

## **Part B: Strategic Plan**

**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 constructions of female youth
- b) Mobilization
  - i) Marketing of ITI programs among female youth
  - ii) Increasing career counseling targeted towards female youth
- c) Facilities:
  - i) Hostels facilities (excluding civil infrastructure)
  - ii) Improvement of sanitary facilities for female students
  - iii) Transport
- d) Introduction of new courses with good labor market prospects for women
- e) Requirement 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.
  - All trades have been made available for both the genders, so that female can avail more choice of admission with reservation.
  - Implementation of Sudakhya schemes are promoted for increase in number of female participation. Purpose of this scholarship scheme is to provide financial support while pursuing training, placement/apprenticeship training programme.
  - Sports activities have been implemented to make female physically and mentally fit, which will boost their confidence to work confidently in the industry.
  - Introduction of high value trades with high potential in the labour market.

## **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 schedules caste and tribes.
- b) Mobilization
  - Marketing of ITI programmes among minority/ST youth
  - Increasing career counseling targeted towards minority/ST youth
- c) Facilities:
  - Hostels (excluding civil infrastructure)
  - 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
  - Special coaching for the SC,ST students to complete for various competitive exams conducted by State & PSU for placement.

## **3. Plan for improvement 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 counseling 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 students exposure program, internship/apprenticeship opportunity, industry sponsored infrastructure, teacher training, industry expert lecture, placement assistance, and assistance in curriculum revamp.
- e) Conducting placement activities (job fairs, recruitment days, job matching services, etc.).

- f) Introducing industry driven training program, to make the students industry ready.
- g) Collaboration with industries to enhance the placement.

**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.

<b>Sl. No</b>	<b>Enterprise</b>	<b>Industrial sector</b>	<b>Proposed areas of cooperation</b>
1	Mitutoyo South Asia	Manufacturing	Infrastructural Support in terms of tools & equipment and training.
2	CAD-MECH	Automation	Infrastructural support in terms of tools & equipment and training
3	NDT TCIS	Testing & Inspection	Infrastructure, training & placement
4	Skyy Riders	Electric Vehicle	Infrastructural support in terms of tools & equipment and training in E mobility
5	Godrej & Boyce Manufacturing company Ltd.	Refrigeration & A/C	Infrastructural support in terms of tools & equipment, & placement.

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

Please provide details of activities to improve OJT:

- a) Plan 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.
- e) Collaborating with more industry partners to bridge the gap between industry & academia t make the students industry-ready.

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

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

- As we are moving from mechanical to digital, it is very much required to create skilled manpower in mechatronics, autotronics, industrial robotics & digital manufacturing. Moreover, Govt. is giving more priority for Electric Vehicle to control pollution. Keeping in view ITI Cuttack will introduce Technician Mechatronics, Additive Manufacturing, Solar Technician, etc. in the current academic session.

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.

Sl. No	Trade/Course to be Introduced	Industrial Sector	Skill demand being addressed	No. of Units to be Introduced	Cooperating enterprise, if any
1	Technician Mechatronics (NSQF)	Manufacturing	Technician Mechatronics	1+1	CAD-MECH, FESTO, SMC Pneumatics, IACS sector skill council
2	Additive Manufacturing Technician (3D Printing)( NSQF)	Manufacturing	3d Printing	1+1	
3	Mechanic Auto Body Painting(NSQF)	Automobile	Auto Body Painting	1+1	Maruti Suzuki Pvt. Ltd.
4	Mechanic Auto Body Repair (NSQF)	Automobile	Auto Body Repair	1+1	Maruti Suzuki Pvt. Ltd.
5	Operator Advanced Machine Tool(NSQF)	Manufacturing	Operator Advanced Machine Tool	1+1	
6	Solar Technician (Electrical) (NSQF)	Electrical	Solar Technician	1+1	Schneider Electric Pvt. Ltd.

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

- Please detail a strong and innovative proposal adopt/introduce periodic ToT refresher programs and trainer career progression policy.
- Plan should ensure that the trained trainers/ online trainer program will be available to impart training across all the career stages of the trainers.
- ToT refresher program is being arranged periodically with our Industry partners at our labs set up by the industries. To upgrade their skill as per the requirement of the industry.
- Trainers are being deputed to various industries for ToT program.

## 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.
- c) All the non CTI instructors those who have completed 3 years of service will be allowed for CITS under RPL by the end of 2023.

## 9. Others

### 9.1. Revenue generation

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

- New programs
- Refresher training for workers in industry
- Production and sale of goods and services during practical training
- Renting-out facilities to industry
- Others  
Consultancy service

### 9.2. Resource requirement

- a) Total funds required to undertake the proposed activities: 294.215 lakhs
- b) Total funds claimed under the PBGA Scheme (up to a maximum limit of INR): 294.215 lakhs.
- c) Please give the details of additional staff requirement: **NIL**

Sl. No	Designation	Number of personnel required	Period for which required

- 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 it is/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.

Sl. No	Item	Year 1	Year 2	Year 3	Year 4	Year 5	Total
<b>Non-recurring costs (in INR lakh)</b>							
1	Minor civil works	-	-	-	-	-	-
2	Equipment, Furniture and other goods	198.815	95.4	-	-	-	<b>294.215</b>
3	Training of teaching and management staff	-	-	-	-	-	-
4	ICT infrastructure	-	-	-	-	-	-
5	Purchase of books and other learning materials	-	1	-	-	-	1
6	<b>Sub-Total</b>	<b>198.815</b>	<b>95.4</b>	-	-	-	<b>294.215</b>
<b>Recurring costs (in INR lakh) NIL</b>							
7	Salary of additional staff	-	-	-	-	-	-
8	Facilities for trainees	-	-	-	-	-	-
9	Misc.(please specify)	-	-	-	-	-	-
10	<b>Sub-Total</b>	-	-	-	-	-	-
	<b>Grand Total (6+10) (in INR lakh)</b>	<b>198.815</b>	<b>95.4</b>				<b>294.215</b>

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

- Online admission process have already implemented.
- DST have been implemented for few trades
- Online examination infrastructure have already been created and conducted in the institute.
- Career progression policy has been implemented by Govt. of Odisha time to time.

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. category of grading parameters)

**Not applicable as the grading score is 3.78**