

**UPGRADATION  
OF  
1396  
GOVERNMENT ITI**

***GITI- Ramnagar  
District Nainital***

**THROUGH  
PUBLIC PRIVATE PARTNERSHIP**

**INSTITUTE  
DEVELOPMENT PLAN**

*(This IDP proforma is to be completed by IMC Society of the ITI seeking interest free loan under the scheme. It shall then be forwarded to State Steering Committee which will approve it and send it to DGE&T, Ministry of Labour & employment for release of funds.)*

## SECTION-A: INFORMATION ABOUT IMC OF ITI-Ramnagar

STATE/UT	Uttarakhand	
2	ITI(Name/ Address)	GOVT. INDUSTRIAL TRAINING INSTITUTE, Ramnagar Kanian, Kalagarh Road Ramnagar, Nainatal Uttarakhand
3	Name of Principal:	J.M.NEGI
	Contact details- Phone:	05946-234124 Mobile No. 9412991520
	Fax:	05946-234124
	Email:	giti.haldwani@yahoo.com
4	Industry Partner (Name/ Address)	M/S Bajaj Auto Ltd. Pantnagar-263153
	Details of Nodal officer (Name/Address)	Mr. P.M.Dindorkar M/S Bajaj auto Ltd, Pantnagar-263153
	Designation in parent org.:	Plant Head/DGM-Uttarakhand
	Contact details- Phone:	05944-250038, (M) 9997711009
	Fax:	05944-25004273398
	Email:	pmdindorkar@bajajauto.co.in
5	IMC Chairman (Name/ Address)	Mr P.M.Dindorkar M/s. Bajaj Auto Ltd Pantnagar-263153
	Designation in parent org.:	DGM-Uttarakhand (BAJAJ AUTO PLANT)
	Contact details- Phone:	05944-250038, (M) 9997711009
	Fax:	05944-25004273398
	Email:	pmdindorkar@bajajauto.co.in
6	Affiliation of Industry Partner	C.I.I., KGCCI
7	Details of Contact Person of above Industry body at:	
	Local level	Mr. P.M.Dindorkar
	State level	Mr. P.M.Dindorkar
	National level	Mr. P.M.Dindorkar
8	Details of Bank Account of IMC Society- Account No: Bank & Branch:	12112011003774 Oriental Bank of Commerce Ramnagar District Nainital (Uttarakhand)

## Composition of Institute Management Committee (IMC)

S. No		<i>Name of member</i>	<i>Additional information about the member</i>
1	Chairman of the IMC	Mr. P.M.Dindorkar M/s. Bajaj Auto Ltd Pantnagar-263153 (M)9997711009	DGM-Uttarakhand
2	Secretary of the IMC (Principal of ITI)	Mr. J.M.NEGI M.no 9412991520	Principal GITI (B) Haldwani
<b>Members nominated by Ind. Partner</b>			
3	Member 1	Mr S.K.Bisht M.no 9917115666	M/s Endurance Engineering Pvt. Ltd. Pantnagar
4	Member 2	Mr. Praveen Chauhan M no 9997193670	M/S Sansera Engineering Pvt. Ltd. Pantnagar
5	Member 3	Mr. S.K.Sharma	M/S Thai Summit Neel Auto Ltd. Pantnagar
6	Member 4	Mr. S.R.Pankey	M/S Badve Pantnagar
<b>Members nominated by State Govt.</b>			
7	Member 1	Mr. N.L. Arya	City Employment Officer, Ramnagar
8	Member 2 (Staff representative)	Mr B.S.Rawat	Instructor, GITI Ramnagar
9	Member 3 (Directorate Nominee))	Mrs. Chadrakanta	Astt. Director, Training & Employment Directorate Haldwani
10	Member 4	Mr. Shivendra Kashyap	Proff. Pantnagar University
11	Member 5 (Student Representative)	Mr. S.S. Rawat	Wireman Trade

**SECTION-B: EXECUTIVE SUMMARY OF THE DETAILS OF THE EXISTING ITI:**

1. Year of Establishment: : 2003  
 2. Affiliation Number given by DGE&T :DGE&T 6/35/18/03 TC wef AUG 2005  
 3. Building/ Premises : (Owned/ Rented) : Owned  
 4. Total land Area (in Sq. m) : 0.259 HECT  
 5. Total Constructed area: (in Sq.mts) : 531 sq. m.

Sr. No.	Particulars	Area in sq m.
1	Office & Others	110 sq. m.
2	Workshop / Labs	421 sq. m.
3	Parking shed	nil
	<b>Total Area</b>	<b>531 sq. m.</b>

6.Types of industries available in the region :SUGAR, TOURISM, CHEMICAL ELECTRONICS, PAPER, AUTOMOBILE, CONSTRUCTION INDUSTRY

7. Whether Placement cell available in ITI -----: **Yes**

8. Percentage of passed out trainees employed/self employed during last two years -----: 10-15 %

9. Trades having high employment potential in the region

- o Fitter
- o Welder
- o Computer operator & programming assistant
- o Painter General
- o Electrician

10. Trades having low employment potential in the region :-Wireman

11.Total yearly fees collected from trainees (average of last two years) ----: **Rs. 18000 /- Per year**

12. Revenue generated during last two years through other sources/ Activities : 2006-07- Nil and 2007-08- Nil

13.Trainees Details (Trainees as on date 01.12.2008)

Total Number	Males	Females	Scheduled Caste		Scheduled Tribe		OBC	
			Males	Females	Males	Females	Males	Females
54	42	12	11	3	-	-	7	-

#### 14.Trade details: (Existing)

Trades available in ITIs	No. of trainees			Instructors					
				Availability				Training (out of filled posts)	
	1st year	2 <sup>nd</sup> year	3 <sup>rd</sup> year	Sanctioned	Filled	vacant	Total	Trained	untrained
<b>NCVT</b>	-	19		1	0	1	1	0	1
1. Wireman									
2. Welder	15			1	0	1	1	0	0
3. Cutting & Sewing	12			1	1	0	1	0	1
<b>SCVT</b>									
1.Tourism Guide	8			1	1	0	1	0	1
2.RAC	-	-	-	1	0	1	1	0	0

#### 15. Expenditure details:

Expenditure of last two years (Rs in Lakh)			
Exp for the Year...2006-2007		Exp for the Year 2007-2008	
Recurring	Non recurring	Recurring	Non recurring
9.11	-	10.22	-

### **SECTION C: SUMMARY OF THE FUTURE PLAN FOR UPGRADATION OF ITI:**

#### (I) Skill requirements of the region

- a. How the skill needs of the region has been determined
  - (i) Through study /survey continuous interaction with local industry.
  - (ii) Data collected from Employment Exchange
  - (iii) Based on demand of Industries who come for campus interviews
- b. Estimate of the yearly skill requirement (in terms of number of workers)

Skill requirement	For the region [Approx.]	For outside the region which can be met by the ITI [Approx.]
Short term	400	500
Medium	250	500
Long term	200	-

(II) Proposed changes in training programmes:

(a) Upgrade the ITI into a CENTRE OF EXCELLENCE : NO

(b) Upgrade the following trades.

List of Trades	No. of units
o Welder	1
<b>Total</b>	<b>1</b>

(C) Add the following new trades.

Sr. No.	Name of Trade	Number of Units
1	Fitter	2
2	COPA	1
3	Electrician	2
4	Painter general	1
5	Fashion Technology	1
	<b>Total</b>	<b>7 No.</b>

(d) Delete the following trades

**List of Trade –**

**No. of units**

Wireman  
RAC

One  
One

(III) Details of the additional resources required and the total loan amount sought by the IMC society under this scheme:

1. Total interest free loan amount sought : Rs 331 (Lakhs)
2. Seed money to be used as a corpus : Rs 50.00 (Lakhs)
3. Manner in which the remaining amount is proposed to be used:  
Rs. 281 (Lakhs)

Item	For CoE	For up gradation of existing trades	For New trades	Total (Rs in lakhs)
Civil works	----	15.00	35.00	50.00
Equipment		10.00	175.00	185.00

Furniture	----	2.00	6.00	8.00
Learning material etc.	----	0.50	2.50	3.00
Recurring Expenditure	----	5.00	30.00	35.00
<b>Total</b>	----	<b>32.50</b>	<b>248.50</b>	<b>281.00</b>

\*\* Additional recurring expenditure as well as additional non-recurring expenditure will be born by the State Government funds.

**Additional Manpower Requirement:**

S No	Trade Instructors		Other staff	
1	Fitter	2	Group Instructor	01No.
2	Electrician	2	Clerk	02 Nos
3	Painter general	1	ClassIV	02
4	COPA	1		
5	Fashion Technology	1		
	<b>Total</b>	<b>7</b>		<b>05</b>

**(IV) Details of any revenue generating facilities proposed to be set up in the ITI:**

- (1). Whether any Business Plan to generate revenue has been prepared? **- YES**
- (2). If yes, please give the details interalia indicating the year when the facilities for the same is envisaged to be developed, funds requirement & how the expenditure is likely to be met, etc. in a separate Annexure.

(Rs. in Lakhs)

Sr. No.	Particulars	Year 1	Year 2	Year 3	Year 4	Year 5
1	Short term Courses	0.00	1.00	1.50	1.75	2.00
2	Production Oriented Training Scheme(By running production center in ITI)	0.00	0.00	0.50	1.00	1.00
	<b>Total</b>	<b>0.00</b>	<b>1.00</b>	<b>2.00</b>	<b>2.75</b>	<b>3.00</b>

## **(V) Key Performance Indicators (KPIs)**

The details to the Key Performance Indicators set as targets under this scheme during next five years are as follows:

Sl. No.	Key Performance Indicators	Base line in the year of release of loan	Target				
			for the year next to loan release year	for 2 <sup>nd</sup> year	for 3 <sup>rd</sup> year	for 4 <sup>th</sup> year	for 5 <sup>th</sup> year
1.	% of applications as compared to no. of seats	150	200	250	300	400	500
2.	% of enrolments as compared to no. of seats	85	95	100	100	100	100
3.	% of dropout as compared to no. of enrolments	10	5	-	-	-	-
4.	% of students passed out compared to enroll students	60	70	80	100	100	100
5.	% of passed out students employed / self employed within one year of pass out	10	30	40	60	70	80
6.	Average monthly income of the employed/ self employed students in Rs.	2500	3000	4000	5500	7000	8500



## **SECTION D: DESCRIPTION OF THE MEASURES FOR IMPROVING THE PERFORMANCE OF THE INSTITUTE**

*(a) What changes would you like to introduce for better management of the ITI?*

- 1) Shortage of instructional staff has to be filled up with experienced incumbents.
- 2) Exposure to constantly changing industrial techniques and tool & equipments both of the trainees and staff members.
- 3) Increased sense of responsibility & motivation amongst all members of the institutes.
- 4) Interaction with better performing institutes quite often.
- 5) Development of a system to remain in constant touch with old passed out trainees for getting benefit of their experience and struggle
- 6). Computerization and networking of Office.
- 7). Establishment of performance appraisal system for evaluation.
- 8). Training & retraining of staff.

*(b) What sort of training do teaching and non-teaching staff of the ITI Require?*

1. Industrial training for Instructors & Group Instructor.
2. Training of all the staff in computer operations and better communicative skills particularly in English.
3. Training on computer based teaching (CBT) & Principles of Teaching (POT) to the Instructors.
- 4.. Accounts, Stores & Computer training to non teaching staff.
5. Training on personality development.

*(c) What improvements in teaching and learning resources does the ITI require?*

1. Modern teaching Aids.
2. Development of Multipurpose Hall for seminars / workshops.
3. Up gradation of Library with modern books and network facility.
4. Development of precision instruments lab.
5. Development of computer Laboratory.
- 6.** and most importantly, guest lecturers & practical demonstrators from industries.
7. Up gradation of Library with modern books and network facility for e-learning.
8. Sports facilities to be provided for boosting morale & motivation.

*(d) Can you improve the number of female students in ITI courses? How Would this be done?*

1. By fulfilling 30% reservations to female students in each trade as per state government norms.
2. Number of female trainees would be improved by **motivating & encouraging** them with the higher percentage of campus recruitment, by **introducing courses** that are mostly liked by them like Fashion Technology, Computers etc, and by running an **awareness campaign** with the help of industry. Contacting beauty parlors, mahila mandal & local Female Population.

(e) Can you improve the number of students from disadvantaged Back ground in the ITI courses? How would this be done?

1. Organizing seminar, career fairs & making publicity about courses, Facilities to the Disadvantaged / background students.
2. Free ship – Hostel facility & scholarship.
3. Number of trainees from disadvantaged backgrounds would be improved by motivating & encouraging them with the **higher percentage of campus recruitment**, by persuading industries through IMC for **giving priority to such trainees in recruitment**, by trying to **increase no. of seats** for such trainees, by introducing **special sponsorship** schemes through IMC and by running an awareness/**motivating campaign** with the help of industry.

(f) How can you improve your linkages with the local labour market? Do you need to improve your linkages with labour markets outside your locality and if yes, how could you go about it?

Since there is no cluster of industries locally, our linkages with labour markets outside our locality shall have to be improved and this would be done by-

- 1) producing better skilled workforce with the help of this project who ultimately on absorption in industries, would motivate industries for improved interaction with the institution.
- 2) increasing the interaction with other industries through IMC and by further propagating image of our trainees as sincere, hard working & fast learners.
- 3) taking leverage of **rapid industrial growth in the state of Uttarakhand**.
- 4). By inviting industrial experts to the institute.
- 5). Establishment of placement cell to interact with industry.
- 6). By conducting Institute & Industry meet.

### **SECTION E: ACTION PLAN FOR UPGRADATION**

(a) Do you intend to establish a Centre of Excellence? **NO**

*If Yes:*

Which trade sector do you prefer? -----

Why did you choose this sector? -----

(b) *In addition to above or otherwise* Which trades would you prefer to Up grade?

i) Additional unit to be started:- nil

ii) New trades to be started

1)Fitter	2 units
2)Electrician	2 Units
5)Painter General	1 unit
6) COPA	1 unit
5) Fashion Technology	1 unit

Why did you choose these trades?

As per the need of surrounding Industry besides discussion with different industries.

(c) What resources do you need to upgrade your institution and to Up grade selected trades?

(i) Civil works – describe and justify any civil works you want to undertake.

- 1) Since the building of the institute is quite old, **existing building needs to be renovated.**
- 2) **New building** with at least **3 class rooms, 1 lab each for computers and** other new trades, **1 workshop for latest machines** would be essential
- 3) Development of Conference & seminar Hall
- 4) Landscaping, gardening, Beautification & Tree plantation.

(ii) Equipment, Tools & other items– describe and justify all goods you want to procure.

- 1) Maximum latest machinery as per the syllabus would be required to be procured.
- 2) Part of latest type of hand tools would be required to be procured.
- 3) Equipments for a full fledged Placement Cell would be required.
- 4) Furniture - As per syllabus and required.
- 5) Books, Learning Resources and Software – Technical books & Non-Technical books.

(d) Training of Staff – Describe and justify the training needed by your staff and indicate how this could be implemented.

**Training of Teaching Staff-Teaching staff requires to get familiarized with latest equipments & machinery, production techniques and innovative methods that are being used in industries, at the same time requires to be trained** in more useful teaching methods.

Training of NonTeaching Staff- **Non-teaching staff requires to be trained for the effective use of Computers for data analysis and time efficiency, Accounts & procurement and for better communicative skills particularly in English.**

(e) Additional Staff - describe and justify any additional staff you need.

- 1 .For better implementation of training, Instructors for every unit and one Group Instructor is required. One Workshop Calculations & Science & Drawing Instructor is also required.
2. One Sr. clerk& One junior clerk is required to look after the admission, training material, examination etc.
3. For cleaning & other work workshop attendant & sweeper are necessary.

(f) Consumables and Training Materials – describe and justify the consumables and any maintenance you need.

Recurrently usable material for training and different projects would be required like different kind of metals, lubricants, grease, stationery, fuel for vehicles, cutting tools etc and periodic maintenance particularly of sophisticated machines would be required. Raw material required for practical purpose would be purchased by store in advance. Training material like transparencies, charts, overhead projectors, LCD projector are necessary for effective training.

## **SECTION F: YEARWISE BREAKUP OF RESOURCES REQUIRED**

(I) What finances do you need to procure the resources you described in the previous section?

(a) for CoE:          Not applicable

(figures in lakh of Rupees)

		Year 1	Year 2	Year 3	Year 4	Year 5	Total
		Non-recurring costs					
1	Civil Works	----	----	----	----	----	----
2	Equipment	----	----	-----	----	----	----
3	Furniture	----	----	----	----	----	----
4	Books, Learning Resources and Software etc	----	----	----	----	----	----
5	Sub Total(1+2+3+4)	----	----	----	----	----	----
6	Additional manpower	----	----	----	----	----	----
7	Consumables, Maintenance and Training Materials	----	----	----	----	----	----
8	MiscExp.(stationary& office work)	----	----	----	----	----	----
9	Sub Total (6+7+8)	----	----	----	----	----	----
	TOTAL(5+9)	----	----	----	-----	----	----

b) for Upgradation of trades:

(figures in lakh of Rupees)

		Year 1	Year 2	Year 3	Year 4	Year 5	Total
		Non-recurring costs [Approx.]					
1	Civil Works	10.0	5.0	0.0	0.0	0.0	15.0
2	Equipment	10.0	0.0	0.0	0.0	0.0	10.0
3	Furniture	2.0	0.0	0.0	0.0	0.0	2.0
4	Books, Learning Resources and Software etc	0.5	0.0	0.0	0.0	0.0	0.5
5	Sub Total(1+2+3+4)	22.5	5.0	0.0	0.0	0.0	27.5

		Recurring Costs					
6	Additional manpower	0.5	0.5	0.0	0.0	0.0	1.0
7	Consumables, Maintenance and Training Materials	0.4	0.6	0.7	0.8	1.0	3.5
8	Misc Exp. (stationary & office work)	0.1	0.1	0.1	0.1	0.1	0.5
9	Sub Total (6+7+8)	1.0	1.2	0.8	0.9	1.1	5.0
	TOTAL(5+9)	23.5	6.2	0.8	0.9	1.1	32.5

(c) for new trades :

(figures in lakh of Rupees)

		Year 1	Year 2	Year 3	Year 4	Year 5	Total
		Non-recurring costs [Approx.]					
1	Civil Works	0	25.0	10.0	0.0	0.0	35.0
2	Equipment	0	60.0	70.00	45.0	0.0	175.0
3	Furniture	0	3.0	3.0	0.0	0.0	6.0
4	Books, Learning Resources and Software etc	1.0	1.00	0.5	0.0	0.0	2.5
5	Sub Total (1+2+3+4)	1.0	89.0	83.5	45.0	0.0	218.5
		Recurring Costs [Approx.]					
6	Additional manpower	0.0	1.5	2.5	3.5	4.5	12.0
7	Consumables, Maintenance and Training Materials	0	2.0	3.5	5.0	6.5	17.0
8	Misc Exp. (stationary & office work)	0	0.25	0.25	0.25	0.25	1.0
9	Sub Total (6+7+8)	0	3.75	6.25	8.75	11.25	30.0
	TOTAL(5+9)	1.0	92.75	89.75	53.75	11.25	248.5

**TOTAL requirement of funds (a)+(b)+(c)**

(figures in lakh of Rupees)

		Year 1	Year 2	Year 3	Year 4	Year 5	Total
		Non-recurring costs [Approx.]					
1	Civil Works	10.0	30.0	10.0	0.0	0.0	50.0
2	Equipment	10.0	60.0	70.0	45.0	0.0	185.0
3	Furniture	2.0	3.0	3.0	0.0	0.0	8.0
4	Books, Learning Resources and Software etc	1.5	1.0	0.5	0.0	0.0	3.0
5	Sub Total(1+2+3+4)	23.5	94.0	83.5	45.0	0.0	246.0
		Recurring Costs [Approx.]					

6	Additional manpower	0.5	2.0	2.5	3.5	4.5	13.0
7	Consumables, Maintenance and Training Materials	0.4	2.6	4.2	5.8	7.5	30.5
8	Misc Exp. .(stationary& office work)	0.1	0.35	0.35	0.35	0.35	1.5
9	Sub Total (6+7+8)	1.0	4.95	7.05	9.65	12.35	35.0
	TOTAL(5+9)	24.5	98.95	90.55	54.65	12.35	<b>281.0</b>

Note:- Above projected recurring expenditures does not include expenses due to salary & wages of teaching & other staff. This will have to be managed through separate budget allocated to institute by Government.

### SECTION G: MISCELLANEOUS

a) How do you see the future of the institute and what action would you suggest for achieving its growth and sustainability.

Involvement of industry representatives will continue because of mutual interaction and institutional passed out trainees being continuously absorbed there.

Physical resources will be in the form of donation of old or/new machinery, letting our trainees on the job training on their machinery, industrial tour, **training of our instructors** on latest equipments etc.

At the moment no surety of direct financial help but in future indirect help in the form of giving small or medium type job works on payment basis could come

Achievement of growth will be possible by increasing the number of Trade/ batches and upgrading quality of training.

Also keeping the liaison with surrounding industries to understand their needs and provide the necessary skilled craftsmen.

b). Any out standing achievement/ success stories of the institute?

1. The institute is comparatively very young. It is in the process of maturing and is of a great support to industries in neighborhood. Even though the Institute commenced operations in Aug 2003 the admissions are nearly 100%.

GITI Ramnagar

(J.M.NEGI)  
Principal  
(Secretary of IMC)  
GITI Ramnagar

(P.M.DINDORKAR)  
(IMC Chairman)  
GITI Ramnagar

**Annexure to IDP**

**Details of the Instructional Staff in the Institute:-**

<b>Sr. No</b>	<b>Name of the Instructional Staff</b>	<b>Educational /Technical Qualification</b>	<b>E m a i l I D</b>	<b>Mobile No/pho ne No.</b>	<b>Instructor in which Area and how long</b>	<b>Is the Instructor Trained in Principles of Teaching- POT (Yes/No)</b>	<b>Is the Instructor Trained in Trade areas(a) (Yes/No)</b>
<b>a</b>	<b>b</b>	<b>C</b>	<b>d</b>	<b>e</b>	<b>f</b>	<b>g</b>	<b>h</b>
1	Mr. S.L.Arya	B.A., PG Diploma in Tourism Guide		9410335931	Foreman since 2005	No	Yes
2	Mr. B.S.Rawat	ITI Electronics			Drawing/ Maths since 2006	No	No
3	Mr. B.Pant.	Diploma Electronics			Wireman since 2005 25 years	No	no
4	Mr. D.K.Lohni	MA., PG Diploma in Tourism Guide			Tourism Guide since 2003	No	Yes
5	Mrs Deepa pandey	ITI- Cutting Sewing			Cutting Sewing since 2003	No	yes