

## **5.4 Historical Background of Vocational Training**

### **5.4.1 Pre independence scenario**

Through the ages, India had been known for its arts, crafts and industrial products. The hereditary skills were sustained with the practice of transfer of skills from father to son. The practice is still in vogue in certain traditional occupations. The training of skilled craftsmen in engineering trades was introduced in India more than a century ago but was limited to a few industries in private sector, railways, dockyards, ordnance factories etc. which had organized their own training centers to fulfill their specific needs. Some State Governments had also established industrial schools for boys and girls more as a social obligation.

A systematic beginning for the training of skilled workers was made in 1941 in the form of 'War Technicians' Training Scheme, when Government Training Centers were set up with the objective of providing workers who would have the minimum level of skills needed for the Defence industry. After the end of the World War, these Training Centers were used to train and rehabilitate ex-servicemen and later on due to partition to train displaced persons.

### **5.4.2 Post independence scenario**

In early 1950s the launching of the Five Year Plans with massive industrialization programmes stimulated a demand for workers with industrial skills. To cope with this demand the Directorate General of Employment and Training (DGE&T then known as DGRE) Ministry of Labour, Government of India initiated 'Craftsmen Training Scheme' in 1950 for imparting skills in various vocational trades to meet the skilled manpower requirement for technological and industrial growth in the country. The Second and the Third Five Year Plans (1956-66), which were designed to create a strong industrial base, emphasized, as a corollary, the need for expansion of training facilities. Vocational training in Institutes became the principal means of turning out skilled workers, though even with such expansion as Government could undertake, traditional methods of imparting training had to be continued for many sectors of the economy.

Based on the recommendation of 'Training and Employment Service Committee' (Shiva Rao Committee), the administration of Industrial Training Institutes was transferred to the respective State Governments on 1<sup>st</sup>

November, 1956, retaining the functions of coordinating Craftsmen training and laying down training policies with Government of India (DGE&T). Recognizing the need for expansion and improvement in the training centers the Committee recommended that the expenditure thereon should be shared by the Central and State Governments in the ratio of 60:40. The sharing of the cost of administration of training institutions continued till March, 1969 and thereafter was entrusted to the State Governments.

The Craftsmen Training Scheme was complemented by introducing Apprenticeship Training Scheme with the enactment of Apprenticeship Act, 1961. Each State Government has a Directorate of Technical / Directorate of Employment & Training which is responsible for the implementation of training programmes run by the ITI, and for implementation of the provisions of Apprentices Act in respect of State Government and private establishments.

The Apprentices Act has essentially a dual purpose to serve – firstly, to regulate the programme of training apprentices in industry so as to conform to the prescribed syllabi, period of training, etc prescribed by the Central Apprenticeship Council and secondly, to utilize fully the facilities available in industry for imparting practical training with a view to meeting the requirement for skilled workers.

Although the Craftsmen Training Scheme (CTS) and the Apprenticeship Training Scheme (ATS) are the two important schemes, yet DGET runs several other schemes like Craft Instructors Training Scheme, Advanced Vocational Training, Supervisory Training Scheme, Women Training Scheme, Executive Training, Research and Development in Vocational Training, Development of Instructional Material etc. But most of them are in the form of support to the core schemes (CTS and ATS) or in the form of continuing education / training to the already employed people.

#### **5.4.3 Other Vocational Education and Training Programmes**

In addition to the above programmes of DGET, there are several other programmes and training activities under the control of different Government Ministries and Departments such as HUDCO, Khadi & Village Industries Corporation, M/o Agriculture, M/o Food Processing Industries, M/o Health & Family Welfare, M/o Human Resource Development, M/o Heavy Industries and Public Enterprises, D/o Information Technology, M/o Rural Development, M/o Small Scale Industries, M/o Social Justice &

Empowerment, M/o Textiles, D/o Tourism, M/o Tribal Affairs, M/o Urban Development & Poverty Alleviation and D/o Women & Child Development.

Even though, there are large number of players, core of the VET system is Craftsmen Training Scheme implemented through a network of ITIs and Apprenticeship Training, both under DGE&T, Ministry of Labour. These two are the only programmes, which are recognized by both Government and private sector for recruitment of semi-skilled and skilled worker levels. In fact, vocational training system under Ministry of Labour (DGE&T) is one of the most comprehensive of the training systems in the country covering curriculum development, institute accreditation, laying down standards, instructor training, instructional media development, trade testing and certification etc.

## Training Programme

### MINISTRY OF HEALTH & FAMILY WELFARE

Ministry of Health and Family Welfare has number of programmes and institutes, which besides carrying out their main objectives also imparts related training. Brief description of such programmes and institutions are given below.

#### 1.1 Basic Training of Multipurpose Health Worker (Male & Female) & Promotional Training of Health Assistant (F)/LHV

##### 1.1.1 Basic Training of Female Health Workers (ANMs)

This is a 100 per cent centrally sponsored scheme under the Family Welfare Programme. The female health workers' basic training course is of one and a half year duration and eligibility for admission is 10<sup>th</sup> pass. The Nursing Council of India recognizes the course. There are 478 ANM / MPW (F) training centers functioning in the country with an **annual admission capacity of 16,445** candidates (for 358 reporting schools). These include training centers run by Department of Family Welfare, State Governments and Voluntary Organizations run by their own resources. These training institutions are imparting training to prepare the required number of multi-purpose Health Workers (F) / ANMs to operate the sub-centers. Primary Health Centers, Community Health Centers and other health posts in the country.

#### 1.2 Promotional Training of Female Health Assistant (LHV)

The Auxiliary Nurse Midwives (ANMs) with at least five years of service are deputed for six months promotional training course. After the training they become eligible for the post of LHVs / Health Assistant (F). An LHV / Health Worker (F) provides supportive supervision and technical guidance to female health workers (ANMs) of six sub centers. There are 42 LHV promotional training centers with an **admission capacity of 2596 (for 38 reporting schools)**, which are functioning in the country.

#### 1.3 Multi-purpose Health Worker (Male) Training

As per the norms, each Sub-center is required to be managed by a trained female health worker (ANM) and a trained male health worker known

as Multipurpose Health Worker (Male). The Scheme of basic training for MPW (Male) was initiated during the Seventh Plan (1985-90) period by converting the uni-purpose workers under various programmes to multi-purpose workers. Under this scheme, 10<sup>th</sup> pass candidates are selected and trained for one year before they are inducted into service. At present, 28 HFWTCs and 30 basic MPWA (M) schools are providing training to MPW (M) with approximate admission capacity of 3480 per year.

#### **1.4 Safdarjung Hospital**

Safdarjung Hospital, established during World War-II provides for Nurses training, Medical Lab Technology (MLT) training, Medical Physiotherapy training OT Assistants training etc. The hospital is also conducting short-term courses for Medical and Para-medical personnel sponsored by Center, States military and paramilitary organizations to update their knowledge and skill.

#### **1.5 St. John Ambulance**

St. John Ambulance is a national federation of 19 State Centers, 8 Railway Centers, 2 Union Territory Centers apart from about 637 Regional / District / Local Centers and 28 Brigade Districts with 2,285 Divisions / Corps comprising over 52,000 trained personnel. While the Association Wing has been imparting instruction in First Aid, Home Nursing and allied subjects, the Brigade Wing of uniformed trained personnel do field duty. First Aid duties are performed at public functions, fairs, sports meet, at factories, mines and other places requiring urgent attention for safety and care in natural and industrial calamities.

#### **1.6 Indian Nursing Council**

The Indian Nursing Council, which is a statutory body, constituted under the Indian Nursing Council Act, 1947 is responsible for regulation and maintenance of a uniform standard of training for Nursing, Midwives, Auxiliary Nurse-Midwives (ANM) and Health Visitors.

According to information available in Indian Nursing Council, 654 General Nursing and Midwifery Schools, 449 ANM Schools, 20 Promotional Training Schools, 78 College of Nursing for conducting Graduation courses and 10 colleges for conducting Post Graduate courses are functioning in the

country. It is estimated that 15000 to 20000 Nursing personnel are likely to qualify every year.

### **1.7 Central Bureau of Health Intelligence**

The Central Bureau of Health Intelligence (CBHI) is the Health Intelligence Wing of the Directorate General of Health Services. At national level, it is the sole organization which deals with the collection, compilation, analysis and dissemination of the information on health conditions in the country covering various aspects of health including health status, health resources, utilization of the health facilities etc. In service training programmes for the personnel engaged in health statistics and medical records are organized regularly.

Medical Record Officer (MRO) training and Medical Record Technician (MRT) training are conducted through the Training Center for medical records at Safdarjung Hospital, New Delhi and Jawaharlal Institute Post Graduate Medical Education and Research (JIPMER), Pondicherry, MRO programme is of one year duration conducted once in a year during July to June and MRT programme is of 6 months duration conducted twice a year during January to June and July to December. During 1999-2000, a total of 4 candidates for MRO and 17 for MRT were trained.

### **1.8 Health and Family Welfare Training Centers (HFWTCs)**

Health and Family Welfare Training Centers are established in the country with the objective of giving in-service training to health personnel in the rural health sector. These training centers are set up with 100 per cent financial assistance from the Central Government. There are 47 HFWTCs in the country at present.

The training is of two weeks duration each for the health assistance (M&F), health workers (M&F), block extension educators, key trainers of ANM schools and MPW (M) basic schools.

In addition to the above training, the HFWTCs take up in-service training under various vertical national programmes as well. HFWTCs have been giving basic training to MPWs (M) as well, since 1982. They are also providing in-service training under Reproductive and Child Health Programme.

## **1.9 Training activities under Reproductive Child Health (RCH)**

**Master Trainers' Training** : During 2001-02, 10 persons have been imparted training under this programme.

**Training of Trainers (TOT)** : During 2001-02, 547 persons have been imparted training under this programme.

**Integrated Skill Development Training** : During 2001-02, 11093 health workers have been imparted training under this programme.

**Total number of persons trained annually under all programmes – 36,000 approx.**

# MINISTRY OF HUMAN RESOURCE DEVELOPMENT

## 1.1 Vocationalization of Secondary Education

- A centrally sponsored scheme is being implemented by the Department of Secondary Education & Higher Education in the Ministry of Human Resource Development for Vocationalization of secondary education since 1988.
- The main objective of the scheme is to enhance individual employability, reduce the mismatch between demand and supply of skilled manpower and provide an alternative for those pursuing higher education without particular interest or purpose.
- Scheme implemented in both formal and non-formal sectors with central assistance.

## 1.2 Formal Sector

In the formal sector, the scheme is implemented by the State Governments at +2 stage of 10+2 scheme, through **6800 schools** spread all over the country. The entry qualification is 10<sup>th</sup> pass. Total **training capacity is about 10 lakh** and the **annual intake capacity is 5 lakh**.

**More than 150 courses** are offered in six major disciplines –

- Agriculture
- Business and Commerce
- Engineering & Technology
- Health & Para Medical
- Home Sciences
- Humanities (Social Science & others)

## 1.3 Community Polytechnics

The centrally sponsored scheme of Community Polytechnics was initiated during 1978-79 with 35 polytechnics to take up activities related to development of rural areas. At present there are 675 community polytechnics spread all over the country providing training to about 4.5 lakhs persons every year. The duration of the courses is 3-9 months. There is no entry educational qualification prescribed and the courses are flexible and non-formal. They are

expected to perform activities like rural technical manpower development, development of appropriate technology, transfer of technology and other technical support services needed by the community. The scheme is specially meant to benefit the poorer section of the society in both rural and urban areas. The Community Polytechnic works through main center located in the polytechnic and through 5-6 extension centers located in villages covering 10-12 villages per extension centers. The review reports have recommended multi-skill competency based training and special programmes for women, persons with disabilities street children and linkages with other rural development schemes of the Central / State Governments.

**Objectives :** The main objectives of the Community Polytechnics are :

1. Conduct job-potential survey / need analysis.
2. Organize training courses for self / wage employment.
3. Transfer of technology.
4. Provide support services.

**1.4 Physical Output:** Each polytechnic trains about 500 beneficiaries every year in employable skills. Since inception, about 11.50 lakh persons have been trained under this scheme. The employability is in the range of 30-50%.

**1.5 Other Features of the Scheme:** The training courses are competency based. There is no qualification, age or sex bar for the trainees. No tuition fee is charged but stipend is paid. Efforts will be made to train 12 lakh youth with employable skill every year.

### **National Institute of Open Schooling (NIOS) [Continuing Education and Distance Learning]**

The National Institute of Open Schooling (NIOS) was set up by the Department of Education, Ministry of HRD, Government of India in 1989 as an autonomous organization with a view to provide a flexible educational opportunity for persons who wish to study and qualify for a better tomorrow.

NIOS is a teaching institution as well as an examining and certifying authority. It designs its own curriculum, prepares instructional materials in print and electronic modes, conducts examination and certifies students up to pre-degree level.

NIOS offers vocational courses through Open Learning mode comprising the following elements:-

- **Self-Learning Print Material:** Secondary and senior secondary courses uses printed learning material written in a manner that the studies can learn by themselves. However, the practicals / training sessions are conducted at the AVIs in order to acquire required skills and competencies.
- **Video Programmes:** NIOS also provides videocassettes. Students can view these cassettes at your AVI or borrow them for viewing at home.
- **Personal Contact Programmes (PCPs):** Contact classes for Theory and Practicals are arranged in the AVIs. Students are also provided the facility and use of library, workshop, tools and equipment for practical training in your AVI. AVIs can also arrange on the job training for students of their own wherever they feel it necessary for your real like experience on the job.

## **MINISTRY OF TOURISM**

- (i) Education Grid – Advanced IHM, Institute of Culinary Arts etc.
- (ii) Institute of Hotel Management – New institutes, augmentation of facilities, introduction of short term courses etc.
- (iii) Food Craft Institutes – New institutes and introduction of mobile training courses.
- (iv) Indian Institute of Tourism and Travel Management – Construction / completion of IITTM building at Bhubaneswar and Gwalior, establishment of branches and chapters etc.
- (v) Development of infrastructure of National Institute of Water Sports.

## **DEPARTMENT OF INFORMATION TECHNOLOGY (MIT)**

### **1. Department of Electronics Accreditation of Computer Courses (DOEACC)**

Under the scheme, computer training institutes / organizations in the non-formal sector, subject to meeting well defined norms and criteria, are given accreditation for conducting specified levels of courses.

### **2. Center for Electronics Design and Technology of India (CEDTI)**

#### **Objectives**

- To train manpower in Electronics Product Design, Manufacturing, Maintenance and Information Technology.
- To develop entrepreneurs and designers in electronics.
- To maintain close links with industries, R & D Centers and academic institutions.
- To undertake Product Development, Contract Research and Consultancy.

## MINISTRY OF LABOUR (DGE&T)

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

Craftsmen Training imparts skill training in various vocational trades in full time industrial training institutions. Training is provided to persons with age group of 14 to 25 years in 43 engineering and 24 non-engineering trades. The scheme is administered through respective state governments through a network of 5114 (1896 govt. + 3218 private) industrial training institutes (ITIs), which form a total seating capacity of 7.42 lakhs. Four model training institutes (MITIs) set up by the Government of India conduct craftsmen training on modular basis. At the end of training, the trainees in both engineering and non-engineering trades appear at the all India trade test conducted on behalf of the National Council for Vocational Training (NCVT). Successful trainees are awarded the National Trade Certificate and are classified as semi skilled craftsmen.

### 2. *Apprenticeship Training*

It is regulated and controlled under the Apprentices Act 1961 Under which it the statutory obligation of all employers in specified industries to engage apprentices as per the ratios prescribed for designated trade. The apprentices are paid a certain rate of stipend during the period apprenticeship training. An employer is not obliged to offer an employment to apprentice at the end of the training nor is the apprentice is obliged to accept the offer.

### 3. *Training of Craft Instructors*

Five Advanced Training Institutes (ATIs) and one Central Training Institute (CTI) under DGE&T provide comprehensive training in the technique of imparting industrial skills and principles of teaching. The instructors are also trained on model training teaching techniques and use of audio visual aids.

They also conduct refresher courses, special short-term courses for instructors, modular craft instructor training course.

**4. *Vocational Training Programme for Women***

It aims at providing training facilities to women in employable skills to enhance their participation in the industry as skilled workers, train them to be skill instructors in various skill training organizations or take up self employment activities. The programme is being implemented through a network of 11 Central Sector Institutions for women.

**5. *Advanced Vocational Training Schemes (AVTS)***

It aims at providing short duration advance skills training for updating and upgrading the skills of industrial workers in a variety of advanced and sophisticated skill areas not available under the Craftsmen and Apprenticeship Training Programme. It is in operation in 6 ATIs and 16 ITIs of 15 State governments. Advanced Training Programmes in Electronics and Process Instrumentation are being organized in two institutes under DGE&T.

**6. *Supervisory Training***

Two Foremen Training Institutes (FTIs) train the existing and potential shop-floor foremen and supervisors in technical and managerial skills through long and short term courses.

**7. *Staff Training and Research Programme***

The Central Staff Training and Research Institute, Kolkata set up by DGE&T aims at conducting training programmes for principal of ITIs and executive staff.

## MINISTRY OF FOOD PROCESSING INDUSTRIES

### **1) *Food Processing and Training Centres (FPTCs)***

In order to develop skill and entrepreneurship particularly in fruit and vegetable in rural areas, Ministry has provided assistance for setting of 326 FPTCs during 1992-93 to 2000-01. Target group comprises persons living in rural areas with preference being given to women, SC, ST and other weaker sections of the society.

### **2) *Assistance to CFTRI for Training***

Central Food Technological Research Institute, Mysore provides training in the field of grain processing for value addition particularly in flour milling technology to the candidates sponsored by Milling Industry in India and abroad. Yearly intake is 20 persons for course duration of 9 months.

### **3) *Paddy Processing Research Centres (PPRC)***

It conducts training programmes for the benefit of rice millers and students and also proposes to impart training to millers, operators and managers from grain milling and processing industries.

### **4) *Post Harvest Technology Centre (IIT) Kharagpur***

It offers short-terms courses for managers/mill operators etc. apart from long term training courses leading to M.Tech, Ph.D. and Post Doctoral degree. The centre has also conducted two training programmes on 'Training of Food Processing and Preservation' to ladies Self Help Group and 'Efficient Utilization of Potato Cold Storage'.

### **5) *Entrepreneurial Development Programme (EDP)***

The ministry has formulated guidelines for conducting EDPs indicating its objectives duration, no. of training, course contents, criteria for selection, composition of selection committee etc. and has provided financial assistance for EDPs in food processing industries to a number of organizations to identify prospective entrepreneurs, train them adequately and promote potential investment opportunities.

## DEPARTMENT OF SMALL SCALE INDUSTRIES (SSI)

### 1. *Entrepreneurship Training Programmes (EDP)*

These programmes are in some product/process oriented fields. Some of the important fields covered under the training programmes are herbal cosmetics, high fashion garments, hosiery, information technology, hardware maintenance, gem cutting and polishing, desk top publishing etc.

### 2. *Skill Development Training Programmes (SDP)*

These programmes are targeted at training unskilled and semi-skilled workers employed in small-scale industrial units for upgrading their technical skill and knowledge. However, some fresh educated unemployed youth also participate for learning the traits/skills of various trades in order to find some employment opportunities or for starting their own ventures. These programmes are conducted in skill areas like Turner, Fitter, Machinist, Heat Treatment, Tool and Die Making, Ceramics, Tailoring etc.

### 3. *Skill Development Training Programmes by Tool Room and other autonomous bodies under Small Industries Development Organisations (SIDO)*

For the benefit of Small-Scale Industries in the country, SIDO is operating Tool Rooms which offers short terms courses on variety of subjects such as AutoCAD, CNC Milling/Turning Programming and Operation, Mechanical Desk Top/Solid Works, Master CAM etc. in addition to long term courses on Tools and Die Making, CAD/CAM, Certificate Course in advance machining etc. Other courses offered are Certificate Course on heat treatment, post diploma in tool design, diploma in tool making etc.

### 4. *Management Development Programmes (MDPs)*

The basic objective of imparting training in management subject is to improve productivity and profitability of existing entrepreneurs and developing new ones. These are designed and

conducted by SISI as per local needs of target groups. Subjects include industrial management, marketing management, personnel management etc.

**5. *Training Programmes at other Training Centres***

Courses on chemical lab testing, glass cutting, glass glowing, glass frosting, training needs of sports goods industry are organized through out the country.

# MINISTRY OF TRIBAL AFFAIRS

## Vocational Training Centre in Tribal Areas

100% central assistance is given to States/UTs/NGOs for setting up and running vocational training centres under the scheme which provides for training for various trades in a particular centre depending upon the existing infrastructures as well as the employment potential in the proximity of the proposed location. Various training programmes under the scheme are as follows:

### 1. *Agriculture and Allied Sector*

- a) Fish cultivation/Prawn Culture
- b) Floriculture/Orchid Cultivation
- c) Food Processing
- d) Lac Processing

### 2. *Industrial Sector*

- a) Agarbatti Making
- b) Bakery
- c) Brassware
- d) Cane & Bamboo
- e) Work Electrical Wiring
- f) Embroidery/Knitting
- g) Handloom Weaving
- h) Coirmat Weaving
- i) Pickles Preparation
- j) Paper Toy Making
- k) Paper Recycling
- l) Screen Printing
- m) Synthetic Leather Making
- n) Silk Reeling/Weaving
- o) Soap Artisan
- p) Village Oil Artisan
- q) Wood Carving

3. *Service Including Transport Sector*

- a) Auxiliary Nurse and Midwifery Training
- b) Automobile Repair Centre for Two/Three/four wheelers
- c) Beauty Culture Course
- d) Bore well and Pump set Repairing
- e) Carpentry
- f) Computer Course
- g) Computer Hardware
- h) EDP
- i) Fashion Designing
- j) Fitting and Plumbing/Turning
- k) Mechanic Welding/Soldering
- l) Masonry Work
- m) Medical Lab Technician
- n) Motor Driving
- o) Repairing of Domestic Electrical and Electronic appliances
- p) Sales and Servicing of watches
- q) Tailoring

**MINISTRY OF URBAN DEVELOPMENT & POVERTY  
ALLEVIATION**

***Training Programmes for Vocational Skills  
Funded/Operated by Dept. of Urban Employment &  
Poverty Alleviation.***

The beneficiaries of the Urban Self Employment Programme (USEP) under the Swaran Jayanti Shehri Rojgar Yojana are given training in a variety of trades as well as in locally useful skills so that they can set up their ventures or secure wage employment with enhanced remunerations. Training is imparted in ITIs, Polytechnics, Samik Vidyapeeths (renamed as Jan Shikshan Sansthan), Engineering colleges or other training institutes).

## MINISTRY OF SOCIAL JUSTICE & EMPOWERMENT

### **1. *National Institute of Mentally Handicapped***

Short-term training programmes are organized for professionals, parents and for persons with mental retardation in addition to conducting 4-6 parent training programmes. About 40-45 short-term training/orientation courses ranging from 3-5 days for the benefit of professionals working in the fields, NGOs, Medical personnel of different Health Sectors and principals/teachers of primary schools are also organized. Short term training programmes for Govt. and non-govt. personnel working in the field of education, vocational training, employment, workshops, seminars etc. are organized to provide opportunities to professionals for keeping themselves abreast with the latest trends and developments in this dynamic sector.

### **2. *Institute for Physically Handicapped***

It offers training to orthopaedically disabled persons with associated mental retardation and undertakes the training of physiotherapists, occupational therapists and such other personnels needed for manning services for disabled persons.

### **3. *National Institute for the Hearing Handicapped***

It conducts various programmes such as vocational training courses of ITIs and special ITI level, Certificate Course in information technology for hearing impaired, Certificate Course in desk top, publishing for hearing impaired and certificate course in Indian sign language.

### **4. *National Handicapped Finance and Development Corporation***

Its assists in up gradation of technical and entrepreneurial skills of persons with disability, self employed individuals/groups of individuals of registered factories/companies/cooperatives of disabled persons in marking their finished goods and assists in procurement of raw material.

**5. *National Scheme of Liberation and Rehabilitation of Scavengers and their Dependents***

It aims at liberating the scavengers dealing manually with night soil and filth. It provides for training of scavengers in the age group of 15-50 years in the Training Institutes of Central Government, State Government, local bodies and NGOs.

**6. *National Scheduled Castes and Schedules Tribes Finance and Development Corporation (NSFDC)***

NSFDC provides grant to channelise agencies for skill and entrepreneurial training to unemployed SC/ST youth through reputed training institutions.

**7. *Rehabilitation Council of India (RCI)***

It aims at development and standardization of training courses in the field of special education & rehabilitation and also to update the knowledge and skills of professionals working in different areas of disability. It supports the on-going Continuing Rehabilitation Education Programme being conducted at selected RCI approved training institute nation wide. The council developed and approved 59 training programmes to cater to the needs of developing 16 categories of professionals.

## MINISTRY OF AGRICULTURE

### **1. *National Institute of Agricultural Extension Management (MANAGE)***

The Institute trains senior level extension managers to provide training in communication technology and extension methodology to middle level extension functionaries working under states/UTs. 16 Centres of Excellence for Training (CET) established at ICAR, State Agricultural Universities (SAU) and central institutes. In addition, , Gram Sevak Training Centres, SAU, Extension Training Centres, and Farmers Training Centres also provide training to middle and grass roots level extension functionaries etc. HRD plans for state agricultural and extension training institutes in six National Agricultural Technology Project States and conducts two years post graduate diploma in Agricultural Business Management.

### **2. *Extension Education Institutes***

They cater to the training needs of middle level extension functionaries in the areas of extension and communication at regional level in the country.

### **3. *Centres for Excellence for Training (CET)***

They upgrade the competence of the subject matter specialist at selected State agricultural universities, ICAR/Central Institutes covering the subject matter areas of rice, sorghum, plant protection, dry land agricultural, water technology, plantation crops, temperate horticulture, soyabean, oilseeds, kharif/rabi pulses.

### **4. *Central Fertilizer Quality Control and Training Institute***

It organizes training programmes for the state fertilizer inspectors and fertilizer analysts and also for participants from foreign countries in addition to organizing orientation training courses and dealers' training programmes in the States.

**5. *Farm Machinery Training and Testing Institutes***

They impart training to farmers and other beneficiaries in the selection, operation, maintenance, energy conservation and management of farm machinery besides testing of these machines.

**6. *Soil Conservation Training Centre***

It organizes training courses on soil and water conservation for in service officers/assistants who are working under State governments. 2 Short orientation training courses on Hydrologic and Sediment Monitoring of Small Watersheds are also undertaken.

**7. *National Plant Protection Training Institute***

It organizes short term and long term training courses for in service personnel of State departments of agriculture as well as for foreign nationals for human development in plant protection.

**8. *Co-operative Education and Training***

The Co-operative Training programmes are conducted through for National Council for Cooperative Training (NCCI) and its constituents to senior level persons, five regional Institutes of Cooperative Management and 14 Institutes of Cooperative Management located in various states to meet training requirements of middle level persons in cooperative department and organizations.

## MINISTRY OF TEXTILES

### ***1. Decentralized Training Programmes***

Training Courses from 15-60 working days are organized to upgrade the skills of skilled and semi-skilled handloom weavers with a provision of payment of stipend. Training is conducted by 24 Weavers Service Centres(WSEs) through out the country.

### ***2. Deen Dayal Hathkargha Protshan Yojana (DDHPY)***

It provides for necessary support to upgrade skills and knowledge of weavers along with basic input of product development and its diversification, in order to have an easy access to both indigenous and foreign markets. The training to weavers of Primary Weavers Cooperative Society Self Help Groups/NGO is provided by WSEs, State Institutions for design and training and other national and state level handloom organizations for a maximum of three months duration aiming at upgrading the skills and knowledge of weavers for product development and diversification into high value added products.

### ***3. Development of exportable products and their marketing scheme***

The Development Commissioner for handlooms implements a scheme of handloom export for up gradation of skills and design capability of weavers to produce exportable handloom products.

### ***4. Cooperative Training***

Office of the Development Commissioner, Handlooms operates training programme for human resource development in the cooperative sector for persons engaged in the handloom sector through National Council for Cooperative Training, National Cooperative Union of India and National Handloom Development Cooperation. Office of the Textile Commissioner, Indian Jute Industries Research Associations, Central Wool Development Board

and Central Silk Board organizes training related to their field for the benefit of people at different levels in the respective sectors.

## **5. *Training in Handicrafts***

For up gradation of skills to new crafts persons for expanding the production based crafts specially those with high market/export demand and for reviving languishing crafts, the scheme was extended for implementation by NGOs and state level handicrafts cooperation/cooperative societies. Besides, Apprenticeship Training Scheme under the traditional 'Guru Shishya Parampara' is introduced to make the programme more effective.

### *i) Apprenticeship Training Scheme*

Training is imparted in wooden lacquer are, ornamental textiles, wood, grass, leaves, reed and fibre, stone and pottery, toys and dolls to 5-15 trainees placed under a master craftsmen.

### *ii) Training of trainers and Masters Crafts Persons*

It is designed to give exposure for 2 weeks to master craftsmen in Regional Design and Technical Development Centres to keep them abreast with the changing market needs.

### *iii) Training Programme in Business enterprises an export management for educated craft persons*

It envisages enhancement of export consciousness among the educated craft persons to acquaint them with export policies procedures.

## **6. *North Eastern Handicrafts and Handlooms Development Corporation***

Training is imparted to craftsmen on stick making machines, cane & bamboo craft. Provisions have been made for training of SCs/STs in the skills required in the sector.

## 7. *Apparel Export Promotion Council*

To upgrade the technical skills of the workers engaged in garment industry, Apparel Export Promotion Council, Ministry of Textile established Apparel Training and Design Centres in locations having high concentration of garment industries to impart training to personnel in the field of garment manufacturing technology and seeks to develop skills at the grass roots levels to make employees aware of the yard sticks of quality the export market demands.

The main training courses include:

1. Diploma in Apparel Manufacturing Technology
2. Diploma in Fashion Design
3. Production Supervision and Quality Control course
4. Pattern Cutting Master course
5. Machine Mechanic course
6. Finishing/packaging supervisor course
7. Sewing machine operator course

Short term training course include:

1. Export procedure and documentation
2. Fabric sourcing and appreciation
3. Measurement and quality control course
4. Apparel Merchandising course
5. Pattern making for men/ladies/children wear

## Department of Women and Child Development

### **1. *Support to Training and Employment Programme for women***

It provides updated skills and new knowledge to poor women in the traditional sectors such as agricultural, animal husbandry, dairying, fisheries, khadi and village etc. for enhancing their productivity and income generation. So far, women in dairying sector have been receiving the maximum support followed by those in handlooms, handicrafts, sericulture and pottery.

### **2. *Swawlamban Programme***

Under the programme, financial assistance is given to women development corporations, public sector Corporation, autonomous bodies to train poor women in non-traditional trades and to ensure their employment.

### **3. *Kishori Shakti Yojana(KSY)***

The objective is to train and equip adolescent girls to improve/upgrade home based and vocational skills. At Anganwari Centres, a group of 20-25 girls may be identified by the supervisors. Of these, nomination of two girls of each Anganwari centre may be sent to the District Programme Officer and NGOs will organize vocational training courses, non-formal education courses, health and nutrition course etc. for these girls for a minimum period of 60 days and issue a certificate. Following completion of the training, these girls will provide training to the remaining adolescent girls at the Anganwari centres.

### **4. *UDISHA, The Integrated Child Development Services Training Programme***

The functionaries trained in the programme include the Anganwari workers, helpers, supervisors, Additional Child Development Project Officers, Child Development Project Officers, medical officers and para-medical staff. Training institutions include the National Institute of Public Cooperation and Child Development, its three regional centres, middle level training centres and Anganwari Workers Training Centres run by volunteer

organization in cooperation with State governments. UNICEF is a technical collaborator in the programme.

**5. *Training of Anganwari Workers/helpers***

There are 491 Anganwari Workers Training Centres in the country for imparting training to Anganwari workers initially for a period of three months followed by monthly visits from a medical team and subsequent refresher courses after one and a half years.

**6. *Training in Home Scale Preservation of Fruits and Vegetables***

With a view to promote preservation and consumption of fruits and vegetables as well as to provide necessary skills for income generation, the Community Food and Nutrition Extension Units (CFNEUs) organize 850 training courses of two week duration benefiting 23000 trainees annually.

**7. *National Institute of Public Cooperation and Child Development***

It organizes orientation/training courses for representatives of voluntary organizations for govt. departments engaged in implementation of programmes on mother care, child development and women's development.

**8. *Training Programmes under other project***

Training programmes for functionaries implementing various schemes such as Indira Mahila Yojana, Rashtriya Mahila Kosh, Support to Training and Employment Programme are organized by National Level Lead training agency for rural women's development and empowerment project.

**9. *Vocational Training Programme***

It is organized in rural, tribal, backward, urban slum areas through volunteer trades like computer training, community health workers, Paramedical vocations, typing and shorthand to enable girls and women to get employment in Government, PSUs, autonomous bodies, private sector etc. Special emphasis is laid on implementing

the programme in After Care Homes, Women's Cells of Jails and other custodian institutions.

**10. *Rashtriya Mahila Kosh (RMK)***

To generate awareness of the programme and the schemes of RMK, a number of training programmes of 2-5 days duration were organized under the nodal agency schemes during 2000-01.

**11. *Women Empowerment Project (WEP) in collaboration with Indira Gandhi National Open University***

The main purpose of the project is to organize women into effective Self Help Groups and through the medium of IGNOU's training certificate programme 'Empowering Women through Self Help Groups (SHGs)' prepare a cadre/network of master trainers for sustainability of SHGs. The WEP has established 150 programme centres all over the country with the Satellite Direct Receiving System to enable the women learners at these programme centres to interact directly through tele-conferencing with experts at IGNOU head quarters. These tele-conferencing sessions are available on the Doordarshan educational channel "Gyan Darshan".

## **KHADI & VILLAGE INDUSTRIES COMMISSION (KVIC)**

The following programmes with 2-12 months duration are being organized at present:

1. Supervisory and managerial courses
2. Artisans courses
3. Orientation refreshers courses for the in job artisans and entrepreneurs
4. Specialized tailor made courses for prospective entrepreneurs
5. Sponsored programme of like minded govt. organizations and NGOs
6. Training for foreign nationals
7. Peripatetic training courses

These courses target unemployed rural youth, in job artisans/ supervisors working in KVI institutions, prospective entrepreneurs and beneficiaries of different govt. schemes desirous of undertaking KVI activities. For this purpose, 51 training institutions are available.