

IITians for ITIs



A PanIIT program
for driving excellence in technical training in India

To Improve standard of living of the people of India

what if

*IITians around the world could partner
with Training Institutions and Industry
to transform the landscape of **technical training** in India...?*



ITIs -- Industrial Training Institutes

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<http://paniit.team-for-iti.org>

'IITians for ITIs' is a PanIIT program initiated by a group of IIT alumni to drive sustainable excellence in the technical/vocational training in India by creating institutions similar to the IITs but focused on vocational education and highly skilled workers. This vision will be fulfilled by:

- Driving excellence by engaging with ITIs
- Removing any roadblocks, raising catalyst funds, advocating with government for reforms and recommendations for grants to specific ITIs and by facilitating collaboration with industry as well as institutions in a global context
- Institutionalizing the process of driving excellence by establishing not-for-profit and self-sustaining accreditation and certification institutes for technical/ vocational training in India of global recognition and reputation

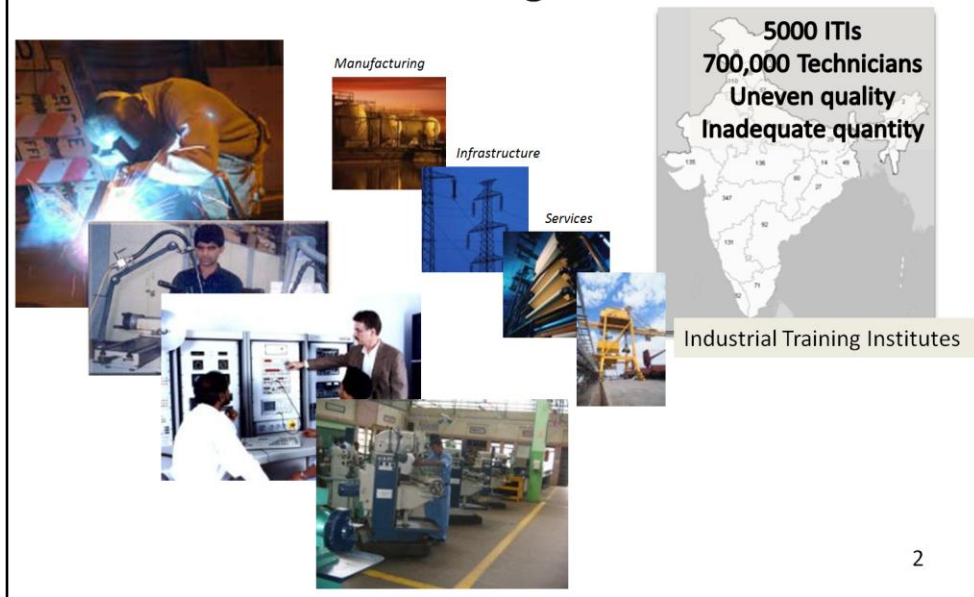
The PanIIT alumni organization is uniquely placed to make the program a success. PanIIT can leverage IIT brand to work with government agencies to clear roadblocks and solicit support.

The Program will consist of many simultaneous projects at different ITIs around India. The Program is predicated on the active involvement of local IIT alumni, who will work at the local level, mentoring an Institute's principal, its instructors, students and also liaise with the local industry. Other IITians will support the local IIT Alumni by taking up program administration, governance and monitoring, as well as by financially contributing for instructor training, equipment and student scholarships.

More broadly, the program is aligned with the vision outlined in the report "India's Manufacturing Sector Policy Framework" which is "anchored upon three key foci":

- Achieve global levels of excellence in Indian manufacturing
- **Improve standard of living of the people through manufacturing growth**
- Develop India into a strong player in the global market

Shortage of skilled technicians is an obstacle for India's growth.



For each sector of India's economy - manufacturing, infrastructure and services, this shortage is an obstacle to becoming globally competitive. The following recent studies have highlighted the problem.

FICCI study: Rapid economic growth creating new job opportunities & demand for skilled and semi-skilled personnel. The present industrial/vocational training system unable to meet this demand causing in a mismatch between supply & demand for skilled workers. The result is high unemployment co-existing with unmet needs of industry.

CII-TISS study for Maharashtra: Need for "Multi Skilled Workers" is increasing, training has not kept pace with it.

CII-ICRA study for Tamilnadu: *Requirement of skilled people in TN alone is anticipated to be 1 million per year till 2015.*

ILO study: Conducted in 2003, it identified the mismatch between the skills in demand and the training offered by ITIs. It found that the relevant skills were not being imparted.

ITI stands for Industrial Training Institutes and all put together there are more than 5000 of these institutes in India. Of these over a third are government run ITIs. The rest of the institutes are privately owned and are mostly quite small.

IITians have embarked upon driving excellence in technical training in India.

IITians for ITI – A PanIIT Program
Driving Excellence in Technical Training in India

Over 180 IITian members

Pilot Projects at ITIs

Blue Book

Since PanIIT 2006

ITIs -- Industrial Training Institutes

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“IITians for ITI” is a direct, timely, well-organized and widely mobilized Program run by IITians. The Program team is growing by leaps and bounds. Six active projects with ITIs (across the breadth of the nation, are currently in progress. These pilot projects will be valuable crucibles of learning for future projects to come.

Kolkata: At ITI in Tollygunj, upon a specific request of its principal, our team leader Shyamal Chatterji is helping in upgrading its CAM software training program. The leading CAM software in India Cimatron is donating as many educational licenses as needed. They have also organized two rounds of training for the ITI instructors. This assistance was requested specifically by the ITI principal.

Thane & Ambarnath: Two teams have engaged with ITI. An IITian is the chairman of the Institute Management Committee(IMC). Arun Shah has proposed an upgrade to the welding curriculum.

Jaipur: Our team has visited an ITI to validate the assumptions of our program and identified some truly rudimentary problems such as the cleanliness of the restrooms.

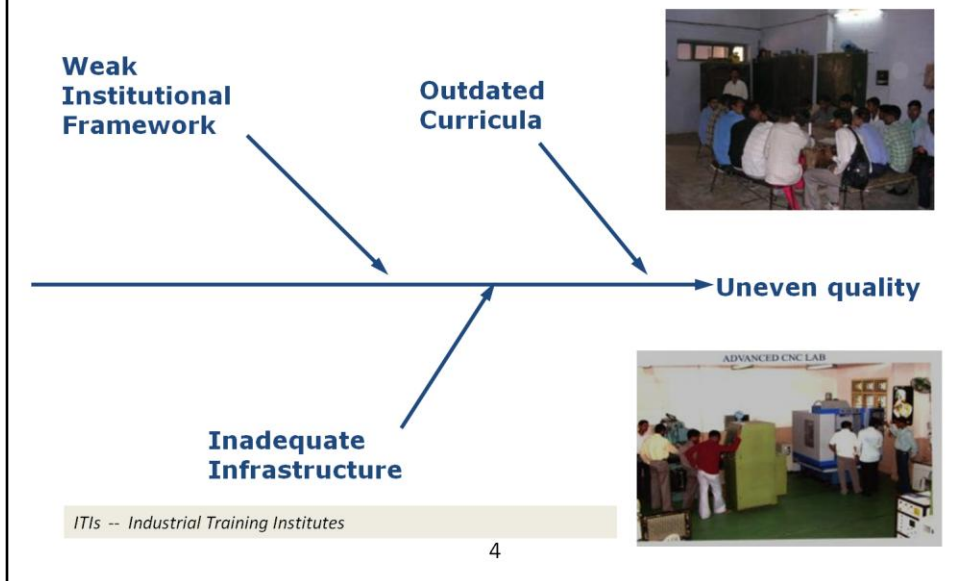
Hyderabad: Sanjay Gadhalay has been working with Boys Town and Performance Plus.

Program launch team accomplishments

- Broad consensus based formulation of the IITians for IIT charter and mission- "360 degree improvement in India's ITIs recognizing the urgent need for such an effort"
- Think tank groups seeded- representation from both India and US- draws a diverse cross section of the talent required for the success of the initiative- US and India .
- Identified supportive IITians from industry, technology and management academia, IAS officers and other distinguished alumnus .
- Full support from the Central government of India (Ministry of Labour & Employment)

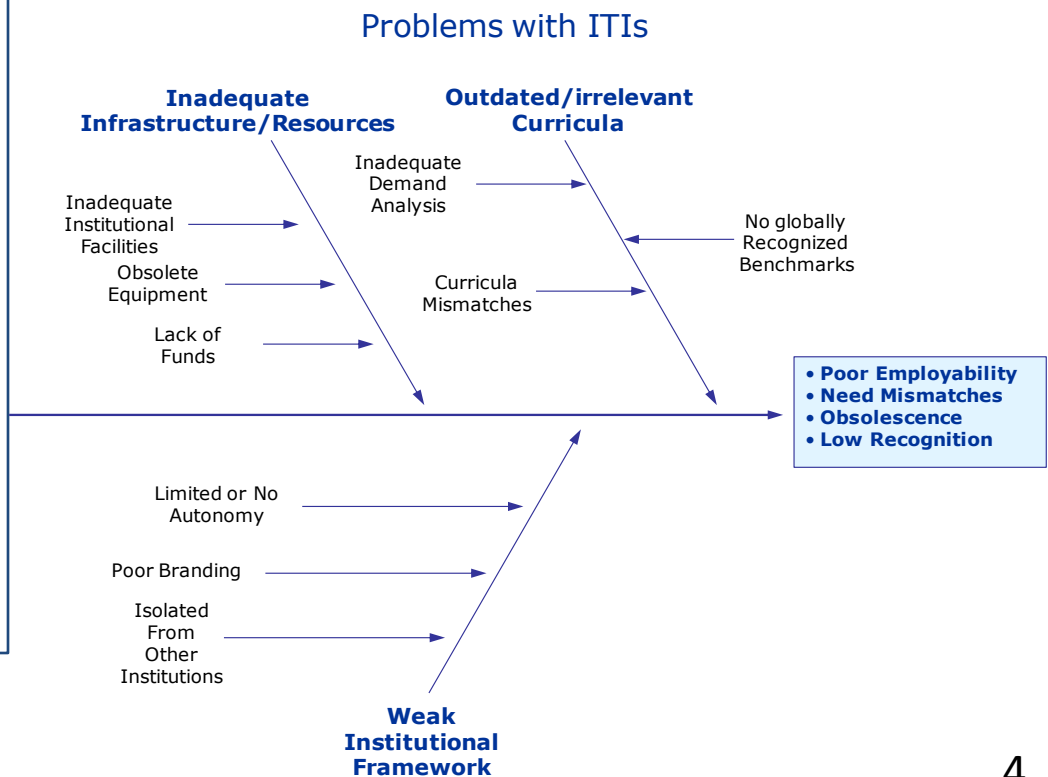
- Joint ongoing projects with CII (Confederation of Indian Industry) to publish Blue Book – a reference document for upgrading and running an ITI. CII released its Volume I during a Global conference of Skills Development in Delhi on September 18th, 2008.

ITIs have the mandate to train the technicians
but most are considered lackluster institutes.

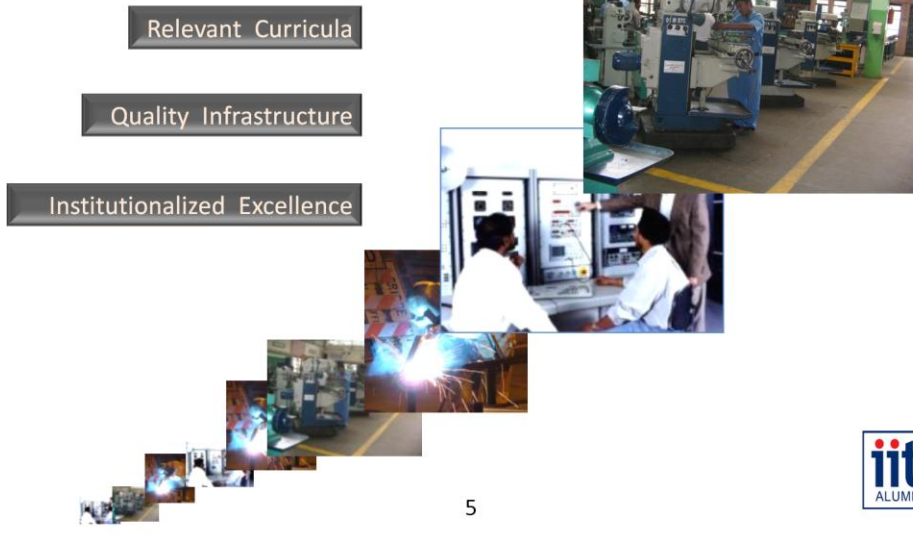


When IITians started looking at the ITIs closely, we found that despite the mandate and the funding, the quality of ITIs is still rather uneven. You To evaluate and improve the ITIs in India, several studies have been made recently including by FICCI and ILO.

Members of our team have also visited a sample set of institutions in Maharashtra, Rajasthan, Gujarat, West Bengal, and elsewhere. Our own findings seem to largely validate the findings in these studies. The key issues emerging are depicted in this diagram.

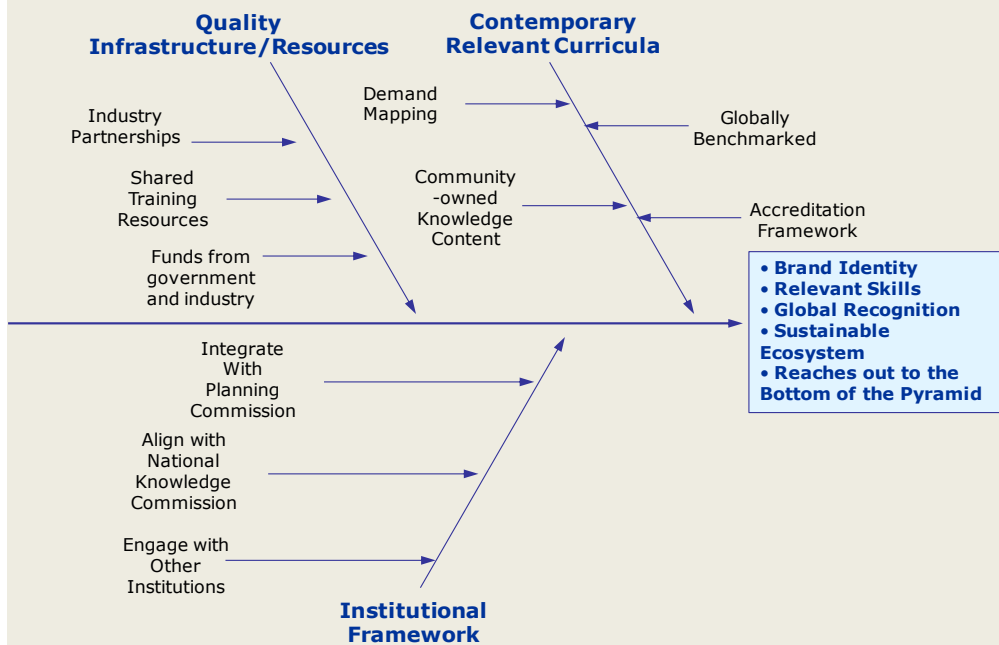


With IITians' drive for excellence, ITIs will improve their quality and train a stream of highly skilled technicians



We IITians are known for our pursuit of excellence and for our relentless endeavor for success in all our initiatives. This is our core identity: as is education and engineering and technology. With the determination of IITians to drive the excellence in technical training, ITIs will improve their quality and gain recognition as premier training institutions, as measured by their acceptance rate.

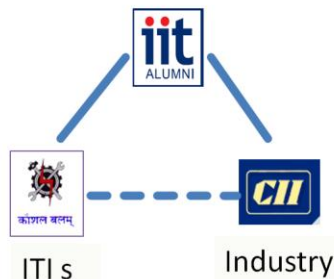
Excellence in technical training in India



ITIs will produce highly skilled technicians with certificates that are recognized internationally. Further, the earning potential of graduating students, overall placement rate, and quality of placement will all go up together. Each partner industry will be able to recruit skilled technicians and retrain their existing workforce.

IITians around the world will partner to transform the landscape of technical training in India.

- Volunteer driven
- Nation wide
- Long term



Global brand
Relevant Skills
Broad Impact



ITIs -- Industrial Training Institutes

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The program strategy is based on the following points:

Develop relevant, high-quality curricula and training Content

- ✓ Analysis and development of curricula that are demand-driven, relevant for the industry and the society
- ✓ Provide infrastructure for hosting and disseminating community-based training content (on-demand or mediated instruction – DVD/web with the Digital Study Hall model)
- ✓ Liaise with Planning Commission, National Knowledge Commission, and suitable institutions to ensure acceptance and credibility

Ongoing Demand Analysis and Mapping

- ✓ Develop infrastructure for collection and collation of skills requirements in qualitative and quantitative terms
- ✓ Liaise with industry bodies like CII and FICCI in this respect

Facilitate Resources Availability for all the partner ITIs

- ✓ Equipment and trainers
- ✓ Training facilities
- ✓ Help create and adopt benchmarks and accreditation

Participate in the management of the partner Institutes (ITIs)

- ✓ Join Institute Management Committees in executive and/or advisory roles to promote good educational governance
- ✓ Help outreach programs from ITIs to unskilled and semi-skilled workers

Support and facilitate Accreditation/Certification for all the partner ITIs

- ✓ Institutes Accreditation/ ISO 9001 certification Courses
- ✓ Teachers training and certification
- ✓ Students certification (NCVT and higher)

At the core of the program are the project teams of local IITians that engage with the ITIs around India.

Their value delivery is supported by several teams of IITians around the world performing demand analysis, developing curricula and providing knowledge management/IT infrastructure.

These teams are to be facilitated by an alumni outreach team, liaison teams for industry and government, a finance team and an accounts team.

The program governance is bound by a code of conduct, and is administered through a program president in India and USA, PanIIT secretariat and ultimately by PanIIT India Executive council.