

GOVERNMENT OF MAHARASHTRA

**DIRECTORATE OF VOCATIONAL EDUCATION &
TRAINING**

**GOVERNMENT INDUSTRIAL TRAINING INSTITUTE
KALMESHWAR DIST NAGPUR.**

**INSTITUTE STRATEGIC PLAN
(ISP)**

**Principal,
Government Industrial Training Institute,
Kalmeshwar, Dist. Nagpur**

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Annexure 7: Format for Institute Strategic Plan

Institute Strategic Plan (ISP)

Part A: Institutional Details

i. Information about ITI

Sr. No	Information	Details
1	ITI Code as per NCVT MIS portal	GR27000265
2	ITI Name and Address	Govt. Industrial Training Institute Kalmeshwar Plot No.P-4,MIDC AREA, Tal-Kalmeshwar, Dist- Nagpur. Pin Code - 441501 .
3	State/UT	Maharashtra
4	Details of Principal	
	Name	Mr. Anand Daulatrao Walke
	Phone	07118- 271687 M. NO. 9422827081
	Email	Iti.kalmeshwar@dvet.gov.in walkeanand@gmail.com
	Date of Appointment	01 July, 2018
5	Is the Principal Full-time ?	Yes
6	Year of Establishment of the ITI	1994

7	Affiliation Number given by DGT	DGET-6/13/63/1997-TC
8	Validity of affiliation till	Year 2099
9	Grading given by Core Grading Committee	1.86
10	Has the ITI received support under: a) Vocational Training Improvement Project b) Upgrading of 1396 Government ITI in PPP mode c) Model ITI Scheme d) Any Other Scheme	If Yes, Utilization % as on date – include a) Yes (World bank assisted project) Release amount - 389.39 lac utilization 100% b) No c) No d) NO
11	Revenue Generation	
	a) Does the ITI engage in any revenue generation activities? Provide details.	yes
	b) If yes, revenue generated during: 2015-16 2016-17 2017-18	revenue 0.18701 lac 0000 0.11158 lac

ii. Enrolments, pass out and diversity

(a) Enrolments, pass out and diversity data Summary
(Summary of all CTS trade or any other NSQF compliant trade offered in the ITI with a minimum duration of 300 hours.)

Field	Value
	As mentioned in the NCVT MIS Portal (For the academic session 2017-18)
1. % ratio of number of trainee appearing in examination to total trainee enrolment	96 %
2. Pass-out Rate (Proportion of students who passed in first attempt as a percent of total hall tickets issued)	90.84 %
3. Proportion of Female trainees	15.10%

(b) Please provide details of existing CTS Trades (For the academic session 2017-18)

Details of Available CTS Trades			Trainees on roll											
Trade Name	Sanctioned units	Seating Capacity	Month course	1 Year course					2 year Course					Total Trainees
				F	SC	ST	OTHERS	TOTAL	F	SC	ST	OTHERS	TOTAL	
1. Dress Making	1	21	NIL	3	0	0	0	3	-	-	-	-	-	3
2. Welder	1	21		2	4	1	14	21						21
3. Mechanic Refrigeration & Air Conditioning	2	52		-	-	-	-	-	0	12	0	40	52	52
4. Mechanic Motor Vehicle	2	42		-	-	-	-	-	4	6	4	28	42	42
5. Electronics Mechanic	2	52		-	-	-	-	-	12	6	2	32	52	52
6. Wierman	2	42		-	-	-	-	-	8	0	2	32	42	42
7. Fitter	1	21		-	-	-	-	-	4	5	1	11	21	21
8. Electrician	1	21		-	-	-	-	-	4	5	1	11	21	21
TOTAL	12	272	Nil	5	4	1	14	24	32	34	10	154	230	254

i. Details of Placement of Trainees and Industry Linkages:

(a) Placement Data Summary (Summary of all ICT Trade or any other NSQF compliant trade offered in the ITI with a minimum duration of 300 hours)

Field	Source	Value
1. Employment/self-employment / further education rate of previous graduates i.e., Rate of Wage Employment+apprenticeship engagement+higher studies+self-employment(%)	Value of the academic session 2017-18 <i>This will include mail from employer, salary slip, PF deduction proof, offer letter from company, proof of apprenticeship/higher education admission of last academic session.</i> <i>In case of self-employment, a self-declaration letter issued by the trainee along with supporting documentary proof like Trade License, proof of Enterprise setup, proof of additional earnings (bank statement) or any other suitable very viable document.</i>	30% Wage Employment + 20% Apprenticeship + 10% Higher studies + 40% Self Employment + Total- 100%
2. Number of MoUs signed with industry	Physical copy of MoUs signed in last 2 calendar years <i>MoU should provide some benefit to ITI like student exposure program, internship/apprenticeship opportunity, industry sponsored infrastructure, teacher training, industry expert lecture, placement assistance, assistance in curriculum revamp</i>	04

(b)Details of wage placement offered to trainees in the academic session2017-18

Session	% Placement against passed	Average Annual Salary (INR)	Documentary Proof
CTS trade(a)			Attach relevant documentary proof. This will include email from employer,salaryslip,PF deduction proof,offer letter from company,proof of apprenticeship/higher education admission letter or proof of self-employment.
2017-18	50	90000	
Other NSQF compliant trade offered in the ITI with a minimum duration of 300 hours.) (b)			
2017-18	NIL	NIL	
Over all(a+b)	50	90000	

(b) Does the ITI have a functional Training,Counseling and Placement Cell(TCPC) ? **Yes**

If yes, please provide details of the staff members:

Designation/job role	Full-time position at TCPC(Y/N)
1. Training Career Placement officer - Career counseling & placement	No
2. Training Career Placement Clerk - Correspondence	No
3. Attendant - office work	No

(c) Details of Local Industries and Industrial Relations

1) Which industrial sectors are currently active in the geographical region of theITI?

S.No.	Industrial Sector	Name of the Industries/clusters
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1.	Electrical	KTPS, Koradi TPS, NTPC, Reliance Power Plant, Shinde Electricals
2.	Electronics	Beta Computrnics Pvt. Ltd.super Electronics
3.	Auto Mobile	John Dear, Bharat Benz, Seva Car, Hundia, Moroti Auto Mobiles, Tata Motors
4.	Refrigration & A/C	Dinshaw's, Amul, Chanvin, AKGandhi, Cool World
5.	Garment	Morarji, Indorama, Uniworth, Purathi & Company
6.	Fitter- Producion & Manufachring	JSW Steel, Isab, Kamal Pipe
7.	Welder Febrication Sector	JSW Steel, Isab, Kamal Pipe

- 2) Please provide the details of any existing industrial tie-ups or MoU of the ITI/IMC (or equivalent) for the sector(s).

MOU of Partnership with JSW Ltd. MOU
of Partnership with Shinde Electrical
Central India Engg. Comp.ltd
Freezon.india,ltd....Wakil Ahmed

ii. On-the-job training (OJT)

Please provide details of on -the-job training (OJT) during the last completed academic year for each of the trades/courses where OJT is required as percurricula:

Trade	%of students that under go OJT as per the prescribe curriculum	Documentary Proof
CTS trades(a)		Attach relevant documentary proof. This will include email from employer,OJT offer letter from company,ITI MoU with company on OJT
MMV	100%	
Electronics	100%	
Other NSQF compliant trades offered in the ITI with a minimum duration of 300 hours.) (b)		
	NIL	
	NIL	
Overall (a+b)		

iii. Trainers and Curriculum

(a) Please provide details of teaching staff engaged in the ITI:

Instructor availability (Through NCVT MIS portal (asondate)						Number of trained Instructors (Out of filled posts)
(A) Total instructors	(B) Sanctioned	(C) Sanction Filled(with Regular)	(D) Sanction Filled (with Contract)	(E) %SanctionFilled $\frac{[(C)+(D)]}{[B]}$	(F) GuestLecturerforvacantsanctionedposts	(G)CI TS-qualified(out oftotalinstructors(A))
13	13	08	0	61%	5	13

Please indicate salary of Contract Instructors:INR.15000/- per month

Date by when vacant post(s)of instructor(s) is likely to be filled.- Year 2019

(2) Please provide details of other staff engaged in the ITI:

Designation/job role	Total staff	Number of sanctioned posts	Filled out of sanctioned	
			With Regular	With Contractual
1. Principal	1	1	1	-
2. Group Instructor	1	1	1	-
3. Sr. Clerk	1	1	1	-
4. Jr. Clerk	1	1	1	-
5. Peon/Class-IV	4	4	2	-
6. Watchman	3	3	0	3
7. Sweeper	1	1	0	1
Total	12	12	6	4

Indicate action initiated and date by when vacant post(s) is likely to be filled.: -Year -2019

Correspondence is made with Regional Office regarding
Vacant Post

PartB:StrategicPlan

Note:This to be determined through ISP submitted and/or testimonials (on the online portal) from principal, trainers, industry members, alumni .Additionally, the list of activities mentioned in the following sections is not exhaustive and may include other activities as identified by the ITI.

1. **Plan for increased participation of females students:**

Please provide details of activities planned to increase the share of female students in theITI:

- a) Studies to assess entry barriers and constraints of female youth
- b) Mobilization:
 - a. Marketing of ITI programs among female youth
 - b. Increasing career counseling targeted to wards femal eyouth
- c) Facilities:
 - a. Hostels facilities (excluding civil infrastructure)
 - b. Improvement of sanitary facilities for female students
 - c. Transport
- d) Introduction of new courses with good labor market prospects for women
- e) Recruitment of female teachers (incl.as contract teachers)
- f) Development of institutional gender-policies and gender training of teaching and management staff
- g) Earmarked employment promotion activitiesfor females
- h) Other activities that will ensure that the female participation rate will have increased by25% in next4-5years.

- | |
|--|
| <ol style="list-style-type: none">a. Survey through school in surrounding areas.b. Motivation & interaction in schools with female students.c. Special counseling program to be organizedd. Facilities for female students - Availability of sufficient toilets & vending machines.e. Concession in monthly pass provided for transport.f. Availability of courses like Dress Making, Electronic Mechanic for women.g. Starting new courses of demand for female students like Copa & Electrician.h. Availability of more than 30% female teachers.i. Special committees are formed for issues related to female students. |
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2. Plan for increased participation from disadvantaged sections of the society

Please provide detail of activities planned to increase the share of students in ITI from minority/ST and other disadvantaged sections of the society:

- a) Studies to assess entry barriers and constraints of youth from scheduled casts and tribes
- b) Mobilization:
 - i. Marketing of ITI programs among minority/ST youth
 - ii. Increasing career counseling targeted towards minority/ST youth
- c) Facilities:
 - i. Hostels (excluding civil infrastructure)
 - ii. Transport
- d) Earmarked employment promotion activities for minority/ST youth
- e) Development of institutional policies and training of teaching and management staff to address concerns of minority/ST students
- f) Others

- For increasing SC/ST admissions the Stipend of the trainee should be increased as 1000/- per month per trainee.
- Provide school BUS for SC/ST trainees.
- Motivation & interaction in schools with youth from scheduled casts and tribes.
- Special counseling program to be organized
- Hostel facility provided
- Concession provided for transport.
- Stipend provided to the ST candidates.
- Toolkit provided to SC candidates.
- Loan facility should be available easily for SC/St trainees after the completion of course.

3. Plan for improved placement

Please provide detail of activities to improve employment promotion activities to support graduates' work readiness and entry into the labor market:

- a) Up gradation of Training, Counseling and Placement Cell (TCPC):
 - i. Additional staff
 - ii. Capacity development of placement officers
- b) Introducing career counseling activities
- c) Plant to have trades under Dual System of Training
- d) Plant to have industry involvement in each and every trade running in the ITI. This will include but not limited to provide some benefit to ITI like student exposure program, internship/apprenticeship opportunity, industry sponsored infrastructure, teacher training, industry expert lecture, placement assistance, assistance in curriculum revamp
- e) Conducting placement activities (job fairs, recruitment days, job matching services, etc.)

- Regular campus interviews arrange time to time.
- Govt. should resist pvt. sector companies in their Establishment for pass out trainees.

4. Plan for increased industry linkage

Please provide detail of the industries with which the ITI plan to enter into cooperation agreements and the proposed areas of cooperation.

S.No.	Enterprise	Industrial sector	Proposed area of cooperation
1	JSW	Production & Manufacuy & Ferbrica	OJT, Placement, Equipment donation
2	Shinde Electrical	Electrical	OJT, Placement, Equipment donation
3	TATA Motors	Auto Mobiles	OJT, Placement, Equipment donation

4	AnKur Seed	RAC Sector	OJT, Placement, Equipment donation
5	Freezon services pvt.ltd	RAC Sector	OJT, Placement, Equipment donation

5. Proposal for increased OJT provision and other employment promotion activities

Please provide details of activities to improve OJT:

- a) Plant to provide OJT in industry to 100% of the eligible students
- b) Improving the relevance of OJT in encouraging entrepreneurship education and training
- c) Leveraging OJT for improving soft-skills and work readiness teaching
- d) Other activities

1. Established Entrepreneurship cell for entrepreneurship education and training
2. Established soft skill training lab for improving soft-skills.
3. Guest faculty from Industry for soft Skill & entrepreneurship development.
4. MOU's are made for providing OJT. Additional MOU are being made.
5. Industry Institute Interaction strengthening for OJT.
6. Personal approach to industry for OJT.

6. Plan for increased Labor-market relevance of proposed new and added trade are as (likelihood that graduates get jobs)

- a) Have any studies, survey so other measures been taken to determine the skill needs of the geographical region. Please provide details

1. Industry demand for placement.
2. IMC Industry members inputs.
3. Potential for Employment & self employment.

b) New programs:

Please provide the details of new trades to be introduced in the table below. The new trades should be introduced based on an assessment of their labor market relevance.

S. No.	Trade/Course to be Introduced	Industrial Sector	Skill demand being addressed	No. of Units to be Introduced	Cooperating enterprise, if any
1	BEAUTY THERAPIST (BWS/Q0102)	BEAUTY WELLNESS	BEAUTY	1 (SHORT TERM COURSE)	LAKME SALON & PARLOUR AND OTHER SALONS
2	MOBILE PHONE HARDWARE REPAIRING TECHNICIAN (ELE/Q8104)	ELECTRONICS	MOBILE PHONE MAINTENANCE.	1 (SHORT TERM COURSE)	Service centres in electronics systems
3	ELECTRICIAN	ELECTRICAL	ELECTRICAL MAINTENANCE & REPERING	1 (NEW UNIT)	THERMAL POWER PLANTS
4	ELECTRONICS	ELECTRONICS	MAINTENANCE & REPERING	0 (UPGRADATION)	SUPER ELECTRONICS
5	ICTSM	IT & ITES	MAINTENANCE & REPERING	1+1 (NEW TRADE))	BETA COMPUTERONICS
6	FITTER	PRODUCTION & MANUFACTURING	MAINTENANCE & REPERING.	1 (NEW UNIT))	JSW & ISAB
7	WELDER	FABRICATION PRODUCTION & MANUFACTURING	MAINTENANCE & REPERING & FABRICATION	1 (NEW UNIT)))	JSW & ISAB
8	DRESS MAKING	GARMENT	SEWING & DESIGNING	(UPGRADATION)	GARMENT MANUFACTURING
9	WIEMAN	ELECTRICAL	ELECTRICAL MAINTENANCE & REPERING	(UPGRADATION)	THERMAL POWER PLANT
10	R.A.C	RAC SECTOR	MAINTENANCE & REPERING	(UPGRADATION)	ANKUR SHEED & RAC OTHER SERVICING CENTER
11	M.M.V	AUTO MOBILE SECTOR	MAINTENANCE & REPERING	(UPGRADATION)	TATA MOTORS & OTHER AUTO MOBILE COMP.

12	C.O.P.A.	IT SECTOR	MAINTENANCE & REPERING	1+1 (NEW TRADE)	BETA COMPUTERONI CS
13	MACHINIST	PRODUCTION & MANUFACTRI NG	MAINTENANCE & REPERING	1+1 (NEW TRADE)	JSW & ISAB
14	SHEET METAL	PRODUCTION AND MANUFACTU RING	MANUFACTURI NG	1+1 (NEW TRADE)	JSW

7. Plan to introduce periodic to the refresher programs and trainer career progression policy

- a) Please detail a strong and innovative proposal adopt/introduce periodic To Trefresher programs and trainer career progression policy.
- b) Plan should ensure that the trained trainers/online trainer program will be available to impart training across all the career stages of the trainers.

1. TQM training – 1 to 2 week
2. Hard skill training – 2 to 4 week
3. Advanced Industry training – 1 to 2 week
4. Soft skill training – 1 week

8. Plan to fill sanctioned strength with CIT Strained trainers

- a) Please detail a proposal to increase CITS trained trainers.
- b) Plan should ensure that the CIT Strained trainers rate will have doubled until the end of the ISP duration.

- Department should depute trainer to CITS training.
- Special Increment to CITS trainer.

9. Others

9.1. Revenue generation

Please provide details of activities proposed to be undertaken for the purpose of revenue generation

- a) New programs
- b) Refresher training for workers in industry
- c) Production and sale of goods and services during practical training
- d) Renting-out facilities to industry
- e) Others

<ul style="list-style-type: none"> 1. Short term demand oriented training 2. POTS work orders from Industry/Govt. department/Individuals.

9.2. Resource requirement

- a) Total funds required to undertake the proposed activities: __ 300 Lakhs
- b) Total funds claimed under the PBGA Scheme (up to a maximum limit of INR): 200 Lakhs
- c) Please give the details of additional staff requirement:

S. No.	Designation	Number of personnel required	Period for which required
1	TCPO	1	2 Years

- d) Manner in which the funds claimed under PBGA Scheme is proposed to be used (indicative only):

Eligible Expenditures for Government ITIs/Private ITIs" table mentioned in the manual under Section 3.1.7

• For government ITI, only Minor essential renovation/repair required for installation of machines allowed. This amount shall not exceed more than 5% of the total amount allocated to the ITI

S.No.	Item	Year1	Year2	Year3	Year4	Year5	Total
Non-recurring costs (inINRlakh)							
1	Minor civil works	0	0	0	2.5	1	3.5
2	Equipment Furniture and other goods	0	0	0	117.4254	12.069	129.4944
3	Training of teaching and management staff	0	0	0	0.875	0.875	1.75
4	ICT infrastructure	0	0	0	3.75	0	3.75
5	Purchase of books and other learning materials	0	0	0	0.5	0.5	1
6	Sub-Total	0	0	0	125.0504	14.444	139.4944
Recurring costs(inINRlakh)							
7	Salary of additional staff	0	0	0	2.625	2.625	5.25
8	Facilities for trainees	0	0	0	1.875	1.875	3.75
9	Misc.(please specify)	0	0	0	1	0.5056	1.5056
10	Sub-Total	0	0	0	5.5	5.0056	10.5056
	Grant Total(6+10) (inINRlakh)	0	0	0	130.5504	19.4496	150

e) Plan of ITI to adopt online admissions, dual training, online examination, career progression policy for their trainers

- Online admission doing through admission portal provide by dvet.
- Facility of Practices online exams in all trades
- Internet facility provided in all trades

9.3 Please provide details on plan to increase the grading score during the course of the STRIVE Project clearly indicating the plan where it is scored less than 50% of the category score (i.e.categories of grading parameters)

1. 100% placement to passed outs
2. 100% Apprenticeship to passed outs
3. More MOU with industry for OJT, Placements
4. More CTI trained trainers recruitment in Institute
5. More no. of female trainees in Institute.
6. Encouragement to Disadvantage Section

