

A Summary of

DECODING EMPLOYER PERCEPTION

of Industrial Training
Institutes and Vocational
Training in India



Context Setting



Every year, nearly six lakh young people enter government-run skilling institutions hoping to gain the skills needed for meaningful work, yet only 53–57% of ITI seats are currently utilised. This reflects a wider perception that vocational education is less desirable, and many graduates continue to struggle with limited industry exposure and varying training quality. Building on its 2020 [Pathways to Work study](#), the Future Right Skills Network commissioned Ken Research to conduct a study focused on understanding industry perceptions, assessing existing linkages with government skilling institutions, and identify pathways to make skilling more responsive to the current world of work.

Objectives



- ▶ **Identify Successful Vocational Training Models:**
The study examined effective vocational training models in India and abroad, focusing on how industries contribute through ownership, funding and hands-on training.
- ▶ **Assess Current ITI–Industry Collaboration:**
It analysed how ITIs and industries currently work together in Gujarat, Tamil Nadu, Haryana and Delhi, highlighting both the gaps and the practices that are functioning well.
- ▶ **Document Best Practices and Models:**
It captured strong examples of industry involvement in training, showcasing models that demonstrate effective collaboration.
- ▶ **Propose Strategies for Enhanced Industry Engagement:**
The study recommends practical ways to make ITI training more aligned with market needs, including approaches for industry participation in curriculum design, training delivery and mentoring.
- ▶ **Outline Governance and Incentive Structures:**
It reviewed how state policies encourage employers to offer apprenticeships and engage with skilling institutions, particularly for women, and proposed governance models to ensure sustained and high-quality industry participation.

► **METHODOLOGY & SCOPE**

1. ASSESSMENT & COMPARISON OF TRAINING MODELS:

To dipstick on types of vocational training models (global best practices vs domestic best practices) across the top 5 industries:

- Program Curriculum
- Demand Drivers
- Mode of Programs (hybrid / online)
- Enrollments – Hyperlocal vs National vs International

2. ECOSYSTEM PARTNERSHIPS:

Evaluating ITI Partnerships in Gujarat, Tamil Nadu, Delhi and Haryana (Engagement Levels, Strengths, Weaknesses, Best Practices, Key Industry Clusters in terms of Major Industry Bodies and Existing Partnerships, Industry Contributions). Assess state incentives for employers, focusing on tax benefits, subsidies, and OJT/apprenticeships, especially for female ITI graduates.

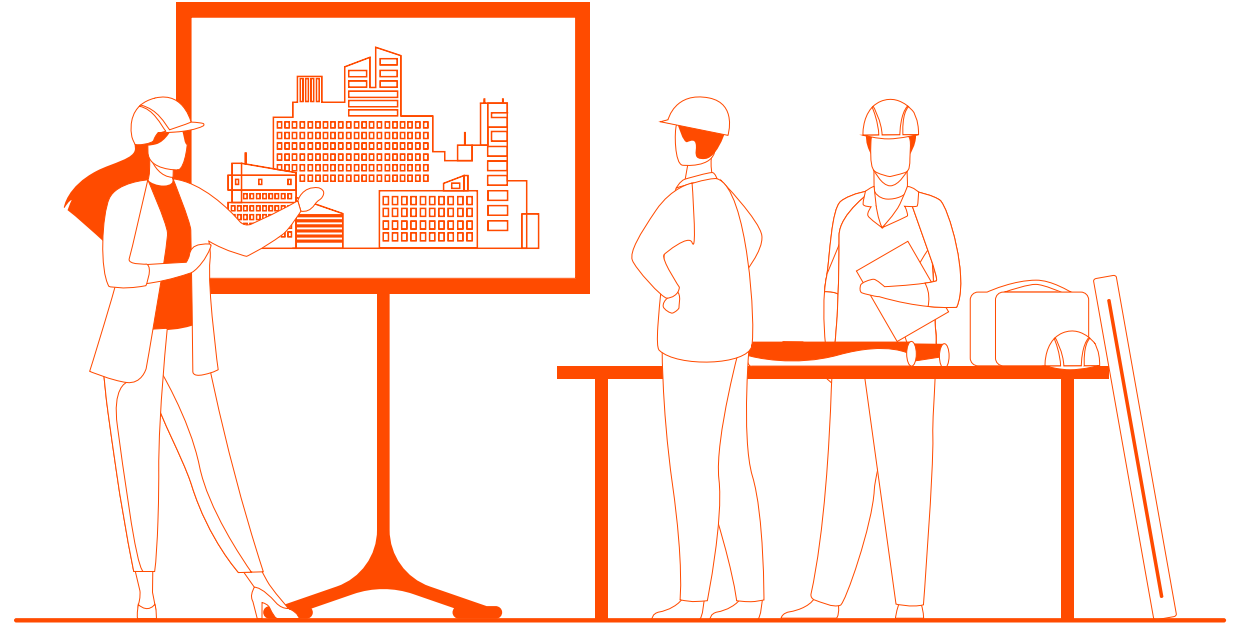
3. VOICE OF EMPLOYERS:

Documented via Telephonic Discussions + Surveys across Delhi, Haryana, Gujarat, Tamil Nadu. Key attributes focused on are awareness, perception analysis, hiring expectations, challenges, retention, performance, gender diversity and employer commitment. Examining industry engagements with gig workers and those self-employed. Mapping green job providers across energy, mobility, and construction industries.

4. KEY INSIGHTS AND RECOMMENDATIONS:

- Strategies for industry engagement:
 - Proposing training programs to match current and emerging industry needs
 - Methods to boost industry engagement
 - Governance and incentive structure
 - Strategies to improve state government incentives
 - Proposing govt. Frameworks
- Providing insights to the state DET on improving industry engagements

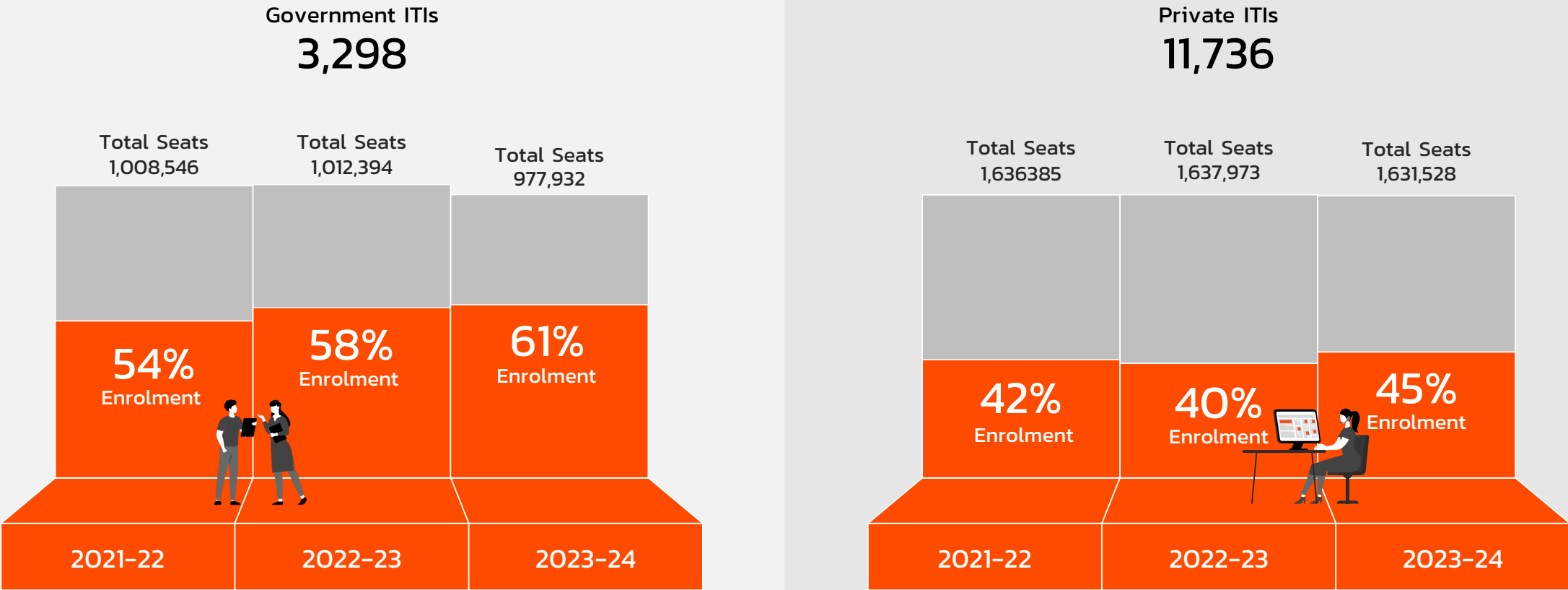
01 Industrial Training Institutes In India



► **INDUSTRIAL TRAINING INSTITUTES IN INDIA TODAY**

Industrial Training Institutes (ITIs) are post-secondary institutions constituted under the Directorate General of Training (DGT), Ministry of Skill Development and Entrepreneurship (MSDE). Providing vocational training in various trades to create a skilled workforce that meets the requirements of industry and business sectors.

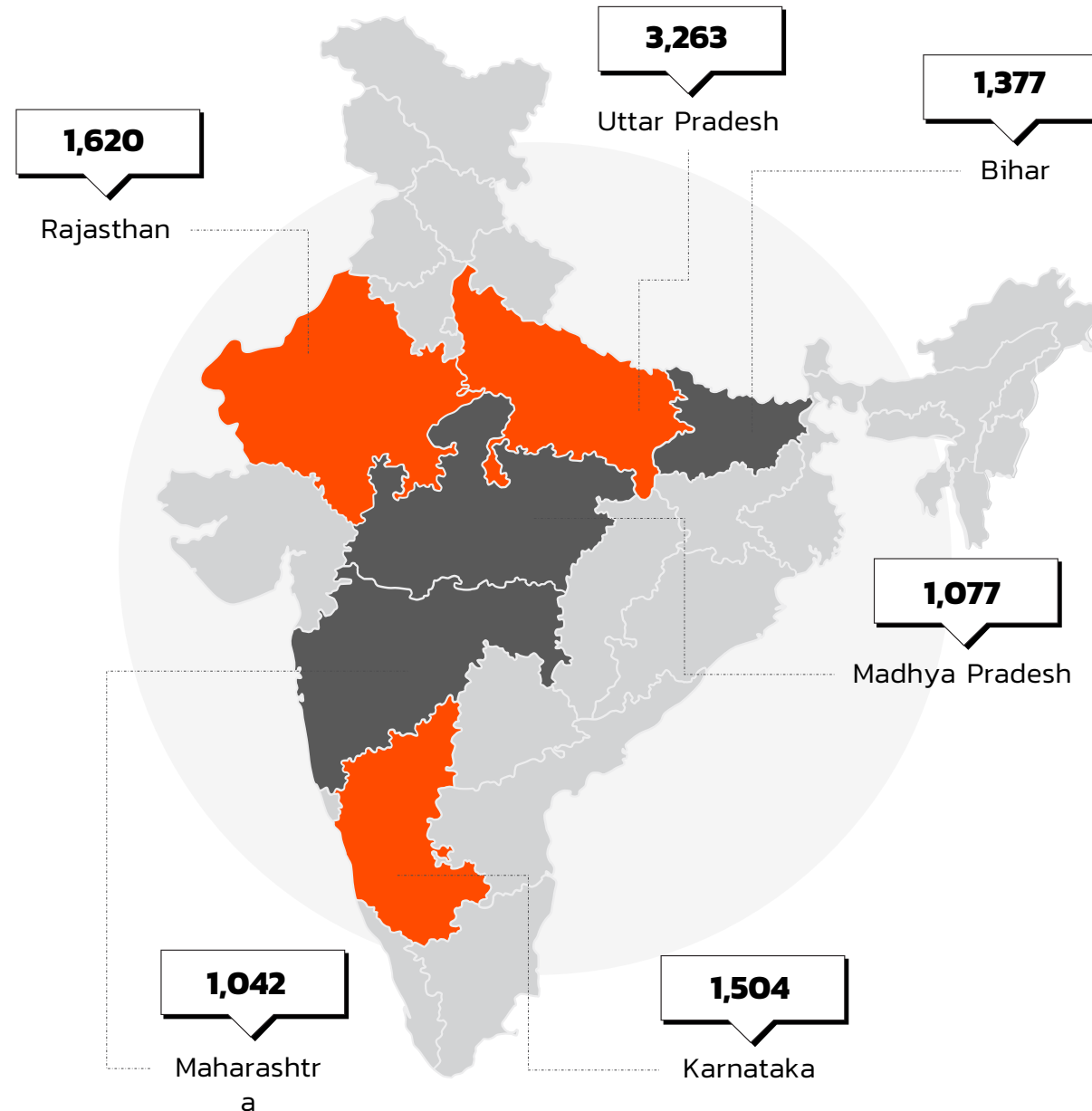
15,034 Functioning ITIs in India, offering more than 26 lakh seats, with under 13 lakh seats filled.



Note: The data recorded for number of ITIs is as on 5th August, 2024.
Source: Ministry of Skill Development and Entrepreneurship, DGT, Industry Articles & Ken Research Analysis

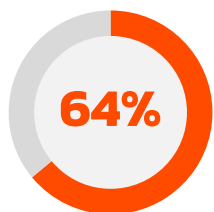
► TOP INDIAN STATES WITH >1,000 ITIS, 2024

Among the 28 States and 8 Union Territories of the country, more than 40% of the ITIs are located in the states of Uttar Pradesh, Rajasthan and Karnataka.



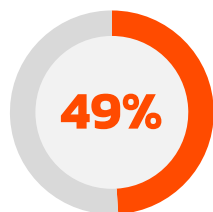
► TOP 10 TRADES BY NUMBERS OF ADMISSIONS, 2022-2023

As per the admission data from the year 2022-2023, enrollment rates for engineering trades averaged at about 56%, while non-engineering trades at around 53%.



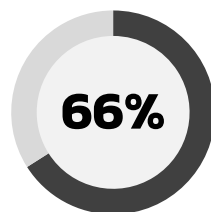
Electrician

Total Seats:
503,677



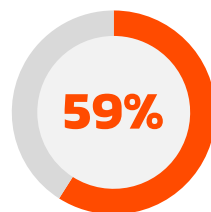
Fitter

Total Seats:
255,577



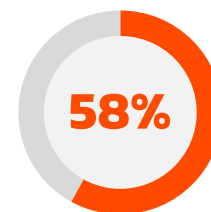
COPA

Total Seats:
105,306



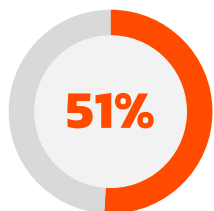
Welder

Total Seats: 82,715



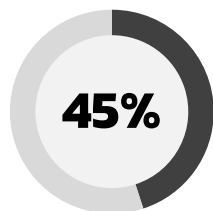
Mechanic Diesel

Total Seats:
74,949



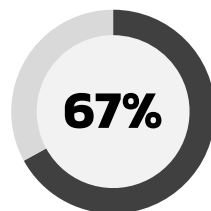
**Electronic
Mechanic**

Total Seats:
39,321



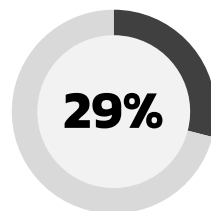
Sewing Technology

Total Seats:
22,319



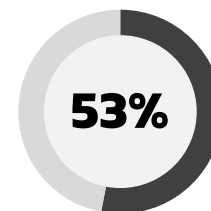
Cosmetology

Total Seats: 17,731



Health Sanitary

Total Seats: 14,070



Stenographer

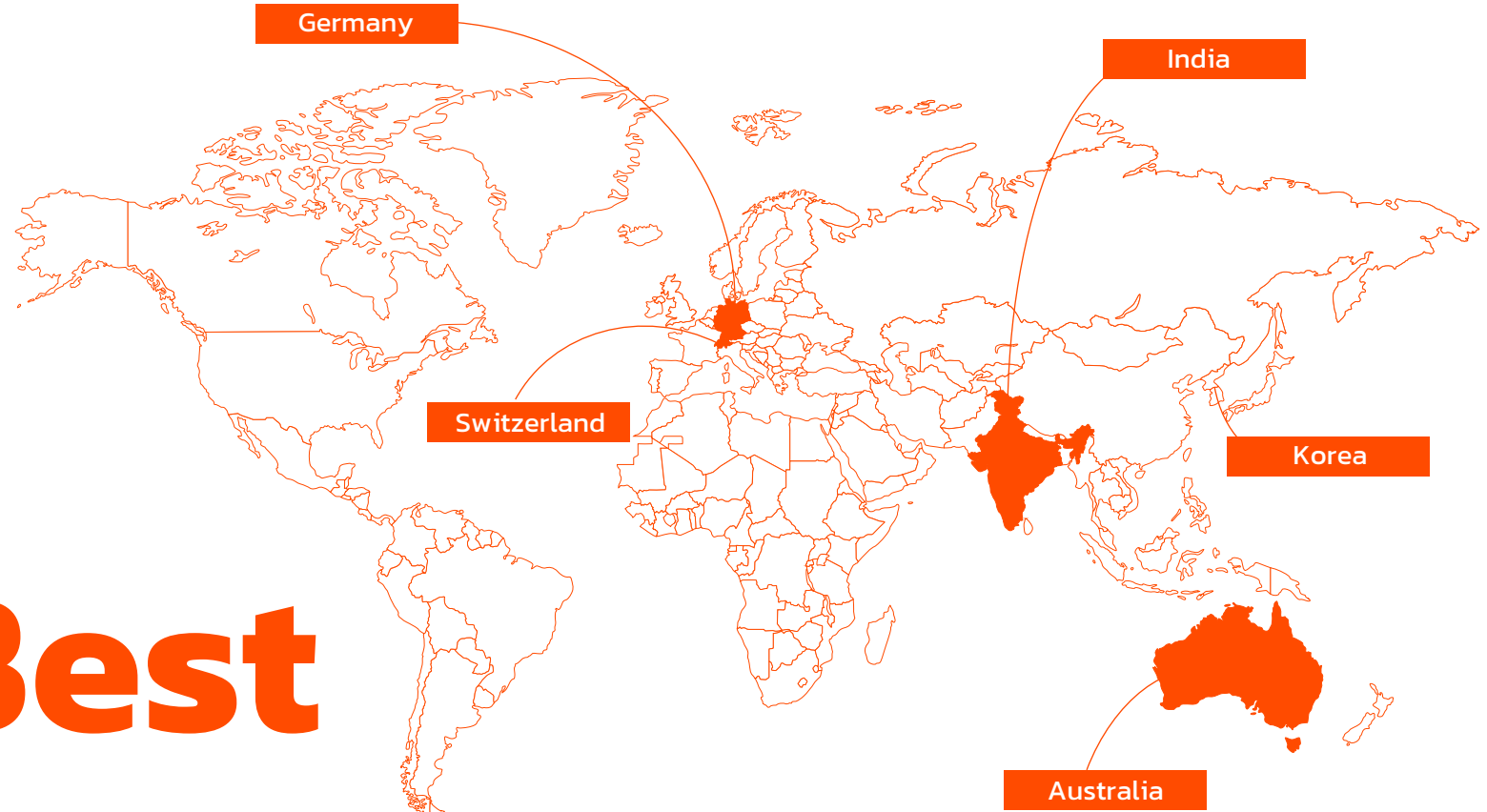
Total Seats:
13,003

 Engineering

 Non-Engineering

Given the existing context of ITIs in India, **there is a need for strategic interventions to enhance awareness, increase enrollment and ensure better-aligned training to meet the needs of the industry.**

02 Global Best Practices



Germany, Switzerland, Korea and Australia stand out for their economic & Vocational Education and Training (VET) landscape.*

*To know more about the shortlisting criteria adopted, refer to the annexure – page __.

► HIGHLIGHTS AND BEST PRACTICES IN VOCATIONAL EDUCATION



Germany

The Dual System Model



Early Access:
Training from
age 14–15

Dual System:

**70% work +
30% class**

High uptake:

50%+ students
choose
vocational path

Student benefit:

Avg. wage
€1,028/month



Switzerland

The Dual-Track Approach

Student benefit:
Earnings rise from

**~\$650 →
\$1,150**



Labour alignment:

**240+
professions**

Flexible paths:

Multiple
contract options

Strong funding:

Cantons cover
75% VET costs



Korea

Lifelong &
Industry-
Centric
Learning

Lifelong learning:

Continuous skill
development
encouraged.



High employability:

Vocational graduates
well-recognized.

Diverse pathways:

Meister schools,
corporate universities,
training platforms.

Strong collaboration:

Government + industry
co-manage programs.

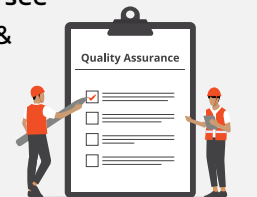


Australia

Early Exposure
and Flexible
Career Pathways

Government role:

States oversee
standards &
quality



Industry-driven:

Employers fund
~45% of VET

Practical focus:

Hands-on training,
internships, prior
learning
recognition.

Flexibility:

Early training (age 6–7)
+ multiple vocational/
academic tracks.

► WHERE IS INDIA IN COMPARISON?

Education System	Germany	Switzerland	The Republic of Korea	Australia	India
Access to VET	●	●	●	▲	●
Range of Courses	●	●	▲	▲	■
Multiple Durations	●	●	▲	▲	●
% Opting for VET	▲	▲	●	▲	■
Female Participation %	●	●	●	▲	■
Foreign Participation %	▲	▲	●	●	■
Practical Training vs Theory%	▲	▲	▲	●	●
Highest Qualification -Vocational	●	▲	●	●	■
Highest Qualification -Academic	●	■	●	▲	●
Permeability	●	●	●	▲	●
Employment Rate	▲	▲	●	●	■

▲ Best ● Good ■ Average

In comparison to Germany, Switzerland, Republic of Korea and Australia,

the Indian VET system has a considerable amount of catch-up left to do especially with regard to number of trades offered, participation rates, and learner journeys.

Note: % Opting for VET: Refers to students opting for VET at secondary level, Highest Qualification–Academic: Highest academic qualification one can reach through vocational route, Permeability: Interchanges possible between vocational and academic routes, Employment Rate: 25–34 year old students employed with an upper–secondary vocational qualification

Source: Govt. Portals, Industry Articles & Ken Research Analysis
*for a more in-depth understanding of the parameters of this assessment refer to the annex.

When we zoom out to look at kind of role the Government and Industry plays in enabling the VET system, **India shows success from Government participation, but when collaboration with the industry and the eventual execution of their inputs remains to be a challenge.**

GOVERNANCE STRUCTURE	Curriculum Design	Oversee/ Coordination	Schemes	Funding	Data Monitoring	Quality Assurance	Stipend
Germany	▲	▲	▲	▲	▲	●	●
	▲	▲	■	▲	■	▲	▲
Switzerland	▲	▲	▲	▲	▲	▲	●
	▲	●	●	▲	■	●	▲
The Republic of Korea	▲	▲	▲	▲	▲	▲	●
	▲	●	●	●	■	●	●
Australia	▲	▲	▲	▲	▲	▲	●
	●	●	●	●	■	●	●
India	▲	▲	▲	▲	●	▲	●
	●	■	●	●	■	■	●

▲ High ● Medium ■ Low

Government Role

Industry Role

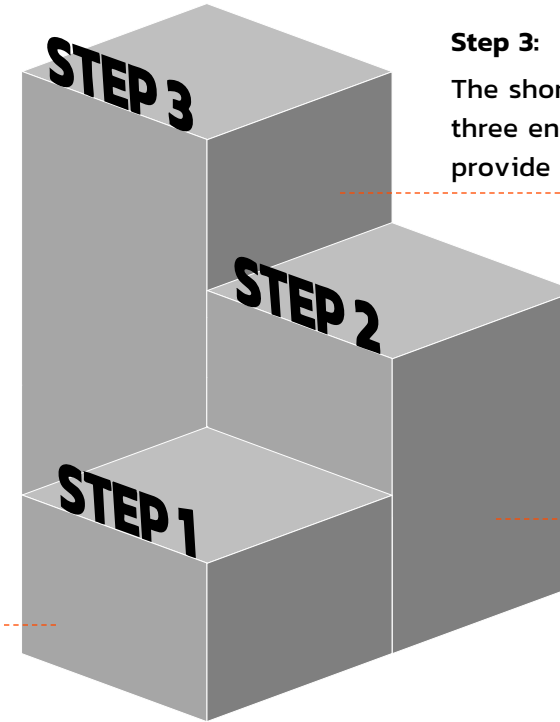
► Understanding Potential

To better understand the potential, shortlisting key trades based on demand and growth across Germany, Switzerland, Australia, the Republic of Korea and India is essential.

To do this the study followed a three-step approach:

Step 1:

From over 160 trades offered in India, 12 were identified on the basis of the total number of seats available.



Step 3:

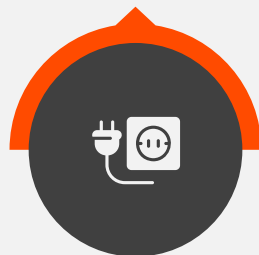
The shortlisted trades were further divided, selecting three engineering and two non-engineering trades to provide a holistic perspective.

Step 2:

A benchmarking exercise was undertaken, using demand and supply factors and applying appropriate weightings.

The five trades selected were:

Electrical & Energy



Manufacturing



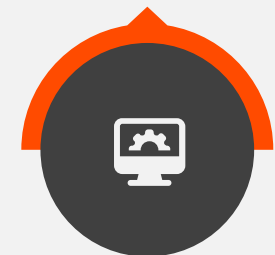
Automobile



Textile & Apparel



**Information
Technology/Information
Technology Enabled
Services (IT/ITES)**



► UNDERSTANDING POTENTIAL

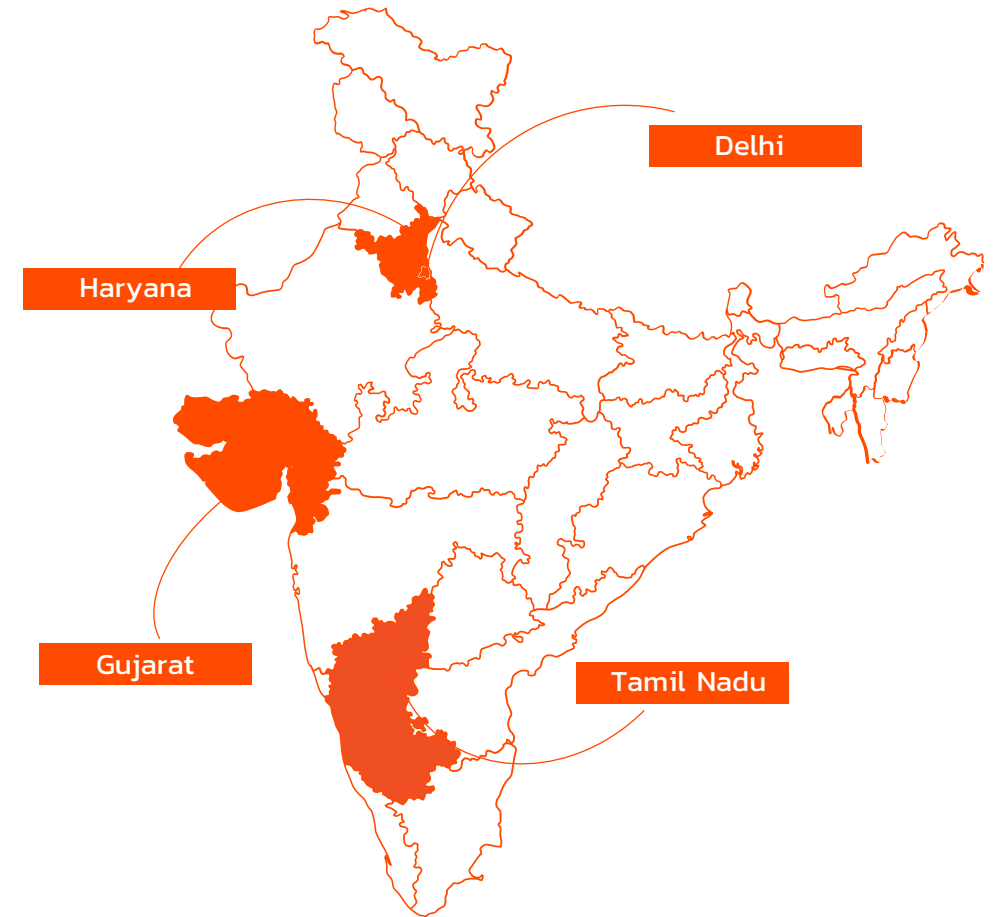
Key differentiators are:

Global (i.e. Germany, Switzerland, Australia, the Republic of Korea)	Sector	India
Specialized (e.g., renewables, automation, networks)	 Electrical	Generalized, few specializations
Industry- and tech-specific (CNC, robotics, 3D printing)	 Manufacturing	Generalized & fabrication-focused
Advanced, e-mobility, diagnostics, management	 Automotive	Basic repair/maintenance
Data, cybersecurity, application-specific, IoT, AI	 IT/ITES	Broad IT, basic programming
Sustainability, design, digital/ fashion, niche manufacturing	 Textile & Apparel	Basic manufacturing, design

While the leading global countries are emphasizing on specialisations and advance technology,

India continues to focus on generalised skilling, targeting high-demand roles, and board level skills.

03 Ecosystem Partnership



Industry Partnerships & Placement Outcomes

Placement Statistics (as of 2022)

~72%

MoUs to enable curriculum design

TATA, Siemens – Dual System of Training (DST), Entrepreneur Skills Trade

Xiaomi – Mobile Repairing Trade

Industry Partnerships

Leading industry partnerships focused on trades such as electrical, manufacturing, IT/ITES, automobile with



Delhi

Haryana

Gujarat

Tamil Nadu

Placement Statistics (as of 2022)

~51%

MoUs to enable curriculum design

Multi-Sectoral Development Program

Industry Partnerships

Leading industry partnerships focused on trades such as electrical, manufacturing, and automobile with



Placement Statistics (as of 2022)

~80%

MoUs to enable curriculum design

Maruti Suzuki Limited – four-wheeler mechanical training

Titan – behavioral and communication skills training

Industry Partnerships

Leading industry partnerships focused on trades such as electrical, manufacturing, and automobile with 700+ participating companies

Among the four States, Tamil Nadu and Delhi boast high placement success rates and industry partnerships.

Placement Statistics (as of 2022)

—

MoUs to enable curriculum design

Flexi-MoUs with 43 Industry Partners

Green Dot – Soft Skill Development Training

Industry Partnerships

Leading industry partnerships focused on trades such as electrical, manufacturing, textile and apparel, and automobile with

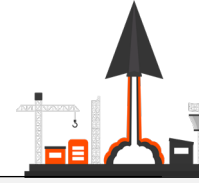


► APPRENTICESHIPS, ON-THE-JOB TRAINING & INFRASTRUCTURE

On-the-Job Training & Apprenticeship



Infrastructure & Upgradation



Major focus **on technical trades** like Electrical and Automobile



Delhi

Majorly **undertaken by large companies** in **electrical & automobile sector**

Balanced approach with a **focus on technical and non-technical trades**



Haryana

Mix of both large companies as well as Small and Medium Enterprises (SME)

Limited focus with strong preference on manufacturing trades



Gujarat

Majorly **undertaken by companies** in the **automobile sector**

Significant focus with **~5,500 trainees covered in 2024**



Tamil Nadu

Scheme of industrial schools, both **self-financed** and **private aided**

As per the existing data the electrical, manufacturing, and automotive sectors drive over two-thirds of apprenticeship opportunities.

Delhi and Tamil Nadu stand out among the four States for highlighting industry initiatives in their prospectus.

► STATE LEVEL INITIATIVES AND INCENTIVES

Initiatives



Technical Education Community Outreach Scheme (TECOS) Scheme, Takniki Shiksha Sansthan Kalyan Samiti (TaSSKS), Transformative Placement Strategy

Entrepreneurship Program (Udhyami Haryana (2021-2024)), ITI assessment dashboard, Overseas employment opportunities, Short-term Training Schemes

Kaushalya Vardhan Kendra, Skill Enhancement Centers, Employment Extension Bureau, Online Career Counselling

Virtual Classrooms, Training through Simulators, Industry Exposure visits, Internship Training Scheme, Certification of in-service instructors



Delhi



Haryana



Gujarat



Tamil Nadu

Incentives



Opportunities for govt. school students to undergo dual vocational training in Germany

Scholarship Schemes for SC students in Govt. ITIs

Swami Vivekananda Scholarship, Swami Vivekanand Residential Training Scheme

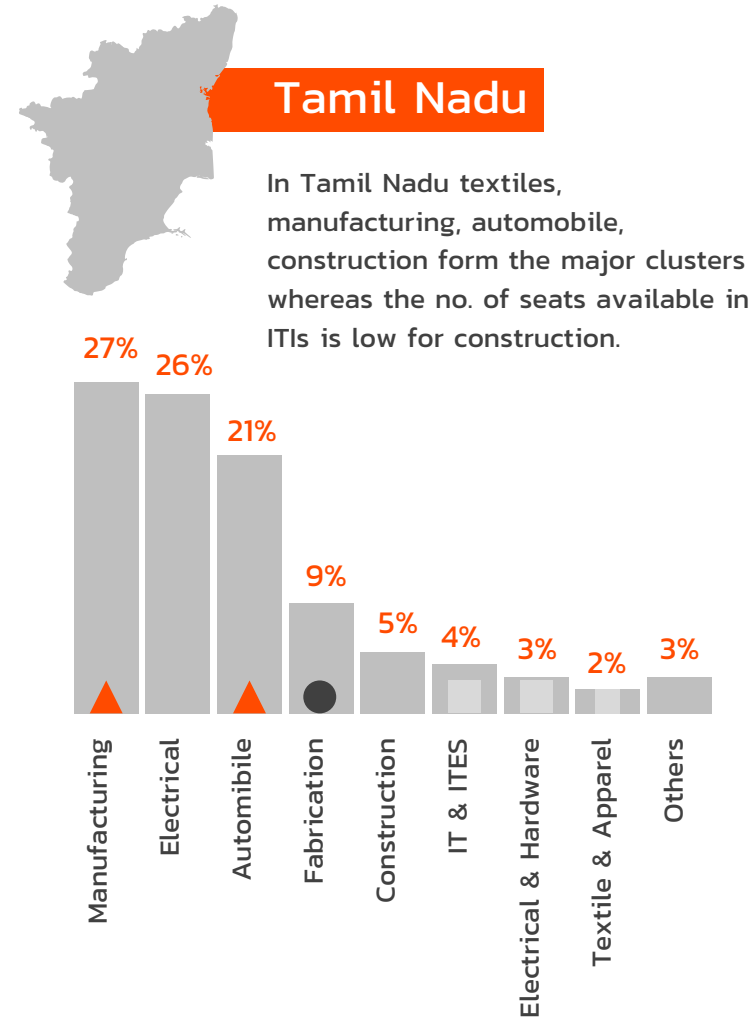
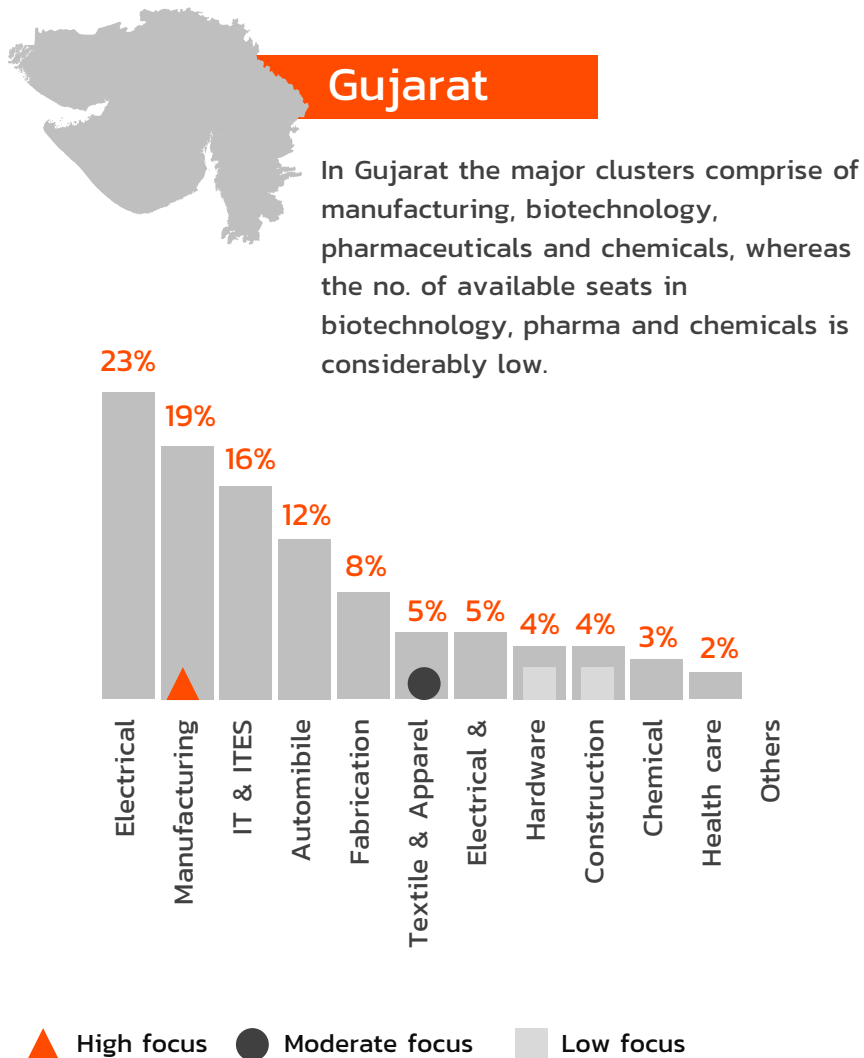
Tool kits to passed out trainees, Freebies Scheme i.e. tuition fee waived off for govt. ITI, with additional benefits like bus pass, bi-cycle, monthly stipend, text books and more

The focus of State-level initiatives and incentives has been on enhancing employability and skill development.

► INDUSTRY CRITERIA AND INVOLVEMENT

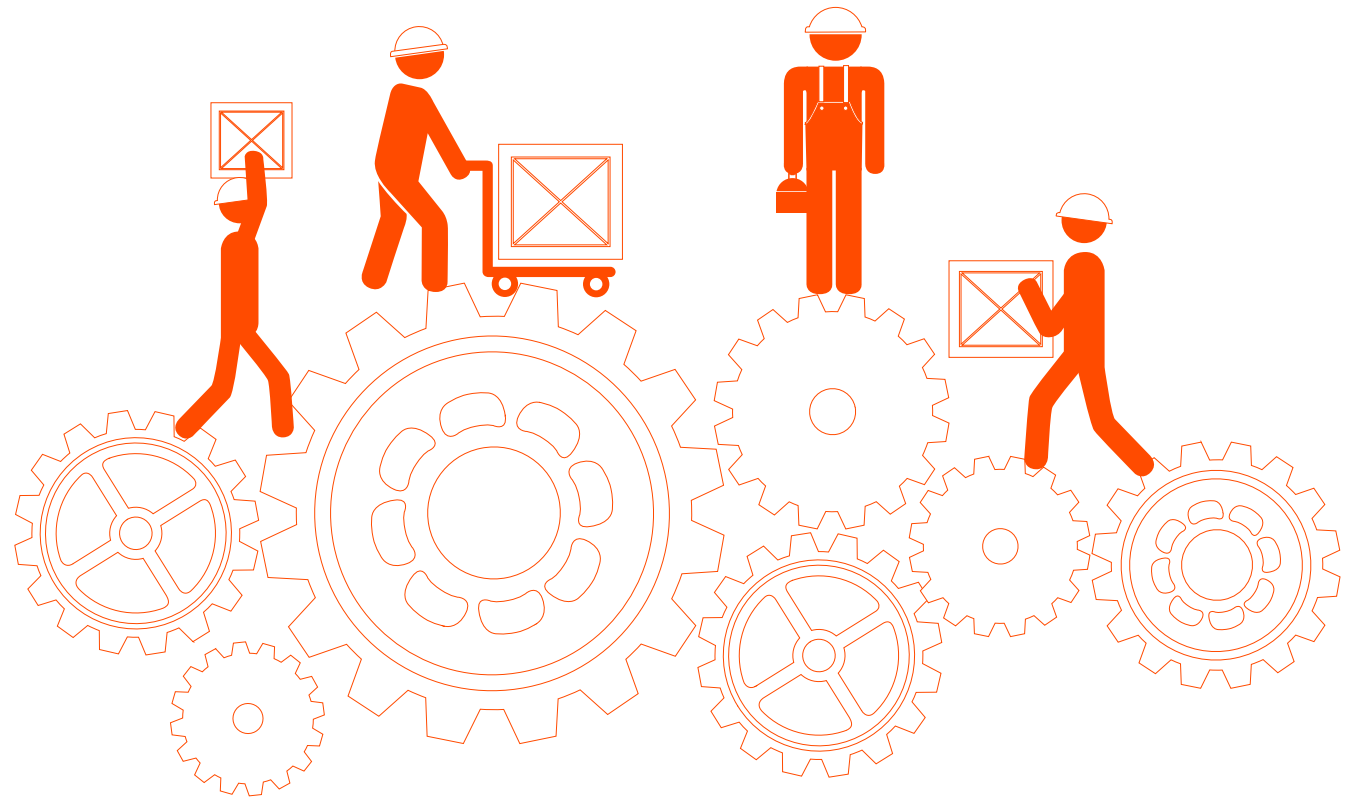
Among the four States, Gujarat and Tamil Nadu boasts the highest involvement of industry bodies with ITIs.

Top Industries in Gujarat (% No. of Available ITI Seats) 2012



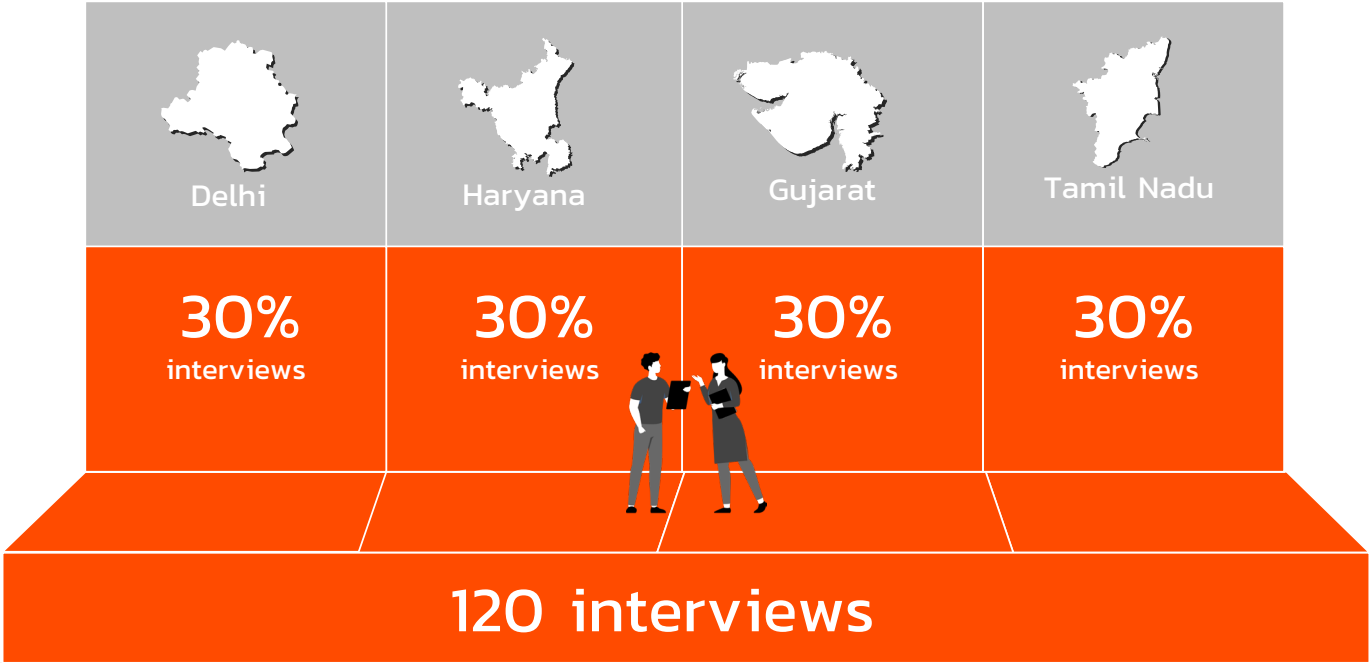
When we compare the number of seats available in ITIs vs. the needs of the industry in both states, we see that there was a definite gap between what the Industry needs and what the ITI's offer potential learner.

04 Industry Voices



To better understand the needs of the industry, interviews were conducted with across the four States i.e. Delhi, Tamil Nadu, Haryana and Gujarat with employers. A total on 120 interviews were conducted across the four States with 30 interviews in each.

The size of companies varied from small to medium to large and divided into traditional and green sectors.



Interviews were conducted with the Human Resource Managers and Technical Managers in the following industries:



*To better understand the demographic view i.e. company size, respondent profile, sector, and industry refer to __ in annex

► HIRING PARAMETERS

Understanding hiring parameters at a deeper level ensures a better understanding of how the gap can be bridged. When interviewing employers a few key ranking points were identified, i.e



Recruitment parameters considered when hiring ITI graduates.



Key modes of engagement between the industry and the ITIs.



Experience preferences i.e. freshers vs. experienced candidates.



Preference of on-campus or off-campus hiring.



Preferences towards hiring apprentices.

Some of the insights from the responses highlighted key gaps and challenges employers face when engaging with ITIs.



High dropout rates among ITI graduates driven by job mismatch, relocation barriers, and wage disparities.



On-campus hiring is preferred as it offers access to both experienced as well as fresher candidates.



Industry commitment is evident through strong participation in hiring and training, especially through PPPs.



SMEs are often seen and more inclined towards hiring apprentices as they can be employed as cheap labour.



Hiring of freshers is concentrated among large-scale industries, as SMEs have limited resources.

Existing Gaps In ITI And Government Collaboration

Conversations with stakeholders within the ITIs and the Government also shed light on the views and gaps of the existing engagement model. Some key factors contributing to the gaps are:



Reluctance of ITIs to collaborate with the industry on an equal footing.



Remote locations of the ITIs



Mismatch in course offerings



Lack of direct engagement from the industry representatives



Infrastructural limitations



Time and resource constraints further creating a gap in interactions



Non-availability of course related partnerships

“ The large companies which have the funds to donate equipment, machinery, labs etc. are able to participate in PPP scheme. I do not have enough resources to contribute. It is a kind of engagement that is only suitable for larger organizations even if we want to contribute anything. ”

Quality Supervisor,
MAT Brakes, Delhi

“ The lab setup by Maruti Suzuki in our ITI is not at all utilized. The guy from Maruti comes once or twice in six months to teach the students. Otherwise, the lab and the car provided by them stays locked up. The teachers are not able to teach anything new to the students using the equipment provided by them. ”

Instructor,
Govt. ITI., Haryana

Perception And Performance Of ITI Graduates In The World Of Work

Some of the key highlights that led to the hiring of ITI graduates were:



More Practical Exposure

Employers value ITI graduates for their hands-on, industry-relevant training. They are sometimes seen as on par with or even superior to diploma holders due to their practical experience



Hiring for Blue-Collar Work

Employers primarily consider ITI graduates for hands-on work and lower positions, while diploma holders and graduates are preferred for white-collar roles.



Economic Benefit

Employers emphasize the cost-advantage of hiring ITI graduates as apprentices, enabling on-the-job training at minimum wages, which reduces training costs while building a skilled workforce



Easy to Train

Employers recognize ITI graduates as adaptable and quick to train on company-specific processes, despite some gaps in specialized skills. Key evaluation is done on curriculum grasp and eagerness to learn

“ ITI graduates have a better understanding of on-ground challenges, making them quicker to learn. Their ability to apply resourceful improvisation allows them to work effectively with less supervision ”

Project Manager,
SBD Green, Haryana

“ ITI students are not very picky when any work is given unlike B.E. or Diploma holders who not only ask for higher salaries but are also very reluctant to go for fieldwork ”

Site Manager,
Adani Solar, Gujarat

“ We tried hiring diploma candidates but we then decided to go with ITI students exclusively as we consistently faced a higher attrition and training cost with respect to diploma candidates ”

Production Manager,
Indosaw, Haryana

While these may lead to more jobs for ITI graduates, it is also important to note that employers see higher career potential in diploma candidates while ITI candidates are hired and more valued for their hands-on skills and affordability.

► WOMEN IN THE WORLD OF WORK: PARTICIPATION AND BARRIERS



Hiring Patterns

Large enterprises primarily drive women's hiring, mainly due to government policies and diversity initiatives; SMEs and those with field-based jobs tend to avoid hiring women, citing lack of facilities, safety, and traditional norms.

Urban ITIs see higher women placement, while rural hiring remains extremely limited due to stigma and infrastructure.



Preferred Industries and Roles

Women are mostly hired in **office jobs or light assembly roles** (e.g., IT/ITES, COPA) due to workplace safety, washrooms, and commute constraints.

Manufacturing and engineering jobs for women are rare; roles assigned involve minimal physical labor (e.g., electronics assembly, drafting).

Employers report **few high-quality female graduates in technical trades** like electrician/welder, as most do not enroll or prefer not to relocate.

“ We do not hire women majorly because in the past we did have female employees and faced two major problems. Firstly, they were reluctant to do the “dirty work” like with lubricants. Another problem was with working hours, where they used to come in late and wanted to leave early, citing domestic responsibilities as the reason often forcing us to leave machines empty hampering the production flow. ”

Production Manager,
KKSPUN India Ltd., Haryana

“ We hire women from majorly non-engineering trades like COPA, as we are unable to find quality female graduates in engineering trades like electrician and welder because there are very few female candidates enrolled in such trades, and out of those available, most are either unwilling to travel far distances to site location or have a very casual attitude towards work. ”

Hiring Manager,
Dynamic Engineering & Consultancy, Delhi

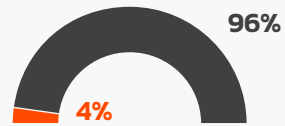
► WOMEN IN THE WORLD OF WORK: ENROLLMENT AND PREFERRED TRADES

Women show a strong preference for non-engineering trades, with a high percentages enrolling in COPA, sewing, stenography, and fashion design courses. Engineering trades see less than 10% female participation in most states, with the exception of Tamil Nadu (26% in engineering trades among women vs. 3–9% in other states).



Top Men Trades by Enrollment, 2022

Electrician, COPA, Fitter, Mechanic (Motor), Refrigerator & AC Technician Welder, Health Sanitary Inspector



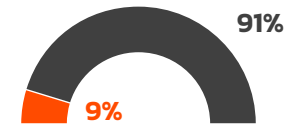
Top Women Trades by Enrollment, 2022

COPA, Stenographer Fashion Design & Tech, Sewing, Technology Computer Hardware & Network Draughtsman, Health Sanitary Inspector



Top Men Trades by Enrollment, 2022

COPA, Mechanical Diesel, Fitter, Wireman Electrician Welder, Health Sanitary Inspector



Top Women Trades by Enrollment, 2022

COPA, Sewing Technology, Cosmetology, Dress Making, Health Sanitary Inspector, Fashion Design & Tech Electrician



Top Men Trades by Enrollment, 2022

Electrician, Welder, COPA, Fitter, Plumber, Mechanic Diesel, Refrigerator & AC Technician



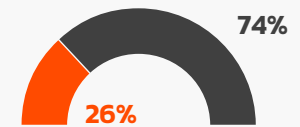
Top Women Trades by Enrollment, 2022

COPA, Sewing Technology, Cosmetology, Stenographer (Hindi), Stenographer (English), Dress Making, Surface Ornamentation



Top Men Trades by Enrollment, 2022

Welder Electrician, Fitter, Mechanic (Motor) Wireman, Turner, Refrigerator & AC Technician



Top Women Trades by Enrollment, 2022

COPA, Electrician, Sewing Technology, Stenographer (English), Desk top Publishing, Operator Fashion Design & Tech Surface Ornamentation

Delhi

Haryana

Gujarat

Tamil Nadu

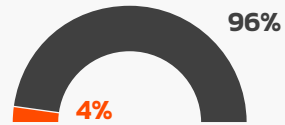
► WOMEN IN THE WORLD OF WORK: ENROLLMENT AND PREFERRED TRADES

Women show a strong preference for non-engineering trades, with a high percentages enrolling in COPA, sewing, stenography, and fashion design courses. Engineering trades see less than 10% female participation in most states, with the exception of Tamil Nadu (26% in engineering trades among women vs. 3–9% in other states).



Top Men Trades by Enrollment, 2022

Electrician, COPA, Fitter, Mechanic (Motor), Refrigerator & AC Technician Welder, Health Sanitary Inspector



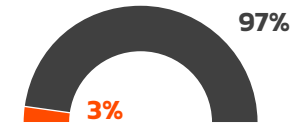
Top Women Trades by Enrollment, 2022

COPA, Stenographer Fashion Design & Tech, Sewing, Technology Computer Hardware & Network Draughtsman, Health Sanitary Inspector



Top Men Trades by Enrollment, 2022

Electrician, Welder, COPA, Fitter, Plumber, Mechanic Diesel, Refrigerator & AC Technician



Top Women Trades by Enrollment, 2022

COPA, Sewing Technology, Cosmetology, Stenographer (Hindi), Stenographer (English), Dress Making, Surface Ornamentation



Top Men Trades by Enrollment, 2022

COPA, Mechanical Diesel, Fitter, Wireman Electrician Welder, Health Sanitary Inspector



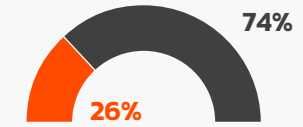
Top Women Trades by Enrollment, 2022

COPA, Sewing Technology, Cosmetology, Dress Making, Health Sanitary Inspector, Fashion Design & Tech Electrician



Top Men Trades by Enrollment, 2022

Welder Electrician, Fitter, Mechanic (Motor) Wireman, Turner, Refrigerator & AC Technician



Top Women Trades by Enrollment, 2022

COPA, Electrician, Sewing Technology, Stenographer (English), Desk top Publishing, Operator Fashion Design & Tech Surface Ornamentation



Click here to dive deeper into

Decoding employer perception of itis and vocational training in India

For more information and to connect with the
team:

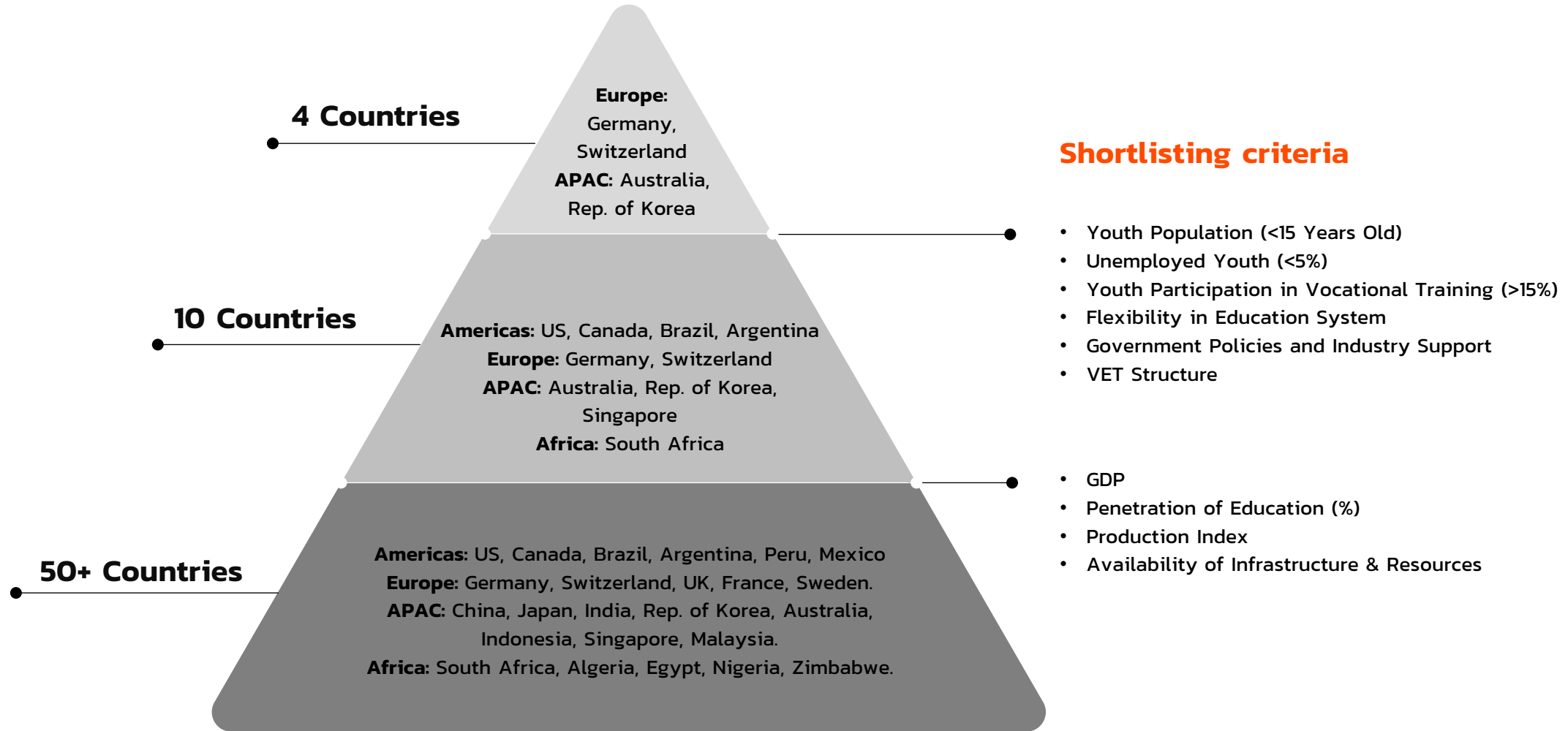
Email: partnerships@futerightskillsnetwork.in

Connect with us:



Annexures

► SHORTLISTING CRITERIA ADOPTED TO ASSESS GLOBAL BEST PRACTICES FOCUSED ON THEIR ECONOMIC AND VOCATIONAL EDUCATION AND TRAINING



► WHERE IS INDIA IN COMPARISON?

03

EDUCATION SYSTEM	Germany	Switzerland	The Republic of Korea	Australia	India
Access to VET	● 10-12 yrs old (ISCED 2)	● 15yrs old (ISCED 3)	● 15-16 yrs old (ISCED 3)	▲ 6-7 yrs old (ISCED 2)	● 14-15 yrs old (ISCED 3)
Range of Courses	● 350 Occupations	● 250 Occupations	▲ 1000+ Courses	▲ 1000+ Courses	■ 166 Trades
Multiple Durations	● 2 / 3 / 4 Yrs	● 2 / 3 / 4 yrs	▲ 0.5 / 1 / 2 / 3 / 4 yrs	▲ 4M / 0.5 / 1 / 1.5 / 2 / 3 yrs	● 0.5 / 1 / 2 yrs
% Opting for VET	▲ ~55%	▲ 70%	● 27%	▲ ~46%	■ ~3%
Female Participation %	● ~35%	● ~44%	● ~42%	▲ ~54%	■ ~15%
Foreign Participation %	▲ ~11%	▲ ~22%	● ~5%	● ~5%	■ Majorly Hyperlocal
Practical Training vs Theory%	▲ 70%: Practical Training 30%: Classroom Training	▲ 70%: Practical Training 30%: Classroom Training	▲ 70%: Practical Training 30%: Classroom Training	● 50%: Practical Training 50%: Classroom Training	● 25-50%: Practical Training 50% -75%: Classroom Training
Highest Qualification - Vocational	● Meister (ISCED 6)	▲ Advanced Federal Diploma of Higher Education (ISCED 7)	● Associate's Degree (ISCED 5)	● Diploma/ Advanced Diploma (ISCED 5)	■ B. Vocational / Polytechnic Diploma (ISCED 4)
Highest Qualification - Academic	● Doctorate (ISCED 8)	■ University of Applied Sciences/ Master (ISCED 6)	● Doctorate (ISCED 8)	▲ Doctoral Degree (ISCED 9)	● Doctor of Letters (ISCED 8)
Permeability	● Applicable at ISCED 3 & 5	● Applicable at ISCED 3 & 5	● Applicable at ISCED 3 & 5	▲ At ISCED 3 & 5, 4 & 5	● Applicable at ISCED 3 & 5
Employment Rate	▲ ~88%	▲ ~90%	● ~77%	● ~82%	■ ~65%

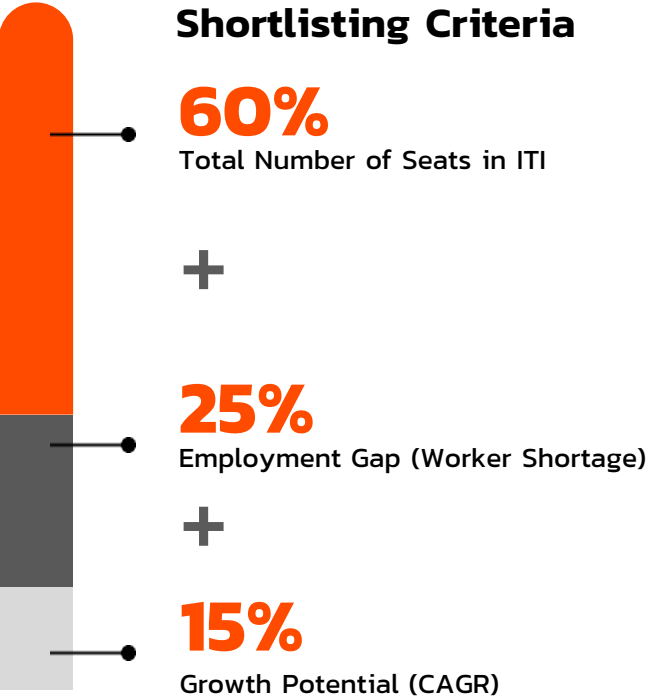
▲ Best ● Good ■ Average

Note: % Opting for VET: Refers to students opting for VET at secondary level, Highest Qualification-Academic: Highest academic qualification one can reach through vocational route, Permeability: Interchanges possible between vocational and academic routes, Employment Rate: 25-34 year old students employed with an upper-secondary vocational qualification, Source: Govt. Portals, Industry Articles & Ken Research Analysis

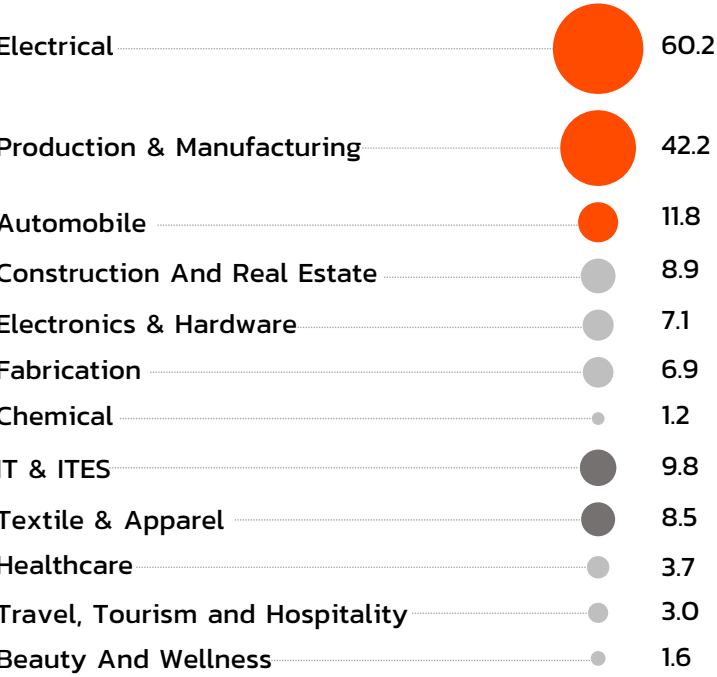
► SHORTLISTING METHODOLOGY

Step 1

We identified top 12 trades from the list of over 160+ trades offered in India based on the total number of seats in government and Private ITIs



Industry Vertical

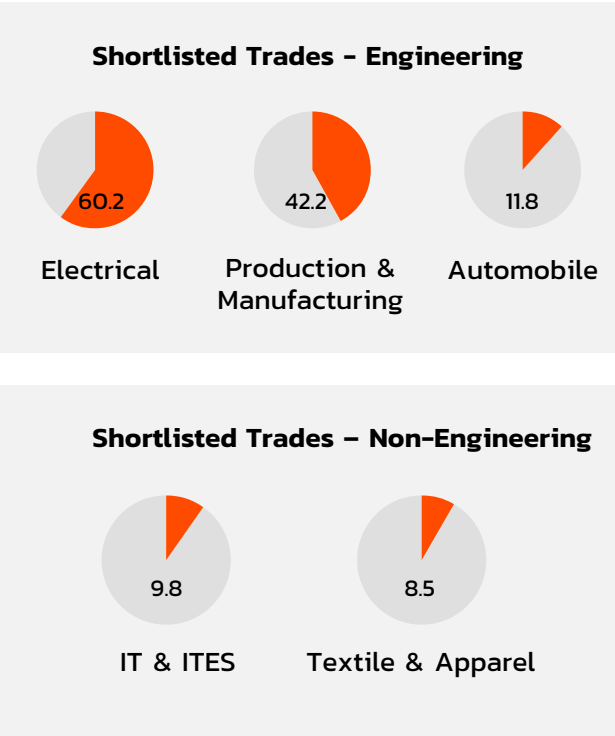


Step 2

We benchmarked these trades further using demand and supply factors and the applying weightage to each criteria to get the final score

Step 3

We split the trades in engineering and no engineering trades and selected 3 engineering and 2 non-engineering trades for a holistic view



Training Initiatives (10+ Examples)



DAIKIN to impart training to students of RAC trade



SAMSUNG to run advanced repair & skill enhancement training program



MINDA GROUP to provide training for trade tool and die maker



HONDA & LG to impart training



TIMES OF INDIA to improve spoken English and soft skills

Upgradation of ITI (PPP + CSR)



TATA MOTORS to provide tools equipment and machineries



ORIENTAL INSURANCE to equip a modern lab



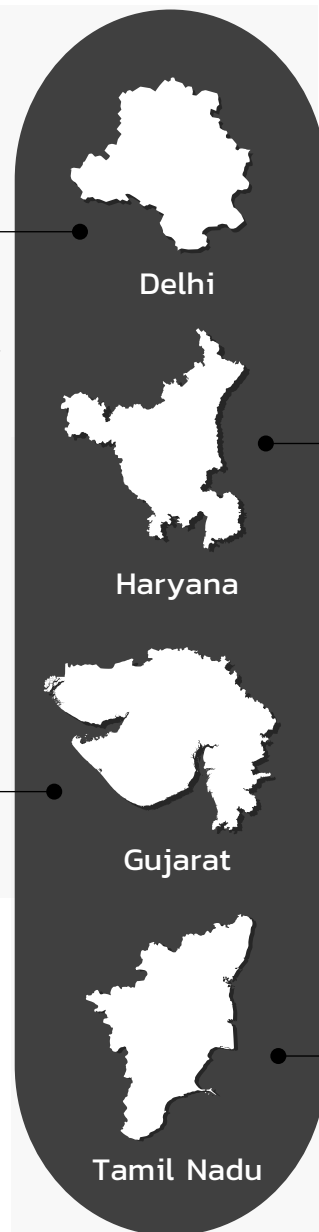
CISCO SYSTEM to setup labs and provide OJT in COPA/IT trades

Upgradation of ITI (PPP + CSR)



INOX GROUP implemented a contemporary curriculum for training in trade of welder

Other collaborations (91 in Gujarat) with companies like CADILA PHARMA, HINDUSTAN UNILEVER, TATA CHEMICALS, JK PAPER MILLS, APOLLO and more.



Upgradation of ITI (PPP + CSR)



SONA KOYO STEERING SYSTEMS training batches of 150+ students



YAMUNA POWER AND INFRASTRUCTURE adopted ITI Sadhuara



HI TECH GROUP inaugurated a new corridor in ITI Hathin under CSR

Other collaborations (52 in Haryana) with companies like GRASIM INDUSTRY, RELIANCE, OSRAM, SUBROS and more.

Training Initiatives (10+ Examples)



SIEMENS provided training on advanced technologies



GRIDLINE SURVEYS & GEOSPATIAL provided drone training

Upgradation of ITI (PPP + CSR)



HYUNDAI provided a workshop building at Rs. 55 lakhs for benefit of motor vehicle trades from CSR fund



MARUTI SUZUKI provided machinery, tools, logistics for mechanic autobody painting at cost of Rs. 48 lakhs



HONDA provided 2-wheelers and machinery from CSR fund

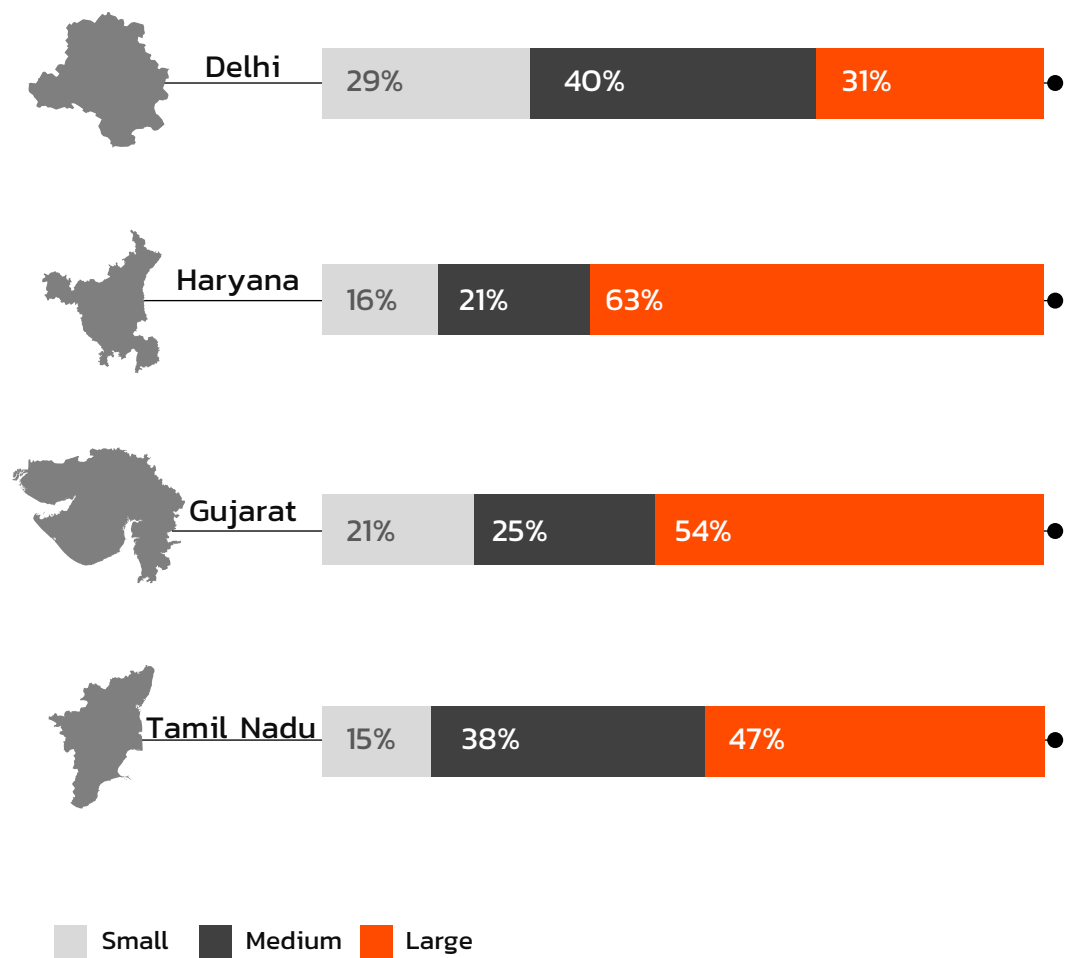


INDIAN OIL constructed a wall at ITI from their CSR fund

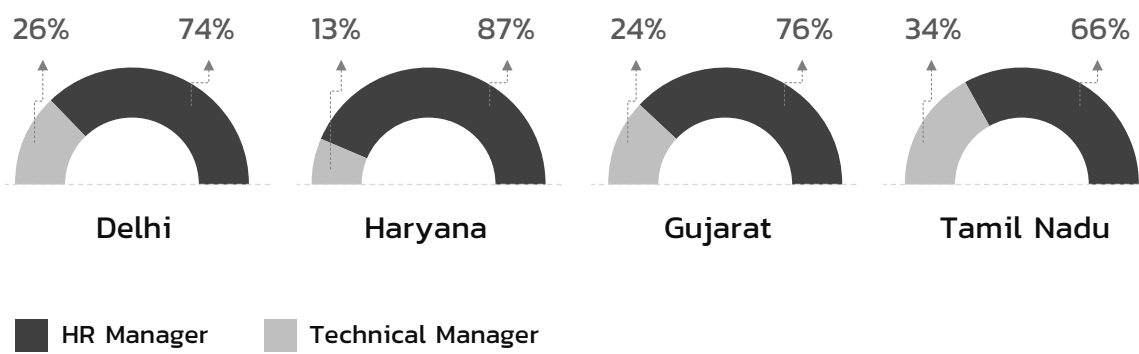


BHARAT PETROLEUM started vocational training centers

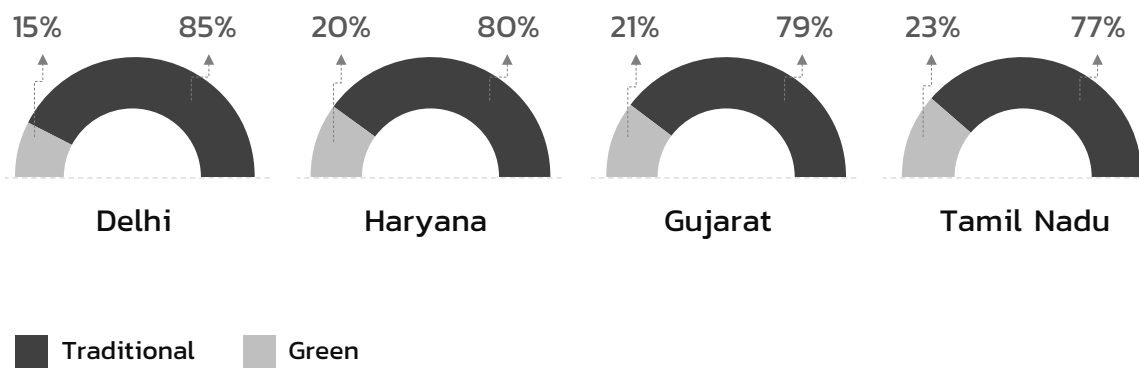
Distribution By Company Size



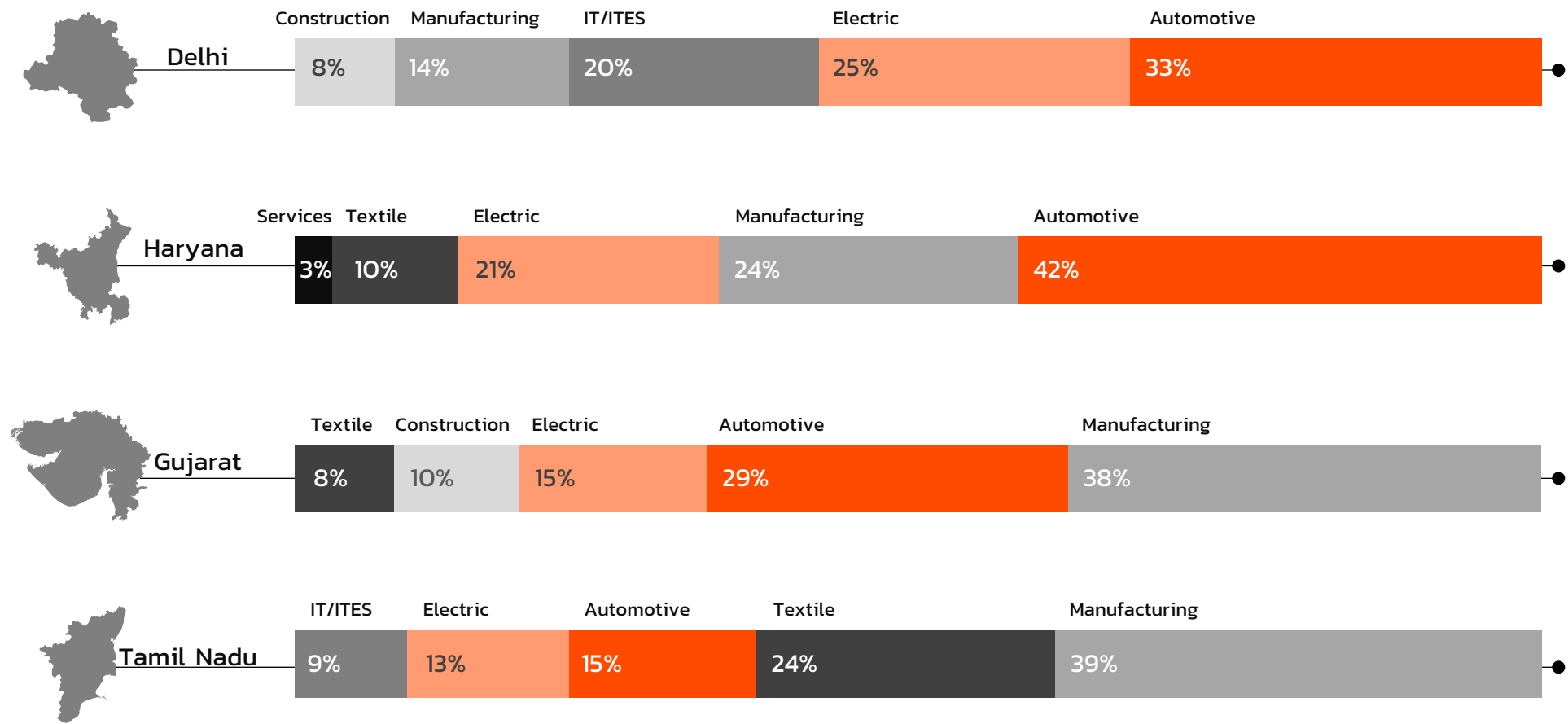
Distribution By Respondent Profile



Distribution By Sector

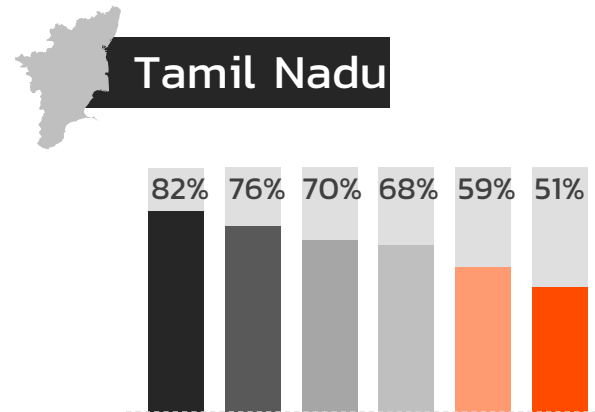
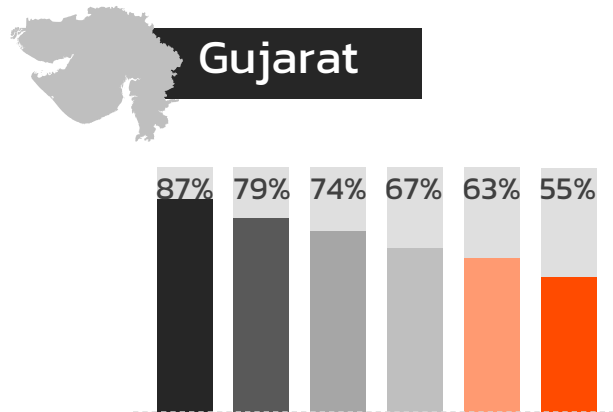
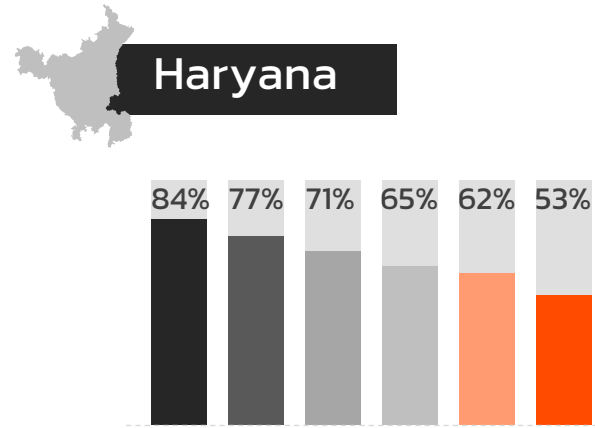
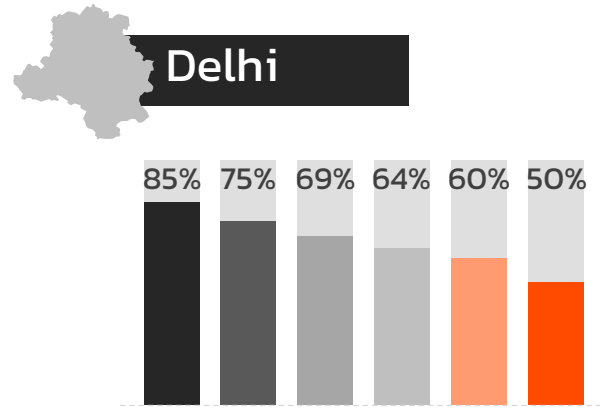


Distribution By Industry



Note: A total of 120 interviews have been conducted across 4 states (30 for each state)
Source: Interviews with Employers, Ken Research Analysis

Ranking The Key Recruitment Parameters Considered While Hiring ITI Graduates



Understanding of ITI Curriculum
 Willingness to Learn/Growth Ambition
 Adaptability to Field Conditions
 Problem-Solving Abilities
 Hands-on Experience
 Knowledge of Safety Standards

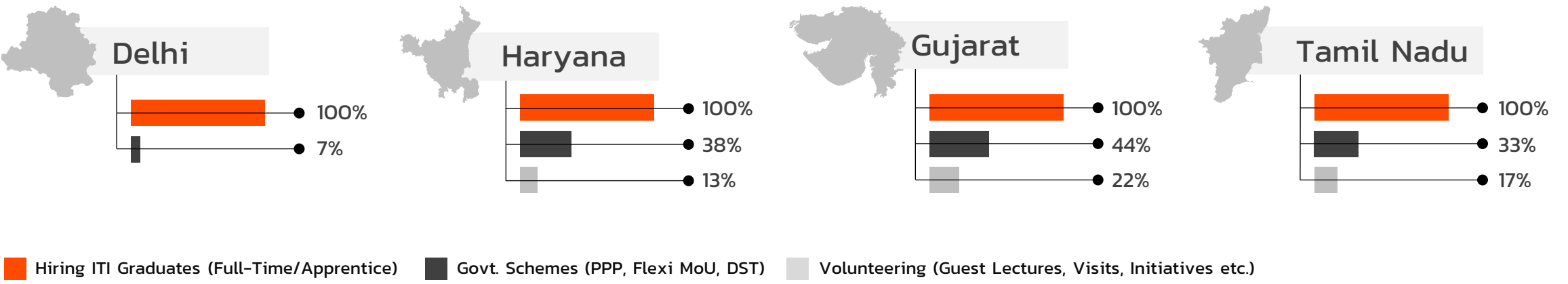
- ▶ Students are often assessed solely on their understanding of the curriculum, zeal to learn, and their flexibility to work in field jobs
- ▶ Often these students are considered to have very little real-world knowledge by the recruiters

The students often have higher dropout rates from employers majorly due to 3 main reasons

- ▶ Difference between Job description and actual job (similar to unskilled manual labor)
- ▶ Need for Relocation to different cities due to lack of industries nearby
- ▶ Lower salary compared to certain types of popular gig works

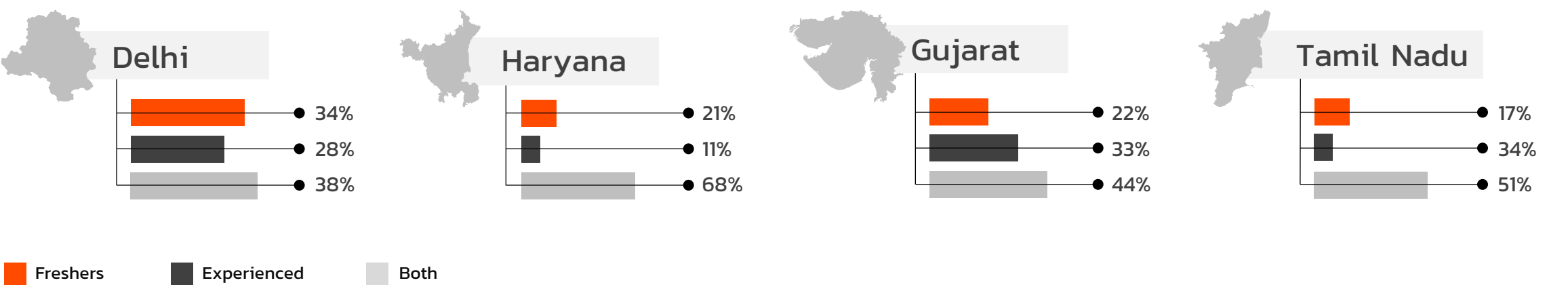
Ranking The Key Modes Of Engagement Between Companies And Itis

n = 30 (each state) 09



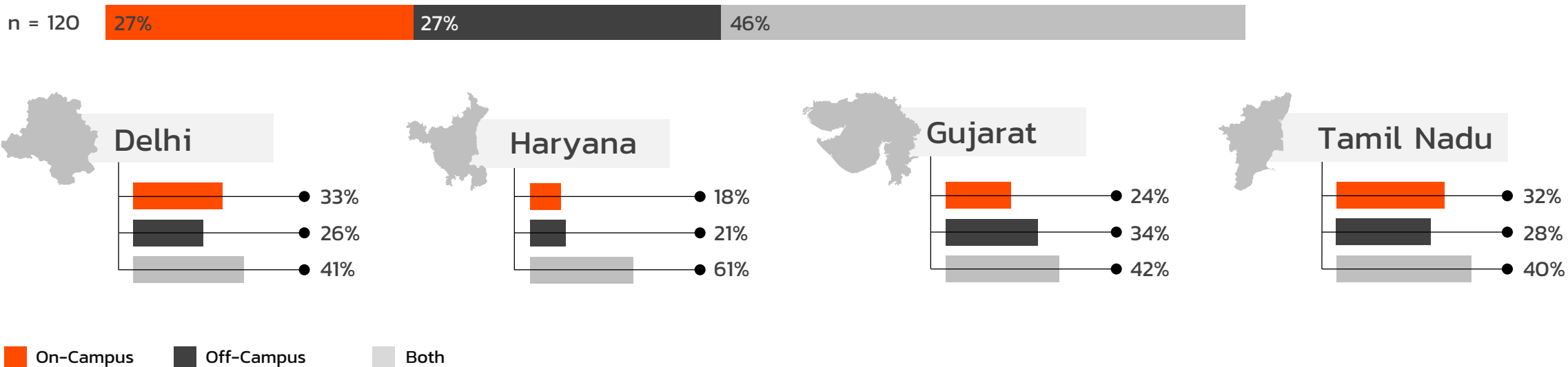
Ranking Preference For Fresher Hiring And Experienced Hiring

n = 30 (each state)



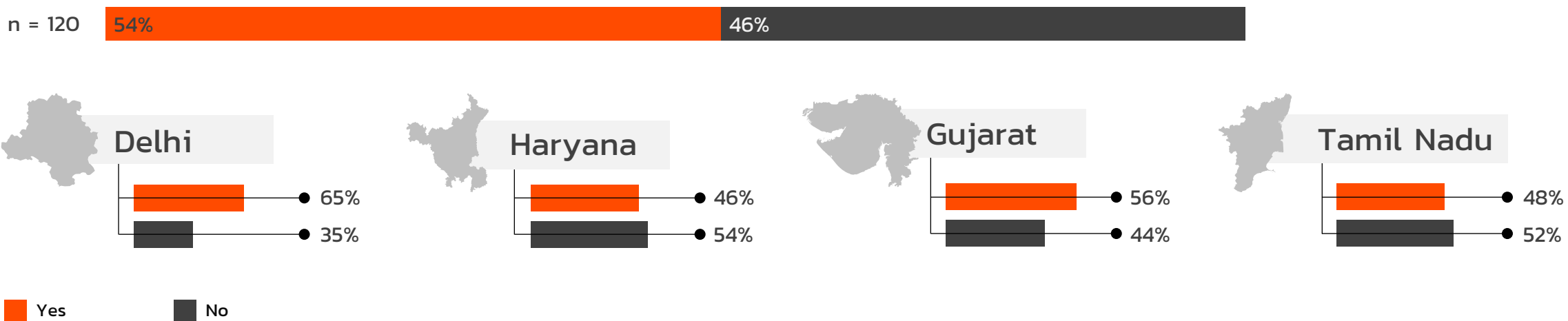
Ranking Preference For On-campus And Off-campus Hiring

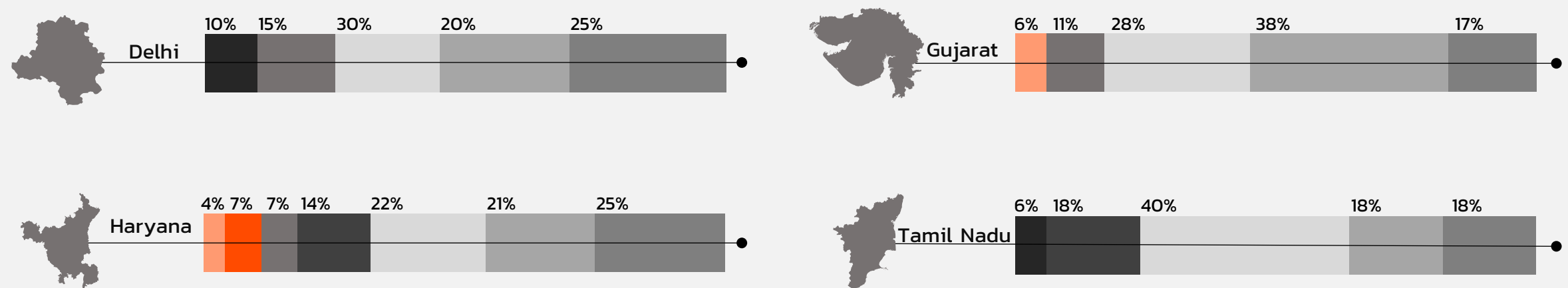
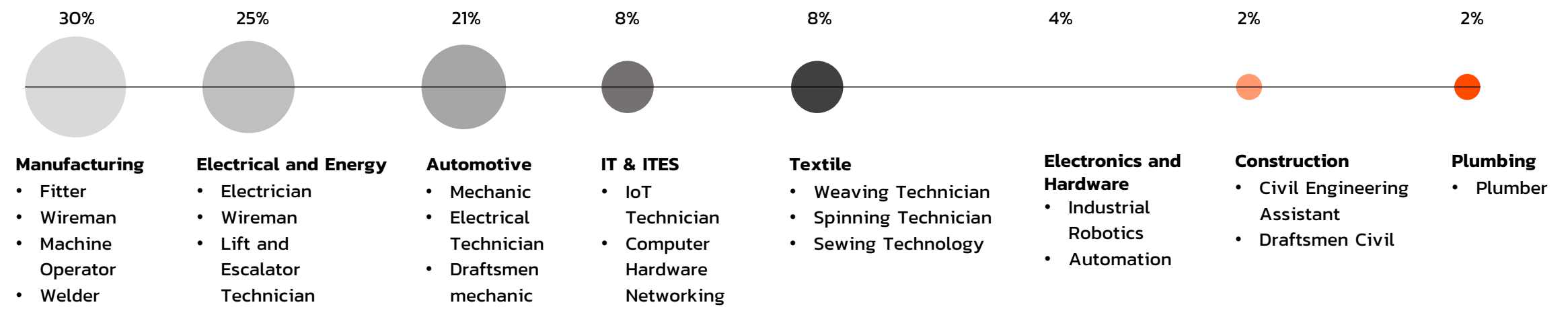
n = 30 (each state) 10



n = 30 (each state)

Ranking Preference For Apprentice Hiring





How to read this?
6% of the ITI students in Gujarat are hired in construction-related trades