

Frequently Asked Questions About the Dual System of Training (DST) Guidelines



Directorate General of Training

**Ministry of Skill Development &
Entrepreneurship
Government of India**

Frequently Asked Questions (FAQ's)

A.	About DST:	4
i.	What is the DST program?	4
ii.	Why is the DST program needed?.....	4
iii.	Why should an ITI take up Dual System of Training Courses?	4
B.	ITI/Industry Queries:	4
i.	Which guidelines should the batches follow?	4
ii.	Which ITIs are eligible for the DST program?.....	4
iii.	What are the courses and curriculum for the DST?	4
iv.	What is the eligibility criteria for Industries partnering under DST	4
v.	What is the minimum time for which the MoU may be signed?	5
vi.	What are the responsibilities of Industries for the DST training process?	5
vii.	When can one approach the State Director/DGT during the signing of the MoU?	5
ix.	Can MoU be signed with an Industry Partner whose facilities (e.g. plant, machinery) are still not ready or under development?	5
C.	Training related queries	6
i.	Can DST trainees undergo training in multiple industries?	6
ii.	Can DST Trainee batches be split and given on the job training at different times by the Industry? ..	6
iii.	Can the students registered under DST undergo training in shifts. e.g. whether a single batch students can train in morning, afternoon, evening and night shifts in an Industry?	6
iv.	Will DST Trainees be reimbursed under National Apprenticeship Promotion Scheme (NAPS)?	6
v.	Does the industry have to pay stipend to trainees?	6
vi.	What about the stipend paid by Industry Partners under the NAPS to the trainees?	6
vii.	What should be the duration of industry training to be provided to DST trainees?	6
viii.	What should be the frequency of industry training?	6
ix.	Can CTS and DST be run together?.....	7
x.	How do I create capacity for running DST?	7
xi.	In case any student registered under DST gets injured during the Industry (Practical) training component, then who will be liable for compensation to the student?	7
xii.	Do industries need to pay ESIC or PF to trainees undergoing training under DST?.....	7
xiii.	Do trainees under the DST qualify for CSR under section 135 of the Companies Act 2013?	7

D. Admission, Assessment and Certification Queries:	7
i. Are the trainees for DST to be selected separately?	7
ii. How will assessment be conducted for trainees enrolled under DST?.....	7
iii. Who will conduct the Trade Practical Examination?	8
iv. Who will conduct formative assessments?	8
v. When will the DST trainee be awarded the National Trade Certificate (NTC)?.....	8

A. About DST:

i. What is the DST program?

The Dual System of Training (DST) aims to create linkages between industries/establishments and ITIs, so as to provide high employability courses to trainees, whereby trainees gain theoretical training in the ITIs and practical training through hands on exposure in the industries. Hence, the trainee gets exposure to the latest/updated technologies and machinery making them more industry ready.

ii. Why is the DST program needed?

To bridge the disconnect between ITI trainees' 'learning outcomes' and the 'industry requirements', the Directorate General of Training(DGT), Ministry of Skill Development & Entrepreneurship (MSDE) has introduced the "Dual System of Training"

iii. Why should an ITI take up Dual System of Training Courses?

DST is designed to have a positive impact on industry readiness of trainees, thereby enhancing trainees employment opportunities and fulfilling the industry requirement. Also, an ITI which takes up courses under the Dual Skills Training program will have an advantage in the grading system introduced by the DGT.

B. ITI/Industry Queries:

i. Which guidelines should the batches follow?

All batches/ candidates enrolled on or after 1st January 2019 will follow the new guidelines issued in January 2019 by DGT. All previously enrolled batches, i.e. enrolled before 1st January 2019 shall continue to be governed by previous guidelines issued on the 10th July 2017.

ii. Which ITIs are eligible for the DST program?

All affiliated ITIs (government and private) are eligible to conduct training under the DST program.

iii. What are the courses and curriculum for the DST?

The Dual System of Training is applicable to all the CTS trades including service sector trades, trades in new and emerging sectors. All these courses are NSQF aligned.

iv. What is the eligibility criteria for Industries partnering under DST

The Industry Partner signing the MoU must be:

- a. MSME registered at least for 2 years, OR
- b. Industry/ establishment having valid registration with the State/ Central authority registered at least for 2 years. Establishments include entities registered with any government/local authorities/ shops covered under Factories Act 1948 and Shops and Establishments Act applicable for the concerned State, OR
- c. Industry Association, Industry cluster, Central & State Sector Industries/Establishments.

Industry should ensure availability of trade relevant tools, equipment and machinery for 'Industry Training' while signing the MoU with the ITI. To increase participation of industries, the number of

employees in the industry and the Minimum turnover of the industry has been relaxed in the revised guidelines:

Parameters	Eligibility Criteria (earlier)		Eligibility Criteria (now)	
	Engineering Trade	Non Engineering Trade	Engineering Trade	Non Engineering Trade
Minimum no. of employees in industry	200	200	40	6
Minimum turnover in Industry (in INR)	10 crore/year for last 3 years	10 crore/year for last 3 years	1 crore/year for last 3 years	10lakh/year for last 2years

v. What is the minimum time for which the MoU may be signed?

The MoU can be signed for a minimum of 3 years for engineering trades and a minimum of 2 years for non-engineering trades.

vi. What are the responsibilities of Industries for the DST training process?

The responsibilities of industries is as follows:

- a. Assign trainer(s) responsible for the Industrial training.
- b. Follow DST scheme trade curriculum and the schedule for industrial training prepared by ITI
- c. Ensure that 'Training Progress Diary' is maintained as per the schedule requirements.
- d. Provide on-job training in trade relevant domain skills.
- e. Allocate and supervise the trainee on trade relevant project, tasks or job.
- f. Assess part formative assessment and share corresponding marks with the ITI for uploading on portal.
- g. Provide health and safety facilities to the trainees as available for the workers of the Industry. In case of hazardous industries, before signing the MoU for DST, Industry is required to disclose the conditions such as minimum age and level of medical fitness (e.g. colour blindness) etc. as per the industrial safety norms applicable in the Industry. Also, ensure that trainee is informed about the health and safety facilities available to them.
- h. Record and submit attendance of trainee to the ITI for the period of training at the Industry.

vii. When can one approach the State Director/DGT during the signing of the MoU?

Only in the case of a deviation of the MoU from the prescribed guidelines under the DST scheme the ITI has to approach the DGT, otherwise DST is pre-approved.

ix. Can MoU be signed with an Industry Partner whose facilities (e.g. plant, machinery) are still not ready or under development?

It is desirable that the participating industry is operational and ready at the time of signing MoU with ITIs to conduct training under DST or by the commencement of ensuing admission session.

The ITIs and Industry Partner must ensure that trade relevant tools, machinery and equipment are available at the time of Industry Training, and the enrolled candidate does not face any infrastructure issue or delays.

C. Training related queries

i. Can DST trainees undergo training in multiple industries?

Yes they can. The ITIs can sign MoUs with multiple Industry Partners to meet the required industrial training needs of a batch of trainees. However the ITI has to ensure that in case of DST trainees getting trained in multiple industries, the industry training blocks are synchronized with the foundation theory taught in ITIs.

ii. Can DST Trainee batches be split and given on the job training at different times by the Industry?

No. A complete batch of DST (batches/units) must be sent for on the job training together for specified duration as agreed in MoU.

iii. Can the students registered under DST undergo training in shifts? For e.g. whether a single batch students can train in morning, afternoon, evening and night shifts in an Industry?

Trainees can undergo training in shifts if the industry where they are undergoing training is also running shifts i.e. general, morning and evening under supervision. The Principal should be informed beforehand while signing the MoU. Night shift is not recommended.

iv. Will DST Trainees be reimbursed under National Apprenticeship Promotion Scheme (NAPS)?

Dual System of Training has been delinked from NAPS in the revised guidelines i.e. wef. 1st January 2019.

v. Does the industry have to pay stipend to trainees?

Industry may pay reasonable stipend to the trainees through Direct Benefit Transfer.

vi. What about the stipend paid by Industry Partners under the NAPS to the trainees?

For all the existing and earlier batches enrolled under DST scheme wherein MoU was signed before the date of issue of latest guidelines (i.e. enrolled in 2016, 2017, 2018 as per earlier guidelines), stipend paid by Industry Partner under NAPS is to be reimbursed in accordance with the prevailing guidelines of that time.

vii. What should be the duration of industry training to be provided to DST trainees?

Duration of the course	Duration of industrial exposure/training (as per previous guidelines)	Duration of industrial exposure/training (as per revised guidelines)
6 months	Not defined	1-3 months
1 year	5 months	3-6 months
2 years	9 months	6-12 months

viii. What should be the frequency of industry training?

Training pattern can be block/multiple block mode (with few months in ITI followed by few months in industry) or mixed mode (few days in week shared between ITI and the industry) as per mutual

understanding and convenience of the ITI and the Industry. The ITI/Industry is given the flexibility of choosing the duration of the ITI and industry training blocks. However in the case of 2 year courses, there should be at least one Industry Training Block of reasonable duration each year.

ix. Can CTS and DST be run together?

CTS and DST courses can be run concurrently as separate batches/units. It must be ensured that ITIs run exclusive batches of DST for trade i.e.all the candidates enrolled under DST are for a DST batch/unit.

x. How do I create capacity for running DST?

ITIs may conduct courses under dual system of training in:

- a. Vacant units i.e. vacant batches against which no enrollments have been done.
- b. Convert existing unit(s) of regular CTS trade with DST based on availability of candidates willing to enroll under DST and Industry Partner.
- c. Third shift, if permissible in the State. However, it has to be uploaded on the portal with concurrence by DGT. If a third shift unit has been started under DST without undergoing full affiliation process, then in future such units would be used for DST only

xi. In case any student registered under DST gets injured during the Industry (Practical) training component, then who will be liable for compensation to the student?

States, such as Gujarat have all ITI trainees covered under accidental Health Insurance for the complete duration of the course. Many organizations give health and accidental Insurance cover to trainees under DST such as MSIL. It is advised that either ITI or Industry must provide health and accidental coverage to trainees.

xii. Do industries need to pay ESIC or PF to trainees undergoing training under DST?

As these are trainees, enrolled under DST will not be covered under PF or ESIC.

xiii. Do trainees under the DST qualify for CSR under section 135 of the Companies Act 2013?

Yes.

D. Admission, Assessment and Certification Queries:

i. Are the trainees for DST to be selected separately?

Admission of trainees for the scheme shall be common with the CTS trainees into the regular ITIs. The industry partner who has signed a MoU with the ITI will select the trainee batches after which the DST flag would be enabled for those trainees in the DGT MIS portal. With the flag, name of the Industry and planned duration of Industrial training as mentioned in the MoU also has to be uploaded for these trainees.

ii. How will assessment be conducted for trainees enrolled under DST?

Examination pattern for DST shall be same as that for regular CTS trade and in accordance with the notification dated 4th Oct. 2018 vide implementation order no. MSDE (-18011/DGT/2017-TTC (Pt. III)) or latest revision.

iii. Who will conduct the Trade Practical Examination?

Under the DST, only the ITI will be responsible for conducting Trade Practical.

iv. Who will conduct formative assessments?

Formative assessment shall be done by both the ITI and Industrial Partner with equal weightage in each year, regardless of the duration of the industrial training. The ITI will be responsible for uploading the marks of the formative assessment both for itself and the industrial partner. In case the trainee does training in multiple Industries, only the Industry where he/she has spent maximum time shall provide industry partner linked formative assessment marks.

v. When will the DST trainee be awarded the National Trade Certificate (NTC)?

The trainee will be awarded the NTC only after he/she has completed his/her training in the respective trade and has also passed the All India Trade Test (AITT).