

Part B: Strategic Plan(Revised) Govt. I.T.I., Phulbani (MIS Code GU21000511) Name of Principal : Er. B.B.Nayak

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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.

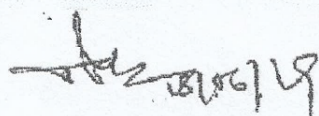
1. Plan for increased participation of female students :

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

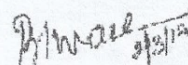
- a) Studies to assess entry barriers and constraints of female youth
- b) Mobilization:
 - a. Marketing of ITI programs among female youth
 - b. Increasing career counselling targeted towards female youth
- c) Facilities:
 - a. Hostels facilities (excluding civil infrastructure)
 - b. Improvement of 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 activities for females
- h) Other activities that will ensure that the female participation rate will have increased by 25% in next 4-5 years.

Currently there are 30% female trainees on ITI. Following steps are taken to increase their no's:

1. Carrere Counseling of family members will be initiated. So that family members understand the Carrier prospects and any misconceptions / stigma is cleared. So that the female trainees are not discouraged / stopped from taking admission.
2. Girls / Women's grievance call & drop box will be established for reaching any issues faced by female / minority. Grievance will representative is from the staff.
3. Admission and hostel fees to be waived off and maintenance allowance to be provided for the poor female students. Like- Sudakhya Scheme
4. Medical and Sanitary facilities to be extended to all the Girls trainees
5. 10th Stand high school girls will be invited to visit ITI for sensitization



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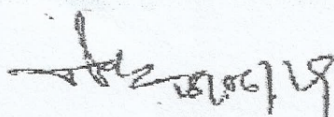
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2. Plan for increased participation from disadvantaged sections of the society

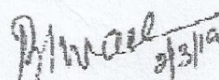
Please provide details of activities planned to increase the share of students in ITI from minority/ ST and other disadvantageous sections of the society:

- 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 counselling 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

1. Admission and hostel fees also to be waived off for these trainees.
2. Sensitization workshops will be conducted for all trainees and ITI staff so that they are aware and sensitive to the issues faced by minorities and other disadvantaged sections.
3. Plan to open a grievance cell with special focus on ST/Minority
4. Efforts will be made to attract ST and other minority trainees from hereby catchment areas by focused marketing of the above facilities from them.
5. 10th standard high school boy's will be invited to visit ITI for sensitization
6. Hostels seats for ST/Minorities to be enhanced



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Plan for improved placement

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

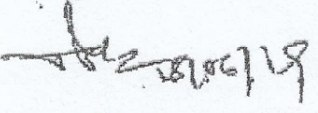
- a) Upgradation of Training, Counseling and Placement Cell (TCPC):
 - i. Additional staff
 - ii. Capacity development of placement officers
- b) Introducing career counselling activities
- c) Plan to have trades under Dual System of Training
- d) Plan to have industry involvement in each and every trade 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.)

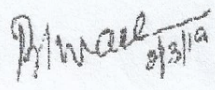
1. Expert from the Industries will be invited for guest lecturer, placement assistance and industry sponsored infrastructure.
2. Alumni whatsapp group formed to conduct an Alumni meet for increasing placement.
3. Job fair will be conduct with the Co-ordination with District Employment Officer & DIC.
4. Dual system of training to be started.
5. Audio & Visual setup for interview practice.
6. Improving soft skill and finishing skills for the trainees for better employment

4. Plan for increased industry linkage

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

S. No.	Enterprise	Industrial sector	Proposed areas of cooperation
1.	Saswat Industries	Fabrication & Manufacturing	For OJT of Trainees
2.	NICE	Information Technology	Industrial Training of Instructors
3.	Maa Metal Industries	Fabrication & Manufacturing	For OJT of Trainees


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

Please provide details of activities to improve OJT:

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

- OJT partner will be identified for all trades, so that all students can be engaged on OJT.
- Encouraging OJT Partners for Participating in Job fair.
- OJT partners to conduct workshop for the awareness about self employment opportunities and the provisions of getting loan for the. People from entrepreneurship cell of reputed colleges nearby and District Employment Officer will also be invited for the same. Will be provided in the library competitive books for prepare Govt./ Public sector exam
- Workshop will be organized with the help DIC, DEO, Bank and industries partner to create awareness about self employment and to aware the opportunity in the state Govt. and Central Govt.
- Improving soft skill and finishing skills for the trainees for better employment

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

- Have any studies, surveys or other measures been taken to determine the skill needs of the geographical region. Please provide details

We are planning to contact all industries and other potential employment generation activities in the nearby area. We will follow the Alumni feedback to understand the skill requirement of the region.

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b) New programs:

1. 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.

Sl	Trade/Course to be Introduced	Industrial Sector	Skill demand being addressed	No. of Units to be Introduced	Cooperating enterprise, if any
1	3D Printing	IT Sector	Self / job employment	1+1	STRIVE Project/ Govt Funds
2	Solar Technician	Electrical	Self / job employment	1+1	STRIVE Project/ Govt Funds

2. Trade to be upgraded

Sl	Trade/Course to be upgraded	Industrial Sector	Skill demand Being addressed	No. of Units to be upgraded	Cooperating enterprise, if any
1	Fitter	Mechanical	Self / job employment	2+2	STRIVE Project/ Govt Funds
2	Electrician	Electrical	Self / job employment	4+4	STRIVE Project/ Govt Funds
3	MMV	Automobile	Self / job employment	1+1	STRIVE Project/ Govt Funds
4	Welder	Fabrication	Self / job employment	1+1	STRIVE Project/ Govt Funds

5. Mchines
6. Planes
7. DDM

3. Short term Course

Sl	Trade/Course to be Introduced	Industrial Sector	Skill demand being addressed	No. of Units to be Introduced	Cooperating enterprise, if any
1	Smart Phone App Testing	Electronic/IT	Self / job employment	1+1	STRIVE Project/ Govt Funds

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

- a) Please detail a strong and innovative proposal adopt/ introduce periodic ToT refresher 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. The trainees will be sent to 7 days / 15 days refresher programs in reputed training center / industry partners.
2. Training schedule for trainers will be done in advance.
3. Use of new training methods like Smart Class, Digital Platform, Multimedia etc. will be implemented.

8. **Plan to fill sanctioned strength with CITS trained trainers**

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

Existing trainers are to be sent for the CITS training on the rotation basis without hampering the classes.

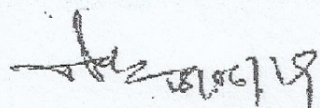
- 1st year – 40% of the trainer are to be CITS trained
- 2nd year – 40% of the trainer are to be CITS trained
- 3rd year – 20% of the trainer are to be CITS trained

9. **Others**

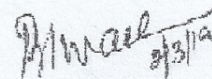
9.1. **Revenue generation**

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



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- ❖ Servicing & repairing center in Auto mobile sector.
- ❖ Repairing of all Electrical and Electronics house hold appliances

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9.2. Resource requirement

- a) Total funds required to undertake the proposed activities (220 lakh):
- b) Total funds required under STRIVE (max limit as in Manual in 200 lakh):
- c) Please give the details of additional staff requirement:

S. No.	Designation	Number of personnel required	Period for which required
1.	CNC Trainer	01	Full Time
2.	Carrier Counselor	01	Full Time

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

Note:

Kindly fill the below information table basis "Eligible and Non-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
- For private ITI, no civil works are allowed

S.No.	Item	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Non-recurring costs (in INR lakh)							
1	Minor civil works	5	5				10
2	Equipment, Furniture and other goods	40	50	50			140
3	Training of teaching and management staff	4	4	4			12
4	ICT infrastructure	2	2	4	4	4	16

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5	Purchase of books and other learning materials	3	5	2			10
6	Sub -Total	54	66	60	4	4	188
Recurring costs (in INR lakh)							
7	Salary of additional staff	2.4	2.4	2.4	2.4	2.4	12
8	Facilities for trainees	4	4	4	4	4	20
9	Misc. (Please specify)						
10	Sub - Total	6.4	6.4	6.4	6.4	6.4	32
	Grant Total (6+10)	60.4	72.4	66.4	10.4	10.4	220

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

- ❖ Online admission and Examination are already conducted.
- ❖ Dual training to be stated in consultation with industries.
- ❖ Carrier progression policy already implemented

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

- ❖ Ensuring refresher training & online courses for trainers signing MOU's with industries and seeking CRS support for training infrastructure.
- ❖ Improve training quality for getter outscores
- ❖ Implementation of best practices- Machine maintains log book , solar power, rain water harvesting, utilization of scrap, convection ceremony for Alumni.

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