availability of course.

The duration of courses ranges from 1 to 6 weeks. Intake capacity for most of the courses is 10 to 12 trainees per batch 3.
