PILOT TRACER STUDY OF ITI GRADUATES

REPORT V4

DIRECTORATE OF SKILL DEVELOPMENT & INDUSTRIAL TRAINING, HARYANA, PANCHKULA

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TABLE OF CONTENTS

INTRODUCTION

METHODOLOGY

DETAILED FINDINGS

FINDINGS

DETAILED PROFILING OF RESPONDENTS

DETAILED FINDINGS OF EMPLOYMENT IMMEDIATELY AFTER COURSE COMPLETION

DETAILED FINDINGS OF CURRENT EMPLOYMENT STATUS

UNDERSTANDING THE PATH OF ITI GRADUATE CAREER……………………………………………… **PAGE 62**

FINDINGS

TABLES AND FIGURES OF FINDINGS AND NUMERICALS

ABBREVIATIONS

STRIVE	Skills Strengthening for Industrial Value Enhancement
PforR	Program for Result
IA	Implementing Agencies
KPI	Key Performance Indicators
MSDE	Ministry of Skill Development and Entrepreneurship
PBFA	Performance Based Funding Agreement
DGT	Directorate General of Training
NTC	National Trade Certificate
ITI	Industrial Training Institute
TVET	Technical and Vocational Education and Training
SS	Sample Size
N	Total Number Achieved
N%	Total Percentage Achieved
Qre.	Questionnaire
Fig	Figure
CAWI	Computer aided web interviews

INTRODUCTION

Skills Strengthening for Industrial Value Enhancement (STRIVE) is a far-reaching initiative with the objective of improving the quality and relevance of skills training provided through ITIs and apprenticeships. Implementation of the STRIVE project follows the Program for Result (PforR) modality. Funds will be disbursed to all Implementing Agencies (IAs) based achievement /progress on the Key Performance Indicators (KPIs) as well as milestones for each KPI are agreed between the Ministry of Skill Development and Entrepreneurship (MSDE) and implementing agencies (States/UTs, ITIs and ICs).

As per the Performance Based Funding Agreement (PBFA) signed by State Directorates with Directorate General of Training (DGT), State/UTs are required to complete one tracer study to achieve KPI. States/UTs are required to complete one tracer study by 2nd or 3rd year post signing PBFA to receive 20% of the total funds allocated to the respective State/UT under STRIVE.

NEED OF THE STUDY

Pilot Tracer study provides information on the employment scenario for trainees certified with National Trade Certificate (NTC) - % of employment, type of employment, salary range, etc. This helps in understanding the ability of the vocational education system to meet the trainee's aspirations and industry requirements.

The pilot has been conducted to test the effectiveness and response rate from using tech-based tools. The results of pilot can be used in making a standard template for all states in conducting full scale tracer studies. *The Pilot Study was conducted to understand their (ITI graduates) career progression in the labor market after graduating from ITIs.*

Results from this pilot can be used to achieve the following:

- ✓ To collect information on how well the graduates are doing in the labour market.

- ✓ To get feedback from the graduates to modify and upgrade the education institutions

- ✓ To meet the needs of the employers

- ✓ To make tracer studies as part of labour market information system

- ✓ To make use of the labour market information to assist policy planners.

OBJECTIVES

The study provides an understanding of employment scenario of the trainees from ITIs who successfully completed the program. Key areas of diagnostics in this study are

> ➢ The main objective of pilot study was to know effectiveness and response rate by using tech based tools in comparison to conventional tools.
>
> ➢ What is the immediate employability and engagement of ITI graduates?
>
> ➢ What happens to graduates after one year of leaving the Industrial Training Institute (ITI) ?
>
> ➢ What is the nature of employment ITI graduates are engaged now engaged in ?
>
> ➢ What is the salary bracket ITI graduates get engaged immediately and after one year of employability? Is there a growth?
>
> ➢ What is the share of apprenticeship?

The tracer study therefore provides the feedback for improvements in Technical and Vocational Education and Training (TVET Ecosystem).

STAGES OF STUDY

The following are the stages of this tracer study:

Stage 1: Planning and Designing

- ➢ Target Population

- ➢ Objectives and Areas of Enquiry

- ➢ Survey Instrument and Data Collection Methods including Sampling

Stage 2: Questionnaire Finalization

- ➢ Finalizing the questionnaire to be used by the target respondents with help of SPIU Team.

Stage 3: Collection and Updation of Contact Details

- ➢ Maintain database of passed out trainees 'contact details

Stage 4: Organize data collection

- ➢ Collect data from the selected respondents

Stage 5: Analysis of data and Interpretation of results followed by report generation

DATA COLLECTION METHODOLOGY

The following were the steps followed for the data collection –

1. Wheebox created White labeled URL with the landing page

2. Wheebox registers respondents with their basic details

3. Unique IDs of each respondent generated which is login id

4. Data of candidates is randomized. Candidates from various trades, ITIs is were considered.

5. Approved Questionnaire is uploaded on the Wheebox platform and assigned to targeted respondent (bilingual Hindi and English)

6. Targeting: Respondents are communicated via emails and SMS with the survey link, login ids and passwords

7. Responses are captured and forms the "sample base" for the analysis.

SURVEY DESIGN

TARGET POPULATION

The target population for tracer study is the trainees from ITIs who successfully completed the CTS program in selected trades and hold the National Trade Certificate. The tracer study focused on just one homogenous group of trainees (a 'cohort') who finished their training at the same point in time. Only selected trades with approximately 18000+ trainees passing out were considered for the tracer study. The trades were selected so as to cover the various aspects of Industrial Training provided at ITIs in Haryana which included popularity of trades, no. of trainees admitted, female oriented trades, rural coverage etc. as mentioned in the draft report.

TIMING

Tracer study has been conducted 1 year after the trainee successfully completes the ITI program in 2018. This helps in capturing more relevant scenario by ensuring most of the trainees seeking employment have taken a job.

SAMPLE SIZE CONSIDERATION

The sample size was maintained large enough to draw quality inferences at the trade level / sector level. The following is the trade level targeting which was done for the sample of 18562 respondents.

Table 1.0:   Distribution of targeted population by trade

Trade	Targeted Population
Architectural Assistant	10
Basic Cosmetology	550
Carpenter	837
Computer Hardware & Network Maintenance	76
Computer Operator and Programming Assistant	1880
Desk Top Publishing Operator	41
Draughtsman (Civil)	561
Draughtsman (Mechanical)	326
Dress Making	250
Electrician	1048
Electronics Mechanic	696
Electroplater	15
Fashion Design & Technology	90

Fitter	1218
Foundryman	237
Instrument Mechanic	37
Interior Design & Decoration	50
Machinist	504
Machinist (Grinder)	45
Mechanic (Motor Vehicle)	267
Mechanic (Refrigeration and Air-Conditioning)	447
Mechanic (Tractor)	484
Mechanic Consumer Electronics Appliances	18
Mechanic Diesel	357
Painter General	290
Plastic Processing Operator	127
Plumber	948
Sewing Technology	1047
Sheet Metal Worker	191
Spa Therapy	13
Stenographer & Secretarial Assistant (English)	917
Stenographer & Secretarial Assistant (Hindi)	950
Surface Ornamentation Techniques (Embroidery)	586
Surveyor	70
Technician Power Electronics System	16
Tool & Die Maker (Dies & Moulds)	59
Tool & Die Maker (Press Tools, Jigs & Fixtures)	52
Turner	614
Welder	1900
Welder (Fabrication & Fitting)	55
Welder (GMAW & GTAW)	59
Welder (Pipe)	32
Wireman	592
Total	**18562**

For each ITI in Haryana, the selected sample following requirements were kept mandatory:

➢ Should capture the diversity of trainees in terms of their age, SC/ST/ OBC status, minority status, disability, location (rural/urban), education level and household economic status

➢ Should include representation of trainees with different employment status (employed/unemployed, apprentice, self-employed)

➢ Should include pass outs from both project and non-project ITIs among government ITIs. Private ITIs excluded.

> ➤ The ratio of government ITIs to private ITIs survey should be in proportion to the total number of government ITIs to private ITIs in the State

> ➤ Should survey the minimum number of ITIs and select at least 3 ITIs from each district (where they exist)
> ➤ Should record responses from at least 20 pass outs from each selected ITI.

SAMPLING OF CANDIDATES (DISTRICT WISE)

The ITIs and trades were selected so as to cover the various aspects of Industrial Training provided at ITIs in Haryana which included popularity of trades, no. of trainees admitted, female oriented trades, rural coverage etc. as mentioned in the draft report. In total more than 18,000 candidates were targeted. Out of then 2005 candidates have responded. The sample representation (to the total 2005 respondents) of these from 22 districts is given below

Table 1.1:   Distribution of sample by district

District	Targeted	Sample Size (Responded)	Sample Size (%) (to total surveyed respondents)
Ambala	1401	163	8.1%
Bhiwani	759	78	3.9%
Charkhi Dadri	63	4	0.2%
Faridabad	624	71	3.5%
Fatehabad	703	58	2.9%
Gurugram	664	83	4.1%
Hisar	2108	233	11.6%
Jhajjar	856	73	3.6%
Jind	1412	138	6.9%
Kaithal	1244	107	5.3%
Karnal	971	131	6.5%
Kurukshetra	392	47	2.3%
Mahendergarh	927	110	5.5%
Mewat	204	26	1.3%
Palwal	267	23	1.1%
Panchkula	496	49	2.4%
Panipat	467	67	3.3%
Rewari	745	76	3.8%
Rohtak	1257	147	7.3%

Sirsa	1020	124	6.2%
Sonipat	1125	108	5.4%
Yamuna Nagar	857	89	4.4%
TOTAL	**18562**	**2005**	**100%**

The detailed region wise and institution wise targeting has been produced in the following table:

Table 1.a: Distribution of targeted population by district and institution

DISTRICT AND NAME OF INSTITUTION	TARGETTED
Ambala	**1401**
Govt. Industrial Training Institute (Women) Ambala City	*197*
Govt. Industrial Training Institute (Women) Naraingarh	*44*
Govt. Industrial Training Institute Ambala City	*612*
Govt. Industrial Training Institute, Barara	*302*
Mool Chand Govt. Industrial Training Institute Ambala Cantt.	*246*
Bhiwani	**759**
Govt. Industrial Training Institute (Women) Bhiwani	*186*
Govt. Industrial Training Institute (Women) Tosham	*57*
Govt. Industrial Training Institute Behal	*104*
Govt. Industrial Training Institute Bhiwani	*412*
Charkhi Dadri	**63**
Govt. Industrial Training Institute (Women) Charkhi Dadri	*63*
Faridabad	**624**
Govt. Industrial Training Institute (Women) Faridabad	*102*
Govt. Industrial Training Institute Faridabad	*362*
Govt. Industrial Training Institute Hathin	*144*
Govt. Industrial Training Institute Pali at Faridabad	*16*
Fatehabad	**703**
Govt. Industrial Training Institute (Women) Tohana	*156*
Govt. Industrial Training Institute Bhoria Khera	*218*
Govt. Industrial Training Institute Tohana	*329*
Gurugram	**664**
Govt. Industrial Training Institute (Women) Gurugram	*170*
Govt. Industrial Training Institute Gurugram	*394*
Govt. Industrial Training Institute Sohna	*100*
Hisar	**2108**
Govt. Industrial Training Institute (Women) Adampur	*184*
Govt. Industrial Training Institute (Women) Hansi	*90*
Govt. Industrial Training Institute (Women) Hisar	*182*
Govt. Industrial Training Institute Balsmand	*165*

15

Govt. Industrial Training Institute Barwala	*443*
Govt. Industrial Training Institute Hansi	*261*
Govt. Industrial Training Institute Hisar	*586*
Govt. Industrial Training Institute Nalwa	*177*
Govt. Industrial Training Institute Rakhi Shahpur	*20*
Jhajjar	**856**
GITI SALHAWAS	*127*
Govt. Industrial Training Institute (Women) Bahadurgarh	*129*
Govt. Industrial Training Institute (Women) Jhajjar at Gudha	*38*
Govt. Industrial Training Institute Bahadurgarh	*303*
Govt. Industrial Training Institute Bhaproda	*210*
Govt. Industrial Training Institute Guhla Cheeka	*17*
Govt. Industrial Training Institute Matenhail	*32*
Jind	**1412**
GITI Uchana Khurd	*73*
Govt. I.T.I. Muana (Jind)	*61*
Govt. Industrial Training Institute (Women) Jind	*237*
Govt. Industrial Training Institute, Jind	*415*
Govt. Industrial Training Institute Julana	*105*
Govt. Industrial Training Institute Narwana	*521*
Kaithal	**1244**
Govt. Industrial Training Institute (Women) Kaithal	*285*
Govt. Industrial Training Institute (Women) Pundri	*35*
Govt. Industrial Training Institute Kalayat	*179*
Govt. Industrial Training Institute, Kaithal	*588*
Govt. Industrial Training Institute, Pundri	*157*
Karnal	**971**
Govt. Industrial Training Institute (Women) Karnal	*97*
Govt. Industrial Training Institute Ballah	*74*
Govt. Industrial Training Institute Karnal	*486*
Govt. Industrial Training Institute Nissing	*296*
Govt. Industrial Training Institute Taraori	*18*
Kurukshetra	**392**
Govt. Industrial Training Institute (Women) Kurukshetra	*79*
Govt. Industrial Training Institute (Women) Shahabad	*51*
Govt. Industrial Training Institute Shahabad	*32*
Govt. Industrial Training Institute, Kurukshetra	*230*
Mahendergarh	**927**
Govt. Industrial Training Institute (Women) Mahendergarh	*46*
Govt. Industrial Training Institute (Women) Narnaul	*72*
Govt. Industrial Training Institute Deroli Ahir	*58*
Govt. Industrial Training Institute Narnaul	*391*

Govt. Industrial Training Institute Sujjapur	*16*
Govt. Industrial Training Institute, Mahendergarh	*344*
Mewat	**204**
Govt. Industrial Training Institute Ferozepur Zirka	*112*
Govt. Industrial Training Institute Nagina	*92*
Palwal	**267**
Govt. Industrial Training Institute Palwal	*267*
Panchkula	**496**
Govt. Industrial Training Institute (Women) Kalka at Bitna	*54*
Govt. Industrial Training Institute Kalka	*287*
Govt. Industrial Training Institute Panchkula	*155*
Panipat	**467**
Govt. Industrial Training Institute (Women) Panipat	*64*
Govt. Industrial Training Institute (Women) Samalkha	*34*
Govt. Industrial Training Institute Panipat	*369*
Rewari	**745**
Govt. Industrial Training Institute (Women) Rewari	*172*
Govt. Industrial Training Institute Adampur	*363*
Govt. Industrial Training Institute Kund Manethi	*61*
Govt. Industrial Training Institute Rewari	*149*
Rohtak	**1257**
Govt. Industrial Training Institute (Women) Rohtak	*163*
Govt. Industrial Training Institute Hassangarh	*245*
Govt. Industrial Training Institute Makroli kalan	*19*
Govt. Industrial Training Institute Meham	*324*
Govt. Industrial Training Institute Rohtak	*506*
Sirsa	**1020**
Govt. Industrial Training Institute (Women) Sirsa	*134*
Govt. Industrial Training Institute Chautala	*108*
Govt. Industrial Training Institute Nathusari Chopta	*323*
Govt. Industrial Training Institute Sirsa	*455*
Sonipat	**1125**
Govt. Industrial Training Institute (Women) Sonipat	*51*
Govt. Industrial Training Institute Butana	*45*
Govt. Industrial Training Institute Gannaur	*141*
Govt. Industrial Training Institute Gohana	*271*
Govt. Industrial Training Institute Kathura	*10*
Govt. Industrial Training Institute Kharkhoda	*64*
Govt. Industrial Training Institute Sonepat	*543*
Yamuna Nagar	**857**
Govt. Industrial Training Institute (Women) Chhachrauli	*22*
Govt. Industrial Training Institute Sadhora	*231*

Govt. Industrial Training Institute Yamuna Nagar	*604*
Grand Total	**18562**

METHODOLOGY

Post the design of the instrument (questionnaire), the survey was conducted in the process as below:

- ➢ Identifying the trades and ITIs to be targeted.

- ➢ Questionnaire development with the help of SPIU team to get the desired results from the pilot tracer study conducted.

- ➢ Collecting and updating the contact details – to develop and maintain a database with updated contact details of the pass out trainees
  - o Collecting contact information of the pass outs through different mechanisms
  - o The mobile numbers verified through SMS / call

- ➢ Detailed survey – for gathering the data from the respondents for quality inputs in less time
  - o Reaching out to the target population among the verified candidates for collecting the data for tracer study
  - o Done Through Online survey.

18

QUESTIONNAIRE

The questionnaire was developed as per the defined research objectives and questions to be answered. To encourage high response rate, the questionnaire was kept short while comprising of mainly the closed questions. Questionnaire of the study is available in *Annexure A1.*

The questionnaire included primarily closed ended questions. The questionnaire was asked in English and Hindi language (vernacular). Candidates had choice to select language in which they prefer to respond. The diagnostic questions like reasons of unemployment had broad areas of reasons in a closed ended fashion.

Candidates were registered with their registration numbers and passwords were shared with them via emails and SMSs along with URL to take the survey. Candidates selected the language in which they preferred to take the survey. The survey could be taken on mobile phone or any device with minimum internet connection.

The following is the flow of questionnaire:

Scenario immediately after course completion

- Trade they got employed into
- Time when they started their first job
- Range of monthly salary
- If unemployed, key reason for that

Current Scenario (after one year of course completion)

- Trade they currently are employed into
- Time when they started their current job
- Range of monthly salary
- If unemployed currently , key reason for that

Details on On The Job Training and Apprenticeship

- Engaged / Not Engaged
- Duration of Engagement

RESPONSE RATE TO THE SURVEY

Based the pretested questionnaire, hypothesis based on availability of target respondent, the response rate achieved was in the range of 10% to 13%. Thus, there is a need to assess the methods in which respondents need to be engaged better into the tracer study.

Large number of emails bounced due to invalid email ids. Similarly, due to wrong mobile numbers SMS were undelivered / expired / failed

The following is the sequence of events for targeting:

- First Launch- 3rd Feb- Updates on Emails and SMS sent and bounced
  - Total targeting: 10047 respondents

- Total Candidate Registrations Including Dummy: 18572 | SMS Delivered- 12107

- Second Launch- SMS and emails on 10th Feb. 16424 SMS and emails sent (excluding 1307 candidates)

	Total Targeted	Total Respondents	Response Rate %
Ambala	1401	163	12
Bhiwani	759	78	10
Charkhi Dadri	63	4	6
Faridabad	624	71	11
Fatehabad	703	58	8
Gurugram	664	83	13
Hisar	2108	233	11
Jhajjar	856	73	9
Jind	1412	138	10
Kaithal	1244	107	9
Karnal	971	131	13
Kurukshetra	392	47	12
Mahendergarh	927	110	12
Mewat	204	26	13
Palwal	267	23	9
Panchkula	496	49	10
Panipat	467	67	14

Rewari	745	76	10
Rohtak	1257	147	12
Sirsa	1020	124	12
Sonipat	1125	108	10
Yamuna Nagar	857	89	10
TOTAL	**18562**	**2005**	**11**

DETAILED FINDINGS OF THE STUDY

The current chapter provides analysis of information based the survey done with eligible ITI graduates covered under the sample of study. Before, looking at the findings from the target respondents, it is imperative to understand "the profile" of these respondents who have responded to the survey.

3. DETAILED PROFILING OF RESPONDENTS

The Part A of the findings deals with understanding the distribution of sample on various profiling aspects like gender, district and trade which provided the profile of the respondents (ITI graduates). It is also important to understand the coverage of sample based the interplay of these profiling aspects with each other.

3.1   TRADE WISE PROFILING OF RESPONDENTS

There is a good representation of all existing trades (departments) within the ITI domain. Some trade domains have an extension like Mechanical, Stenography and Welding.

However, some trades have high sample representation possibly they are being highly popular among the ITI graduates. These are Mechanist Combined (14%) Welder Combined (13%), Stenographer & Secretarial Assistant (English & Hindi) (13%), Computer Operator and Programming Assistant (12%), Fitter (8%) and Electrician (7%).

However, there are some trades wherein there is a low sample representation and ITI graduates have low resonance with those trades → Architectural Assistant, Computer Hardware and Network Maintenance, Desktop Publishing Operator, Electroplater, Grinder Mechanist, Tool and Die Maker, Pipe Welder, Technician of power electric system, Mechanic of Computer Appliances.

Table 1.4:   Trade wise profiling of respondents

Trade	Sample Size	Sample Size (%)
Architectural Assistant	1	0.0%
Basic Cosmetology	25	1.2%
Carpenter	72	3.6%
Computer Hardware & Network Maintenance	7	0.3%
Computer Operator and Programming Assistant	241	12.0%
Desk Top Publishing Operator	1	0.0%
Draughtsman (Civil)	56	2.8%
Draughtsman (Mechanical)	40	2.0%
Dress Making	12	0.6%
Electrician	141	7.0%
Electronics Mechanic	64	3.2%
Electroplater	1	0.0%
Fashion Design & Technology	8	0.4%
Fitter	154	7.7%
Foundry	22	1.1%
Instrument Mechanic	6	0.3%
Machinist	68	3.4%
Machinist (Grinder)	4	0.2%
Mechanic (Motor Vehicle)	52	2.6%
Mechanic (Refrigeration and Air-Conditioning)	43	2.1%
Mechanic (Tractor)	53	2.6%
Mechanic Consumer Electronics Appliances	3	0.1%
Mechanic Diesel	51	2.5%
Painter General	23	1.1%
Plastic Processing Operator	12	0.6%
Plumber	88	4.4%
Sewing Technology	53	2.6%
Sheet Metal Worker	34	1.7%
Stenographer & Secretarial Assistant (English)	118	5.9%
Stenographer & Secretarial Assistant (Hindi)	114	5.7%
Surface Ornamentation Techniques (Embroidery)	16	0.8%
Surveyor	12	0.6%
Technician Power Electronics System	3	0.1%
Tool & Die Maker (Dies & Molds)	5	0.2%
Tool & Die Maker (Press Tools, Jigs & Fixtures)	2	0.1%
Turner	70	3.5%
Welder	243	12.1%
Welder (Fabrication & Fitting)	6	0.3%
Welder (GMAW & GTAW)	11	0.5%

23

Welder (Pipe)	4	0.2%
Wireman	66	3.3%
Grand Total	**2005**	**100%**

3.2   GENDER WISE PROFLING OF RESPONDENTS

The study has a majority representation of males representing the target population. Out of total 2005 respondents 88% were male respondents in the sample while around 12% were Female respondents. It would be important to also see what the Male-Female distribution across the various districts and trades which was will be covered further in this report.

Table 1.2:   Distribution of gender within sample

Gender	Sample Size	Sample Size (%)
Females	237	11.8%
Male	1768	88.2%
Grand Total	**2005**	**100%**

3.3 GENDER WISE PROFILING OF RESPONDENTS ACROSS DISTRICTS

Considering the gender distribution of ITI graduates within districts we see a high proportion of male students across almost all the districts. Few districts like Faridabad (20%), Jind (15%), Kurukshetra (17%), Panipat (16%) and Rohtak (14%) have considerable female respondents in their sample.

Table 1.3:   Distribution of gender within districts

Districts	Female (SS)	Female (%)	Male (SS)	Male (%)
Ambala	23	14.1%	140	85.9%
Bhiwani	12	15.4%	66	84.6%
Charkhi Dadri	2	50.0%	2	50.0%
Faridabad	14	19.7%	57	80.3%
Fatehabad	6	10.3%	52	89.7%
Gurugram	8	9.6%	75	90.4%
Hisar	28	12.0%	205	88.0%
Jhajjar	5	6.8%	68	93.2%
Jind	21	15.2%	117	84.8%
Kaithal	18	16.8%	89	83.2%
Karnal	12	9.2%	119	90.8%
Kurukshetra	8	17.0%	39	83.0%
Mahendergarh	6	5.5%	104	94.5%
Mewat	1	3.8%	25	96.2%
Palwal	1	4.3%	22	95.7%
Panchkula	6	12.2%	43	87.8%
Panipat	11	16.4%	56	83.6%
Rewari	7	9.2%	69	90.8%
Rohtak	20	13.6%	127	86.4%
Sirsa	12	9.7%	112	90.3%
Sonipat	8	7.4%	100	92.6%
Yamuna Nagar	8	9.0%	81	91.0%
Grand Total	**237**	**100%**	**1768**	**100%**

25

3.4   GENDER WISE PROFILING OF RESPONDENTS WITHIN TRADE

Through analysis of profiling of trade by gender we can arrive to conclusion on which trade is more popular among which Gender.

The findings suggest that Basic Cosmetology (71%), Dress Making (58%), Fashion Design & Technology (75%), Sewing Technology (60%) and Surface Ornament Techniques (80%) are very much popular among females whereas most of the other trades are popular among males including Computer Operator and Programming Assistant.

Table 1.5:   Gender wise profiling of respondents within trade

Trade	Female (SS)	Female (%)	Male (SS)	Male (%)
Architectural Assistant		0.0%	1	100.0%
Basic Cosmetology	18	72.0%	7	28.0%
Carpenter		0.0%	72	100.0%
Computer Hardware & Network Maintenance	5	71.4%	2	28.6%
Computer Operator and Programming Assistant	58	24.1%	183	75.9%
Desk Top Publishing Operator	1	100.0%		0.0%
Draughtsman (Civil)	5	8.9%	51	91.1%
Draughtsman (Mechanical)	1	2.5%	39	97.5%
Dress Making	7	58.3%	5	41.7%
Electrician	11	7.8%	130	92.2%
Electronics Mechanic	6	9.4%	58	90.6%
Electroplater		0.0%	1	100.0%
Fashion Design & Technology	6	75.0%	2	25.0%
Fitter	2	1.3%	152	98.7%
Foundry man		0.0%	22	100.0%
Instrument Mechanic		0.0%	6	100.0%
Machinist		0.0%	68	100.0%
Machinist (Grinder)		0.0%	4	100.0%
Mechanic (Motor Vehicle)		0.0%	52	100.0%
Mechanic (Refrigeration and Air-Conditioning)		0.0%	43	100.0%
Mechanic (Tractor)		0.0%	53	100.0%
Mechanic Consumer Electronics Appliances		0.0%	3	100.0%
Mechanic Diesel	1	2.0%	50	98.0%
Painter General		0.0%	23	100.0%
Plastic Processing Operator		0.0%	12	100.0%
Plumber		0.0%	88	100.0%

Sewing Technology	32	60.4%	21	39.6%
Sheet Metal Worker	1	2.9%	33	97.1%
Stenographer & Secretarial Assistant (English)	40	33.9%	78	66.1%
Stenographer & Secretarial Assistant (Hindi)	28	24.6%	86	75.4%
Surface Ornamentation Techniques (Embroidery)	13	81.3%	3	18.8%
Surveyor	1	8.3%	11	91.7%
Technician Power Electronics System		0.0%	3	100.0%
Tool & Die Maker (Dies & Molds)		0.0%	5	100.0%
Tool & Die Maker (Press Tools, Jigs & Fixtures)		0.0%	2	100.0%
Turner		0.0%	70	100.0%
Welder	1	0.4%	242	99.6%
Welder (Fabrication & Fitting)		0.0%	6	100.0%
Welder (GMAW & GTAW)		0.0%	11	100.0%
Welder (Pipe)		0.0%	4	100.0%
Wireman		0.0%	66	100.0%
Grand Total	**237**	**12%**	**1768**	**88%**

3.5   TRADE WISE PROFILING OF RESPONDENTS BY DISTRICTS

Through analysis of profiling of trade by districts we can arrive to conclusion on which trade is more popular among which district and whether there is a difference / skew of any trade within certain districts.

Some districts have higher skew for some trades. The predominant ones are being reported here -
Ambala: Computer Operator and Programming Assistant, Electrician, Mechanic (Motor vehicle) etc
Faridabad: Welder and Stenographer
Gurgaon: Computer Operator and Programming Assistant and Fitter
Hisar: Computer Operator and Programming Assistant, Welder, Fitter and Stenographer

Table 1.6.1:   Distribution of trade within districts (All figures in %)

	Ambala	Bhiwani	Charkhi Dadri	Faridabad	Fatehabad	Gurugram	Hisar
Architectural Assistant							1
Basic Cosmetology	3	3		3		1	7
Carpenter	8	9		3	6		5

Trade							
Computer Hardware & Network Maintenance		5			2		
Computer Operator and Programming Assistant	17	4	2	4	8	13	31
Desk Top Publishing Operator							
Draughtsman (Civil)		2		1	5	5	4
Draughtsman (Mechanical)	9			2		1	9
Dress Making	4						2
Electrician	14	2		2	6	6	13
Electronics Mechanic	4	6		4		3	6
Electroplater							
Fashion Design & Technology							
Fitter	9	5		2	4	15	22
Foundry man	4	4				3	
Instrument Mechanic	4						
Machinist	3	4		2	3	4	7
Machinist (Grinder)						2	
Mechanic (Motor Vehicle)	10	4		2		4	3
Mechanic (Refrigeration and Air-Conditioning)	1	2		5	3		6
Mechanic (Tractor)		2			2	2	3
Mechanic Consumer Electronics Appliances							
Mechanic Diesel	13			7			8
Painter General	3	1				2	1
Plastic Processing Operator							
Plumber	8	3		1	2	2	7
Sewing Technology	2	2	2	4	1	2	6
Sheet Metal Worker		3		2			4
Stenographer & Secretarial Assistant (English)	11	4		10	2	2	11
Stenographer & Secretarial Assistant (Hindi)	8			3	6	7	14
Surface Ornamentation Techniques (Embroidery)	2					1	1
Surveyor							7
Technician Power Electronics System							
Tool & Die Maker (Dies & Molds)							2
Tool & Die Maker (Press Tools, Jigs & Fixtures)							
Turner	4	6		2	1		10
Welder	16	7		11	5	8	25
Welder (Fabrication & Fitting)							3
Welder (GMAW & GTAW)							7
Welder (Pipe)							
Wireman	6			1	2		8
Grand Total	**163**	**78**	**4**	**71**	**58**	**83**	**233**

Computer Operator and Programming Assistant predominant in Jhajjar, Jind, Karnal and Kurukshetra as well. Further, Jind: Electrician, Kaithal: Plumber & Welder, Mahendergarh: Sheet Metal works and Welder

Table 1.6.2:   Distribution of trade within districts (continued) (All figures in %)

Row Labels	Jhajjar	Jind	Kaithal	Karnal	Kurukshetra	Mahendergarh	Mewat
Architectural Assistant							
Basic Cosmetology		3	2			1	
Carpenter	8	7		7	1		
Computer Hardware & Network Maintenance							
Computer Operator and Programming Assistant	15	22	8	15	10	4	
Desk Top Publishing Operator			1				
Draughtsman (Civil)		5	4	4	7	4	
Draughtsman (Mechanical)		2	1			3	
Dress Making		1	4				
Electrician	2	14	8	11	2	6	5
Electronics Mechanic	1		8	5	2	2	
Electroplater							
Fashion Design & Technology			3				
Fitter	9	11	1	13	1	7	3
Foundry man				2		1	
Instrument Mechanic							
Machinist	2	7		5		1	
Machinist (Grinder)							
Mechanic (Motor Vehicle)		5	1	3		3	
Mechanic (Refrigeration and Air-Conditioning)			2	6		5	
Mechanic (Tractor)		4	4	4	3	8	1
Mechanic Consumer Electronics Appliances							
Mechanic Diesel		6		8			
Painter General				2			
Plastic Processing Operator				1		5	
Plumber	7	4	15			4	
Sewing Technology	1	5	2	3	2	2	
Sheet Metal Worker						15	2
Stenographer & Secretarial Assistant (English)	10	3	7	7	2	3	
Stenographer & Secretarial Assistant (Hindi)	6	9	8	4	5	3	
Surface Ornamentation Techniques (Embroidery)					2	1	
Surveyor							
Technician Power Electronics System		3					
Tool & Die Maker (Dies & Molds)							

Tool & Die Maker (Press Tools, Jigs & Fixtures)							
Turner	1	4	4	5		9	3
Welder	11	10	18	18	8	20	8
Welder (Fabrication & Fitting)		3					
Welder (GMAW & GTAW)		4					
Welder (Pipe)		4					
Wireman		2	6	8	2	3	4

Computer Operator and Programming Assistant representation also from Panchkula, Rohtak, Sirsa and Rewari.

- ➤ Panipat: Stenographers
- ➤ Rewari: Electrician and Welder
- ➤ Rohtak: Electrician and Welder
- ➤ Sirsa: Electrician

Table 1.6.3:   Distribution of trade within districts (continued) (All figures in %)

Row Labels	Palwal	Panchkula	Panipat	Rewari	Rohtak	Sirsa	Sonipat	Yamuna Nagar
Architectural Assistant								
Basic Cosmetology				1	1			
Carpenter	1		4		2	7	2	2
Computer Hardware & Network Maintenance								
Computer Operator and Programming Assistant		14	9	13	21	21	7	3
Desk Top Publishing Operator								
Draughtsman (Civil)				3	6	3		3
Draughtsman (Mechanical)					5	4		4
Dress Making						1		
Electrician	3	4	4	11	10	11	3	4
Electronics Mechanic	3			7	4	1	5	3
Electroplater								1
Fashion Design & Technology					2		3	
Fitter	1	3	8	5	5	10	13	7
Foundry man					3		2	3
Instrument Mechanic					2			
Machinist		3	3	4	5	4	7	4
Machinist (Grinder)					2			
Mechanic (Motor Vehicle)			1		9	2	4	1
Mechanic (Refrigeration and Air-Conditioning)		5			2	1	3	2
Mechanic (Tractor)	3		1	5	3	2	2	4
Mechanic Consumer Electronics Appliances						3		
Mechanic Diesel						6	3	
Painter General		2			5	2	1	4

Trade								
Plastic Processing Operator								6
Plumber	3	4		3	6	10	6	3
Sewing Technology	2		2	2	4	3	2	4
Sheet Metal Worker			6				2	
Stenographer & Secretarial Assistant (English)	3	5	10		7	6	8	7
Stenographer & Secretarial Assistant (Hindi)		2	7	7	8	7	9	1
Surface Ornamentation Techniques (Embroidery)		1	4	1	1	1		1
Surveyor					5			
Technician Power Electronics System								
Tool & Die Maker (Dies & Molds)							1	2
Tool & Die Maker (Press Tools, Jigs & Fixtures)					2			
Turner		3		2	6	3	1	6
Welder	4	2	8	10	17	9	18	10
Welder (Fabrication & Fitting)								
Welder (GMAW & GTAW)								
Welder (Pipe)								
Wireman		1		2	4	7	6	4
Grand Total	**23**	**49**	**67**	**76**	**147**	**124**	**108**	**89**

MAPPING OF SURVEYED RESPONDENTS VERSUS TARGETED RESPONDENTS

As indicated earlier the response rate of 11% has been achieved. The following table indicates the response rate based each trade and district.

	Targeted	Interviewed	% representation
Ambala	**1401**	**163**	12
Basic Cosmetology	23	3	13
Carpenter	52	8	15
Computer Operator and Programming Assistant	126	17	13
Draughtsman (Civil)	38	0	0
Draughtsman (Mechanical)	48	9	19
Dress Making	30	4	13
Electrician	73	14	19
Electronics Mechanic	73	4	5
Fitter	87	9	10
Foundryman	34	4	12
Instrument Mechanic	22	4	18
Machinist	43	3	7
Mechanic (Motor Vehicle)	37	10	27
Mechanic (Refrigeration and Air-Conditioning)	40	1	3

Mechanic Diesel	78	13	17
Painter General	36	3	8
Plumber	41	8	20
Sewing Technology	73	2	3
Stenographer & Secretarial Assistant (English)	83	11	13
Stenographer & Secretarial Assistant (Hindi)	78	8	10
Surface Ornamentation Techniques (Embroidery)	57	2	4
Tool & Die Maker (Press Tools, Jigs & Fixtures)	19	0	0
Turner	49	4	8
Welder	107	16	15
Wireman	54	6	11
Bhiwani	**759**	**78**	**10**
Basic Cosmetology	46	3	7
Carpenter	61	9	15
Computer Hardware & Network Maintenance	43	5	12
Computer Operator and Programming Assistant	18	4	22
Draughtsman (Civil)	28	2	7
Electrician	34	2	6
Electronics Mechanic	41	6	15
Fitter	37	5	14
Foundryman	18	4	22
Machinist	14	4	29
Mechanic (Motor Vehicle)	21	4	19
Mechanic (Refrigeration and Air-Conditioning)	15	2	13
Mechanic (Tractor)	32	2	6
Painter General	9	1	11
Plumber	35	3	9
Sewing Technology	74	2	3
Sheet Metal Worker	26	3	12
Stenographer & Secretarial Assistant (English)	20	4	20
Stenographer & Secretarial Assistant (Hindi)	35	0	0
Surface Ornamentation Techniques (Embroidery)	58	0	0
Turner	25	6	24
Welder	69	7	10
Charkhi Dadri	**63**	**4**	**6**
Computer Operator and Programming Assistant	37	2	5
Sewing Technology	14	2	14
Surface Ornamentation Techniques (Embroidery)	12	0	0
Faridabad	**624**	**71**	**11**
Basic Cosmetology	34	3	9
Carpenter	31	3	10
Computer Operator and Programming Assistant	44	4	9

Draughtsman (Civil)	14	1	7
Draughtsman (Mechanical)	18	2	11
Electrician	16	2	13
Electronics Mechanic	32	4	13
Fitter	31	2	6
Machinist	25	2	8
Mechanic (Motor Vehicle)	13	2	15
Mechanic (Refrigeration and Air-Conditioning)	22	5	23
Mechanic Diesel	54	7	13
Painter General	11	0	0
Plumber	37	1	3
Sewing Technology	49	4	8
Sheet Metal Worker	15	2	13
Stenographer & Secretarial Assistant (English)	35	10	29
Stenographer & Secretarial Assistant (Hindi)	16	3	19
Surface Ornamentation Techniques (Embroidery)	5	0	0
Turner	20	2	10
Welder	86	11	13
Wireman	16	1	6
Fatehabad	**703**	**58**	**8**
Basic Cosmetology	39	0	0
Carpenter	59	6	10
Computer Hardware & Network Maintenance	33	2	6
Computer Operator and Programming Assistant	83	8	10
Draughtsman (Civil)	54	5	9
Electrician	46	6	13
Fitter	45	4	9
Machinist	24	3	13
Mechanic (Refrigeration and Air-Conditioning)	36	3	8
Mechanic (Tractor)	9	2	22
Plumber	31	2	6
Sewing Technology	15	1	7
Stenographer & Secretarial Assistant (English)	41	2	5
Stenographer & Secretarial Assistant (Hindi)	61	6	10
Surface Ornamentation Techniques (Embroidery)	12	0	0
Turner	14	1	7
Welder	73	5	7
Wireman	28	2	7
Gurugram	**664**	**83**	**13**
Basic Cosmetology	22	1	5
Carpenter	7	0	0
Computer Operator and Programming Assistant	116	13	11

33

Draughtsman (Civil)	33	5	15
Draughtsman (Mechanical)	51	1	2
Electrician	15	6	40
Electronics Mechanic	31	3	10
Fitter	70	15	21
Foundryman	11	3	27
Machinist	25	4	16
Machinist (Grinder)	12	2	17
Mechanic (Motor Vehicle)	12	4	33
Mechanic (Refrigeration and Air-Conditioning)	17	0	0
Mechanic (Tractor)	9	2	22
Painter General	10	2	20
Plumber	11	2	18
Sewing Technology	54	2	4
Spa Therapy	13	0	0
Stenographer & Secretarial Assistant (English)	35	2	6
Stenographer & Secretarial Assistant (Hindi)	39	7	18
Surface Ornamentation Techniques (Embroidery)	16	1	6
Turner	14	0	0
Welder	31	8	26
Wireman	10	0	0
Hisar	**2108**	**233**	11
Architectural Assistant	10	1	10
Basic Cosmetology	159	7	4
Carpenter	85	5	6
Computer Operator and Programming Assistant	228	31	14
Draughtsman (Civil)	50	4	8
Draughtsman (Mechanical)	48	9	19
Dress Making	81	2	2
Electrician	105	13	12
Electronics Mechanic	53	6	11
Fitter	123	22	18
Interior Design & Decoration	5	0	0
Machinist	57	7	12
Mechanic (Motor Vehicle)	15	3	20
Mechanic (Refrigeration and Air-Conditioning)	50	6	12
Mechanic (Tractor)	25	3	12
Mechanic Diesel	65	8	12
Painter General	21	1	5
Plastic Processing Operator	14	0	0
Plumber	106	7	7
Sewing Technology	104	6	6

Sheet Metal Worker	9	4	44
Stenographer & Secretarial Assistant (English)	115	11	10
Stenographer & Secretarial Assistant (Hindi)	155	14	9
Surface Ornamentation Techniques (Embroidery)	47	1	2
Surveyor	28	7	25
Tool & Die Maker (Dies & Moulds)	10	2	20
Turner	83	10	12
Welder	148	25	17
Welder (Fabrication & Fitting)	28	3	11
Welder (GMAW & GTAW)	25	7	28
Wireman	56	8	14
Jhajjar	**856**	**73**	9
Basic Cosmetology	26	0	0
Carpenter	46	8	17
Computer Operator and Programming Assistant	121	15	12
Dress Making	20	0	0
Electrician	69	2	3
Electronics Mechanic	46	1	2
Fitter	105	9	9
Machinist	11	2	18
Painter General	11	0	0
Plumber	86	7	8
Sewing Technology	50	1	2
Stenographer & Secretarial Assistant (English)	58	10	17
Stenographer & Secretarial Assistant (Hindi)	20	6	30
Surface Ornamentation Techniques (Embroidery)	29	0	0
Turner	25	1	4
Welder	74	11	15
Wireman	59	0	0
Jind	**1412**	**138**	10
Basic Cosmetology	46	3	7
Carpenter	77	7	9
Computer Operator and Programming Assistant	213	22	10
Draughtsman (Civil)	38	5	13
Draughtsman (Mechanical)	18	2	11
Dress Making	19	1	5
Electrician	106	14	13
Electronics Mechanic	53	0	0
Fitter	81	11	14
Foundryman	30	0	0
Interior Design & Decoration	45	0	0
Machinist	32	7	22

35

Mechanic (Motor Vehicle)	18	5	28
Mechanic (Refrigeration and Air-Conditioning)	16	4	25
Mechanic (Tractor)	31	0	0
Mechanic Diesel	35	6	17
Painter General	7	0	0
Plumber	34	4	12
Sewing Technology	82	5	6
Stenographer & Secretarial Assistant (English)	43	3	7
Stenographer & Secretarial Assistant (Hindi)	63	9	14
Surface Ornamentation Techniques (Embroidery)	53	0	0
Technician Power Electronics System	16	3	19
Turner	30	4	13
Welder	100	10	10
Welder (Fabrication & Fitting)	27	3	11
Welder (GMAW & GTAW)	34	4	12
Welder (Pipe)	32	4	13
Wireman	33	2	6
Kaithal	**1244**	**107**	**9**
Basic Cosmetology	44	2	5
Carpenter	24	0	0
Computer Operator and Programming Assistant	141	8	6
Desk Top Publishing Operator	41	1	2
Draughtsman (Civil)	45	4	9
Draughtsman (Mechanical)	16	1	6
Dress Making	46	4	9
Electrician	62	8	13
Electronics Mechanic	71	8	11
Fashion Design & Technology	31	3	10
Fitter	41	1	2
Machinist	13	0	0
Mechanic (Motor Vehicle)	14	1	7
Mechanic (Refrigeration and Air-Conditioning)	20	2	10
Mechanic (Tractor)	33	4	12
Painter General	24	0	0
Plumber	111	15	14
Sewing Technology	35	2	6
Stenographer & Secretarial Assistant (English)	84	7	8
Stenographer & Secretarial Assistant (Hindi)	79	8	10
Surface Ornamentation Techniques (Embroidery)	15	0	0
Turner	22	4	18
Welder	180	18	10
Wireman	52	6	12

Karnal	971	131	13
Carpenter	75	7	9
Computer Operator and Programming Assistant	64	15	23
Draughtsman (Civil)	20	4	20
Electrician	51	11	22
Electronics Mechanic	35	5	14
Fitter	99	13	13
Foundryman	15	2	13
Machinist	25	5	20
Mechanic (Motor Vehicle)	16	3	19
Mechanic (Refrigeration and Air-Conditioning)	34	6	18
Mechanic (Tractor)	32	4	13
Mechanic Diesel	51	8	16
Painter General	14	2	14
Plastic Processing Operator	16	1	6
Sewing Technology	50	3	6
Stenographer & Secretarial Assistant (English)	81	7	9
Stenographer & Secretarial Assistant (Hindi)	38	4	11
Surface Ornamentation Techniques (Embroidery)	16	0	0
Turner	36	5	14
Welder	168	18	11
Wireman	35	8	23
Kurukshetra	392	47	12
Carpenter	17	1	6
Computer Operator and Programming Assistant	80	10	13
Draughtsman (Civil)	23	7	30
Electrician	15	2	13
Electronics Mechanic	19	2	11
Fitter	34	1	3
Mechanic (Tractor)	17	3	18
Sewing Technology	46	2	4
Stenographer & Secretarial Assistant (English)	21	2	10
Stenographer & Secretarial Assistant (Hindi)	19	5	26
Surface Ornamentation Techniques (Embroidery)	38	2	5
Welder	49	8	16
Wireman	14	2	14
Mahendergarh	927	110	12
Basic Cosmetology	22	1	5
Carpenter	33	0	0
Computer Operator and Programming Assistant	38	4	11
Draughtsman (Civil)	37	4	11
Draughtsman (Mechanical)	20	3	15

37

Electrician	55	6	11
Electronics Mechanic	23	2	9
Fitter	34	7	21
Foundryman	32	1	3
Machinist	20	1	5
Mechanic (Motor Vehicle)	16	3	19
Mechanic (Refrigeration and Air-Conditioning)	38	5	13
Mechanic (Tractor)	29	8	28
Painter General	17	0	0
Plastic Processing Operator	38	5	13
Plumber	42	4	10
Sewing Technology	64	2	3
Sheet Metal Worker	61	15	25
Stenographer & Secretarial Assistant (English)	20	3	15
Stenographer & Secretarial Assistant (Hindi)	39	3	8
Surface Ornamentation Techniques (Embroidery)	32	1	3
Turner	36	9	25
Welder	145	20	14
Wireman	36	3	8
Mewat	**204**	**26**	13
Draughtsman (Civil)	5	0	0
Electrician	32	5	16
Fitter	31	3	10
Machinist	8	0	0
Machinist (Grinder)	11	0	0
Mechanic (Tractor)	16	1	6
Sheet Metal Worker	14	2	14
Turner	7	3	43
Welder	69	8	12
Wireman	11	4	36
Palwal	**267**	**23**	9
Carpenter	13	1	8
Electrician	17	3	18
Electronics Mechanic	18	3	17
Fitter	26	1	4
Machinist	21	0	0
Mechanic (Tractor)	31	3	10
Plumber	37	3	8
Sewing Technology	20	2	10
Stenographer & Secretarial Assistant (English)	15	3	20
Tool & Die Maker (Press Tools, Jigs & Fixtures)	18	0	0
Turner	21	0	0

38

Welder	30	4	13
Panchkula	**496**	**49**	**10**
Computer Operator and Programming Assistant	63	14	22
Electrician	34	4	12
Fitter	25	3	12
Machinist	30	3	10
Mechanic (Refrigeration and Air-Conditioning)	39	5	13
Painter General	28	2	7
Plumber	73	4	5
Sewing Technology	27	0	0
Stenographer & Secretarial Assistant (English)	64	5	8
Stenographer & Secretarial Assistant (Hindi)	24	2	8
Surface Ornamentation Techniques (Embroidery)	27	1	4
Turner	14	3	21
Welder	32	2	6
Wireman	16	1	6
Panipat	**467**	**67**	14
Carpenter	30	4	13
Computer Operator and Programming Assistant	44	9	20
Electrician	33	4	12
Fitter	30	8	27
Foundryman	16	0	0
Machinist	15	3	20
Mechanic (Motor Vehicle)	17	1	6
Mechanic (Tractor)	19	1	5
Sewing Technology	52	2	4
Sheet Metal Worker	36	6	17
Stenographer & Secretarial Assistant (English)	40	10	25
Stenographer & Secretarial Assistant (Hindi)	42	7	17
Surface Ornamentation Techniques (Embroidery)	46	4	9
Turner	9	0	0
Welder	38	8	21
Rewari	**745**	**76**	**10**
Basic Cosmetology	30	1	3
Computer Operator and Programming Assistant	90	13	14
Draughtsman (Civil)	31	3	10
Dress Making	21	0	0
Electrician	68	11	16
Electronics Mechanic	80	7	9
Fitter	46	5	11
Machinist	28	4	14
Mechanic (Tractor)	31	5	16

39

Painter General	14	0	0
Plumber	35	3	9
Sewing Technology	54	2	4
Stenographer & Secretarial Assistant (Hindi)	43	7	16
Surface Ornamentation Techniques (Embroidery)	19	1	5
Turner	26	2	8
Welder	100	10	10
Wireman	29	2	7
Rohtak	**1257**	**147**	12
Basic Cosmetology	41	1	2
Carpenter	77	2	3
Computer Operator and Programming Assistant	159	21	13
Draughtsman (Civil)	50	6	12
Draughtsman (Mechanical)	43	5	12
Dress Making	9	0	0
Electrician	62	10	16
Electronics Mechanic	31	4	13
Fashion Design & Technology	30	2	7
Fitter	52	5	10
Foundryman	33	3	9
Instrument Mechanic	15	2	13
Machinist	14	5	36
Machinist (Grinder)	11	2	18
Mechanic (Motor Vehicle)	34	9	26
Mechanic (Refrigeration and Air-Conditioning)	19	2	11
Mechanic (Tractor)	52	3	6
Painter General	30	5	17
Plumber	66	6	9
Sewing Technology	52	4	8
Stenographer & Secretarial Assistant (English)	36	7	19
Stenographer & Secretarial Assistant (Hindi)	39	8	21
Surface Ornamentation Techniques (Embroidery)	33	1	3
Surveyor	42	5	12
Tool & Die Maker (Press Tools, Jigs & Fixtures)	15	2	13
Turner	65	6	9
Welder	101	17	17
Wireman	46	4	9
Sirsa	**1020**	**124**	12
Basic Cosmetology	18	0	0
Carpenter	68	7	10
Computer Operator and Programming Assistant	125	21	17
Draughtsman (Civil)	40	3	8

40

Draughtsman (Mechanical)	21	4	19
Dress Making	24	1	4
Electrician	56	11	20
Electronics Mechanic	20	1	5
Fitter	56	10	18
Machinist	24	4	17
Mechanic (Motor Vehicle)	14	2	14
Mechanic (Refrigeration and Air-Conditioning)	34	1	3
Mechanic (Tractor)	60	2	3
Mechanic Consumer Electronics Appliances	18	3	17
Mechanic Diesel	38	6	16
Painter General	25	2	8
Plumber	70	10	14
Sewing Technology	42	3	7
Stenographer & Secretarial Assistant (English)	43	6	14
Stenographer & Secretarial Assistant (Hindi)	61	7	11
Surface Ornamentation Techniques (Embroidery)	17	1	6
Turner	22	3	14
Welder	89	9	10
Wireman	35	7	20
Sonipat	**1125**	**108**	10
Carpenter	48	2	4
Computer Operator and Programming Assistant	68	7	10
Draughtsman (Civil)	36	0	0
Electrician	60	3	5
Electronics Mechanic	51	5	10
Fashion Design & Technology	29	3	10
Fitter	86	13	15
Foundryman	13	2	15
Machinist	34	7	21
Machinist (Grinder)	11	0	0
Mechanic (Motor Vehicle)	20	4	20
Mechanic (Refrigeration and Air-Conditioning)	19	3	16
Mechanic (Tractor)	26	2	8
Mechanic Diesel	36	3	8
Painter General	13	1	8
Plastic Processing Operator	18	0	0
Plumber	93	6	6
Sewing Technology	51	2	4
Sheet Metal Worker	30	2	7
Stenographer & Secretarial Assistant (English)	39	8	21
Stenographer & Secretarial Assistant (Hindi)	75	9	12

41

Surface Ornamentation Techniques (Embroidery)	18	0	0
Tool & Die Maker (Dies & Moulds)	33	1	3
Turner	36	1	3
Welder	136	18	13
Wireman	46	6	13
Yamuna Nagar	**857**	**89**	**10**
Carpenter	34	2	6
Computer Operator and Programming Assistant	22	3	14
Draughtsman (Civil)	19	3	16
Draughtsman (Mechanical)	43	4	9
Electrician	39	4	10
Electronics Mechanic	19	3	16
Electroplater	15	1	7
Fitter	79	7	9
Foundryman	35	3	9
Machinist	41	4	10
Mechanic (Motor Vehicle)	20	1	5
Mechanic (Refrigeration and Air-Conditioning)	48	2	4
Mechanic (Tractor)	32	4	13
Painter General	20	4	20
Plastic Processing Operator	41	6	15
Plumber	40	3	8
Sewing Technology	39	4	10
Stenographer & Secretarial Assistant (English)	44	7	16
Stenographer & Secretarial Assistant (Hindi)	24	1	4
Surface Ornamentation Techniques (Embroidery)	36	1	3
Tool & Die Maker (Dies & Moulds)	16	2	13
Turner	60	6	10
Welder	75	10	13
Wireman	16	4	25
Grand Total	**18562**	**2005**	**11**

➔ **Color Codes**

Above Average
Below Average
No representation

Response rate is lukewarm for most of the district (11%) which needs improvement. Some of the trades feature well on response rates like – Computer Operator and Programming Assistant and Mechanist however many trades have nil / very low response rate as well across districts like Surface Ornamentation Techniques (Embroidery).

4. DETAILED FINDINGS OF EMPLOYMENT IMMEDIATELY POST COURSE COMPLETION

4.1   OVERALL RESULTS

The Part B of the findings details the core area of information for this study. The first part for this is the employability of the ITI students and further course of questions related to that. Here we are trying to find the ratio of employability against non-employability.

Post the course completion, 62% of students got engaged into employment or further studies / apprenticeship. However, 38% were not engaged into anything post ITI course.

Table 2.1:   Employment immediately post course completion

Employment / Engagement Immediately Post Completion	Sample Size	Sample Size (%)
Employed / Engaged	1242	62%
Unemployed and Not Engaged at that time	763	38%
Grand Total	**2005**	**100%**

It is important to know the areas of employability within the target respondents have got engaged immediately after completion of course from ITI.

The detailed analysis of the career path pursued by graduates immediately after course completion indicates majority of graduates 65% (Out of 1242) went into Apprenticeship. Further, around 16% graduates went into advanced or further studies. Around 14% have taken up and employment in a temporary or a permanent capacity with some establishment. And around 4% respondents went into self-employment immediately after completing the course.

Table 2.2:   Employment immediately post course completion – Detailed

Details of Employment post course completion	Sample Size	Sample Size (%)
Advanced/ Further studies	202	16.3%
Apprenticeship	812	65.4%
Paid employee- Temporary	111	8.9%
Paid employment –Permanent	70	5.7%
Self employed	47	3.7%
Total Engaged Respondents	**1242**	**100%**

44

Considering the status of unemployed respondents most of these (95%) started looking for a job. It would be important to know the reasons for their employment further in this report and need to consider what exactly they are doing currently.

Table 2.3: Unemployment post course completion – Detailed

Not working - unemployed and not looking for a job	38	5%
Not working - unemployed but looking for a job	725	95.5%
Total Not Working Respondents	**763**	**100%**

4.2   TRADE WISE EMPLOYMENT STATUS OF RESPONDENTS

Looking the employability within each trade the following conclusions can be made within these trades:

1. For Apprenticeship: Computer Hardware and Programming Assistant, Draughtsman, Mechanics and Fitters and Turner trade students have taken up as first job post course completion. This ranges between 45% to 55%. This needs to be validated with SPIU for deep diving into reasons especially for Sewing and Plumber.

2. For Paid Employment: At an overall level, paid employment occupies a 9% share (181 out of 2005 respondents). Most of the trades are around this share however student from few trades have higher share.

3. For Unemployed Individuals – Highest percentage (which also have considerable base of people) is being contributed by Tractor mechanics (64% Out of 53 people), Carpenters (53% Out of 72 people), Draftsmen (50 % Out of 40 people), Sewing (47% Out of 53 people) and Plumber (45% Out of 88 people).

Table 2.6: Trade wise employment post course completion

	Advanced/ Further studies		Apprenticeship		Paid Employment		self employed		Unemployed		Total Students
	N	N%	N	N%	N	N%	N	N%	N	N%	
Architectural Assistant		0.0%		0.0%	1	100.0%		0.0%	0	0.0%	**1**

Trade											
Basic Cosmetology	8	32.0%	2	8.0%	2	8.0%	2	8.0%	11	44.0%	**25**
Carpenter	4	5.6%	21	29.2%	5	6.9%	4	5.6%	38	52.8%	**72**
Computer Hardware & Network Maintenance	2	28.6%	2	28.6%	0	0.0%		0.0%	3	42.9%	**7**
Computer Operator and Programming Assistant	28	11.6%	131	54.4%	14	5.8%	2	0.8%	66	27.4%	**241**
Desk Top Publishing Operator		0.0%		0.0%	0	0.0%		0.0%	1	100.0%	**1**
Draughtsman (Civil)	3	5.4%	26	46.4%	4	7.1%	1	1.8%	22	39.3%	**56**
Draughtsman (Mechanical)	6	15.0%	10	25.0%	4	10.0%		0.0%	20	50.0%	**40**
Dress Making	4	33.3%	1	8.3%	3	25.0%		0.0%	4	33.3%	**12**
Electrician	10	7.1%	65	46.1%	9	6.4%		0.0%	57	40.4%	**141**
Electronics Mechanic	6	9.4%	21	32.8%	7	10.9%	2	3.1%	28	43.8%	**64**
Electroplater	1	100.0%		0.0%	0	0.0%		0.0%	0	0.0%	**1**
Fashion Design & Technology	2	25.0%	2	25.0%	1	12.5%		0.0%	3	37.5%	**8**
Fitter	15	9.7%	74	48.1%	13	8.4%	3	1.9%	49	31.8%	**154**
Foundry man		0.0%	5	22.7%	4	18.2%	2	9.1%	11	50.0%	**22**
Instrument Mechanic	2	33.3%		0.0%	2	33.3%		0.0%	2	33.3%	**6**
Machinist	8	11.8%	33	48.5%	4	5.9%	1	1.5%	22	32.4%	**68**
Machinist (Grinder)	1	25.0%	2	50.0%	0	0.0%		0.0%	1	25.0%	**4**
Mechanic (Motor Vehicle)	2	3.8%	29	55.8%	7	13.5%		0.0%	14	26.9%	**52**
Mechanic (Refrigeration and Air-Conditioning)	5	11.6%	13	30.2%	7	16.3%		0.0%	18	41.9%	**43**
Mechanic (Tractor)	6	11.3%	8	15.1%	4	7.5%	1	1.9%	34	64.2%	**53**
Mechanic Consumer Electronics Appliances		0.0%		0.0%	1	33.3%		0.0%	2	66.7%	**3**
Mechanic Diesel	1	2.0%	26	51.0%	8	15.7%		0.0%	16	31.4%	**51**
Painter General		0.0%	12	52.2%	2	8.7%	1	4.3%	8	34.8%	**23**
Plastic Processing Operator		0.0%	5	41.7%	1	8.3%		0.0%	6	50.0%	**12**
Plumber	10	11.4%	23	26.1%	8	9.1%	7	8.0%	40	45.5%	**88**
Sewing Technology	6	11.3%	10	18.9%	6	11.3%	6	11.3%	25	47.2%	**53**
Sheet Metal Worker	2	5.9%	6	17.6%	3	8.8%	2	5.9%	21	61.8%	**34**
Stenographer & Secretarial Assistant (English)	15	12.7%	58	49.2%	8	6.8%	3	2.5%	34	28.8%	**118**
Stenographer & Secretarial Assistant (Hindi)	13	11.4%	63	55.3%	5	4.4%	1	0.9%	32	28.1%	**114**
Surface Ornamentation Techniques (Embroidery)	3	18.8%	3	18.8%	2	12.5%		0.0%	8	50.0%	**16**
Surveyor	3	25.0%	2	16.7%	0	0.0%	1	8.3%	6	50.0%	**12**
Technician Power Electronics System		0.0%	1	33.3%	0	0.0%	1	33.3%	1	33.3%	**3**
Tool & Die Maker (Dies & Molds)	1	20.0%	2	40.0%	0	0.0%		0.0%	2	40.0%	**5**
Tool & Die Maker (Press Tools, Jigs & Fixtures)		0.0%	2	100.0%	0	0.0%		0.0%	0	0.0%	**2**

Turner	7	10.0%	42	60.0%	6	8.6%		0.0%	15	21.4%	**70**
Welder	20	8.2%	83	34.2%	32	13.2%	7	2.9%	101	41.6%	**243**
Welder (Fabrication & Fitting)	1	16.7%	1	16.7%	0	0.0%		0.0%	4	66.7%	**6**
Welder (GMAW & GTAW)		0.0%	2	18.2%	0	0.0%		0.0%	9	81.8%	**11**
Welder (Pipe)	1	25.0%	2	50.0%	0	0.0%		0.0%	1	25.0%	**4**
Wireman	6	9.1%	24	36.4%	8	12.1%		0.0%	28	42.4%	**66**

4.3 GENDER WISE EMPLOYMENT STATUS OF RESPONDENTS

Looking the employability within the gender break to understand whether there is any difference between employability by gender we find there is no difference of employability within gender. Both Males and Females have similar employability / engagement post completion of course from ITI.

Table 2.4: Gender break up for employment immediately post course completion

Details of Employment post course completion	Female (SS)	Female (%)	Male (SS)	Male (%)
Employed / Engaged	155	65.4%	1087	61.5%
Unemployed and Not Engaged at that time	82	34.6%	681	38.5%

Further, diagnosing the type of engagement between males and females post completion of course we find that 23% of female students go for advanced / further studies which is higher than that of 15% male students who go for advanced / further studies.

However, the largest engagement option that is apprenticeship remains similar for males and females ranging from 63% to 65%. For self-employment as well, males and females stand similar in the range of 4% respondents taking up it.

As far as paid employment is concerned, more male students (15%) seen to be taking up paid assignment as compared to the female students (10 %)

Table 2.5: Gender break up for employment post course completion

Details of Employment post course completion	Female (SS)	Female (%)	Male (SS)	Male (%)
Advanced/ Further studies	36	23.2%	166	15.3%
Apprenticeship	98	63.2%	714	65.7%
Paid employee- Temporary	8	5.2%	103	9.5%
Paid employment –Permanent	7	4.5%	63	5.8%
Self employed	6	3.9%	41	3.8%
Total Employed / Engaged	**155**	**100%**	**1087**	**100%**

4.4 DISTRICT WISE EMPLOYMENT STATUS OF RESPONDENTS

Looking the employability within each district will indicate whether there is any skew in terms of district wise findings. The following are the findings for the same.

4. For Advanced Studies: Overall people going for advanced studies is at 10% (Out of 2005 respondents). These are mainly contributed from Fatehabad (19% Out of 58), Jind (19% Out of 138), Jhajjar (14% Out of 73), Bhiwani (14% Out of 78) and Panipat (12% Out of 67).

5. For Paid Employment: At an overall level, paid employment occupies a 9% share (181 out of 2005 respondents). These are mainly contributed from Rewari (16% Out of 76), Mahendragarh (14% Out of 110), Panipat (13% Out of 67).

6. For Unemployed Students: Overall it stands at 38%. The centers which are above this average with a considerable sample size are – Fatehabad (48% Out of 58), Kaithal (46% Out of 107), Mahendragarh (43% Out of 110), Hisar (42% Out of 233), Jind (42% Out of 138), Jhajjar (41% Out of 73) and Panipat (40% Out of 67)

Table 2.7:   Trade wise employment post course completion

Employment by Districts	Advanced/ Further studies		Apprenticeship		Paid Employment		self employed		Unemployed		Total Students
	N	N%	N	N%	N	N%	N	N%	N	N%	
Ambala	11	6.7%	76	46.6%	12	7.4%	1	0.6%	63	38.7%	163
Bhiwani	10	12.8%	29	37.2%	5	6.4%	4	5.1%	30	38.5%	78
Charkhi Dadri		0.0%	1	25.0%	1	25.0%		0.0%	2	50.0%	4
Faridabad	8	11.3%	33	46.5%	7	9.9%	3	4.2%	20	28.2%	71
Fatehabad	11	19.0%	17	29.3%	0	0.0%	2	3.4%	28	48.3%	58
Gurugram	5	6.0%	45	54.2%	10	12.0%	1	1.2%	22	26.5%	83
Hisar	27	11.6%	77	33.0%	24	10.3%	6	2.6%	99	42.5%	233
Jhajjar	10	13.7%	25	34.2%	6	8.2%	2	2.7%	30	41.1%	73
Jind	26	18.8%	39	28.3%	13	9.4%	2	1.4%	58	42.0%	138
Kaithal	11	10.3%	33	30.8%	11	10.3%	2	1.9%	50	46.7%	107
Karnal	14	10.7%	62	47.3%	12	9.2%	3	2.3%	40	30.5%	131
Kurukshetra	2	4.3%	27	57.4%	2	4.3%	1	2.1%	15	31.9%	47
Mahendergarh	10	9.1%	36	32.7%	15	13.6%	2	1.8%	47	42.7%	110
Mewat	1	3.8%	5	19.2%	0	0.0%	2	7.7%	18	69.2%	26
Palwal	1	4.3%	13	56.5%	3	13.0%		0.0%	6	26.1%	23
Panchkula	3	6.1%	25	51.0%	3	6.1%	1	2.0%	17	34.7%	49

48

Panipat	8	11.9%	20	29.9%	9	13.4%	3	4.5%	27	40.3%	**67**
Rewari	6	7.9%	32	42.1%	12	15.8%	1	1.3%	25	32.9%	**76**
Rohtak	15	10.2%	65	44.2%	10	6.8%	4	2.7%	53	36.1%	**147**
Sirsa	13	10.5%	55	44.4%	7	5.6%	3	2.4%	46	37.1%	**124**
Sonipat	7	6.5%	53	49.1%	12	11.1%	3	2.8%	33	30.6%	**108**
Yamuna Nagar	3	3.4%	44	49.4%	7	7.9%	1	1.1%	34	38.2%	**89**

4.5 TIME OF EMPLOYMENT POST COURSE COMPLETION

Looking the employability month there is a good spread across the two years. Around 59% respondents (Out of total 181) got employed in the first-year post completing the course with 28% (out of 181) getting employment in the first six months itself.

However around 33 % (59 out of 181) respondents got first employment in year 2019.

Table 2.8: Month and Year of Employment post course completion (First Job)

Month and Year of Paid Employment	Sample Size	Sample Size (%)
Jan-18	40	22.1%
Mar-18	1	0.6%
Apr-18	2	1.1%
Jun-18	3	1.7%
Jul-18	4	2.2%
Aug-18	13	7.2%
Sep-18	16	8.8%
Oct-18	10	5.5%
Nov-18	8	4.4%
Dec-18	9	5.0%
Jan-19	9	5.0%
Feb-19	4	2.2%
Mar-19	7	3.9%
Apr-19	7	3.9%
May-19	2	1.1%
Jun-19	5	2.8%
Jul-19	6	3.3%
Aug-19	3	1.7%
Sep-19	8	4.4%
Oct-19	1	0.6%
Nov-19	3	1.7%
Dec-19	4	2.2%

49

Jan-20	9	5.0%
Feb-20	4	2.2%
Total Base: *Among Those who have got paid employment immediately after course completion*	**181**	**100%**

25% Trainees while filling up the questionnaire mentioned wrong information about time of their employment post course completion i.e. Jan. 2018 to June, 2018

4.6   RANGE OF MONTHLY INCOME IN IMMEDIATE EMPLOYMENT

Bases the findings on the range of the monthly income which ITI Graduates have received in Paid Employment is up to INR 10,000 which is indicated by 55% respondents. At an overall level, these numbers indicated are quite healthy however need to see these considering various trades to gather micro understanding which is being further dealt with.

Table 2.9:   Monthly Income in Employment post course completion (First Job)

Monthly Income - Paid Employment	Sample Size	Sample Size (%)
Up to 6000	34	18.8%
6000 to 10000	65	35.9%
10000 to 15000	42	23.2%
15000 to 20000	13	7.2%
20000 to 25000	19	10.5%
More than 25000	8	4.4%
Among Those who have got paid employment immediately after course completion	**181**	**100%**

50

4.7   RANGE OF MONTHLY INCOME BASED TRADE IN IMMEDIATE EMPLOYMENT

The range of monthly income does not provide considerable variation when looked based different trade disciplines. For most of the trade domains the skew is mainly towards in the range of 6000 – 10000.

Table 2.10: Monthly Income in Employment post course completion (First Job) based on trade

	Up to 6000		6000 to 10000		10000 to 15000		15000 to 20000		20000 to 25000		More than 25000		Total Students
Architectural Assistant		0.0%		0.0%		0.0%	1	100.0%		0.0%		0.0%	1
Basic Cosmetology	1	50.0%	1	50.0%		0.0%		0.0%		0.0%		0.0%	2
Carpenter	1	20.0%	1	20.0%	1	20.0%	1	20.0%	1	20.0%		0.0%	5
Computer Operator and Programming Assistant	4	28.6%	6	42.9%	1	7.1%	1	7.1%	2	14.3%		0.0%	14
Draughtsman (Civil)	1	25.0%		0.0%	1	25.0%	1	25.0%		0.0%	1	25.0%	4
Draughtsman (Mechanical)		0.0%		0.0%	3	75.0%	1	25.0%		0.0%		0.0%	4
Dress Making	1	33.3%	2	66.7%		0.0%		0.0%		0.0%		0.0%	3
Electrician	2	22.2%	2	22.2%	3	33.3%	1	11.1%	1	11.1%		0.0%	9
Electronics Mechanic	1	14.3%	5	71.4%	1	14.3%		0.0%		0.0%		0.0%	7
Fashion Design & Technology		0.0%		0.0%	1	100.0%		0.0%		0.0%		0.0%	1
Fitter	1	7.7%	3	23.1%	5	38.5%	1	7.7%	1	7.7%	2	15.4%	13
Foundry man		0.0%	2	50.0%	1	25.0%	1	25.0%		0.0%		0.0%	4
Instrument Mechanic	2	100.0%		0.0%		0.0%		0.0%		0.0%		0.0%	2
Machinist	1	25.0%	3	75.0%		0.0%		0.0%		0.0%		0.0%	4
Mechanic (Motor Vehicle)	2	28.6%	1	14.3%	2	28.6%	1	14.3%		0.0%	1	14.3%	7
Mechanic (Refrigeration and Air-Conditioning)	2	28.6%	2	28.6%	1	14.3%	1	14.3%	1	14.3%		0.0%	7
Mechanic (Tractor)	1	25.0%	1	25.0%	1	25.0%	1	25.0%		0.0%		0.0%	4
Mechanic Consumer Electronics Appliances		0.0%		0.0%		0.0%		0.0%	1	100.0%		0.0%	1
Mechanic Diesel		0.0%	2	25.0%	5	62.5%		0.0%	1	12.5%		0.0%	8
Painter General		0.0%	2	100.0%		0.0%		0.0%		0.0%		0.0%	2
Plastic Processing Operator		0.0%	1	100.0%		0.0%		0.0%		0.0%		0.0%	1
Plumber	4	50.0%	1	12.5%	2	25.0%	1	12.5%		0.0%		0.0%	8
Sewing Technology	1	16.7%	2	33.3%	1	16.7%		0.0%	1	16.7%	1	16.7%	6
Sheet Metal Worker	1	33.3%	2	66.7%		0.0%		0.0%		0.0%		0.0%	3
Stenographer & Secretarial Assistant (English)	3	37.5%	2	25.0%	2	25.0%		0.0%		0.0%	1	12.5%	8
Stenographer & Secretarial Assistant (Hindi)		0.0%	4	80.0%		0.0%		0.0%	1	20.0%		0.0%	5
Surface Ornamentation Techniques (Embroidery)		0.0%	2	100.0%		0.0%		0.0%		0.0%		0.0%	2
Turner		0.0%	4	66.7%	1	16.7%		0.0%	1	16.7%		0.0%	6
Welder	5	15.6%	10	31.3%	7	21.9%	1	3.1%	7	21.9%	2	6.3%	32
Wireman		0.0%	4	50.0%	3	37.5%		0.0%	1	12.5%		0.0%	8
Grand Total	**34**	**18.8%**	**65**	**35.9%**	**42**	**23.2%**	**13**	**7.2%**	**19**	**10.5%**	**8**	**4.4%**	**181**

51

4.8   DIAGNOSIS OF REASONS OF UNEMPLOYMENT

Key reason indicated pertains to non-availability of employment opportunities within the area (34% Out of 763) wherein these students stay. Further, availability of relevant job in which they have done the ITI course (23% Out of 763 respondents unemployed) is second leading reason.

Table 2.11: Reasons of Unemployment

Reasons of Unemployment	Sample Size	Sample Size (%)
No job opportunity in their area	260	34.1%
Jobs available not from their studied field/subjects	176	23.1%
Family reason	113	14.8%
No work experience	102	13.4%
Working at home/with family	47	6.2%
Didn't start job search	10	1.3%
Medical Issues	10	1.3%
No reason indicated	45	5.9%
Among Those who have did not get employment	**763**	**100%**

5. DETAILED FINDINGS CURRENT EMPLOYMENT STATUS

5.1   OVERALL RESULTS

This part of the finding's details employability of the ITI students in the current time and further course of questions related to that. Here we are trying to find the ratio of employability against non-employability in the current time.

Currently, half 50% of the respondents are engaged and employed into employment. And 50% are still unemployed.

It's important to note that employment status has gone down from 62% (employment / engagement in first job)

Table 3.1:   Current Employment Status

Employment / Engagement Currently	Sample Size	Sample Size (%)
Employed / Engaged	1004	50%
Unemployed and Not Engaged at that time	1001	50%
Grand Total	**2005**	**100%**

It is important to know the areas of employability within the target respondents have got engaged currently after completion of course from ITI.

The detailed analysis of the things pursued currently after course completion indicates students still engaged into Apprenticeship 52% (Out of 1004). Further, around 18% graduates have made decision to go into advanced or further studies. Around 23% are currently employed temporary or in a permanent capacity with some establishment of which 5% are continuing in their first job. And around 7% respondents currently are into self-employment immediately after completing the course. Self-employment does have a shift.

Table 3.2:   Employment currently – Detailed

Details of Employment Currently	Sample Size	Sample Size (%)
Advanced/ Further studies	177	18%
Apprenticeship	527	52%
Paid employee- Temporary	122	12%
Paid employment –Permanent	58	6%
Self employed	68	7%
Still working in my first job	52	5%

Total Engaged Respondents	1004	100%

Considering the status of unemployed respondents most of these (95%) started looking for a job. It would be important to know the reasons for their employment further in this report and need to consider what exactly they are doing currently.

Table 3.3:   Current Unemployment – Detailed

Not working - unemployed and not looking for a job	44	4%
Not working - unemployed but looking for a job	957	96%
Total Not Working Respondents	**1001**	**100%**

5.2   TRADE WISE CURRENT EMPLOYMENT STATUS OF RESPONDENTS

Looking the current employability within each trade the following conclusions can be made within these trades:

1. **For Apprenticeship**: Computer Operator and Programming Assistant (44.8%), Draughtsman (51.8%), Stenographer & Secretarial Assistant (Hindi) (45.6%), Tool & Die Maker (Press Tools, Jigs & Fixtures) 50% are the domains wherein Apprenticeship is currently being done in high proportion.

2. **For Paid Employment**: Tool & Die Maker (Press Tools, Jigs & Fixtures) (50%), Dress Making (25%), Foundry man (18.2%), Machinist (17.6%), Sewing Technology (13.2%) are domains wherein paid employment is relatively higher than other employment.

Table 3.6　　　　Trade wise current employment

	Advanced/ Further studies		Apprenticeship		Paid Employment		Self-employment		Still working in my first job		Not Working		Total Students
	N	N%	N	N%	N	N%	N	N%	N	N%	N	N%	
Architectural Assistant		0.0%		0.0%	0	0.0%		0.0%	1	#####	0	0.0%	1
Basic Cosmetology	6	24.0%	1	4.0%	3	12.0%	4	16.0%	2	8.0%	9	36.0%	25
Carpenter	8	11.1%	16	22.2%	5	6.9%	3	4.2%	2	2.8%	38	52.8%	72
Computer Hardware & Network Maintenance	2	28.6%		0.0%	0	0.0%		0.0%		0.0%	5	71.4%	7
Computer Operator and Programming Assistant	22	9.1%	108	**44.8%**	11	4.6%	3	1.2%	2	0.8%	95	39.4%	241
Desk Top Publishing Operator		0.0%		0.0%	0	0.0%		0.0%		0.0%	1	#####	1
Draughtsman (Civil)	3	5.4%	29	**51.8%**	3	5.4%	2	3.6%	2	3.6%	17	30.4%	56
Draughtsman (Mechanical)	5	12.5%	3	7.5%	4	10.0%		0.0%	2	5.0%	26	65.0%	40
Dress Making		0.0%		0.0%	3	25.0%	1	8.3%	1	8.3%	7	58.3%	12
Electrician	11	7.8%	44	31.2%	11	7.8%	2	1.4%	1	0.7%	72	51.1%	141
Electronics Mechanic	6	9.4%	12	18.8%	6	9.4%	3	4.7%	2	3.1%	34	53.1%	63
Electroplater	1	#####		0.0%	0	0.0%		0.0%		0.0%	0	0.0%	1
Fashion Design & Technology		0.0%	1	12.5%	0	0.0%		0.0%		0.0%	7	87.5%	8
Fitter	12	7.8%	37	24.0%	17	11.0%	6	3.9%	3	1.9%	79	51.3%	154
Foundry man		0.0%	4	18.2%	4	18.2%	1	4.5%	1	4.5%	12	54.5%	22
Instrument Mechanic	3	50.0%		0.0%	1	16.7%		0.0%		0.0%	2	33.3%	6
Machinist	7	10.3%	8	11.8%	12	17.6%		0.0%	2	2.9%	39	57.4%	68
Machinist (Grinder)	1	25.0%	1	25.0%	0	0.0%		0.0%		0.0%	2	50.0%	4
Mechanic (Motor Vehicle)	4	7.7%	14	26.9%	4	7.7%	1	1.9%	4	7.7%	25	48.1%	52
Mechanic (Refrigeration and Air-Conditioning)	3	7.0%	6	14.0%	6	14.0%	2	4.7%		0.0%	26	60.5%	43
Mechanic (Tractor)	6	11.3%	6	11.3%	3	5.7%	2	3.8%	3	5.7%	33	62.3%	53
Mechanic Consumer Electronics Appliances		0.0%		0.0%	0	0.0%		0.0%	1	33.3%	2	66.7%	3
Mechanic Diesel	2	3.9%	12	23.5%	7	13.7%	1	2.0%	4	7.8%	25	49.0%	51
Painter General		0.0%	6	26.1%	1	4.3%	1	4.3%	1	4.3%	14	60.9%	23
Plastic Processing Operator		0.0%	3	25.0%	2	16.7%		0.0%		0.0%	7	58.3%	12
Plumber	9	10.2%	19	21.6%	8	9.1%	10	11.4%	1	1.1%	41	46.6%	88
Sewing Technology	5	9.4%	5	9.4%	7	13.2%	7	13.2%	3	5.7%	26	49.1%	53
Sheet Metal Worker	3	8.8%	7	20.6%	3	8.8%	3	8.8%		0.0%	18	52.9%	34
Stenographer & Secretarial Assistant (English)	12	10.2%	48	40.7%	8	6.8%	4	3.4%	2	1.7%	44	37.3%	118
Stenographer & Secretarial Assistant (Hindi)	13	11.4%	52	**45.6%**	7	6.1%	2	1.8%	1	0.9%	39	34.2%	114
Surface Ornamentation Techniques (Embroidery)	3	18.8%	4	25.0%	2	12.5%		0.0%		0.0%	7	43.8%	16
Surveyor	1	8.3%	1	8.3%	0	0.0%	1	8.3%		0.0%	9	75.0%	12

55

Technician Power Electronics System	1	33.3%	1	33.3%	0	0.0%		0.0%		0.0%	1	33.3%	3
Tool & Die Maker (Dies & Molds)	1	20.0%	1	20.0%	0	0.0%		0.0%		0.0%	3	60.0%	5
Tool & Die Maker (Press Tools, Jigs & Fixtures)		0.0%	1	**50.0%**	1	50.0%		0.0%		0.0%	0	0.0%	2
Turner	1	1.4%	11	15.7%	8	11.4%		0.0%	2	2.9%	48	68.6%	70
Welder	20	8.2%	46	18.9%	26	10.7%	9	3.7%	7	2.9%	135	55.6%	243
Welder (Fabrication & Fitting)		0.0%	2	33.3%	0	0.0%		0.0%		0.0%	4	66.7%	6
Welder (GMAW & GTAW)	1	9.1%	2	18.2%	1	9.1%		0.0%		0.0%	7	63.6%	11
Welder (Pipe)	1	25.0%	1	25.0%	0	0.0%		0.0%		0.0%	2	50.0%	4
Wireman	4	6.1%	15	22.7%	6	9.1%		0.0%	1	1.5%	40	60.6%	66
Grand Total	**177**	**8.8%**	**527**	**####**	**180**	**9.0%**	**68**	**3.4%**	**51**	**2.5%**	**1002**	**####**	**2005**

5.3   GENDER WISE CURRENT EMPLOYMENT STATUS OF RESPONDENTS

Looking the current employability within the gender break up to understand whether there is any difference between current employability by gender we find females having directionally higher employability versus males currently.

Table 3.4:   Gender break up for employment currently

Details of Employment post course completion	Female (SS)	Female (%)	Male (SS)	Male (%)
Employed / Engaged	136	57%	868	49%
Unemployed and Not Engaged at that time	101	43%	900	51%

Further, diagnosing the type of current employment / engagement between males and females we find both female students (20%) as well we male students (17%) have currently gone for advanced / further studies.

However, the largest engagement option is apprenticeship currently. 60% females and 51% males have gone for apprenticeship in the current scenario. Therefore, what we see is currently higher proportion of females taking up apprenticeship versus males.

But as far as paid employment is concerned, more male students (19%) are currently in paid employment as compared to females (9%). Self-employment on the other hand stands similar within gender (7%) for both males and females.

56

Table 3.5:   Gender break up for employment currently

Details of Current Employment	Female (SS)	Female (%)	Male (SS)	Male (%)
Advanced/ Further studies	27	20%	150	17%
Apprenticeship	81	60%	446	51%
Paid employee – Temporary	8	6%	114	13%
Paid employment – Permanent	4	3%	54	6%
Self employed	9	7%	59	7%
Still Working in First Job	6	4%	45	5%
Grand Total	**135**	**100%**	**868**	**100%**

5.4   DISTRICT WISE CURRENT EMPLOYMENT STATUS OF RESPONDENTS

Looking the employability within each district will indicate whether there is any skew in terms of district wise findings. The following are the findings for the same.

1. Apprenticeship: This contributes to 26% Out of 2005 students. The districts which are above average with a considerable sample are – Kurukshetra (51% out of 47), Panchkula (51% Out of 49), Palwal (47.8% Out of 23), Jhajjar (37% Out of 73), Ambala (30.7% Out of 163), Sonipat (29.6% Out of 108), Faridabad (29.6% Out of 71), Rewari(28.9% Out of 76), Gurugram (28.9% Out of 83), Fatehabad (27.6% Out of 58) and Karnal (26.7% Out of   131 respondents)

2. For Advanced Studies: Overall people who are currently in advanced studies is at 9% (Out of 2005 respondents). These are mainly contributed from Jind (17% Out of 138), Sirsa (13% Out of 124), Panipat (16.4% Out of 67), Faridabad (14.1% Out of 21) and Bhiwani (12.8% Out of 78)

3. For Paid Employment: At an overall level, paid employment occupies a 9% share (180 out of 2005 respondents). These are mainly contributed from Gurugram (20.5% Out of 83), Rewari (15.8% Out of 76), Sonipat (11.1% Out of 108), Panipat (11.9% Out of 67), Mahendragarh (10.9% Out of 110), Kaithal (10.3% Out of 107).

4. For Unemployed Students: Current Unemployment is 50% (Out of Total 2005 students). The centers which are above this average with a considerable sample size are – Mahendragarh(56.4% Out of 110), Yamuna Nagar (56.2% Out of 89), Kaithal(56.1% Out of 107), Rohtak (54.4% Out of 147), Hisar (53.6% Out of 233), Jind (52.9% Out of 138), Sonipat (52.8% Out of 108) and Ambala (51.5% Out of 163).

Table 3.7   Trade wise employment geographical coverage

	Advanced/ Further studies		Apprenticeship		Paid Employment		self employed		Still in First Job		Unemployed		Total Students
	N	N%	N	N%	N	N%	N	N%	N	N%	N	N%	
Ambala	4	2.5%	50	30.7%	16	9.8%	4	2.5%	5	3.1%	84	51.5%	163
Bhiwani	10	12.8%	17	21.8%	6	7.7%	4	5.1%	1	1.3%	39	50.0%	78
Charkhi Dadri		0.0%		0.0%	0	0.0%		0.0%	1	25%	3	75.0%	4
Faridabad	10	14.1%	21	29.6%	4	5.6%	3	4.2%	3	4.2%	30	42.3%	71
Fatehabad	7	12.1%	16	27.6%	2	3.4%	4	6.9%		0.0%	29	50.0%	58
Gurugram	2	2.4%	24	28.9%	17	20.5%	2	2.4%	4	4.8%	34	41.0%	83
Hisar	20	8.6%	55	23.6%	15	6.4%	9	3.9%	9	3.9%	125	53.6%	233
Jhajjar	8	11.0%	27	37.0%	7	9.6%	4	5.5%	1	1.4%	26	35.6%	73
Jind	24	17.4%	24	17.4%	10	7.2%	1	0.7%	6	4.3%	73	52.9%	138
Kaithal	9	8.4%	23	21.5%	11	10.3%	4	3.7%		0.0%	60	56.1%	107
Karnal	13	9.9%	35	26.7%	11	8.4%	3	2.3%	3	2.3%	66	50.4%	131
Kurukshetra	5	10.6%	24	51.1%	0	0.0%	1	2.1%	2	4.3%	15	31.9%	47
Mahendergarh	9	8.2%	21	19.1%	12	10.9%	3	2.7%	3	2.7%	62	56.4%	110
Mewat	1	3.8%	1	3.8%	0	0.0%	2	7.7%		0.0%	22	84.6%	26
Palwal	1	4.3%	11	47.8%	2	8.7%		0.0%	1	4.3%	8	34.8%	23
Panchkula	2	4.1%	25	51.0%	5	10.2%	1	2.0%		0.0%	16	32.7%	49
Panipat	11	16.4%	16	23.9%	8	11.9%	3	4.5%	1	1.5%	28	41.8%	67
Rewari	3	3.9%	22	28.9%	12	15.8%	4	5.3%	3	3.9%	32	42.1%	76
Rohtak	14	9.5%	33	22.4%	11	7.5%	6	4.1%	3	2.0%	80	54.4%	147
Sirsa	16	12.9%	28	22.6%	10	8.1%	6	4.8%	2	1.6%	62	50.0%	124
Sonipat	5	4.6%	32	29.6%	12	11.1%	2	1.9%		0.0%	57	52.8%	108
Yamuna Nagar	3	3.4%	22	24.7%	9	10.1%	2	2.2%	3	3.4%	50	56.2%	89
Grand Total	**177**	**8.8%**	**527**	**26%**	**180**	**9.0%**	**68**	**3.4%**	**51**	**3%**	**1001**	**49.9%**	**2005**

59

5.5 RANGE OF MONTHLY INCOME – CURRENT EMPLOYMENT

Bases the findings on the range of the monthly income which ITI Graduates are receiving in Paid Employment is primarily up to INR 10,000 indicated by 64.9% respondents.

Table 3.9:   Monthly Income in Current Employment

Monthly Income – Current Employment	Sample Size	Sample Size (%)
Up to 6000	51	29.8%
6000 to 10000	60	35.1%
10000 to 15000	31	18.1%
15000 to 20000	17	9.9%
20000 to 25000	11	6.4%
More than 25000	1	0.6%
All Paid Employed Currently	**180**	**100%**

60

5.6   UNDERSTANDING THE PATH OF ITI GRADUATE CAREER

In this analysis we are understanding the transition between the two scenarios – Immediately Post first job and the current scenario. The following are the key interpretations on this for each engagement / non engagement.

1. Advanced Studies: The respondents who have opted for advanced studies after ITI, more than half of these (56.4%) are doing it since they have passed out of the ITI course.
2. Similarly, Apprenticeship which is currently being done by the students around (55%) are those who started it post course.

Table 3.8:   Current Employment Status vs The Immediate Employment Status

	Engagement / Employment Immediately after course											
	Advanced / Further Studies		Apprenticeship		Paid employment - temporary		Paid employment - permanent		Self-employment		Not Working	
	N	N (%)	N	N (%)	N	N (%)	N	N (%)	N	N (%)	N	N (%)
Advanced / Further Studies	114	56.4	21	2.6	2	1.8	4	5.7	2	4.3	34	4
Apprenticeship	17	8.4	449	55.3			9	12.9	2	4.3	50	7
Paid employment – temporary	9	4.5	43	5.3	46	41.4	1	1.4			23	3
Paid employment – permanent	5	2.5	14	1.7	8	7.2	19	27.1	2	4.3	10	1
Self-employment	4	2.0	6	0.7	2	1.8	2	2.9	37	78.7	17	2
Still working in my first job					26	23.4	24	34.3			1	0
Not Working	52	25.7	279	34.4	27	24.3	11	15.7	4	8.5	628	82
Grand Total	**202**	**100%**	**812**	**100%**	**111**	**100%**	**70**	**100%**	**47**	**100%**	**763**	**100%**

3. 41% respondents continue be engaged into the Temporary employment since course completion. 24% continue to be in the same establishment. **Thus, in totality 72 respondents) are in a temporary profile since ITI passing out.** 2% have started their own self-employment. 7% respondents have upgraded to permanent employment. However, 24% people have left the employment as well.
4. 27% respondents continue to be employed permanently with establishments. 34% still are in their original establishment. **So, in totality, 43 respondents occurred since ITI graduates have passed out.**
5. In terms of self-employment, 79% (37 respondents) continue to be in self-employed since passing out. 4 respondents (8%) have left the employment (self) and are not working.

6. Out of total 763 respondents (who are currently not working), 628 were not working post ITI as well. Thus, we can conclude 82% of NON-Working individuals are still not working and in search of employment.

EMPLOYMENT SCENARIO CURRENTLY COMPARED TO SCENARIO IMMEDIATELY AFTER COURSE COMPLETION

The results of employability in the current scenario is lukewarm with half of students only engaged / employed into any trade / apprenticeship. At least 12% students who were engaged immediately post completion of course are currently unemployed. There is also an obvious decline in Apprenticeship of 14%.

Table 7.1   Employment Scenario – Immediately after course completion vs current

Details of Employment	Immediately after Course Completion (%)	Currently (%)	Gap Calculated (+/-)
Advanced/ Further studies	10%	9%	-1%
Apprenticeship	40%	26%	**-14%**
Paid employee- Temporary	5%	6%	+1%
Paid employment -Permanent	3%	3%	0%
Self employed	2%	3%	+1%
Still working in my first job	-	3%	NA
Not working - unemployed and not looking for a job	2%	2%	0%
Not working - unemployed but looking for a job	36%	**48%**	**+12%**
Out of 2005 students	**100%**	**100%**	

Considering all aspects of employability, it is noted that there is a decline in employability. In a nutshell, 1 out of 2 students currently is employed which needs to be addressed.

INCOME PATTERN IN EMPLOYMENT

The following table indicates the income distribution of the two scenarios – after course completion and in the current time among students engaged.

Table 7.2   Monthly Wage – Immediately after course completion vs current

Monthly Income – Current Employment	Immediately after Course Completion (%)	Currently (%)	Gap Calculated (+/-)
Up to 6000	18.8%	29.8%	**+11%**
6000 to 10000	35.9%	35.1%	-0.8%
10000 to 15000	23.2%	18.1%	-5.1%
15000 to 20000	7.2%	9.9%	**+2.7%**
20000 to 25000	10.5%	6.4%	-4.1%
More than 25000	4.4%	0.6%	-3.8%
All Paid Employed Currently	**100%**	**100%**	

Most of the income is concentrated below INR 15,000 however there is a decline in income in the current scenario which is not a promising thing. Thus, it is recommended that this issue will need detailed diagnostic in future.

NATURE OF EMPLOYMENT

The following table indicates the trade employment which students have taken up in the two scenarios – after course completion and in the current time among students engaged. The table provides the number of students for each trade.

Table 7.3   Employment Trade Scenario – Immediately after course completion vs current

	Immediately after Course Completion (N)	Currently (N)	Gap Calculated (+/-)
Machinist	4	12	+8
Fitter	13	17	+4
Electrician	9	11	+2
Stenographer & Secretarial Assistant (Hindi)	5	7	+2
Turner	6	8	+2
Basic Cosmetology	2	3	+1
Plastic Processing Operator	1	2	+1
Sewing Technology	6	7	+1
Tool & Die Maker (Press Tools, Jigs & Fixtures)	0	1	+1
Welder (GMAW & GTAW)	0	1	+1
Carpenter	5	5	0
Computer Hardware & Network Maintenance	0	0	0
Desk Top Publishing Operator	0	0	0
Draughtsman (Mechanical)	4	4	0
Dress Making	3	3	0
Electroplater	0	0	0
Foundry man	4	4	0
Machinist (Grinder)	0	0	0
Plumber	8	8	0
Sheet Metal Worker	3	3	0
Stenographer & Secretarial Assistant (English)	8	8	0
Surface Ornamentation Techniques (Embroidery)	2	2	0
Surveyor	0	0	0
Technician Power Electronics System	0	0	0
Tool & Die Maker (Dies & Molds)	0	0	0
Welder (Fabrication & Fitting)	0	0	0
Welder (Pipe)	0	0	0
Architectural Assistant	1	0	-1
Draughtsman (Civil)	4	3	-1

Electronics Mechanic	7	6	-1
Fashion Design & Technology	1	0	-1
Instrument Mechanic	2	1	-1
Mechanic (Refrigeration and Air-Conditioning)	7	6	-1
Mechanic (Tractor)	4	3	-1
Mechanic Consumer Electronics Appliances	1	0	-1
Mechanic Diesel	8	7	-1
Painter General	2	1	-1
Wireman	8	6	-2
Computer Operator and Programming Assistant	14	11	-3
Mechanic (Motor Vehicle)	7	4	-3
Welder	**32**	**26**	**-6**

As far as paid employment is considered, there has been increase in current employment for taking up the Machinist, Fitter, Electrician jobs as compared to the time immediately after course completion. However, Welder remains the most sought out employment at an overall level.

6. ON THE JOB TRAINING

6.1 TRAINING PROVIDED DURING THE COURSE (ON THE JOB TRAINING) / INDUSTRIAL ETC.

A majority of respondents (73%) indicated Not Receiving the training during the course with only 25% respondents indicated getting such training.

Graph 4.1:   Training during the course.
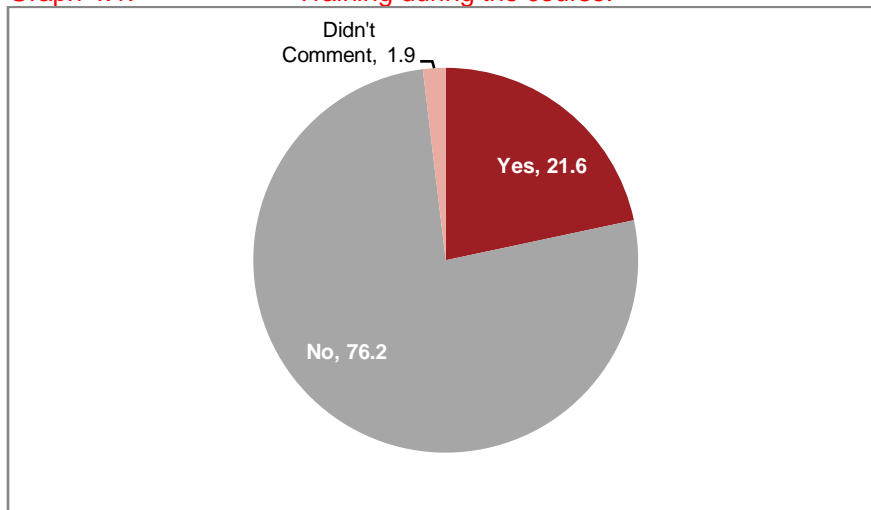
The responses to the duration of the training are polar. Those who have undergone the training either it has been of less than 2 weeks as indicated by 35% respondents while another 36% respondents indicate it being of more than 2 months such as Fitter, Machinist, Draughtsman(Civil), wireman, painter (general) etc

Table 4.2:   Duration of training provided during the course.

Duration	Sample Size	Sample Size (%)
Around 15 days	151	35%
15 to 30 days	78	18%
30 to 45 days	22	5%
45 to 60 days	24	6%
more than 60 days	158	36%
Those undergone the training	**433**	**100%**

7. APPRENTICESHIP

7.1   APPRENTICESHIP AFTER COURSE COMPLETION

After the training and certification at ITI, it is expected that the pass-outs undergo apprenticeship training relevant to their trade which renders into often prolific employment pertinent to his/her training in ITI.

It is found that almost half (52.7%) have not undergone any type of apprenticeship after course completion. While 47.2% respondents indicated that they have undergone the apprenticeship after course completion.

Graph 5.1:   Apprenticeship after course.
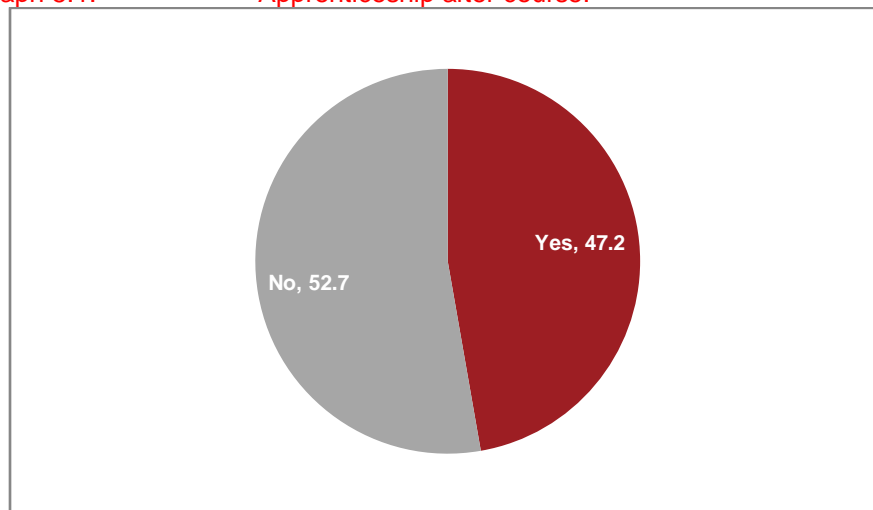
7.2   APPRENTICESHIP AFTER COURSE COMPLETION BY TRADE

The trade wherein there is high apprenticeship turnout are - Stenographer & Secretarial Assistant (Hindi) (66% out of 114), Turner (63% out of 70), Computer Operator and Programming Assistant (62% out of 241), Stenographer & Secretarial Assistant (English)(59% out of 118), Machinist(56% out of 68), Fitter (54% out of 154), Mechanic Diesel (53% out of 51 respondents)

Table 5.2   Apprenticeship after course completion by trade

Apprenticeship after course	No(N)	No (%)	Yes(N)	Yes (%)	Total Students
Architectural Assistant	1	100%		0%	1
Basic Cosmetology	22	88%	3	12%	25
Carpenter	43	60%	29	40%	72
Computer Hardware & Network Maintenance	5	71%	2	29%	7
Computer Operator and Programming Assistant	91	38%	150	62%	241
Desk Top Publishing Operator	1	100%		0%	1
Draughtsman (Civil)	26	46%	30	54%	56
Draughtsman (Mechanical)	27	68%	13	33%	40
Dress Making	10	83%	2	17%	12
Electrician	73	52%	68	48%	141
Electronics Mechanic	44	69%	20	31%	64
Electroplater	1	100%		0%	1
Fashion Design & Technology	6	75%	2	25%	8
Fitter	72	47%	82	53%	154
Foundry man	15	68%	7	32%	22
Instrument Mechanic	6	100%		0%	6
Machinist	30	44%	38	56%	68
Machinist (Grinder)	2	50%	2	50%	4
Mechanic (Motor Vehicle)	21	40%	31	60%	52
Mechanic (Refrigeration and Air-Conditioning)	26	60%	17	40%	43
Mechanic (Tractor)	39	74%	14	26%	53
Mechanic Consumer Electronics Appliances	2	67%	1	33%	3
Mechanic Diesel	24	47%	27	53%	51
Painter General	11	48%	12	52%	23
Plastic Processing Operator	6	50%	6	50%	12
Plumber	63	72%	25	28%	88
Sewing Technology	37	70%	16	30%	53
Sheet Metal Worker	23	68%	11	32%	34
Stenographer & Secretarial Assistant (English)	48	41%	70	59%	118
Stenographer & Secretarial Assistant (Hindi)	39	34%	75	66%	114
Surface Ornamentation Techniques (Embroidery)	10	63%	6	38%	16

68

Surveyor	9	75%	3	25%	**12**
Technician Power Electronics System	2	67%	1	33%	**3**
Tool & Die Maker (Dies & Molds)	2	40%	3	60%	**5**
Tool & Die Maker (Press Tools, Jigs & Fixtures)		0%	2	100%	**2**
Turner	26	37%	44	63%	**70**
Welder	140	58%	103	42%	**243**
Welder (Fabrication & Fitting)	5	83%	1	17%	**6**
Welder (GMAW & GTAW)	9	82%	2	18%	**11**
Welder (Pipe)	2	50%	2	50%	**4**
Wireman	38	58%	28	42%	**66**
Grand Total	**1057**	**53%**	**948**	**47%**	**2005**

Majority (85%) of respondents have undergone the apprenticeship for around a year while around 7% have done it for 6 to 9 months. Few (4%) have extended the apprenticeship beyond a year.

Table 5.3:   Duration of apprenticeship (Among those who have indicated having engaged in apprenticeship

Tenure of Apprenticeship	Sample Size	Sample (%)
6 months to 9 months	67	7%
10 months to 12 months	807	85%
More than 12 months	35	4%

7.3   RANGE OF MONTHLY INCOME (STIPEND)

More than half of the respondents who went into apprenticeship had a stipend of INR 6000 to INR 10,000. Around 11% respondents also received INR 11000 to INR 15000 stipend as well.

Table 5.4:   Monthly Stipend in during Apprenticeship

Income Bracket	Sample Size	Sample Size (%)
Below 6000	57	6%
6000 to 10000	516	54%
10000 to 15000	105	11%
15000 to 20000	17	2%
20000 to 25000	4	0%
More than 25000	4	0%
Did not answer	245	26%

INCENTIVES FOR FUTURE STUDY PARTICIPATION

Most of the respondents (68.5%) have indicated that if incentivized they would participate in the similar survey.

However, 31.5% also have indicated that incentive will not be a reason of motivation to participate in this type of survey.

Graph 6.6:   Incentive for future study participations
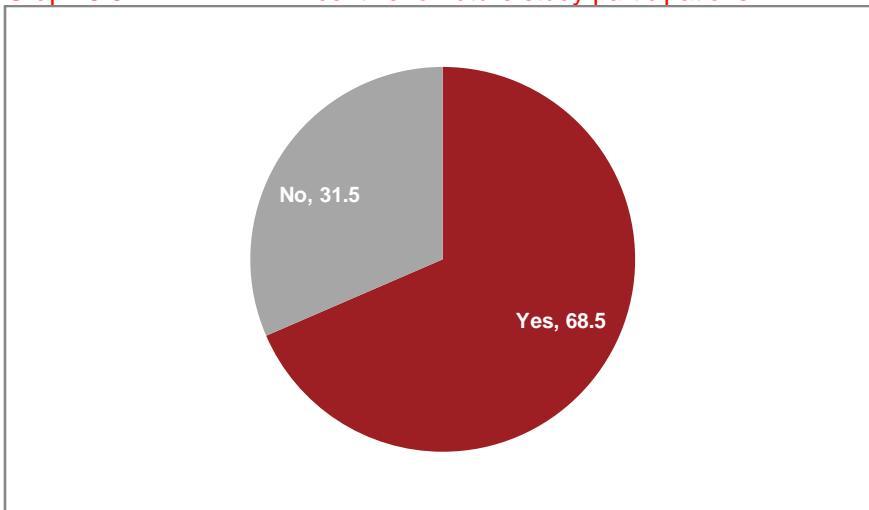
CONCLUSIONS AND RECOMMENDATIONS

The conclusions are based on the objectives which were set in for the tracer study which was to understand the employability scenario of the trainees from ITIs who successfully completed the CTS program and hold the National Trade Certificate so that feedback for improvements in Technical and Vocational Education and Training (TVET) can be provided.

EMPLOYMENT SCENARIO IMMEDIATELY AFTER PASSING OUT

The scenario of employability looks very promising wherein majority (at least 3 Out of 5 students) have claimed to be engaged into the Apprenticeship with some also continuing into the further or advanced studies. However, per se paid employment – temporary or permanent still is very low just around 5% of the total respondent base covered in the survey. Therefore, it is important to understand the gaps which are currently occurring in two areas –

1. **At least one out of three students remain unemployed / unengaged post course completion. The key reason which has been indicated by these students is mainly of unavailability of job opportunities in their geographical area and whatever available is not from the field / trade which they have studied. Therefore, it becomes important to work out the outcome-based input which is being provided to these students. This can be done in two ways.**

   a. Either focus on the courses which have high scope in the given area for each district that is design the outcome-based training which is based on the current prevalent trends in the given district so that students are easily engaged post course. For this the findings for this survey can be used wherein engagement / employment across districts can be studied.

   b. Or create employment opportunities which are relevant to the needs of students through collaboration and partnership with industries and if need be re-framing the courses contents and training accordingly which suit the needs and demands of these industries. This means fine tuning and crafting of our product which suits the demand of the market. This may require continuous course updation which is "relevant" to the current industry needs. Thus, continuous monitoring and collaboration with the

industries is core important for the success of the program. This survey indicates these geographies which can be focused to address the situation – Fatehabad, Kaithal, Mahendragarh, Hisar, Jind, Jhajjar and Panipat.

2. The above point (b) will also boost the proportion of students who have gone into paid employment immediately after completion of course. This proportion (which currently is 9%) needs to be improved as well.

To further improve engagement, the findings for this report which explain the employment / engagement across districts and trade. The following is concluded and recommended from the findings.

1. Computer Hardware and Programming Assistant, Draughtsman, Mechanics and Fitters and Turner Trade are key apprenticeship trades which have worked well immediately after course completion. These should be focused more with further course refinement to suit the industry needs.
2. The Apprenticeship are worked well for these geographies - Gurugram, Yamuna Nagar, Sonipat, Karnal, Ambala, Sirsa, Rohtak and Rewari. However, the districts of Jind, Fatehabad, Panipat, Kaithal, Mahendragarh, Hisar, Jhajjar, Bhiwani have low apprenticeship which needs to be improved.

ON THE JOB TRAINING (OJT) AND APPRENTICESHIP

Around 1 out of 4 students have indicated of having received on the job training. This number is quite bleak itself and thus may be one of the reasons attributed to the loss of employability as students couldn't gain enough experience.

Hence, it is suggested that focus on the job training is required to improve the work efficiency and student satisfaction within the job.

As far as apprenticeship is related, only half of the students have been engaged in it during the course.

The above two reasons OJT and Apprenticeship are two key possible reasons which have attributed towards -

1. High unemployment (50%) in the current time due to lack of experience and training.
2. And thereby decline of proportion of engaged students with rise in unemployment (by +12%)

Therefore, there is a need to prepare the guideline for directing institutions to provide students with opportunities of on the job training and apprenticeship to build the employment.

RECOMMENDATIONS FOR TRACER STUDY

Based the results obtained the following updation to the measurement module – tracer study can be done.

1. Inclusion of question with exhaustive list of reasons for unemployment to be asked directly to the respondents. This list will have to generated using depth interviews with few respondents within the tracer study. This will help us to pinpoint the detailed reason and throw light on three aspects –
    a. Detailed reason for unemployment immediately after the course completion.
    b. Detailed reason for unemployment in the current scenario
    c. Loss of employment (from a. and b. above)

2. Inclusion of question on loss of wage – Specific diagnostic question having an exhaustive list of reasons should be generated by depth interviews of few respondents within the tracer study. This will help us to understand the key reason of decrease in wages and we will be able to pinpoint whether is it an industry / economic phenomenon or a skill and training related phenomenon.

3. Measurement of Job Satisfaction – Is important to understand whether the current employment can provide satisfaction to the employee and if not then the possible scenarios to be measured are –
    a. The job environment is non-conducive to the employee
    b. The job is not what the employee was seeking that is the trade is different from what the student was experienced / trained on
    c. There is a capability issue that is there is not enough training and skill set which the student must perform his job functions.

Thus, the tracer study not only should be limited to the measurement till job enrolment and employability but current scenario of students who are employed and understanding if there are any need gaps there in terms of their skill set and training which they have received from ITIs.

Annexure 1 – Questionnaire

Sr. Num	Qtext	Option A	Option B	Option C	Option D	Option E	Option F	Option G	Option H	Option I	Option J
1	What did you do immediately after completion of ITI course? आईटीआई कोर्स खत्म होने के तुरन्त बाद आपने क्या किया?	Paid employment - Permanent सवेतन रोजगार- स्थायी रूप से	Paid employment - Temporary सवेतन रोजगार - स्थायी रूप	Self employment स्वयं रोजगार	Apprenticeship अप्रेन्टिशिप शिप(शिक्षुता के)	Not Working - Unemployed but looking for a job काम नहीं कर रहा - काम की तलाश में	Not Working - Unemployed and not looking for a job काम नहीं कर रहा - काम की तलाश में नहीं				
2	When did you start your first job after passing out from ITI? आईटीआई से पास होने के बाद आपने अपनी पहली नौकरी कब शुरू की? (Q to appear if candidate selects option A to D for Q1)	Provide Month and Year									
3	Range of your monthly salary when you first started working after completion of ITI मासिक वेतन - जब आपने आईटीआई पूरा करने के बाद पहली नौकरी शुरू की(Q to appear if candidate selects option A to D for Q1)	Rs. 0-Rs. 6000 रु 0 - रु 6000	Rs. 6000-Rs. 10,000 रु 6000-रु 10000	Rs. 10,000-Rs. 15,000 रु 10000-रु 15000	Rs. 15,000- Rs. 20,000 रु 15000- रु 20000	Rs. 20,000 to Rs. 25,000 रु 20000-रु 25000	More than Rs. 25,000 रु 25,000 से अधिक				

#	Question									
4	Reason for unemployment □□□□□□□□□ □□ □□□□ (Q to appear only if candidate option E or F in Q1)	Advanced / Further Studies □□□ □ □□ □□ □□	Medical issues □□□□ □□□□ □□□□ □□□□ □ □□□□	Family reason □□□□ □□□□ □	No work experience □□□ □□ □□□ □□□□□ □□□□ □□	Don't want the kind of jobs I'm getting □□□□ □□□ □□□ □□ □□□ □□□ □□□ □□□ □□□, □□ □□□□ □□□□ □□□□ □	Jobs available are not from my field/subjects that I have studied □□□ □□□ □□□ □□ □□□ □□□□ □□□□ □□□ / □□□ □□ □□□ □□ □□□, □□ □□□ □□ □□□□ □□ □□□□	No job opportunity in my area □□ □□ □□ □□□ □□ □□□ □ □□□ □□	Haven't started job search □□ □ □□ □□□ □□ □ □□ □□□ /□	Working at home /with family □□□ □□ / □□□ □□□ □□ □□□ □□□ □□ □□□ □□ □□□	Any other reason:_____ □□□ □□□□ □□□□: _____
5	What are you doing now? □□□ □□ □□□□ □□ □□□ □□□?	Paid employment - Permanent □□□ □□□ □□ □□ □□□ □□□- □□ □□	Paid employment - Temporary □□□ □□□ □□□ - □□□ □□□□	Self employment □□□ □□□ □□□	Apprenticeship □□□□□□□□ (□□□□□□□□ □□□)	Not Working - but looking for a job □□□ □□□□ - □□□□ □ □□ □□□ □□ □□□ □□□□ □□□	Not Working - not looking for a job □□□ □□□□ - □□□ □□ □□□□ □□□□				
6	When did you start working in your current Job? □□□□ □□□□□□□ □□□□□ □□□ □□□□ □□□ □□□□ □□ □□□□ □□□□?	Provide Month and Year	(alos provide check box for - Still working at my first job)								
7	Range of your monthly salary now □□ □□□□ □□□□□ □□□□ (Q to appear if candidate selects option A to D for Q5)	Rs. 0-Rs. 6000 □□ 0 - □□ 6000	Rs. 6000-Rs. 10,000 □□ 6000-□□ 10000	Rs. 10,000-Rs. 15,000 □□ 10000-□□ 15000	Rs. 15,000- Rs. 20,000 □□ 15000- □□ 20000	Rs. 20,000 to Rs. 25,000 □□ 20000-□□ 25000	More than Rs. 25,000 □□ 25,000 □□ □□□□				

#		Advanced / Further Studies □□□ □ □□ □□ □□	Medical issues □□□□ □□□□ □□□□ □□□□ □□□□ □□□□	Family reason □□□□ □□□□ □□ □□□□	No work experience □□□ □□ □□□ □□□□□ □□□□ □□	Don't want the kind of jobs I'm getting □□□□ □□□ □□□ □□ □□□ □□ □□□ □□□ □□□, □□ □□□□ □□□□ □	Jobs available are not from my field/subjects that I have studied □□□ □□□ □□□ □□ □□□ □□□□ □□□□ □□□ / □□□ □□ □□□ □□ □□□□ □□□, □□□ □□ □□□ □□□□ □□	No job opportunity in my area □□ □□ □□ □□□ □□□ □□ □□ □□ □ □□□ □□ □□□□ □□ □□	Haven't started job search □□ □ □□ □□ □ □□□ □ □□□	Working at home/with family □□□ □□ □□ / □□□ □□□ □□ □□□ □□ □□□ □□ /□ □□□	Any other reason:_ _____ _ □□□ □□□□ □□□□: _____ _
8	Reason for unemployment □□□□□□□□□ □□ □□□□ (Q to appear only if candidate option D or E in Q5)										
9	On the Job Training(OJT)/Internship/Industrial training provided during the course (NOT APPRENTICESHIP): □□□□ □□□□ □□□□□ □□ □□□□□ □□□ □□□□□□□ (OJT) / □□□□□□□□□ / □□□□□□□□□□ □ □□□□□□□□ □□□□□□ □□ □□ □□: (□□□□□□□□ □□□ □□□□)	Yes □□□	No □□□□								
10	Duration of industrial training (in days) □□□□□□□□ □□□□□□□□ □□ □□□□ (□□□□□ □□□) (Ask this question only if Q9 - Yes)	1-15 days 1-15 □□□	15-30 days 15-30 □□□	30-45 days 30-45 □□□	45-60 days 45-60 □□□	More than 60 days 60 □□ □□□ □□ □□□□				

11	Did you undergo apprenticeship training after completion of ITI course? □□□□ □□□□ □□□□□□ □□□□□ □□□□ □□□□ □□ □□□ □□□□□□□□□ □□□ □□□□□□□□□ □□□□ □□?	Yes □□□	No □□□□										
12	Duration of apprenticeship training? □□□□□□□□□ □□□ □□□□□□□□□ □□ □□□□? (Ask this question only if Q11 - Yes)	Drop Down - with numb er of weeks											

Mobile number, Gender was taken from the candidate at the end alongwith the question asking them if they would be interested in taking similar surveys in future and if Yes, would they want this to be incentivize and what modes of incentives would they prefer.

End of Report

Final Report (Version 4)

May 2020

Directorate of Skill Development & Industrial Training

Haryana