

## Department of Labor Resources, Dashrath Manjhi Labor and Employment Studies Institute, Patna. Study Material for the Directorate of Employment and Training (Training Wing), Bihar, Patna.

The Directorate of Employment and Training (Training Wing), under the Department of Labour Resources, is committed to enhancing the skills and vocational training of the youth of the state. Through 151 government industrial training institutes (including women's ITIs) and 1231 non-governmental ITIs across the state, the Training Wing provides training to millions of young men and women in various engineering and non-engineering trades, helping them secure employment or self-employment opportunities.

To modernize and make these ITIs employment-oriented, the Directorate of Employment and Training (Training Wing) implements various central and state schemes, develops infrastructure, introduces new trades in ITIs, and undertakes activities related to the implementation and coordination of the Apprenticeship Act, 1961. This includes training apprentices in government and private industrial establishments across the state. Additionally, the Training Wing takes necessary actions regarding the service conditions, promotions, service confirmations, ACP/MACP, and resolution of charges for officers of the Bihar Industrial Training Service cadre, instructors/group instructors, clerks, and other non-gazetted staff under its purview.

Under the ambitious "Saat Nischay Part-2" program of the Bihar government, efforts are underway to develop all 149 government ITIs into Centers of Excellence in collaboration with Tata Technologies Limited. The Directorate (Training Wing) oversees all necessary actions and monitoring for this initiative, aiming to enhance the skills of the youth, make ITIs aligned with Industry 4.0 standards, and provide better employment and self-employment opportunities.

The organizational structure of the Directorate of Employment and Training (Training Wing), Bihar, along with sanctioned and currently active positions, is as follows:

S.No.	Designation	Sanctioned Posts	Active Posts
1	Director	01	01
2	Joint Director	04	03
3	Deputy Director	26	22
4	Assistant Director/Principal	149	59
5	Superintendent/Deputy Principal	168	35
6	Group Instructor	497	412
7	Vocational Instructor	2656	03
8	Head Clerk	138	98
9	Senior Clerk	330	27

S.No.	Designation	Sanctioned Posts	Active Posts
10	Junior Clerk	497	126
11	Office Attendant	592	90

## Infrastructure Development under the "Saat Nischay" Scheme

Under the Bihar government's "Saat Nischay" scheme, industrial training institutes (ITIs) have been established in uncovered sub-divisions and women's ITIs in uncovered districts of the state. Currently, the state operates 113 government ITIs and 38 government women's ITIs.

Out of these, 9 ITIs have been set up under the centrally sponsored "Left Wing Extremism (LWE)" scheme in 9 extremism-affected districts of Bihar, namely Gaya, Rohtas, Arwal, Jamui, Aurangabad, Jehanabad, Muzaffarpur, Nawada, and Banka. These ITIs provide vocational and skill training to the youth of these districts. Additionally, 11 Skill Development Centers have been established in 6 districts to support the initiative.

### Current Status of ITI Buildings:

1. **151 Government ITIs (including women's ITIs):**
  - 127 ITIs operate in their own buildings.
  - 15 ITI buildings are under construction.
  - 9 ITI buildings are in the process of starting construction, with actions underway.
2. **11 Skill Development Centers:**
  - The construction of all these centers is complete, and steps to commence training are in progress.

The construction of new ITI buildings is undertaken by the state's Building Construction Department, with continuous monitoring and necessary actions facilitated by the Directorate of Training (Training Wing). A detailed list of ITIs with their construction status is provided in Annexure-1.

### List of Government Industrial Training Institutes (ITIs) in Bihar:

1. **Patna Division:** Didarghat Patna, Barh, Bihta, Masaurhi, Paliganj, Patna City
2. **Gaya Division:** Gaya, Mahkar, Tekari, Dumariya (LWE)
3. **Bhagalpur Division:** Bhagalpur, Naugachia, Kahalgaon, Bihari-on-Son, Bhelari
4. **Rohtas Division:** Chumba (LWE), Sasaram
5. **Nawada Division:** Nawada, Rajouli, Kaukakol (LWE)
6. **Muzaffarpur Division:** Muzaffarpur, Muzaffarpur West, (LWE), Pupri, Sitamarhi, Belsand
7. **Saran Division:** Madhaura, Sonpur, Chhapra, Garkha, Hathua, Gopalganj
8. **East Champaran Division:** Motihari, Sikarhana, Pakridyal, Chakia, Areraj, Raxaul
9. **West Champaran Division:** Bettiah, Semra Bazaar, Bagaha, Narkatiaganj

10. **Darbhanga Division:** Darbhanga, Biroul, Benipur, Ghoghardiha, Shivanagar, Jainagar
11. **Madhubani Division:** Madhubani, Jhanjharpur
12. **Supaul Division:** Supaul, Birpur, Triveniganj, Nirmali
13. **Munger Division:** Munger, Haveli Kharagpur, Tarapur
14. **Begusarai Division:** Begusarai, Teghra, Ballia, Manjhaul, Bachwari
15. **Katihar Division:** Katihar, Barsoi, Manihari
16. **Araria Division:** Araria, Forbesganj
17. **Vaishali Division:** Hajipur, Mahua, Mahnar, Raghopur
18. **Bhojpur Division:** Arrah, Piro, Bihiya
19. **Nalanda Division:** Kalyanbigha, Hilsa, Rajgir, Sarmera
20. **Kaimur Division:** Mohania
21. **Purnea Division:** Purnea, Baisi, Banmankhi, Dhamdaha
22. **Saharsa Division:** Saharsa, Sonebarsa, Bakhriarpur
23. **Jamui Division:** Jamui, Gidhaur (LWE)
24. **Banka Division:** Banka, Chisi (LWE)
25. **Jehanabad Division:** Jehanabad, Makhdumpur (LWE)
26. **Aurangabad Division:** Aurangabad, Daudnagar, Babhandi (LWE)
27. **Lakhisarai Division:** Lakhisarai
28. **Sheikhpura Division:** Sheikhpura
29. **Khagaria Division:** Khagaria, Gogri
30. **Samastipur Division:** Samastipur, Rosra, Patori, Dalsinghsarai

#### **List of Government Women's ITIs in Bihar:**

1. **Patna Division:** Didarghat Patna
2. **Siwan Division:** Siwan
3. **Muzaffarpur Division:** Muzaffarpur
4. **Bhojpur Division:** Arrah
5. **East Champaran Division:** Darganga, Motihari
6. **Gaya Division:** Gaya
7. **Saran Division:** Saran
8. **Purnea Division:** Purnea
9. **Saharsa Division:** Saharsa
10. **Munger Division:** Munger
11. **Begusarai Division:** Begusarai
12. **Bhagalpur Division:** Bhagalpur
13. **Jehanabad Division:** Jehanabad
14. **Araria Division:** Forbesganj
15. **Supaul Division:** Supaul
16. **Sitamarhi Division:** Sitamarhi
17. **Buxar Division:** Buxar
18. **Nawada Division:** Nawada
19. **Katihar Division:** Katihar
20. **West Champaran Division:** Bettiah

21. **Sheohar Division:** Shivhar
22. **Vaishali Division:** Vaishali
23. **Madhubani Division:** Madhubani
24. **Aurangabad Division:** Aurangabad
25. **Kishanganj Division:** Kishanganj
26. **Madhepura Division:** Madhepura
27. **Banka Division:** Banka
28. **Khagaria Division:** Khagaria
29. **Lakhisarai Division:** Lakhisarai
30. **Sheikhpura Division:** Sheikhpura
31. **Kaimur Division:** Kaimur
32. **Gopalganj Division:** Gopalganj
33. **Samastipur Division:** Samastipur
34. **Nalanda Division:** Nalanda
35. **Rohtas Division:** Sasaram

## Admission in Industrial Training Institutes (ITIs)

As per the Resource Department's Order No. 1084 dated 27/12/2001, the admission process for all government Industrial Training Institutes (ITIs), including women's ITIs, in Bihar is conducted at the state level through the **Industrial Training Institute Competitive Admission Test (ITI CAT)**. This examination is organized by the **Bihar Combined Entrance Competitive Examination Board (BCECEB), Patna**.

The admission process adheres strictly to the reservation laws, rules, and policies prescribed by the Bihar Government.

## Eligibility Criteria

1. **Educational Qualifications:**
  - For **Engineering Trades:**
    - Candidates must have passed the **Secondary Examination (10th)** conducted by the Bihar School Examination Board (BSEB) or CBSE with **Mathematics and Science**.
    - Alternatively, candidates who have passed an equivalent examination with separate passes in **Mathematics, Physics, and Chemistry** are also eligible.
  - For **IT Sector Trades:**
    - A minimum qualification of passing the **Secondary or equivalent examination** with Science subjects is mandatory.
  - For **Non-Engineering Trades:**
    - Passing the **Secondary or equivalent examination** is sufficient.

## 2. Residential Criteria:

Only those candidates who are **citizens of India** and meet at least one of the following residential categories are eligible:

- (i) The candidate's parents/spouse are permanent residents of Bihar.
- (ii) The candidate's parents/spouse are registered refugees in Bihar.
- (iii) The candidate's parents/spouse are employees of the Bihar Government.
- (iv) The candidate's parents/spouse are employees of enterprises operated by the Government of India, State Government, or the United Nations and are posted in Bihar.
- (v) For a married woman whose husband is a resident of Bihar or posted in Bihar, her husband's residential certificate will be applicable.

## Key Points:

- All admissions strictly follow the reservation acts, rules, and policies prescribed by the Government of Bihar.
- Required documents for admission are verified by the Entrance Examination Board.

## Age and Physical Fitness for Admission to Industrial Training Institutes (ITIs)

### Age Requirements:

- Minimum age: 14 years for general admissions.
- For "Mechanic Motor Vehicle" and "Mechanic Tractor" trades, the minimum age is 17 years.
- There is no upper age limit for admission.
- Selected candidates will be admitted only after being declared medically fit.

### District Selection for Admission:

#### (a) Reservation of Seats:

- 25% of the total seats in government ITIs under BCECEB are unreserved for candidates from any district.
- For the remaining 75% of seats, candidates must meet the eligibility criteria for specific districts.

(b) **Eligibility for District-Based Admissions:** Candidates can apply for admission to ITIs in only one district based on the following conditions:

1. The candidate must have a valid residential certificate proving they are a permanent resident of the district in which they are applying.

2. If the candidate's parents/spouse are employees of the Bihar Government, the State Government, the Government of India, or any UN-operated enterprise and are posted in the specified district, a valid certificate must be provided.
3. The candidate must have passed or appeared for the secondary examination from a school in the district where they are applying. A certificate issued by the school principal is required.

**Additional Information:** For detailed information, candidates are advised to contact the local district ITI office or visit the BCECEB official website: <https://bceceboard.bihar.gov.in/>.

## Types of Training

### 1. Craftsmanship Training Scheme (CTS):

The Craftsmanship Training Scheme was launched by the Government of India in 1950. Under this scheme, a total of 41 trades (21 one-year trades and 20 two-year trades) are conducted across state Industrial Training Institutes (ITIs).

#### **Objective:**

The primary goal of this scheme is to ensure the uninterrupted supply of skilled manpower in various trades in alignment with industrial demands. It aims to provide training in new and employment-oriented trades, thereby creating opportunities for employment and self-employment among educated youth.

#### **Current Status in Bihar:**

- **Number of ITIs:** There are currently 151 government ITIs in the state.
- **Capacity:** A total of 63,000 seats are approved for trainee enrollment.
- **Training Standards:**
  - Training is conducted based on the Training Manual issued by the Directorate General of Training (DGT), Ministry of Skill Development and Entrepreneurship, Government of India.
  - The curriculum is designed as per the guidelines of the **National Council for Vocational Education and Training (NCVET)**.

#### **Role of the Directorate General of Training (DGT):**

DGT is the apex body at the national level for formulating policies, standards, and coordination of vocational training programs under the Ministry of Skill Development and Entrepreneurship, Government of India.

#### **NCVET Affiliation:**

- In Bihar, 111 government ITIs, including Women's ITIs, are affiliated with NCVET.

- Trades conducted at ITIs in **Raghopur, Vaishali, and Garkha, Saran** are affiliated with **SCVT (State Council for Vocational Training)** instead of NCVET.

#### **Placement Assistance:**

Government ITIs organize **placement drives** at the institutional level during the final year of training and after course completion. These drives are conducted with the support of reputed organizations and private companies, helping trainees secure employment opportunities.

#### **Training Fees, Registration Fees, and Caution Money**

In government Industrial Training Institutes (ITIs) in Bihar, the following fees are applicable:

- **Training Fee:**
  - For Scheduled Caste (SC) and Scheduled Tribe (ST) candidates: ₹20 per month.
  - For other categories: ₹70 to ₹50 per month, depending on the category.
- **Registration Fee:**
  - For SC/ST candidates: ₹20.
  - For other categories: ₹100.
- **Caution Money:**
  - A caution deposit of ₹500 is collected from candidates at the time of admission. This amount is refunded after the completion of the training.

#### **List of Trades Offered in Government ITIs in Bihar**

1. Electrician / Wireman
2. Electrician Power Distribution
3. Electronics Mechanic
4. Mechanic Consumer Electronics Appliances
5. Fitter
6. Mechanist
7. Instrument Mechanic
8. Refrigeration and Air Conditioning Technician
9. Motor Vehicle Mechanic
10. Mechanical Engineer
11. Lift and Escalator Mechanic
12. Machine Tool Maintenance Mechanic
13. Mechanic Agricultural Machinery
14. Technician Mechatronics
15. Information and Communication Technology System Maintenance
16. Information Technology
17. Draftsman (Civil)
18. Surveyor
19. Mechanic Plumbing
20. Foundryman

21. Plastic Processing Operator
22. Mechanic Auto Body Painting
23. Mechanic Auto Body Repair
24. Manufacturing Technician (3D Printing)
25. CNC Technician (Electrical)
26. Computer Operator and Programming Assistant
27. Multimedia Animation and Special Effects
28. Baker and Confectioner
29. Food and Beverage
30. Food and Vegetable Processing
31. Milk and Milk Product Technician
32. Computer Network and Design
33. Internet of Things Technician (Smart Healthcare)
34. Internet of Things Technician (Smart City)
35. Internet of Things Technician (Smart Agriculture)

These are the various trades offered for training in Bihar's government-run Industrial Training Institutes, aimed at providing skilled manpower across multiple industries.

## Apprenticeship Training Scheme

The Apprenticeship Training Scheme, as per the Apprenticeship Act, 1961, was introduced by the Government of India to meet the industrial demand for trained laborers. Under this scheme, semi-skilled workers are trained through On-Job-Training (OJT) at both government and private industrial establishments in the state. This training aims to equip youth with skills for better employment and self-employment opportunities.

### Key Provisions:

- Under the Apprenticeship Act of 1961, establishments with 20 or more employees (including both contract and permanent staff) must provide apprenticeship training to candidates. The number of apprentices should be between 15% to 25% of the total workforce.
- For establishments with fewer than 30 employees, they must provide apprenticeship training to 2.5% to 15% of their workforce.
- The Directorate of Training is responsible for the implementation and monitoring of the Apprenticeship Training Scheme across both government and private establishments in the state.

**Regional Implementation:** The state is divided into three regions for the execution and supervision of the apprenticeship scheme:

1. **Patna Region** - Covers 11 districts: Patna, Arwal, Aurangabad, Rohtas, Gaya, Nawada, Jehanabad, Nalanda, Bhojpur, Kaimur.

2. **Muzaffarpur Region** - Covers 12 districts: Vaishali, Darbhanga, Sitamarhi, Shivhar, Madhubani, Samastipur, Sheohar, Gopalganj, and Muzaffarpur itself.
3. **Begusarai Region** - Covers 15 districts: The specific districts are not mentioned in the provided text, but it covers the remaining areas under the Begusarai region.

**Directorate Structure:** Each region has a designated **Assistant Director of Training (Apprenticeship)** office, responsible for managing and monitoring apprenticeship activities in their respective areas. These regional offices ensure the effective implementation of the training and provide necessary support to industries and apprentices.

**Begusarai Region:** Begusarai, Munger, Bhagalpur, Buxar, Khagaria, Lakhisarai, Jamui, Shekhpura, Purnia, Katihar, Araria, Kishanganj, Saharsa, Madhepura, Supaul.

#### **Recent Developments:**

- As of January 1, 2024, electrical training has commenced under the Directorate of Training.
- Efforts are underway to start apprenticeship training in other departments and boards under the Labor Resource Department.
- All government industrial training institutes in the state are being registered on the Indian Government's Apprenticeship Portal to initiate apprenticeship training.

#### **Prime Minister's National Apprenticeship Mela:**

- To spread awareness and promote apprenticeship training under the Apprenticeship Act of 1961, the Prime Minister's National Apprenticeship Mela is being organized at government industrial training institutes.

**National Apprenticeship Promotion Scheme (NAPS):** The Government of India has introduced the **National Apprenticeship Promotion Scheme (NAPS)** to encourage apprenticeship training and to provide financial support to establishments that offer such training.

- Under NAPS, establishments that train apprentices receive financial assistance from the Government of India.
- The assistance is 25% of the stipend paid to apprentices, up to a maximum of ₹1,500 per apprentice per month.
- For newly hired apprentices, during the basic training phase, the establishment will be reimbursed 50% of the stipend paid.
- The entire stipend amount is reimbursed during the Basic Training (BAT) and On-the-Job Training (OJT) phases.

This scheme aims to promote apprenticeship training in various industries, enhancing skill development and improving employment opportunities for apprentices.

### **Central and State Sponsored Schemes:**

The Directorate of Planning and Training (Training Division) takes continuous action for the implementation and monitoring of various central and state-sponsored schemes. Below is a description of some of these schemes:

### **Skill Enhancement for Industrial Value Addition (STRIVE) Scheme**

This scheme is funded by the World Bank and is a Government of India initiative aimed at improving the relevance and efficiency of skill training provided by industrial training institutes (ITIs) and apprenticeship schemes. The current objective is to upgrade several ITIs including:

- Industrial Training Institute (ITI), Dudhadhad, Patna
- Industrial Training Institute (ITI), Dehri-on-Sone
- Industrial Training Institute (ITI), Gaya
- Industrial Training Institute (ITI), Munger

The STRIVE scheme is divided into four result areas:

1. **Improving Performance of ITIs**
  - Measures to increase enrollment percentages, pass rates, on-the-job training (OJT) percentages, and female enrollment in ITIs.
2. **Increasing Capacities of State Governments**
  - Enhancing the overall capacity of state governments to support and scale the scheme.
3. **Improved Teaching and Learning Facilities**
  - Actions to improve the infrastructure and teaching facilities within ITIs.
4. **Improved and Broadened Apprenticeship Training**
  - Expanding apprenticeship opportunities to enhance practical training for students.

For Result Area 1, actions are being taken to increase enrollment, improve the pass percentage of trainees, and increase female participation. Additionally, a career probation policy for instructors is being developed, and efforts are underway to reduce vacancies among instructors. Moreover, tracer studies for ITI graduates are being conducted to analyze their success and areas of improvement.

These efforts aim to make the training more relevant to the needs of the industry, increase employment opportunities for the trainees, and align training outputs with current industrial demands.

### **Model ITI Scheme (Central Sponsored):**

Under this scheme, one industrial training institute (ITI) in each state is to be upgraded as a Model ITI. In Bihar, the Industrial Training Institute (ITI) located in Madhura, Saran is being upgraded as a Model ITI. The objective is to better align the training with local industries and meet their specific skill requirements. This includes:

- Providing training programs that are in line with local industrial demands.
- Conducting specialized training programs to meet the unique skill requirements of local industries.
- Offering training to workers in unorganized sectors.

The following new trades are being introduced at the ITI in Madhura:

- Motor Mechanic Vehicle
- Information and Communication Technology System Maintenance (ICTSM)
- Mechanic Agricultural Machinery
- Line Scavenger Mechanic
- Mechanic Refrigeration & Air Conditioning (MRACI)
- Plumbing, etc.

### **Skill Development Scheme for Left-Wing Extremism (LWE) Affected Districts (Central Sponsored):**

This scheme aims to provide vocational and skill training to youth in districts affected by left-wing extremism (LWE), with the goal of enhancing their employment and self-employment opportunities. In Bihar, several districts affected by LWE are being targeted under this scheme for skill development. The districts in Bihar where this scheme is being implemented include:

- Gaya
- Rohtas
- Arwal
- Jamui
- Aurangabad
- Jehanabad
- Banka, etc.

In these areas, one ITI is established in each district. The following ITIs and Skill Development Centers (SDCs) are operational:

- ITI Maridhi (Gaya)
- ITI Tumba (Rohtas)
- ITI Giddhor (Jamui)
- ITI Makhdoom Pur (Aurangabad)

- ITI Meenapur (Jehanabad)
- SDCs in various locations like Banka, Bausi, etc.

These ITIs are offering training in various trades such as:

- Electrician
- ICTSM
- Electronics Mechanic
- Civil Draughtsman

Additionally, construction work for the Skill Development Centers in these areas has been completed.

#### **Prime Minister Vishwakarma Scheme (Central Government Sponsored):**

Under this scheme, traditional artisans and craftsmen will be recognized as Vishwakarmas and made eligible to receive all benefits under the scheme. The objective is to enhance their skills and productivity, and improve the quality of services they provide by offering relevant training. The scheme also includes provisions for:

- Support for modern and advanced machinery and tools.
- Providing collateral-free loans with interest subsidies to eligible beneficiaries.
- Providing platforms for branding and marketing their products.

The scheme covers 10 types of craftsmanship, including:

- Boat maker
- Armor maker
- Blacksmith
- Hammer and tool kit maker
- Basket maker
- Goldsmith
- Pottery maker
- Stone cutter and carver
- Tailor
- Political basket weaver
- Toy maker (traditional)
- Barber
- Malla maker (garland maker)
- Washerman
- Fisherman (net maker)
- Cobbler (footwear maker)

Registered candidates under this scheme will receive:

- **Trainee Verification:** 40 hours of basic training (5-7 days), including 15 hours on tool kit training and 15 hours on digital literacy, financial literacy, marketing, branding, and self-employment.
- **Advanced Skill Training:** After basic training, interested candidates can enroll for 120 hours of advanced skill training.
- **Financial Support:** During the training, trainees will receive ₹500 per day, and an additional ₹1000 will be given to those who participate in assessments.

The aim is to improve opportunities for advancement and provide support for the overall growth of artisans and craftsmen.

### Tool Kit Provision and Implementation of the Scheme:

Under the scheme, a **Tool Kit** worth ₹15,000 will be provided to the beneficiaries through an e-voucher. The **Bihar Skill Development Mission** is overseeing the implementation of this scheme in all government Industrial Training Institutes (ITIs) in Bihar, starting from the financial year 2024-25.

### Public-Private Partnership (PPP) Scheme:

- The **Public-Private Partnership (PPP)** initiative has been implemented for upgrading 1300 government ITIs.
- From **2007-08 to 2011-12**, a phased approach was used to upgrade 13 industrial training institutes in the state, including:
  - Begusarai, Supaul, Veerapur, Chaudharykha, Dehri-on-Son, Munger, Hajipur, Raja, Madhoura, Bettiah, Patna (Women's), and Muzaffarpur (Women's).
- An **Industry Partner** has been associated with each of these institutes, and each institution has established an **Institutional Management Committee (IMC)**, which is registered.
- The institutions included in this scheme received financial support from the **Indian Government** through the IMC Society, with a provision of ₹2.5 crore as an **interest-free loan**. This loan is to be repaid over 10 years, with equal installments to be paid over the next 20 years.

### Enhancements Under the Scheme:

- New trades have been introduced, and existing trades have been upgraded in the selected institutions.
- Workshops have been equipped with machines that meet international standards.
- **Computer labs, smart classrooms, and libraries** have been established.
- These institutes are being developed as **Production Centers** to improve their operational capacity and provide high-quality training.

### PM Surya Ghar Free Electricity Scheme:

The **PM Surya Ghar Free Electricity Scheme** was approved by the Indian Government on **20/02/2024** with the goal of encouraging the adoption of solar rooftop capacity and empowering residential homes to generate their own electricity.

**Objective:** The scheme aims to create a skilled workforce capable of supporting the installation, maintenance, and integration of solar technology.

#### **Skilling Component:**

- The scheme targets the creation of **1,00,000 Solar PV Technicians** across India.
- The **Directorate General of Training (DGT)** is responsible for the implementation of the skilling component, along with key stakeholders like the **National Council for Vocational Education and Training (NCVET)**, **National Instructional Media Institute (NIMI)**, **Ministry of New and Renewable Energy (MNRE)**, **National Skill Development Corporation (NSDC)**, and **Training Centers (NSTIs/TT)**.

#### **Implementation:**

- The **Directorate of Planning and Training** is overseeing the implementation of this scheme through **Industrial Training Institutes (ITIs)**.
- Currently, **67 ITIs** are engaged in offering training under this scheme.

#### **Training Program Details:**

- **Electricians, Wiremen, Electricians for Power Distribution, and Electronics Mechanics** will undergo a **60-hour training program (7 days)** on **Rooftop Solar PV (Installation & Maintenance)**, which includes theoretical and practical training.
- Instructors from the **Solar Technician and Electrician Trades** will also be trained through a **15-hour training program (2 days)** on **Rooftop Solar PV (Installation & Maintenance) Trainer**.

#### **PM Package for Employment and Skilling Scheme:**

Under this scheme, the **Indian Government** aims to provide high-quality training by selecting **200 Industrial Training Institutes (ITIs)** for development as **Centers of Excellence (CoE)** and **800 ITIs** as **Skill Proficiency Institutes (SPI)**. The scheme involves redesigning existing curricula, introducing new trades, and starting **Short-Term Specialized Courses** in **Hub ITIs**.

#### **Funding Details:**

- **80% of the funding** will be provided by the Indian Government.
- **33.33% of the funding** will be provided by the State Government.
- **18.08% of the funding** will be sourced from **Corporate Social Responsibility (CSR)** contributions from industries.

**Implementation:** The **Directorate of Planning and Training** is responsible for implementing the scheme.

#### **Skilled Youth Program (KYP):**

This program aims to enhance the **soft skills** and **employability** of youth trained in **government-run industrial training institutes (ITIs)** under the **Bihar Skill Development Mission**.

- **17 government ITIs** have registered as **KYP Centers**.
- **20 ITIs** have started offering KYP training, and action is being taken for the remaining institutes to begin training.

#### **Training Details:**

- **Total duration: 240 hours.**
  - **40 hours of Behavioral Skills (Soft Skills).**
  - **60 hours of Communication Skills (Language Skills).**
  - **120 hours of Basic Computer Literacy training.**

**Collaboration with Tata Technologies:** There is also a plan to develop government ITIs as "**Centers of Excellence**" in collaboration with **Tata Technologies**, aimed at enhancing the quality of training and improving skill development outcomes.

Under the **Bihar Government's Seven Nishchay Scheme**, the state is working towards enhancing the quality of training in all **149 government Industrial Training Institutes (ITIs)**. These institutes are being developed as **Centers of Excellence** in collaboration with **Tata Technologies**. An agreement (MoU) was signed on **31st January 2022** between the **Directorate of Planning and Training, Bihar (Patna)** and **Tata Technologies**.

#### **Key Details of the Scheme:**

- **Tata Technologies** and their **20 industry partners** will collaborate to introduce **23 new job-oriented courses** in government ITIs.
- New **machinery** will be installed for hands-on training.
- The goal of this project is to transform the state's government ITIs into **global technology hubs**, providing specialized and industry-relevant training to develop a highly skilled, **Ready-to-Work workforce** that meets the needs of various industries.

#### **Training Curriculum:**

The curriculum will include training in the following areas, designed to prepare students for the latest demands in industries.

Under this scheme, the following **short-term courses** will be introduced in the **Centers of Excellence**:

1. Innovation and Design Thinking
2. Fundamentals of Product Design
3. Product Design & Development
4. Auto Electrical Design & Development
5. Product Verification and Analysis
6. Computer-Aided Manufacturing
7. Process Control & Automation
8. Fundamentals of Automobile Engineering
9. Advanced Automobile Engineering
10. Automobile Maintenance, Repair, and Overhaul
11. Auto Electrical Maintenance
12. Electrical Vehicle
13. Internet of Things (IoT)
14. Advanced Machining (Mill)
15. Advanced Machining (CNC Lathe)
16. Advanced Machining (Rotary 4th Axis and 5th Axis Mill)
17. Advanced Additive Manufacturing
18. Advanced Welding
19. Advanced Painting Technology
20. Industrial Robotics I
21. Industrial Robotics II
22. Advanced Plumbing

### **Phase 1 of the Scheme:**

In the first phase, **60 Industrial Training Institutes (ITIs)** will be developed as **Centers of Excellence**. Workshops and technical labs will be established in these institutes to provide advanced, hands-on training aligned with industry needs in Bihar.

The construction of workshops and tech labs for the development of 89 Industrial Training Institutes (ITIs) under the second phase of the "**Center of Excellence**" initiative is being carried out through the **Bihar State Building Construction Corporation**. Tata Technologies has also procured and installed tools and equipment in these institutions, and appointed two industry specialists at each of the institutes. Training has already begun at these 60 institutes.

In the second phase, workshops and tech labs are being constructed by **Bihar State Building Construction Corporation**, with the procurement and installation of tools and equipment, as well as the appointment of industry specialists, currently underway.

As of now, **2970 trainees** have been trained under this scheme, and training for **3600 trainees** has commenced from **01/08/2024**. The target for the upcoming academic sessions is as follows:

- **2024-25:** 9600 trainees
- **2025-26:** 36,000 trainees
- **2026-27:** 45,000 trainees
- **2027-28:** 60,000 trainees

The establishment of **Centers of Excellence** across **149 government ITIs** in the state will create new employment and self-employment opportunities for the youth of Bihar. This will also provide industries with a highly skilled workforce, playing a significant role in the overall development of various industries.

Under the central and state-sponsored schemes, the budget provision for the Labor Resource Department is allocated in line with the approved budget. The Directorate of Planning and Training (Training Wing) at the department level is provided with funds under both non-plan and plan categories. From the allocated funds, various state and central-sponsored schemes are implemented and smoothly operated at the Directorate level. Below are details of various state-sponsored schemes where budget provisions are made:

- **Construction of Industrial Training Institute Buildings:** This scheme involves the renovation of old buildings of government industrial training institutes and the construction of buildings for institutes that do not have a building.
- **Starting New Trades in Established Women's Industrial Training Institutes:** This scheme allocates funds to establish new trades in existing women's ITIs in the state, in line with local market needs and future employment opportunities for young women.
- **Starting New Trades in Established Industrial Training Institutes:** Similar to the women's ITIs, this scheme focuses on starting new trades in already established industrial training institutes, based on the demand of the local market and future employment prospects for young men.
- **Establishment of New Women's Industrial Training Institutes:** Under the Bihar government's **Saat Nischay Yojana** (Seven Commitments Scheme), one women's industrial training institute is planned to be established in each unaddressed district from the financial year 2016-17 onwards.

A decision was made to establish government women's industrial training institutes in every district, and as a result, all districts now have a government women's industrial training institute. Currently, there are 38 women's industrial training institutes operating under this scheme. Funds are allocated for the establishment costs, office expenses, and other necessary requirements for the smooth operation of these institutes.

- **Establishment of New Industrial Training Institutes:** Under the Bihar government's **Saat Nischay Yojana** (Seven Commitments Scheme), a decision was made to establish one industrial training institute in each unaddressed sub-division starting from the financial year 2016-17. As a result, government industrial training institutes have been established in all sub-divisions. Currently, 83 industrial training institutes are operational under this

scheme. Funds are allocated for the establishment costs, office expenses, and other requirements for the smooth operation of these institutes.

- **Management Information System (MIS):** To facilitate the efficient administration, qualitative development, transparency, enrollment procedures, and examination system of the industrial training institutes under the Directorate of Planning and Training (Training Wing), as well as the regional offices and other departments, funds are allocated for the Management Information System under this scheme.
- **Training and Re-training:** This scheme allocates funds for the training of officers and employees working in the Directorate of Planning and Training (Training Wing) and its subordinate regional offices/government industrial training institutes. The training takes place at various prestigious training institutes within the state and across the country.
- **Land Acquisition for Industrial Training Institutes:** Funds are allocated for land acquisition under this scheme for government industrial training institutes under the Directorate of Planning and Training (Training Wing).
- **Modernization of Machines:** To develop and train educated youth as world-class technicians and workers, funds are allocated for the modernization of old machines and the installation of new machines in the workshops of Bihar's industrial training institutes under the machine modernization scheme.

The following details pertain to the centrally sponsored schemes under the Directorate of Planning and Training, which have budgetary provisions:

- **Skill Development Mission (LWE):** Under the Skill Development Mission, a centrally sponsored scheme is being implemented in 34 districts affected by Left-Wing Extremism (LWE) for skill development. This includes the establishment costs, office expenses, and other necessary requirements for the smooth operation of 9 industrial training institutes and 11 skill development centers. Funds are allocated for these activities under this scheme.
- **Building Construction under Skill Development Mission:** This scheme allocates funds for the construction of buildings for industrial training institutes and skill development centers in the 34 districts affected by Left-Wing Extremism (LWE) under the centrally sponsored skill development scheme.
- **Skill Strengthening for Industrial Value Addition (STRIVE) Scheme:** Funds are allocated for the implementation of various components of the STRIVE scheme in the institutions covered under the scheme. These funds are used to ensure the successful execution of the plan's objectives.
- **Skill Acquisition and Knowledge Awareness Scheme for Livelihood Enhancement:** This scheme allocates funds to strengthen institutions connected with the Skill Ecosystem in the state, increase market linkages, and uplift marginalized communities through skill training.

- **Skill Development Mission (Model ITI):** Under the Skill Development Mission, this scheme allocates funds for the development of the Model Industrial Training Institute (ITI) in Madhura, Saran.
- **Pradhan Mantri Kaushal Vikas Yojana (PMKVY):** Managed through the Bihar Skill Development Mission, this scheme allocates funds to provide short-term skill training to the youth of the state, creating new employment/self-employment opportunities.

Under the Bihar State Government's Seven Nischay Plan Part-2, the following schemes are in place with budgetary provisions:

- **Bihar Skill Development Mission Seven Nischay-2:** Funds are allocated for the operation of the Bihar Skill Development Mission, which was established as a society for skill development of the state's youth.
- **Machine Modernization Seven Nischay-2:** With the collaboration of Tata Technologies, this scheme allocates funds to develop all 149 government industrial training institutes in Bihar as Centers of Excellence.
- **Construction of Industrial Training Institutes' Buildings Seven Nischay-2:** This scheme allocates funds for the renovation of old buildings and the construction of new buildings for institutes that lack infrastructure.
- **Examination and Certification:**
- Training in all government industrial training institutes is conducted based on the training manuals of the Directorate of Training, Government of India, and the curriculum prescribed by NCVET (National Council for Vocational Education and Training), Government of India. For training programs affiliated with NCVET in government industrial training institutes (including women's institutes), examinations are organized by the Directorate of Training, Bihar, in accordance with the academic calendar and examination schedule set by the Directorate of Training, Government of India. These include All India Trade Examinations (Computer Based Test and Practical Examination).
- In government industrial training institutes (including women's institutes) in Bihar, for trades affiliated with SCVT (State Council for Vocational Training), the State Vocational Examination is organized by the Examination Controller Office, Patna. To ensure transparency and fairness, district-level arrangements are made with appointed supervisors, examiners, and required police forces.
- In the All India Trade Examination, successful candidates receive the National Trade Certificate (NTC) issued by the Directorate General of Training (DGT), Government of India. For the State Vocational Examination (SCVT), successful candidates are awarded an SCVT certificate.
- For the courses being run under the "Centers of Excellence" established with the collaboration of Tata Technologies in government industrial training institutes, the examination and certification are managed at the Bihar State Training Directorate.
- **Non-Governmental Industrial Training Institutes (ITI) in Bihar:**
- A total of 1,231 non-governmental industrial training institutes are operational in Bihar, with a total of 182,584 seats approved for training. These institutes offer training in 18 two-year, 24 one-year, and 2 six-month duration courses. All 1,231 non-governmental

industrial training institutes in the state are affiliated with the National Council for Vocational Education and Training (NCVET), Government of India.

- In these institutes, student enrollment for two-year and one-year courses is conducted by the Directorate of Training, Bihar, based on prescribed rates and in accordance with the standards set by the Directorate General of Training (DGT). By the final enrollment deadline set by the Government of India, data of enrolled trainees is uploaded to the SIDH Portal of the Government of India with the assistance of the district's nodal ITI. Afterward, e-KYC is completed, and the Permanent Registration Number (PRN) for the trainees is generated.
- Training in these institutes is conducted based on the training manuals prescribed by the Directorate General of Training (DGT), Government of India, and the updated curriculum set by NCVET. According to the examination schedule set by the Government of India, the Examination Controller Office in Patna organizes All India Trade Examinations for trainees from private institutions. Trainees who pass the examination are awarded the National Trade Certificate (NTC) by the DGT, Government of India.
- To ensure that the training quality and examination procedures meet the established standards, continuous inspection and monitoring are carried out by the Directorate of Training, Bihar.

#### **Good Practices Adopted by the Directorate of Training:**

1. **12th Academic Equivalence for ITI Courses:** Trainees enrolled in or who have completed courses of two years or more at industrial training institutes (NCVT/SCVT) are eligible for the 12th-equivalence certification in Science faculty, granted by the Bihar School Examination Board (BSEB). This includes the examination for industrial training at the higher secondary level in languages (Hindi, English, or Urdu).
2. **Direct Admission to Second Year Polytechnic Institutions:** Bihar Government provides vertical mobility for candidates who have passed ITI courses. Those who have successfully completed two-year courses are eligible to enroll in the second year of diploma courses in state polytechnic institutions. This is based on the eligibility criteria specified in the BCECEB prospectus. After passing the lateral entry examination conducted by BCECEB, these candidates can secure admission to polytechnic institutions based on their trade specialization.
3. **Merit Scholarships:** Merit scholarships are provided to top-performing trainees in government ITIs, based on the ITICAT merit list. The top ten trainees and all female trainees are awarded a monthly scholarship of ₹150 for a duration of ten months.
4. **Uniform and Shoe Allowance:** Trainees in government ITIs in Bihar receive an allowance for the purchase of uniforms (dress) and shoes. After depositing the required amount, trainees are provided with these items to support their training.

### Provisions and Initiatives:

1. **Financial Assistance for Trainees:** At the beginning of each session, a one-time payment of ₹3000 per trainee is provided through RTGS (Real-Time Gross Settlement) to the trainees.
2. **Development of ITIs as Centers of Excellence (COE):** In order to modernize state industrial training institutes for Industry 4.0, the first phase includes transforming 60 industrial training institutes and the second phase involves 89 institutes with the support of Tata Technologies and their 20 industry partners. Under this initiative, 23 new and advanced courses are being launched, which will provide youth with new employment and self-employment opportunities, and supply industries with a highly skilled workforce, playing a crucial role in the overall industrial development.
3. **Introduction of New Trades in ITIs:** To make local youth self-reliant, technical training has been provided based on local market demand and future employment prospects. Accordingly, 11 new trades have been introduced in 53 government industrial training institutes, and 4 new trades have been started in 11 government women's industrial training institutes.
4. **Bihar Student Credit Card Scheme for ITI Trainees:** Trainees enrolled in 2-year courses at industrial training institutes have been included in the Bihar Student Credit Card Scheme, providing them access to education loans.