
Tracer Study Report AITT July 2019 ITI Graduates in the State of Maharashtra

July 2021

Issue and Revision Record

Version	Date	Description
Version 1	15 th July 2021	Internal Draft Report
Version 2	31 st July 2021	Another version sent after update of data
Version 3	9 th August 2021	Inclusion of SC/ST Data
Version 4		

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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

1. 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.

1.1. Need for the Study

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.

2. 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).

3. Stages of the Study

Following are the stages of this 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 contact details who took examination in the year 2019
- **Stage 4: Organize data collection**
 - Collect data from the selected respondents
- **Stage 5: Analysis of data and interpretation of results followed by report generation**

4. Approach

Following are the milestones or steps adopted in conducting the Tracer study:

1. Finalization of the overall approach

- 1.1. Finalize on the overall methodology of the study
- 1.2. Formulate list of trainees (sampling frame determination)

2. Sample Size Formulation

- 2.1. Determine the sample size to be achieved, based on the formulated sampling frame
- 2.2. Stratify the overall sample size into various categories and ensure there is representation from all the strata/categories
- 2.3. Estimate the sample sizes for pilot and complete survey implementation
- 2.4. Develop validation check list to be implemented for cleaning and coding of the data

3. Digitization of the Instrument

- 3.1. Deploy the survey instrument on a digital platform
- 3.2. Test the survey instrument to ensure that there is no data missing
- 3.3. Plan out specific steps in disseminating the link to the trainees

4. Pilot Study

- 4.1. Conduct pilot study among specific sets of ITIs
- 4.2. Allows us to streamline our process more in implementing the survey for the next phase

5. Survey Implementation

- 5.1. Map the sample size achievement based on the ITIs that are supposed to be approached for the data collection
- 5.2. Ensure that the relevant ITIs are conveyed with the sample expectation
- 5.3. Ensure scheduled email blasts are sent to the graduates to ensure sample completion
- 5.4. Track the sample achievement across various categories (i.e. Trade, Caste, etc)

6. Analysis and Reporting

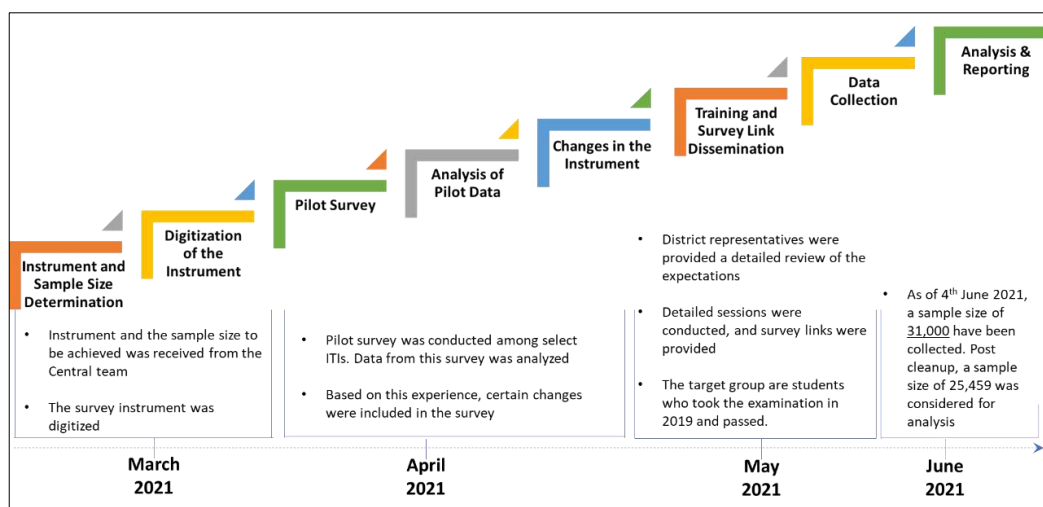
- 6.1. Data cleaning in all respects to ensure that insights are coherent and valid
- 6.2. Document the insights based on the template provided by the central team
- 6.3. Present the insights to the internal as well as external team

5. Survey Design

5.1. 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 1,08,005 trainees passing out were considered for the tracer study. The trades were selected to cover the various aspects of Industrial Training provided at ITIs in the state of Maharashtra which included popularity of trades, no. of trainees admitted, female oriented trades, rural coverage etc. as mentioned in the report.

5.2. Timing



In the month of March 2021, survey instrument was finalized, the sample size was determined as well as the instrument was digitized. In the month of April 2021, pilot survey was conducted among the select ITIs. Further, the data from pilot survey was analyzed to examine whether there are changes required in the survey. The final survey link was disseminated on 7th May 2021. The data collection was done till 15th June 2021.

5.3. 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 100,805 respondents.

Table 1: Distribution of Targeted Population by Trade

Name of the Trade	Appeared in 2019
Architectural Assistant	292
Attendant Operator (Chemical Plant)	134
Baker and Confectioner	117
Basic Cosmetology	1,545
Carpenter	1,638
Computer Hardware & Network Maintenance	327
Computer Operator and Programming Assistant	6,906
Desk Top Publishing Operator	245
Digital Photographer	10
Draughtsman (Civil)	926
Draughtsman (Mechanical)	1,275
Dress Making	3,214
Electrician	18,397
Electronics Mechanic	3,390
Electroplater	36
Fashion Design & Technology	883
Fitter	15,740
Food & Beverages Services Assistant	85
Food Production (General)	260
Foundryman	442
Fruit and Vegetable Processor	353
Health Sanitary Inspector	34
Hospital House Keeping	19
Information Communication Technology System Maintenance	1,407
Instrument Mechanic	342
Instrument Mechanic (Chemical Plant)	60
Interior Design & Decoration	402
Machinist	1,990
Machinist (Grinder)	678
Maintenance Mechanic (Chemical Plant)	140
Marine Fitter	21
Mason (Building Constructor)	518
Mechanic (Motor Vehicle)	4,624
Mechanic (Refrigeration and Air-Conditioning)	2,254
Mechanic (Tractor)	1,061

Mechanic Agriculture Machinery	43
Mechanic Auto Body Painting	36
Mechanic Auto Body Repair	66
Mechanic Auto Electrical and Electronics	275
Mechanic Consumer Electronics Appliances	45
Mechanic Diesel	6,068
Mechanic Machine Tool Maintenance	740
Mechanic Mechatronics	36
Mechanic Medical Electronics	23
Mechanic Motor Cycle	1
Multimedia Animation & Special Effects	54
Operator Advanced Machine Tools	121
Painter General	640
Photographer	26
Plastic Processing Operator	530
Plumber	1,882
Pre/Preparatory School Management (Assistant)	12
Pump Operator-Cum-Mechanic	1,032
Secretarial Practice (English)	316
Sewing Technology	1,812
Sheet Metal Worker	1,558
Stenographer & Secretarial Assistant (English)	559
Surface Ornamentation Techniques (Embroidery)	96
Surveyor	865
Technician Power Electronics System	64
Textile Wet Processing Technician	25
Tool & Die Maker (Dies & Moulds)	211
Tool & Die Maker (Press Tools, Jigs & Fixtures)	551
Turner	2,275
Weaving Technician	15
Welder	13,386
Welder (GMAW & GTAW)	228
Wireman	4,649
Total	1,08,005

5.4. Sampling of Candidates (Across Districts)

The ITIs and trades were selected so as to cover the various aspects of Industrial Training provided at ITIs in the state of Maharashtra 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 1,08,005 candidates were targeted. Out of which 25,459 candidates have responded. The sample representation from 36 districts is given below:

Table 2: Distribution of Sample by Districts

District	Target	Sample Size (Responded)	Sample Size (%) (On total Sample Size)
Ahmednagar	5,000	934	3.7%
Akola	2,216	727	2.9%
Amravati	4,720	1,269	5.0%
Aurangabad	2,181	1,138	4.5%
Beed	2,062	278	1.1%
Bhandara	2,690	719	2.8%
Buldhana	2,813	763	3.0%
Chandrapur	5,340	1,015	4.0%
Dhule	1,764	501	2.0%
Gadchiroli	1,778	330	1.3%
Gondia	2,093	244	1.0%
Hingoli	518	169	0.7%
Jalgaon	7,160	1,011	4.0%
Jalna	1,302	447	1.8%
Kolhapur	4,436	1,464	5.8%
Latur	1,987	749	2.9%
Mumbai City	2,559	773	3.0%
Mumbai Suburban	2,650	369	1.4%
Nagpur	7,789	1,986	7.8%
Nanded	2,415	849	3.3%
Nandurbar	1,401	233	0.9%
Nashik	6,508	1,292	5.1%
Osmanabad	1,519	487	1.9%
Palghar	1,641	657	2.6%
Parbhani	1,447	543	2.1%
Pune	7,564	580	2.3%
Raigad	2,440	533	2.1%
Ratnagiri	2,083	551	2.2%
Sangli	2,712	739	2.9%
Satara	2,920	598	2.3%
Sindhudurg	998	272	1.1%
Solapur	3,554	543	2.1%
Thane	3,114	568	2.2%
Wardha	2,539	543	2.1%
Washim	963	496	1.9%
Yavatmal	3,129	1089	4.3%
Total	1,08,005	25,459	100%

The detailed region wise and institution wise targeting is illustrated in the following table:

Table 3: Distribution of Targeted Population by Districts and Institutions

District and Name of the Institution	Targeted Sample
Ahmednagar	5,000
A.I.E.& D F'S, Bhaskarrao Galande Patil, Private Industrial Training Institute, Ashoknagar.	72
Akole Taluka Educ. Society'S Industrial Training Center Akole, Dist Ahmednagar	106
Amrutvahini Industrial Training Institute Amrutnagar,Sangamner	182
Apj Abdul Kalam Private I.T.I. Manchi Hill	3
Dr Bhanudas G Dere Private ITI Karhe Tal Sangamner Dist Ahmednagar	5
Government Industrial Training Institute (Adivasi), Rajur	108
Government Industrial Training Institute (Tribal Ashram Shala), Keli Kotul	3
Government Industrial Training Institute (Tribal Ashram Shala), Maveshi	12
Government Industrial Training Institute, Ahmednagar	841
Government Industrial Training Institute, Jamkhed	184
Government Industrial Training Institute, Karjat	62
Government Industrial Training Institute, Kopargaon	187
Government Industrial Training Institute, Newasa	100
Government Industrial Training Institute, Partner	84
GOVERNMENT INDUSTRIAL TRAINING INSTITUTE, PATHARDI	93
Government Industrial Training Institute, Rahata	20
Government Industrial Training Institute, Rahuri	95
Government Industrial Training Institute, Sangamner	206
Government Industrial Training Institute, Shevgaon	208
Government Industrial Training Institute, Shrigonda	90
Government Industrial Training Institute, Shrirampur	76
Indian Society For Social Action'S, Industrial Training Institute (Pvt)	24
Industrial Training Centre Sakur	38
Industrial Training Centre Talegaon Dighe	21
Jijamata Private Industrial Training Institute,Bhenda	198
Jijamata Private Industrial Training Institute,Shevgaon	85
Lakshya Education Society,ITI,Kedgaon ,Ahmednagar	39
Lokpanchayat Rural Technical Training Institutes Private Iti	105
Maulana Abulkalam Azad Pvt.Iti	48
Padmashree Dr. Vithalrao Vikhe Patil Foundation , Private Industrial Training Institute	29
Padmashree Dr. Vithalrao Vikhe Patil FOUNDATION'S Private Industrial Training Institute	370
Private Industrial Training Institute,Loni	367
Shirdi Sai Rural Institute'S Industrial Training Institute,Rahata	182
Shri Ambalika Private Industrial Training Institute	70
Shri Kundlikrao Ramrao Jagtap Patil Private Industrial Training Institute	37
Shri Laxmi Narayan Industrial Training Center , Shivajinagar , Rahuri Dist-Ahmednagar	231

Shri Saibaba Private Industrial Training Institute, Shirdi. Tal- Rahata, Dist- Ahmednagar Pin-423109	265
Vamanrao Ithape Private Industrial Training Institute	84
Vidya Niketan Industrial Training Institute	31
Xavier Technical Training Centre-Shrirampur	39
Akola	2,216
Government Industrial Training Institute (Woman), Akola	317
Government Industrial Training Institute, Akola	716
Government Industrial Training Institute, Akot	441
Government Industrial Training Institute, Balapur,	187
Government Industrial Training Institute, Barshitakali	137
Government Industrial Training Institute, Murtijapur	200
Government Industrial Training Institute, Patur	60
Government Industrial Training Institute, Telhara	158
Amravati	4,720
Government Industrial Training Institute (Adivasi), Chikhaldara	209
Government Industrial Training Institute (Adivasi), Dharni	74
Government Industrial Training Institute (SCP), Rahatgaon	75
Government Industrial Training Institute (Tribal Ashram Shala), Chikhali	51
Government Industrial Training Institute (Tribal Ashram Shala), Susarda	20
Government Industrial Training Institute (Woman), Amravati	293
Government Industrial Training Institute, Achalpur	214
Government Industrial Training Institute, Amravati	1,103
Government Industrial Training Institute, Anjangaon Surji	168
Government Industrial Training Institute, Bhatkuli	174
Government Industrial Training Institute, Chandur Bazar	131
Government Industrial Training Institute, Chandur Railway	187
Government Industrial Training Institute, Daryapur	124
Government Industrial Training Institute, Dhamangaon Railway	153
Government Industrial Training Institute, Morshi	320
Government Industrial Training Institute, Mozari	243
Government Industrial Training Institute, Nandgaon Khandeshwar	218
Government Industrial Training Institute, Warud	110
Keshvaro Meanekar Private Iti, Wankhede Colony, Vill. Jarud Ta. Warud Dist Amravati	42
Nalanda Private Industrial Training Center	77
Pimplod Education Society Pimplod Pvt.Industrial Training Institute Babhali Daryapur	62
Prabhakarrao Gheware Industrial Training Center Wadhona (Ramnath) Dist Amravati	21
Private Industrial Training Institute Pimplod	125
Pundalik Maharaj Private Industrial Training Insti	41
Samrat Ashok Ayodogik Private Industrial Training Institute	75
SL Private ITI	84
Vidhybharti Private Industrial Training Institute	237

Vidyaniketan Private Industrial Training Centre	68
Vikram Shikshan Sansta New Iti Pathrot ,Tq.Achalpur Dist.Amravati	21
Aurangabad	2,181
Fransalian Technical Institute, Aurangabad	38
Government Industrial Training Institute (SCP), Kilearc	59
Government Industrial Training Institute (Woman), Aurangabad	145
Government Industrial Training Institute, Aurangabad	976
Government Industrial Training Institute, Gangapur	118
Government Industrial Training Institute, Kannad	79
Government Industrial Training Institute, Khulatabad	80
Government Industrial Training Institute, Paithan	119
Government Industrial Training Institute, Phulambri	68
Government Industrial Training Institute, Sillod	136
Government Industrial Training Institute, Soygaon	104
Government Industrial Training Institute, Vaijapur	39
INDIAN FIRE SERVICE ENGG & SAFETY MANagements PRIVATE ITI	38
Jain Private Industrial Training Institute Verul	43
Marathwada Private Industrial Training Institute	63
Shri Dhaneshwari Manav Vikas Mandal'S Industrial Training Center	16
Yashodeep Industrial Training Institute	60
Beed	2,062
Aditya Bahuudeshiya Industrial Training Centre, Talegaon Road,Beed	73
Aditya Industrial Traning Center Nalwandi Road Beed .	21
Bharatiya Jain Sanghantana, Sakkarbai Bulabchand Muttha Industrial Training Center Dongarkini Tal. P	35
Chhatrapati Shivaji Rajae Pvt Iti ,Trimurati Nagar, Wangaon (Fata) Tq.Dist Beed.	18
Government Industrial Training Institute (Woman), Beed	88
Government Industrial Training Institute, Ambejogai	91
Government Industrial Training Institute, Ashti	69
Government Industrial Training Institute, Beed	524
Government Industrial Training Institute, Dharur	88
Government Industrial Training Institute, Gevrai	110
Government Industrial Training Institute, Kej	61
Government Industrial Training Institute, Majalgaon	54
Government Industrial Training Institute, Parali Vaijnath	205
Government Industrial Training Institute, Patoda	125
Government Industrial Training Institute, Shirur Kasar	79
Government Industrial Training Institute, Vadwani,	75
Graimin Advance Private Industrial Training Institute Majalgaon	61
Jagdamba Industrial Training Institute, Georai Dist.Beed	77
Kari Siddique Bandhvi Private Industrial Training Institute	26
Private Vasant ITI Kaij	1
Rashtriya Industrial Training Center Beed M.I.D.C, Karampura Peth, Dist-Beed	61
Shri Chhatrapati Shahu Private Industrial Training Institute,Beed.	120
Bhandara	2,690

Aditya Private ITI	70
Babuji (Pvt)Industrial Training Institute	52
Dr. Arun Motghare Private Industrial Training Institute	52
G. S. Industrial Training Institute	41
Government Industrial Training Institute (Woman), Bhandara	207
Government Industrial Training Institute, Bhandara	307
Government Industrial Training Institute, Lakhandur	94
Government Industrial Training Institute, Lakhani	73
Government Industrial Training Institute, Mohadi	117
Government Industrial Training Institute, Pawani	116
Government Industrial Training Institute, Sakoli	228
Government Industrial Training Institute, Tumsar	165
Late Sevakram Pardhi (Pvt) Industrial Training Institute Hardoli(Sihora)	61
Late Shantabai Karemore Iti Tumsar	134
Late Tulshiramji Titirmare Memorial Private Industrial Training Institute, Mohadi	44
New Tulsi Private ITI	64
Powara (Pvt)Industrial Training Institute	8
Prakashbhau Umathe Private ITI	63
Pyarelal (Pvt.) Iti,Dawadipar Bazar	4
R. M. (Pvt.) Industrial Training Institute , Khapa Tah-Tumsar	40
SAI PRIVATE INDUSTRIAL TRAINING INSTITUTE	90
Sai Private Industrial Traning Institute	106
Saint Jagnade Maharaj Private Industrial Training Institute,Ganesh Ward,Pauni Dist Bhandara	20
Sairam Private Industrial Training Institute	73
Satpuda Industrial Training Centre	21
Sau.Seemadevi Pardhi (Pvt) Industrial Training Institute	46
Shikhar Private Industrial Training Institute	44
Shivaji Private Industrial Training Institute	48
shri yogiraj swami sitaram maharaj pvt.iti.kandri	18
The Young Revolution Panthers (Pvt)Industrial Training Institute	40
Tulsi Private Industrial Training Institute	175
Vainganga Private Industrial Training Institute,De	54
Vidyadevi (Pvt)Industrial Training Institute	15
Buldhana	2,813
Anjuman Mufidal Islam Society'S Industrial Training Center	22
Ans Infovally Industrial Training Center	140
Government Industrial Training Institute, Buldana	379
Government Industrial Training Institute, Chikhali	157
Government Industrial Training Institute, Deulgaon Raja	88
Government Industrial Training Institute, Jalgaon Jamod	66
Government Industrial Training Institute, Khamgaon	615
Government Industrial Training Institute, Lonar	54
Government Industrial Training Institute, Malkapur	208
Government Industrial Training Institute, Mehakar	136

Government Industrial Training Institute, Motala	161
Government Industrial Training Institute, Nandura	121
Government Industrial Training Institute, Sangrampur	75
Government Industrial Training Institute, Shegaon	198
Government Industrial Training Institute, Sindhakhed Raja	59
Harsh Industrial Training Institute	56
Karam Private Iti Chikhli	37
Late Sau Meenatai Jadhao Private Industrial Training Institute	130
New Citizen Private ITI	41
Samruddhi Private ITI	2
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Government Industrial Training Institute (Tribal Ashram Shala), Mangi	22
Government Industrial Training Institute (Woman), Chandrapur	125
Government Industrial Training Institute, Ballarpur	152
Government Industrial Training Institute, Bramhapuri	195
Government Industrial Training Institute, Chandrapur	696
Government Industrial Training Institute, Mul	166
Government Industrial Training Institute, Nagbhid	103
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Nilkanthrao Shinde Private Industrial Training Institute	18
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Savitribai Fule Pvt. Iti Nandgaon (Pode)	65
Shinde Private Industrial Training Institute,Mul Dist Chandrapur	100
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Oriental Education Society Private Industrial Training Institute	20
Phulgaon Shri Shikshan Prasarak Mandal Iti, Phulgaon	53
Pimpri Chinchwad Municipal Corporation, Industrial Training Institute Morwadi, Pimpri - 18	360
Pimpri-Chinchwad Municipal Corporation Industrial Training Institute (Girls) Kasarwadi, Pune-34.	105
Purandhar Shikshan Prasarak Mandal'S Private Industrial Training Institute,Waghapur	72
Queen Mary Industrial Training Center, Khadki, Dist Pune	110
Rajarshi Shahu Viswavidyalaya'S Private Industrial Training Institute	5
Rayat Shikshan Sansthas Private ITI	6
Samarth Private Industrial Training Institute Belhe Tal- Junnar Dist - Pune	119
Sau. Shakuntala Vasantrao Davkhare (Private) Iti	13

SHIVNERI FOUNDATION'S SHIVNERI PRIVATE INDUSTRIAL TRAINING INSTITUTE, KHANAPUR	65
Shreemant Dagdusheth Halwai Sarvajanic Ganpati Trust,S (Pvt) Industrial Training Institute	57
Shri Chhatrapati Sambhaji Shikshan Sanstha'S Private Industrial Training Institute	213
Shri Chhatrapati Shivaji Private Industrial Training Institute ,Pune	61
Shri Kulswami Industrial Training Center ,Vadaj	79
Shri Saraswati Pratishthan'S Adiraj Industrial Tra	28
Shri Vighnagar Trusts Late Nivruttisheth Sherkar Private Industrial Training Institute, Nivruttinagar	122
Social Action For Man Power Creation Private Industrial Training Centre, Malawali Tal Maval Dist Pu	43
Sonai Private Industrial Training Institute	90
St. Joseph'S Private Industrial Training Institute	66
Vitthalrao Thorat Pvt Industrial Training Institute	63
Raigad	2,440
Anjuman Islam Janjira Sidi Zafar Shekhani Memorial Private Industrial Training Institute.	111
Anjumane Waseem Taleem Edu.Trust Raigad Maf Industrial Training Center ,Tal Murud-Janjira,Dist. Ra	68
Government Industrial Training Institute (Adivasi), Karjat	172
Government Industrial Training Institute, Alibaug	124
GOVERNMENT INDUSTRIAL TRAINING INSTITUTE, KHALAPUR	150
Government Industrial Training Institute, Mahad	217
Government Industrial Training Institute, Mangaon	120
Government Industrial Training Institute, Mhasala	28
Government Industrial Training Institute, Murud, D	33
Government Industrial Training Institute, Nagothane	217
Government Industrial Training Institute, Nandvi	75
Government Industrial Training Institute, Panvel	576
Government Industrial Training Institute, Pen	123
GOVERNMENT INDUSTRIAL TRAINING INSTITUTE, POLADPUR	104
Government Industrial Training Institute, Shriwardhan	63
Government Industrial Training Institute, Sudhagad(pali)	20
Government Industrial Training Institute, Tala	80
Government Industrial Training Institute, Uran	156
Rayat Shikshan Sansthechi Industrial Training Center Navade. Dist-Raigad	3
Ratnagiri	2,083
D.J.Samant Private Industrial Training Institute Pali,Ratnagiri	32
Government Industrial Training Institute (Woman), Ratnagiri	83
Government Industrial Training Institute, Chiplun	268
Government Industrial Training Institute, Dapoli	99
Government Industrial Training Institute, Guhagar	176
Government Industrial Training Institute, Khed	69
Government Industrial Training Institute, Lanja	82
Government Industrial Training Institute, Mandangad	71

Government Industrial Training Institute, Rajapur	101
Government Industrial Training Institute, Ratnagiri	623
Government Industrial Training Institute, Sangameshwar	108
Haji Mohammed Saheb Thakur Private Iti	99
Pandurang Bhosale Industrial Training Institute (Pvt.) Chafe, Ratnagiri	3
Regal Private ITI	43
Sahyadri Shikshan Sanstha Private Industrial Training Institute , Sawarde, Tal - Chiplun, Dist -Rat	148
Smt Indira M. Behare Private Industrial Training Institute, Sadavali	78
Sangli	2,712
Annasaheb Dange Audyogik Prahsikshan Kendra Ashta Tal.Walwa Dist.Sangli	82
Bharti Vidyapithachi Girl'S Industrial Training Center, Kadegaon, (W) Dist-Sangli	11
Dakshin Bharat Jain Sabha'S Veer Seva Dala Madhyawarti Samitjee Sanchlit Veeracharya Babasaheb Kuchn	31
Government Industrial Training Institute, Atpadi	122
Government Industrial Training Institute, Islampur	214
Government Industrial Training Institute, Jath	92
Government Industrial Training Institute, Kadegaon	99
Government Industrial Training Institute, Kavthemahakal	38
Government Industrial Training Institute, Palus	80
Government Industrial Training Institute, Sangli	912
Government Industrial Training Institute, Shirala	149
Government Industrial Training Institute, Tasgaon	130
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H.S.Grace Foundations Bethesda Private Iti Miraj	17
Loknete Hon.Hanmantrao Patil Charitable Trust'S Adarsh Private Industrial Training Centre Khambale (70
Mahalaxmi Private Iti, Peth	40
Rajarambapu Patil Private Industrial Training Institute, Rajaramnagar	81
Rajarambapu Private Industrial Training Institute,Sangli	16
Rayat Shikshan Sanstha'S Private Industrial Training Institute,Ashta	54
Sambhaji Pvt Industrail Training Center	38
Sangli Industraial School, Industrial Training Center, Dist-Sangli	78
Smt.Padmini Private Industrial Training Institute Ektanagar Dighanchi	87
Vasantdada Patil Privet Industrial Training Institute Miraj	61
Venkateshwara Audhyogik Prashikshan Kendra	55
Vilasrao Patil Private Industrial Training Institute Mangale	17
Satara	2,920
Chatrapati Shau Private ITI	2
Dadasaheb Mokashi Pvt Industrial Training Center	59
Daulat Private Industrial Training Institute Daulatnagar	104
Government Industrial Training Institute, Dahiwadi	67
Government Industrial Training Institute, Karad	781
Government Industrial Training Institute, Khatav	117
Government Industrial Training Institute, Koregaon	138

Government Industrial Training Institute, Lonand	269
Government Industrial Training Institute, Mahabaleshwar	87
Government Industrial Training Institute, Medha (jawali)	107
Government Industrial Training Institute, Patan	99
Government Industrial Training Institute, Phaltan	73
Government Industrial Training Institute, Satara	703
Government Industrial Training Institute, Wai	143
Koyna Shikshan Sanshta Sanchalit Vikramsinh Ranjitsinh Patankar Industrial Training Center, Mandrul	43
Private Industrial Training Institute Somanthali	55
Yashwantrao Mohite Private Industrial Training Institute	73
Sindhudurg	998
Bosco Udyogshala Pvt Iti Pinguli	36
Government Industrial Training Institute, Devgad	147
Government Industrial Training Institute, Dodamarg	72
Government Industrial Training Institute, Malwan	128
Government Industrial Training Institute, Oros	179
Government Industrial Training Institute, Phondaghat	78
Government Industrial Training Institute, Sawantwadi	186
Government Industrial Training Institute, Vaibhavwadi	72
Government Industrial Training Institute, Vengurla	100
Solapur	3,554
Government Industrial Training Institute (Woman), Solapur	152
Government Industrial Training Institute, Akkalkot	122
Government Industrial Training Institute, Akluj	203
Government Industrial Training Institute, Barshi	162
Government Industrial Training Institute, Karmala	64
Government Industrial Training Institute, Kurduwadi	102
Government Industrial Training Institute, Mandrup	82
Government Industrial Training Institute, Mangalwedha	60
Government Industrial Training Institute, Mohol	127
Government Industrial Training Institute, Pandharpur	251
Government Industrial Training Institute, Sangola	69
Government Industrial Training Institute, Solapur	836
Govind Private Industrial Training Institute Natepute	41
Karmavee Lohokare Guruji Private Industrial Training Institute, Gaudgaon.	115
Lokmangal (Pvt) Industrial Training Institute Solapur	35
Lokmangal Pvt Iti	73
Madhukar Mane (P) Industrial Training Institute	37
Marathwada Private Industrial Training Institute	170
New Satara Private Industrial Training Institute, Pandharpur	68
Parvati Tad I T I Mangalwedha Tal:- Mangalwedha	75
Parvati, Itc Mandrup Tal. South Solapur	18
Private Industrial Training Institute Malinagar	103
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Shanti Private Industrial Training Institute Solapur	65
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Sojar Private Industrial Traning Institute Khandvi	91
Swami Vivekanand Private ITI	15
Vasandrao Kale (Private) Industrial Training Institute Dhondewadi, Post- Jainwdai, Tal-Pandharpur, D	98
Vilaschandra M.Mehta Private Industrial Training Institute	40
Thane	3,114
Ahmed Abdullah Garib Private Industrial Training Institute	134
Fr. Agnel Technical Education Complex Private Industrial Training Institute	127
Government Industrial Training Institute (Adivasi), Murbad	130
Government Industrial Training Institute (Adivasi), Shahapur	206
Government Industrial Training Institute (Tribal Ashram Shala), Shenve	8
Government Industrial Training Institute (Woman), Thane	228
Government Industrial Training Institute, Ambernath	883
Government Industrial Training Institute, Belapur	191
Government Industrial Training Institute, Bhiwandi	166
Government Industrial Training Institute, Kalyan	151
Government Industrial Training Institute, Thane	549
Government Industrial Training Institute, Ulhasnagar	179
Shad Adam Shaikh Private I.T.I	79
Takiya Amani Shah Pvgt. Iti Bhiwandi	83
Wardha	2,539
Bhaiyasaheb Ukrande Industrial Training Center, Waigaon (Nipani) Dist-Wardha	129
Bhaiyyasaheb Bhojar Private Industrial Training Institute	86
Chetana Private Industrial Training Institute	69
Dr R.G.Bhojar Private Industrial Training Institute	138
Gajanan Prasad Privet Industrial Training Institute Girad	86
Government Industrial Training Institute, Aarvi	106
Government Industrial Training Institute, Ashti	71
Government Industrial Training Institute, Hinganghat	87
Government Industrial Training Institute, Karanja Gh	68
Government Industrial Training Institute, Pulgaon	286
Government Industrial Training Institute, Samudrapur	151
Government Industrial Training Institute, Selu	101
Government Industrial Training Institute, Wardha	295
Jamnalal Bajaj Pvt Iti	61
K.C.Ronghe Private Industrial Training Institute	120
Om Vishwakarma Industrial Training Center,Sawangi Dist-Wardha	219
Samruddhi Pvt. Iti	119
Shri Gajanan Maharaj Rural Private Industrial Training Institute	91

SHRI KRUSHAN PRIVATE INDUSTRIAL TRAINING INSTITUTE, CHANDEWANI ROAD, KARANJA, DIST-WARDHA	84
Shri Ramdasji Tadas Private ITI	28
Talmale Pvt. Industrial Training Institute, Wardha	144
Washim	963
Government Industrial Training Institute, Karanja Lad	179
Government Industrial Training Institute, Malegaon	101
Government Industrial Training Institute, Mangrulpir	170
Government Industrial Training Institute, Manora	111
Government Industrial Training Institute, Risod	95
Government Industrial Training Institute, Washim	307
Yavatmal	3,129
Balaji Industrial Training Institute(Private), Sawarla	51
Government Industrial Training Institute (Adivasi)	237
Government Industrial Training Institute (Adivasi), Kalamb	102
Government Industrial Training Institute (Adivasi), Pandharkawada	216
Government Industrial Training Institute (Adivasi), Ralegaon	154
Government Industrial Training Institute (Tribal Ashram Shala), Antargaon	35
Government Industrial Training Institute (Tribal Ashram Shala), Harshi	11
Government Industrial Training Institute, Babhulgaon	133
Government Industrial Training Institute, Darwha	127
Government Industrial Training Institute, Digras	112
Government Industrial Training Institute, Ghatanji	205
Government Industrial Training Institute, Gunj	194
Government Industrial Training Institute, Ner	123
Government Industrial Training Institute, Pusad	188
Government Industrial Training Institute, Umarkhed	170
Government Industrial Training Institute, Wani, Di	401
Government Industrial Training Institute, Yavatmal	533
Government Industrial Training Institute, Zari-Jamani	84
SHRI CHHATRAPATI SHAHU MAHARAJ PRIVATE INDUSTRIAL TRAINING INSTITUTE, WANI	53

6. 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
 - Collecting contact information of the pass outs through different mechanisms

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

Nandurbar	1,401	233	17%
Nashik	6,508	1292	20%
Osmanabad	1,519	487	32%
Palghar	1,641	657	40%
Parbhani	1,447	543	38%
Pune	7,564	580	8%
Raigad	2,440	533	22%
Ratnagiri	2,083	551	26%
Sangli	2,712	739	27%
Satara	2,920	598	20%
Sindhudurg	998	272	27%
Solapur	3,554	543	15%
Thane	3,114	568	18%
Wardha	2,539	543	21%
Washim	963	496	52%
Yavatmal	3,129	1089	35%
Total	108,005	25459	24%

8. 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.

8. Detailed Profiling of the 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.

8.1. Tradewise Profiling of Respondents

There is a good representation of all existing trades (departments) within the ITI domain. However, some trades have high sample representation possibly they are being highly popular among the ITI graduates.

Some of the trades with high response rate are: Electrician (13.8%), Fitter (12.1%), Welder (8.4%), Computer Operator and Programming Assistant (8.3%), Wireman (5.5%), Mechanic Diesel (5.4%) and Electronics Mechanic (4.8%). However, there are some trades wherein there is a low sample representation and ITI graduates have low resonance with those trades → Architectural Assistant (0.3%), Computer Hardware and Network Maintenance (0.4%), Desktop Publishing Operator (0.3%), Tool and Die Maker (0.5%) as well as Welder – GMAW and GTAW (0.5%).

Table 5: Tradewise Profiling of Respondents

Name of the Trade	Sample Size	Sample Size (%)
Architectural Assistant	83	0.3%
Attendant Operator (Chemical Plant)	32	0.1%
Baker and Confectioner	30	0.1%

Basic Cosmetology	460	1.8%
Carpenter	353	1.4%
Computer Hardware & Network Maintenance	95	0.4%
Computer Operator and Programming Assistant	2,102	8.3%
Desk Top Publishing Operator	84	0.3%
Draughtsman (Civil)	269	1.1%
Draughtsman (Mechanical)	247	1.0%
Dress Making	663	2.6%
Electrician	3,519	13.8%
Electronics Mechanic	1,220	4.8%
Electroplater	4	0.0%
Fashion Design & Technology	187	0.7%
Fitter	3,093	12.1%
Food & Beverages Services Assistant	21	0.1%
Food Production (General)	22	0.1%
Foundryman	99	0.4%
Fruit and Vegetable Processor	145	0.6%
Health Sanitary Inspector	1	0.0%
Hospital House Keeping	5	0.0%
Information Communication Technology System Maintenance	636	2.5%
Instrument Mechanic	58	0.2%
Interior Design & Decoration	183	0.7%
Machinist	619	2.4%
Machinist (Grinder)	287	1.1%
Maintenance Mechanic (Chemical Plant)	36	0.1%
Marine Fitter	3	0.0%
Mason (Building Constructor)	101	0.4%
Mechanic (Motor Vehicle)	1,303	5.1%
Mechanic (Refrigeration and Air-Conditioning)	615	2.4%
Mechanic (Tractor)	293	1.2%
Mechanic Agriculture Machinery	11	0.0%
Mechanic Auto Body Repair	18	0.1%
Mechanic Auto Electrical and Electronics	121	0.5%
Mechanic Consumer Electronics Appliances	33	0.1%
Mechanic Diesel	1,370	5.4%
Mechanic Machine Tool Maintenance	183	0.7%
Mechanic Mechatronics	2	0.0%
Mechanic Medical Electronics	15	0.1%
Multimedia Animation & Special Effects	20	0.1%
Operator Advanced Machine Tools	36	0.1%
Painter General	201	0.8%
Photographer	1	0.0%
Plastic Processing Operator	97	0.4%
Plumber	316	1.2%

Pump Operator-Cum-Mechanic	201	0.8%
Secretarial Practice (English)	105	0.4%
Sewing Technology	299	1.2%
Sheet Metal Worker	482	1.9%
Stenographer & Secretarial Assistant (English)	243	1.0%
Surface Ornamentation Techniques (Embroidery)	39	0.2%
Surveyor	212	0.8%
Technician Power Electronics System	30	0.1%
Textile Wet Processing Technician	3	0.0%
Tool & Die Maker (Dies & Moulds)	54	0.2%
Tool & Die Maker (Press Tools, Jigs & Fixtures)	123	0.5%
Turner	690	2.7%
Weaving Technician	8	0.0%
Welder	2,137	8.4%
Welder (GMAW & GTAW)	130	0.5%
Wireman	1,411	5.5%
Total	25,459	100%

8.2. Genderwise Profiling of Respondents

The study has a majority representation of males representing the target population. Out of total 25,459 respondents 78.6% are Male respondents in the sample while around 21.2% are Female respondents. It would be important to also see what the Male-Female distribution across the various districts and trades which will be covered further in this report.

Table 6: Distribution of Gender Groups within the Sample

Gender	Sample Size	Sample Size (%)
Male	20,022	78.6%
Female	5,403	21.2%
Other	34	0.02%
Total	25,459	100%

8.3. Caste Category Profiling of Respondents across Districts

Out of total 25,459 respondents 37% are OBC respondents in the sample followed by respondents in Open/Others category (27%). SC and ST respondents for 29% of the respondents and rest (8%) are from VJNT caste.

Table 7: Distribution of Caste Category within the Sample

Caste Category	Sample Size	Sample Size (%)
SC	4,770	19%
ST	2,548	10%
VJNT	1,999	8%
OBC	9,352	37%
Open and Others	6,790	27%
Total	25,459	100%

8.4. Genderwise Profiling of Respondents across Districts

Some of the districts show a higher representation (i.e. more than 30%) of Female respondents such as Akola (40%), Nagpur (37%), Thane (36%), Bhandara (35%), Pune (33%) and Chandrapur (31%). However, there are more number of districts where this representation was lower than 10% - Jalgaon (9%), Nandurbar (8%), Mumbai Suburban (8%), Ahmednagar (8%), Dhule (4%) and Sangli (8%).

Table 8: Distribution of Gender within Districts

Districts	Male (Sample)	Male (%)	Female (Sample)	Female (%)	Other (Sample)	Other (%)
Ahmednagar	859	92%	74	8%	1	0.1%
Akola	440	61%	287	40%		0.0%
Amravati	913	72%	352	28%	4	0.3%
Aurangabad	903	79%	234	21%	1	0.1%
Beed	241	87%	37	13%		0.0%
Bhandara	470	65%	249	35%		0.0%
Buldhana	639	84%	123	16%	1	0.1%
Chandrapur	699	69%	315	31%	1	0.1%
Dhule	480	96%	21	4%		0.0%
Gadchiroli	253	77%	77	23%		0.0%
Gondia	173	71%	71	29%		0.0%
Hingoli	148	88%	21	12%		0.0%
Jalgaon	918	91%	91	9%	2	0.2%
Jalna	384	86%	63	14%		0.0%
Kolhapur	1298	89%	164	11%	2	0.1%
Latur	577	77%	170	23%	2	0.3%
Mumbai City	556	72%	216	28%	1	0.1%
Mumbai Suburban	340	92%	29	8%		0.0%
Nagpur	1246	63%	736	37%	4	0.2%

Nanded	709	84%	136	16%	4	0.5%
Nandurbar	214	92%	19	8%		0.0%
Nashik	940	73%	352	27%		0.0%
Osmanabad	435	89%	51	11%	1	0.2%
Palghar	542	83%	115	18%		0.0%
Parbhani	470	87%	71	13%	2	0.4%
Pune	388	67%	191	33%	1	0.2%
Raigad	429	81%	104	20%		0.0%
Ratnagiri	426	77%	125	23%		0.0%
Sangli	678	92%	58	8%	3	0.4%
Satara	536	90%	61	10%	1	0.2%
Sindhudurg	223	82%	48	18%	1	0.4%
Solapur	480	88%	62	11%	1	0.2%
Thane	366	64%	202	36%		0.0%
Wardha	407	75%	136	25%		0.0%
Washim	403	81%	93	19%		0.0%
Yavatmal	839	77%	249	23%	1	0.1%
Total	20022	79%	5403	21%	34	0.1%

8.4. Castewise Profiling of Respondents across Districts

Below is the castewise distribution of sample respondents across districts. When compared across the districts, OBC representation is relatively higher compared other caste categories. Only for few districts (Kolhapur, Sangli, Satara and Sindhudurg) the representation of Open and Other categories is more than 50%.

Table 9: Distribution of Gender within Districts

	Total	SC (n)	SC (%)	ST (n)	ST (%)	OBC (n)	OBC (%)	VJNT (n)	VJNT (%)	Open & Oth. (n)	Open & Oth. (%)
Ahmednagar	934	100	11%	49	5%	264	28%	109	12%	412	44%
Akola	727	237	33%	27	4%	323	44%	66	9%	74	10%
Amravati	1269	343	27%	96	8%	599	47%	81	6%	150	12%
Aurangabad	1138	227	20%	31	3%	287	25%	113	10%	480	42%
Beed	278	38	14%	5	2%	75	27%	49	18%	111	40%
Bhandara	719	145	20%	60	8%	443	62%	39	5%	32	4%
Buldhana	763	176	23%	16	2%	386	51%	78	10%	107	14%
Chandrapur	1015	246	24%	165	16%	446	44%	67	7%	91	9%
Dhule	501	47	9%	32	6%	314	63%	35	7%	73	15%
Gadchiroli	330	50	15%	120	36%	119	36%	10	3%	31	9%
Gondia	244	35	14%	101	41%	97	40%	5	2%	6	2%
Hingoli	169	44	26%	24	14%	27	16%	22	13%	52	31%
Jalgaon	1011	126	12%	67	7%	618	61%	59	6%	141	14%
Jalna	447	57	13%	6	1%	110	25%	74	17%	200	45%
Kolhapur	1464	212	14%	20	1%	313	21%	69	5%	850	58%
Latur	749	150	20%	16	2%	192	26%	79	11%	312	42%

Mumbai City	773	158	20%	20	3%	246	32%	26	3%	323	42%
Mumbai Suburban	369	70	19%	10	3%	114	31%	9	2%	166	45%
Nagpur	1986	545	27%	171	9%	933	47%	130	7%	207	10%
Nanded	849	228	27%	75	9%	187	22%	90	11%	269	32%
Nandurbar	233	13	6%	106	45%	76	33%	9	4%	29	12%
Nashik	1292	159	12%	400	31%	410	32%	87	7%	236	18%
Osmanabad	487	90	18%	11	2%	110	23%	44	9%	232	48%
Palghar	657	19	3%	487	74%	114	17%	7	1%	30	5%
Parbhani	543	134	25%	17	3%	154	28%	81	15%	157	29%
Pune	580	101	17%	60	10%	101	17%	41	7%	277	48%
Raigad	533	56	11%	29	5%	295	55%	20	4%	133	25%
Ratnagiri	551	64	12%	1	0%	350	64%	19	3%	117	21%
Sangli	739	106	14%	7	1%	167	23%	61	8%	398	54%
Satara	598	75	13%	4	1%	161	27%	45	8%	313	52%
Sindhudurg	272	20	7%	4	1%	100	37%	4	1%	144	53%
Solapur	543	100	18%	5	1%	143	26%	44	8%	251	46%
Thane	568	132	23%	53	9%	197	35%	31	5%	155	27%
Wardha	543	130	24%	41	8%	281	52%	50	9%	41	8%
Washim	496	156	31%	17	3%	202	41%	56	11%	65	13%
Yavatmal	1089	181	17%	195	18%	398	37%	190	17%	125	11%
Total	25,459	4,770	17%	2,548	10%	9,352	37%	1,999	8%	6,790	27%

8.5. Genderwise Profiling of Respondents within Trade

Trades generally dominant among Gender groups expectedly show skewed distribution – such as Female representation in Basic Cosmetology (98.7%), Sewing Technology (91%) and Surface Ornamentation Techniques (87.2%) and Male representation in Fitter (96.2%), Electrician (82.9%) and Mechanic-related trades. There are certain Trades, though, that have near equal Gender representation – Computer Operator and Programming Assistant, Fruit and Vegetable Processor, Information Communication Technology System Maintenance as well as Interior Design and Decorator.

Table 10: Genderwise Profiling of Respondents within Trade

Name of the Trade	Male (Sample)	Male (%)	Female (Sample)	Female (%)	Other (Sample)	Other (%)
Architectural Assistant	55	66.3%	27	32.5%	1	1.2%
Attendant Operator (Chemical Plant)	29	90.6%	3	9.4%		0.0%
Baker and Confectioner	8	26.7%	22	73.3%		0.0%
Basic Cosmetology	5	1.1%	454	98.7%	1	0.2%
Carpenter	347	98.3%	6	1.7%		0.0%
Computer Hardware & Network Maintenance	52	54.7%	43	45.3%		0.0%

Computer Operator and Programming Assistant	1158	55.1%	941	44.8%	3	0.1%
Desk Top Publishing Operator	37	44.0%	47	56.0%		0.0%
Draughtsman (Civil)	192	71.4%	77	28.6%		0.0%
Draughtsman (Mechanical)	199	80.6%	48	19.4%		0.0%
Dress Making	56	8.4%	607	91.6%		0.0%
Electrician	2919	82.9%	596	16.9%	4	0.1%
Electronics Mechanic	813	66.6%	407	33.4%		0.0%
Electroplater	3	75.0%	1	25.0%		0.0%
Fashion Design & Technology	15	8.0%	172	92.0%		0.0%
Fitter	2977	96.2%	113	3.7%	3	0.1%
Food & Beverages Services Assistant	18	85.7%	3	14.3%		0.0%
Food Production (General)	18	81.8%	4	18.2%		0.0%
Foundryman	99	100.0 %		0.0%		0.0%
Fruit and Vegetable Processor	73	50.3%	72	49.7%		0.0%
Health Sanitary Inspector		0.0%	1	100.0%		0.0%
Hospital House Keeping		0.0%	5	100.0%		0.0%
Information Communication Technology System Maintenance	332	52.2%	302	47.5%	2	0.3%
Instrument Mechanic	56	96.6%	2	3.4%		0.0%
Interior Design & Decoration	102	55.7%	81	44.3%		0.0%
Machinist	582	94.0%	36	5.8%	1	0.2%
Machinist (Grinder)	281	97.9%	6	2.1%		0.0%
Maintenance Mechanic (Chemical Plant)	25	69.4%	11	30.6%		0.0%
Marine Fitter	3	100.0 %		0.0%		0.0%
Mason (Building Constructor)	100	99.0%	1	1.0%		0.0%
Mechanic (Motor Vehicle)	1222	93.8%	80	6.1%	1	0.1%
Mechanic (Refrigeration and Air-Conditioning)	602	97.9%	11	1.8%	2	0.3%
Mechanic (Tractor)	285	97.3%	8	2.7%		0.0%
Mechanic Agriculture Machinery	11	100.0 %		0.0%		0.0%
Mechanic Auto Body Repair	18	100.0 %		0.0%		0.0%
Mechanic Auto Electrical and Electronics	112	92.6%	9	7.4%		0.0%
Mechanic Consumer Electronics Appliances	10	30.3%	23	69.7%		0.0%
Mechanic Diesel	1232	89.9%	136	9.9%	2	0.1%
Mechanic Machine Tool Maintenance	180	98.4%	1	0.5%	2	1.1%
Mechanic Mechatronics	2	100.0 %		0.0%		0.0%
Mechanic Medical Electronics	15	100.0 %		0.0%		0.0%
Multimedia Animation & Special Effects	1	5.0%	19	95.0%		0.0%
Operator Advanced Machine Tools	35	97.2%	1	2.8%		0.0%
Painter General	185	92.0%	15	7.5%	1	0.5%

Photographer		0.0%	1	100.0%		0.0%
Plastic Processing Operator	91	93.8%	6	6.2%		0.0%
Plumber	310	98.1%	4	1.3%	2	0.6%
Pump Operator-Cum-Mechanic	199	99.0%	2	1.0%		0.0%
Secretarial Practice (English)	7	6.7%	98	93.3%		0.0%
Sewing Technology	24	8.0%	274	91.6%	1	0.3%
Sheet Metal Worker	444	92.1%	38	7.9%		0.0%
Stenographer & Secretarial Assistant (English)	110	45.3%	133	54.7%		0.0%
Surface Ornamentation Techniques (Embroidery)	5	12.8%	34	87.2%		0.0%
Surveyor	168	79.2%	44	20.8%		0.0%
Technician Power Electronics System	28	93.3%	2	6.7%		0.0%
Textile Wet Processing Technician	3	100.0%		0.0%		0.0%
Tool & Die Maker (Dies & Moulds)	53	98.1%	1	1.9%		0.0%
Tool & Die Maker (Press Tools, Jigs & Fixtures)	122	99.2%		0.0%	1	0.8%
Turner	668	96.8%	19	2.8%	3	0.4%
Weaving Technician	6	75.0%	2	25.0%		0.0%
Welder	2058	96.3%	76	3.6%	3	0.1%
Welder (GMAW & GTAW)	126	96.9%	3	2.3%	1	0.8%
Wireman	1136	80.5%	275	19.5%		0.0%
Total	20022	78.6%	5403	21.2%	34	0.1%

8.6. Castewise Profiling of Respondents within Trade

SC and ST have highest representation in some of the trades such as Baker and Confectioner, Food Production, Secretarial Practice and Multimedia Animation. OBC seems to have higher representation in trades that does result into higher possibility of employment.

Table 11: Castewise Profiling of Respondents within Trade

	Total	SC (n)	SC (%)	ST (n)	ST (%)	OBC (n)	OBC (%)	VJNT (n)	VJNT (%)	Open & Oth. (n)	Open & Oth. (%)
Architectural Assistant	83	24	29%	2	2%	19	23%	4	5%	34	41%
Attendant Operator (Chemical Plant)	32	4	13%	2	6%	15	47%	2	6%	9	28%
Baker and Confectioner	30	10	33%	4	13%	8	27%	5	17%	3	10%
Basic Cosmetology	460	109	24%	35	8%	178	39%	31	7%	107	23%
Carpenter	353	93	26%	34	10%	148	42%	19	5%	59	17%
Computer Hardware &	95	30	32%	13	14%	26	27%	3	3%	23	24%

Network Maintenance											
Computer Operator and Programming Assistant	2102	477	23%	293	14%	743	35%	145	7%	444	21%
Desk Top Publishing Operator	84	27	32%	3	4%	17	20%	7	8%	30	36%
Draughtsman (Civil)	269	59	22%	11	4%	95	35%	29	11%	75	28%
Draughtsman (Mechanical)	247	41	17%	7	3%	88	36%	17	7%	94	38%
Dress Making	663	154	23%	101	15%	189	29%	66	10%	153	23%
Electrician	3519	518	15%	417	12%	1391	40%	301	9%	892	25%
Electronics Mechanic	1220	229	19%	82	7%	456	37%	87	7%	366	30%
Electroplater	4	1	25%		0%	3	75%		0%		0%
Fashion Design & Technology	187	51	27%	29	16%	62	33%	12	6%	33	18%
Fitter	3093	433	14%	258	8%	1278	41%	231	7%	893	29%
Food & Beverages Services Assistant	21	6	29%	2	10%	1	5%	1	5%	11	52%
Food Production (General)	22	12	55%		0%	2	9%	1	5%	7	32%
Foundryman	99	28	28%	1	1%	35	35%	9	9%	26	26%
Fruit and Vegetable Processor	145	47	32%	11	8%	44	30%	6	4%	37	26%
Health Sanitary Inspector	1		0%		0%		0%		0%	1	100%
Hospital House Keeping	5	1	20%	1	20%		0%		0%	3	60%
Information Communication Technology System Maintenance	636	157	25%	55	9%	220	35%	37	6%	167	26%
Instrument Mechanic	58	11	19%	1	2%	18	31%	1	2%	27	47%
Interior Design & Decoration	183	29	16%	13	7%	66	36%	7	4%	68	37%
Machinist	619	113	18%	38	6%	228	37%	35	6%	205	33%
Machinist (Grinder)	287	49	17%	8	3%	107	37%	9	3%	114	40%
Maintenance Mechanic (Chemical Plant)	36		0%	2	6%	15	42%	2	6%	17	47%
Marine Fitter	3		0%		0%	2	67%		0%	1	33%
Mason (Building Constructor)	101	28	28%	6	6%	28	28%	8	8%	31	31%
Mechanic (Motor Vehicle)	1303	217	17%	144	11%	484	37%	114	9%	344	26%

Mechanic (Refrigeration and Air-Conditioning)	615	97	16%	40	7%	240	39%	36	6%	202	33%
Mechanic (Tractor)	293	56	19%	8	3%	97	33%	21	7%	111	38%
Mechanic Agriculture Machinery	11	3	27%		0%	1	9%		0%	7	64%
Mechanic Auto Body Repair	18	8	44%		0%	3	17%		0%	7	39%
Mechanic Auto Electrical and Electronics	121	26	21%	25	21%	42	35%	9	7%	19	16%
Mechanic Consumer Electronics Appliances	33	10	30%	2	6%	10	30%	1	3%	10	30%
Mechanic Diesel	1370	263	19%	196	14%	468	34%	105	8%	338	25%
Mechanic Machine Tool Maintenance	183	30	16%	13	7%	73	40%	17	9%	50	27%
Mechanic Mechatronics	2	1	50%		0%		0%		0%	1	50%
Mechanic Medical Electronics	15	4	27%	1	7%	2	13%		0%	8	53%
Multimedia Animation & Special Effects	20	9	45%	2	10%	6	30%	2	10%	1	5%
Operator Advanced Machine Tools	36	8	22%		0%	16	44%	2	6%	10	28%
Painter General	201	38	19%	9	4%	57	28%	21	10%	76	38%
Photographer	1	1	100%		0%		0%		0%		0%
Plastic Processing Operator	97	20	21%	7	7%	30	31%	13	13%	27	28%
Plumber	316	56	18%	13	4%	126	40%	26	8%	95	30%
Pump Operator-Cum-Mechanic	201	42	21%	15	7%	75	37%	18	9%	51	25%
Secretarial Practice (English)	105	30	29%	19	18%	30	29%	9	9%	17	16%
Sewing Technology	299	49	16%	89	30%	82	27%	16	5%	63	21%
Sheet Metal Worker	482	110	23%	40	8%	164	34%	42	9%	126	26%
Stenographer & Secretarial Assistant (English)	243	61	25%	17	7%	85	35%	23	9%	57	23%
Surface Ornamentation Techniques (Embroidery)	39	6	15%	5	13%	11	28%	3	8%	14	36%
Surveyor	212	48	23%	16	8%	59	28%	42	20%	47	22%

Technician Power Electronics System	30	8	27%	2	7%	1	3%	2	7%	17	57%
Textile Wet Processing Technician	3		0%		0%	1	33%	2	67%		0%
Tool & Die Maker (Dies & Moulds)	54	4	7%	15	28%	18	33%	2	4%	15	28%
Tool & Die Maker (Press Tools, Jigs & Fixtures)	123	26	21%	7	6%	31	25%	8	7%	51	41%
Turner	690	115	17%	45	7%	294	43%	39	6%	197	29%
Weaving Technician	8		0%	1	13%	5	63%	1	13%	1	13%
Welder	2137	385	18%	232	11%	784	37%	191	9%	545	26%
Welder (GMAW & GTAW)	130	32	25%	4	3%	47	36%	13	10%	34	26%
Total	25459	9352	37%	4770	19%	2548	10%	1999	8%	6790	27%

8.7. Tradewise 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. Certain districts have higher skew for some trades. The predominant ones are being reported here:

- Ahmednagar: Electrician, Fitter, Welder
- Akola: Computer Operator and Programming Assistant, Electrician
- Amravati: Computer Operator and Programming Assistant, Electrician, Fitter, Sheet Metal Worker, Welder
- Aurangabad: Electrician, Electronics (Mechanic), Fitter
- Beed: Electrician and Fitter
- Bhandara: Computer Operator and Programming Assistant, Electrician, Fitter and Welder
- Buldhana: Electrician, Fitter and Welder
- Chandrapur: Computer Operator and Programming Assistant, Electrician, Fitter, Wireman

- Dhule: Turner and Electrician
- Gadchiroli: Electrician and Welder
- Gondia: Electrician
- Hingoli: Wireman
- Jalgaon: Electrician, Fitter and Welder
- Jalna: Electrician and Welder
- Kolhapur: Electrician, Fitter and Welder
- Latur: Electrician
- Mumbai City: Computer Operator and Programming Assistant
- Mumbai Suburban: Electrician and Fitter
- Nagpur: Electrician, Computer Operator and Programming Assistant, Fitter, Mechanic (Diesel) and Welder
- Nanded: Electrician, Fitter and Mechanic (Motor Vehicle)
- Nandurbar: Electrician and Fitter
- Nashik: Electrician, Compute Operator and Programming Assistant, Welder
- Osmanabad: Wireman
- Palghar: Computer Operator and Programming Assistant and Electrician
- Parbhani: Fitter and Wireman
- Pune: Computer Operator and Programming Assistant and Electrician
- Raigad: Electrician and Electronics Mechanic
- Ratnagiri: Electrician and Fitter
- Sangli: Fitter and Welder
- Satara: Electrician and Machinist
- Sindhudurg: Information Communication Technology System Maintenance
- Solapur: Electrician and Fitter
- Thane: Electronics Mechanic and Fitter
- Wardha: Electrician and Fitter

- Washim: Welder
- Yavatmal: Electrician, Mechanic (Motor Vehicle), Mechanic (Diesel) and Welder

Table 12: Distribution of Trade Within Districts (All Figures in %)

Name of the Trade	Ahmednagar	Akola	Amravati	Aurangabad	Beed	Bhandara	Buldhana	Chandrapur
Architectural Assistant	12		3	27				
Attendant Operator (Chemical Plant)	11							
Baker and Confectioner		8				14		
Basic Cosmetology	17	36	6	12	17	6	20	17
Carpenter	14	18	28	9	1	6	10	19
Computer Hardware & Network Maintenance				2	1		1	
Computer Operator and Programming Assistant	9	119	134	78	5	105	65	191
Desk Top Publishing Operator	2				1	12		
Draughtsman (Civil)	9	5		18				10
Draughtsman (Mechanical)	25	3	1	20			3	1
Dress Making	1	28	13	39	7	35	24	33
Electrician	153	79	141	142	62	88	103	137
Electronics Mechanic	42	21	33	122	4	28	21	48
Electroplater			4					
Fashion Design & Technology		13	36		1	1	6	1
Fitter	136	42	165	103	50	71	96	146
Food & Beverages Services Assistant		2		1				
Food Production (General)			4	1				
Foundryman	17			17			16	
Fruit and Vegetable Processor	14	22		6		9		
Health Sanitary Inspector								
Hospital House Keeping								
Information Communication Technology System Maintenance	1	17	55	47		32	46	11
Instrument Mechanic				10				
Interior Design & Decoration		35	1					
Machinist	46	17	1	14		6	34	2
Machinist (Grinder)	6		8	28				
Maintenance Mechanic (Chemical Plant)	11							
Marine Fitter								
Mason (Building Constructor)				27			6	2
Mechanic (Motor Vehicle)	53	51	37	21	38	52	46	47
Mechanic (Refrigeration and Air-Conditioning)	1	16	27	7	1	20	35	9

Mechanic (Tractor)	21	7	29	1			9	1
Mechanic Agriculture Machinery	8							
Mechanic Auto Body Repair								
Mechanic Auto Electrical and Electronics								19
Mechanic Consumer Electronics Appliances				10				
Mechanic Diesel	39		65	64	14	39	18	81
Mechanic Machine Tool Maintenance	20	8	8	28				
Mechanic Mechatronics								1
Mechanic Medical Electronics								
Multimedia Animation & Special Effects			20					
Operator Advanced Machine Tools								7
Painter General	8		3	35	1		10	
Photographer			1					
Plastic Processing Operator		8				2		
Plumber	2	12	41	31		42	1	18
Pump Operator-Cum-Mechanic	29		8	21	4	14		6
Secretarial Practice (English)		11		6	4			
Sewing Technology		2	24			6		
Sheet Metal Worker	2	18	100	29	1		18	2
Stenographer & Secretarial Assistant (English)	10	1	1	11				44
Surface Ornamentation Techniques (Embroidery)	15	1						
Surveyor		2		21	8			
Technician Power Electronics System								
Textile Wet Processing Technician								
Tool & Die Maker (Dies & Moulds)		2	3	1			1	
Tool & Die Maker (Press Tools, Jigs & Fixtures)			30	24				
Turner	38	14	33	8	3	7	18	19
Weaving Technician			2			1		
Welder	93	51	115	76	30	84	92	55
Welder (GMAW & GTAW)	6		6	1		5	15	3
Wireman	63	58	83	20	25	34	49	85
Total	934	727	1,269	1,138	278	719	763	1,015

Name of the Trade	Dhule	Gadchiroli	Gondia	Hingoli	Jalgaon	Jalna	Kolhapur	Latur	Mumbai City
Architectural Assistant			1	3				1	9
Attendant Operator (Chemical Plant)									
Baker and Confectioner									
Basic Cosmetology		6			3		14	19	16
Carpenter				8	14	2	4	33	6
Computer Hardware & Network Maintenance						8	1	1	14
Computer Operator and Programming Assistant	20	10	1	29	15	23	47	72	183
Desk Top Publishing Operator									22
Draughtsman (Civil)	16	7	1			8	14	6	8
Draughtsman (Mechanical)	13		1		11		25	15	22
Dress Making	1	9	18		14	39	21	32	11
Electrician	57	33	58	12	212	102	196	115	24
Electronics Mechanic	22	10	10	20	32	5	28	70	45
Electroplater									
Fashion Design & Technology		10		6		9			19
Fitter	42	26	27	10	237	46	261	54	46
Food & Beverages Services Assistant							13		
Food Production (General)							7		1
Foundryman	24						12	2	
Fruit and Vegetable Processor							1	1	
Health Sanitary Inspector									
Hospital House Keeping									
Information Communication Technology System Maintenance	1	27	12			13	11	25	30
Instrument Mechanic					1				
Interior Design & Decoration		8							46
Machinist	24	6			41		98	8	4
Machinist (Grinder)	36	5			17		33		21
Maintenance Mechanic (Chemical Plant)									
Marine Fitter									
Mason (Building Constructor)				15			3		3

Mechanic (Motor Vehicle)	18	3	20	14	37	37	38	18	41
Mechanic (Refrigeration and Air-Conditioning)	15	26			46	6	16		30
Mechanic (Tractor)		8					39	30	
Mechanic Agriculture Machinery							2	1	
Mechanic Auto Body Repair									
Mechanic Auto Electrical and Electronics		11			13			1	
Mechanic Consumer Electronics Appliances									
Mechanic Diesel	29	20	36	4	47	8	79	35	21
Mechanic Machine Tool Maintenance	21				22		3		3
Mechanic Mechatronics									1
Mechanic Medical Electronics									15
Multimedia Animation & Special Effects									
Operator Advanced Machine Tools	10				1				
Painter General		8					16	16	22
Photographer									
Plastic Processing Operator		1			9		11		
Plumber		1					8	21	3
Pump Operator-Cum-Mechanic	6				5		14	5	
Secretarial Practice (English)							2	3	3
Sewing Technology		20	5			1	50		
Sheet Metal Worker		1			1	40	88		11
Stenographer & Secretarial Assistant (English)							35	2	
Surface Ornamentation Techniques (Embroidery)	3						11		
Surveyor								46	1
Technician Power Electronics System									28
Textile Wet Processing Technician									
Tool & Die Maker (Dies & Moulds)	1				10		8		
Tool & Die Maker (Press Tools, Jigs & Fixtures)					1				17
Turner	81	10			40	8	56	12	20
Weaving Technician									
Welder	35	34	37	15	129	68	139	47	9
Welder (GMAW & GTAW)		2			2	3	7	3	1
Wireman	26	28	17	33	51	21	53	55	17

Mason (Building Constructor)		23	1			10		
Mechanic (Motor Vehicle)	42	32	83	19	83	24	36	69
Mechanic (Refrigeration and Air-Conditioning)	32	68	27		4	10	29	16
Mechanic (Tractor)		24	18	1		19		16
Mechanic Agriculture Machinery								
Mechanic Auto Body Repair								18
Mechanic Auto Electrical and Electronics		1						
Mechanic Consumer Electronics Appliances		23						
Mechanic Diesel	1	115	22	9	44	1	67	14
Mechanic Machine Tool Maintenance		1			7		16	
Mechanic Mechatronics								
Mechanic Medical Electronics								
Multimedia Animation & Special Effects								
Operator Advanced Machine Tools					3			
Painter General	4	17	9	1	1	13		13
Photographer								
Plastic Processing Operator		12			1		7	19
Plumber	10	11	19		7		4	13
Pump Operator-Cum-Mechanic		34	11				8	2
Secretarial Practice (English)		17			23			
Sewing Technology		2	18	5	18	1	23	8
Sheet Metal Worker		16	8	18	53	13		
Stenographer & Secretarial Assistant (English)		44			6			16
Surface Ornamentation Techniques (Embroidery)								
Surveyor		40	12			13		22
Technician Power Electronics System								
Textile Wet Processing Technician								
Tool & Die Maker (Dies & Moulds)		1		1			19	
Tool & Die Maker (Press Tools, Jigs & Fixtures)		2	1		5	13	1	
Turner	18	36	28	2	35		16	9
Weaving Technician							1	
Welder	20	89	69	18	125	38	67	36
Welder (GMAW & GTAW)	3	2	45		5		2	

Mason (Building Constructor)				11							
Mechanic (Motor Vehicle)	24	18	21	24	9	6	16	17	47	50	112
Mechanic (Refrigeration and Air-Conditioning)	1	27	27	14	8		43	20	10	13	11
Mechanic (Tractor)					18		24				28
Mechanic Agriculture Machinery											
Mechanic Auto Body Repair											
Mechanic Auto Electrical and Electronics								8		41	27
Mechanic Consumer Electronics Appliances											
Mechanic Diesel	60	8	65	22	47	14	42	11	26	72	131
Mechanic Machine Tool Maintenance		2	11	11	11			11			
Mechanic Mechatronics											
Mechanic Medical Electronics											
Multimedia Animation & Special Effects											
Operator Advanced Machine Tools	1			12					2		
Painter General	2	1		6	3		1	1			10
Photographer											
Plastic Processing Operator					27						
Plumber		3	4	1	11		22		3	6	22
Pump Operator-Cum-Mechanic	9		13				10				2
Secretarial Practice (English)		3			1			21			11
Sewing Technology	3	7	26		10	12	10	9	21		18
Sheet Metal Worker	1	1	17	42	2						
Stenographer & Secretarial Assistant (English)	1	29		19	13			7			4
Surface Ornamentation Techniques (Embroidery)				9							
Surveyor	10										37
Technician Power Electronics System	2										
Textile Wet Processing Technician											3
Tool & Die Maker (Dies & Moulds)					5		1	1			
Tool & Die Maker (Press Tools, Jigs & Fixtures)	1			18			10				
Turner	9	11	12	42	28	7	9	36	23		2
Weaving Technician											4
Welder	60	31	21	86	36	31	40	35	60	80	86
Welder (GMAW & GTAW)		9			4	1	2	2		1	

Wireman	16	57	16	41	3	13	2	12	50	18	67
Total	580	533	551	739	598	272	543	568	543	496	1,089

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, 58% of students got engaged into employment or further studies / apprenticeship. However, 42% were not engaged into anything post ITI course.

Table 13: Employment Immediately Post-Course Completion

Employment / Engagement Immediately Post Completion	Sample Size	Sample Size (%)
Employed / Engaged	14,889	58%
Unemployed and Not Engaged at that time	10,570	42%
Grand Total	25,459	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 58% (Out of 14,889) went into Apprenticeship. Around 25% have taken up and employment in a temporary or a permanent capacity with some establishment. And around 12% respondents went into self-employment immediately after completing the course.

Table 14: Employment Immediately Post-Course Completion (Detailed)

Details of Employment post course completion	Sample Size	Sample Size (%)
Apprenticeship	8,105	54%
Paid employment-Temporary	2,326	16%
Paid employment-Permanent	1,470	10%
Self-employment	1,775	12%
Higher Education	1,213	8%
Total Engaged Respondents	14,889	100%

Considering the status of unemployed respondents most of these (77%) 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 15: Unemployment Post Course Completion (Detailed)

Not Working - but NOT looking for a job	2,425	23%
Not Working - Unemployed but looking for a job	8,145	77%
Total Not Working Respondents	10,570	100%

4.2 Tradewise Employment Status of Respondents

Looking at 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 35% to 52%.
2. For Paid Employment: At an overall level, paid employment occupies a 15% share (3,796 out of 25,459 respondents). Most of the trades are around this share however student from few trades have higher share.

Table 16: Tradewise Employment Post Course Completion

	Apprenticeship		Paid Employment		Self employed		Unemployed		Total
	<i>n</i>	<i>n%</i>	<i>n</i>	<i>n%</i>	<i>n</i>	<i>n%</i>	<i>n</i>	<i>n%</i>	
Architectural Assistant	11	13%	31	37%	2	2%	39	47%	83
Attendant Operator (Chemical Plant)	17	53%	4	13%		0%	11	34%	32
Baker and Confectioner	5	17%	5	17%	8	27%	12	40%	30
Basic Cosmetology	48	10%	78	17%	137	30%	197	43%	460
Carpenter	92	26%	40	11%	30	8%	191	54%	353
Computer Hardware & Network Maintenance	13	14%	20	21%		0%	62	65%	95
Computer Operator and Programming Assistant	766	36%	210	10%	73	3%	1053	50%	2102
Desk Top Publishing Operator	23	27%	8	10%	6	7%	47	56%	84
Draughtsman (Civil)	31	12%	30	11%	9	3%	199	74%	269
Draughtsman (Mechanical)	92	37%	44	18%	13	5%	98	40%	247
Dress Making	53	8%	67	10%	232	35%	311	47%	663
Electrician	1290	37%	441	13%	185	5%	1603	46%	3519

Electronics Mechanic	428	35%	180	15%	62	5%	550	45%	1220
Electroplater		0%	0	0%		0%	4	100%	4
Fashion Design & Technology	28	15%	16	9%	38	20%	105	56%	187
Fitter	1136	37%	559	18%	146	5%	1252	40%	3093
Food & Beverages Services Assistant	1	5%	3	14%	2	10%	15	71%	21
Food Production (General)		0%	9	41%	3	14%	10	45%	22
Foundryman	22	22%	24	24%	11	11%	42	42%	99
Fruit and Vegetable Processor	20	14%	10	7%	13	9%	102	70%	145
Health Sanitary Inspector		0%	0	0%		0%	1	100%	1
Hospital House Keeping	2	40%	0	0%	1	20%	2	40%	5
Information Communication Technology System Maintenance	203	32%	94	15%	27	4%	312	49%	636
Instrument Mechanic	30	52%	7	12%		0%	21	36%	58
Interior Design & Decoration	18	10%	22	12%	4	2%	139	76%	183
Machinist	277	45%	111	18%	20	3%	211	34%	619
Machinist (Grinder)	109	38%	68	24%	8	3%	102	36%	287
Maintenance Mechanic (Chemical Plant)	15	42%	7	19%	1	3%	13	36%	36
Marine Fitter		0%	2	67%		0%	1	33%	3
Mason (Building Constructor)	12	12%	12	12%	6	6%	71	70%	101
Mechanic (Motor Vehicle)	494	38%	192	15%	63	5%	554	43%	1303
Mechanic (Refrigeration and Air-Conditioning)	201	33%	101	16%	62	10%	251	41%	615
Mechanic (Tractor)	66	23%	64	22%	27	9%	136	46%	293
Mechanic Agriculture Machinery	1	9%	4	36%	2	18%	4	36%	11
Mechanic Auto Body Repair		0%	1	6%		0%	17	94%	18
Mechanic Auto Electrical and Electronics	20	17%	13	11%	9	7%	79	65%	121
Mechanic Consumer Electronics Appliances	17	52%	1	3%	1	3%	14	42%	33
Mechanic Diesel	419	31%	197	14%	47	3%	707	52%	1370
Mechanic Machine Tool Maintenance	78	43%	31	17%	5	3%	69	38%	183
Mechanic Mechatronics	2	100%	0	0%		0%	0	0%	2
Mechanic Medical Electronics	10	67%	4	27%		0%	1	7%	15
Multimedia Animation & Special Effects	1	5%	2	10%		0%	17	85%	20
Operator Advanced Machine Tools	8	22%	9	25%	2	6%	17	47%	36
Painter General	95	47%	39	19%	10	5%	57	28%	201
Photographer	1	100%	0	0%		0%	0	0%	1
Plastic Processing Operator	33	34%	21	22%	4	4%	39	40%	97
Plumber	73	23%	44	14%	40	13%	159	50%	316
Pump Operator-Cum-Mechanic	46	23%	34	17%	20	10%	101	50%	201
Secretarial Practice (English)	24	23%	8	8%	6	6%	67	64%	105
Sewing Technology	35	12%	28	9%	110	37%	126	42%	299
Sheet Metal Worker	193	40%	73	15%	12	2%	204	42%	482
Stenographer & Secretarial Assistant (English)	20	8%	15	6%	5	2%	203	84%	243
Surface Ornamentation Techniques (Embroidery)	4	10%	4	10%	15	38%	16	41%	39
Surveyor	22	10%	46	22%	4	2%	140	66%	212

Technician Power Electronics System	12	40%	6	20%	1	3%	11	37%	30
Textile Wet Processing Technician		0%	0	0%		0%	3	100%	3
Tool & Die Maker (Dies & Moulds)	21	39%	5	9%		0%	28	52%	54
Tool & Die Maker (Press Tools, Jigs & Fixtures)	42	34%	29	24%	8	7%	44	36%	123
Turner	246	36%	135	20%	29	4%	280	41%	690
Weaving Technician	2	25%	3	38%		0%	3	38%	8
Welder	607	28%	401	19%	142	7%	987	46%	2137
Welder (GMAW & GTAW)	45	35%	31	24%	8	6%	46	35%	130
Wireman	525	37%	153	11%	106	8%	627	44%	1411
Grand Total	8105	32%	3796	15%	1775	7%	11783	46%	25,459

4.3 Genderwise Employment Status of Respondents

Looking at the employability within the gender break to understand whether there is any difference between employability by gender we find there is no significant difference of non-employability within gender.

Table 17: Gender Breakup for Employment Immediately Post-Course Completion

Details of Employment post course completion	Female (Sample)	Female (%)	Male (Sample)	Male (%)	Others (Sample)	Others (%)
Employed / Engaged	2,673	49%	10,985	55%	18	53%
Unemployed and Not Engaged at that time	2,730	51%	9,037	45%	16	47%

Further, diagnosing the type of engagement between males and females post completion of course we find that 60% of Male students get apprenticeship which is higher than that of 55% of Female students.

Difference in Total employment (Paid and Temporary) proportion among Males and Females is quite high. Among Males, the employment is nearly 30% whereas among Females it is 20%. Self-employment is quite high among Females (24%) than in Males (10%) – possibly family or social expectations could be prime reasons for this pattern.

Table 18: Gender Breakup for Employment Post-Course Completion

Details of Employment post course completion	Female (Sample)	Female (%)	Male (Sample)	Male (%)	Others (Sample)	Others (%)
Apprenticeship	1479	55%	6619	60%	7	39%
Paid employee-Temporary	305	11%	2015	18%	6	33%

Paid employment – Permanent	258	10%	1212	11%	0	0%
Self employed	631	24%	1139	10%	5	28%
Total Employed / Engaged	2673	100%	10985	100%	18	100%

4.3 Castewise Employment Status of Respondents

Looking at the employability within the caste break to understand whether there is any difference between employability by caste, we find that OBC forms the higher percentage of Employed and Unemployed.

Table 19: Caste Breakup for Employment Immediately Post-Course Completion

Details of Employment post course completion	Tot	SC (n)	SC (%)	ST (n)	ST (%)	OBC (n)	OBC (%)	VJNT (n)	VJNT (%)	Open & Oth. (n)	Open & Oth. (%)
Employed/Engaged	14889	2399	20%	1241	11%	4982	37%	932	8%	3949	29%
Unemployed and Not Engaged at that time	10570	2371	17%	1307	10%	4370	36%	1067	8%	2841	24%

Table 20: Caste Breakup for Employment Post-Course Completion

Details of Employment post course completion	Total	SC (n)	SC (%)	ST (n)	ST (%)	OBC (n)	OBC (%)	VJNT (n)	VJNT (%)	Open & Oth. (n)	Open & Oth. (%)
Apprenticeship	8105	1452	18%	810	10%	2997	37%	595	7%	2251	28%
Paid employee-Temporary	2326	367	16%	159	7%	828	36%	194	8%	778	33%
Paid employment – Permanent	1470	264	18%	156	11%	533	36%	111	8%	406	28%
Self employed	1775	288	16%	182	10%	624	35%	167	9%	514	29%
Total Employed / Engaged	14889	2371	17%	1307	10%	4982	36%	1067	8%	3949	29%

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.

1. For Apprenticeship: Ahmednagar (38%), Kolhapur (42%), Mumbai-City (47%), Mumbai-Suburban (43%), Nandurbar (39%), Raigad (43%), Ratnagiri (48%) and Satara (45%) have higher apprenticeship proportion compared to overall pattern.
2. For Paid Employment: Hingoli (18%), Pune (20%), Sangli (26%), and Solapur (20%) have higher paid employment percentages than other districts.
3. For Self-Employed: Beed (10%), Gadchiroli (10%), Kolhapur (10%), Nanded (10%), Sindhudurg (11%) and Solapur (13%) have higher self-employed proportion.
4. For Unemployed: Ahmednagar (36%), Mumbai-City (37%), Mumbai-Suburban (38%), Palghar (38%), Raigad (38%), Ratnagiri (30%) and Sangli (36%) show lower percentages of unemployed compared to other districts.

Table 21: Districtwise Employment Post-Course Completion

Employment by Districts	Apprenticeship		Paid Employment		Self employed		Unemployed		Total
	N	N%	N	N%	N	N%	N	N%	
Ahmednagar	354	38%	161	17%	81	9%	338	36%	934
Akola	203	28%	83	11%	46	6%	395	54%	727
Amravati	421	33%	148	12%	66	5%	634	50%	1269
Aurangabad	405	36%	164	14%	84	7%	485	43%	1138
Beed	77	28%	36	13%	27	10%	138	50%	278
Bhandara	173	24%	95	13%	41	6%	410	57%	719
Buldhaa	169	22%	139	18%	58	8%	397	52%	763
Chandrapur	333	33%	77	8%	61	6%	544	54%	1015
Dhule	141	28%	90	18%	39	8%	231	46%	501
Gadchiroli	58	18%	41	12%	33	10%	198	60%	330
Gondia	60	25%	32	13%	19	8%	133	55%	244
Hingoli	36	21%	30	18%	4	2%	99	59%	169
Jalgaon	224	22%	200	20%	77	8%	510	50%	1011
Jalna	144	32%	57	13%	35	8%	211	47%	447
Kolhapur	608	42%	236	16%	143	10%	477	33%	1464
Latur	277	37%	121	16%	53	7%	298	40%	749
Mumbai City	367	47%	95	12%	23	3%	288	37%	773
Mumbai Suburban	160	43%	60	16%	10	3%	139	38%	369
Nagpur	471	24%	263	13%	97	5%	1155	58%	1986
Nanded	231	27%	142	17%	84	10%	392	46%	849
Nandurbar	92	39%	30	13%	12	5%	99	42%	233
Nashik	435	34%	201	16%	105	8%	551	43%	1292
Osmanabad	128	26%	67	14%	29	6%	263	54%	487
Palghar	294	45%	93	14%	21	3%	249	38%	657

Parbhani	122	22%	82	15%	47	9%	292	54%	543
Pune	164	28%	114	20%	36	6%	266	46%	580
Raigad	229	43%	71	13%	30	6%	203	38%	533
Ratnagiri	262	48%	83	15%	40	7%	166	30%	551
Sangli	228	31%	189	26%	57	8%	265	36%	739
Satara	271	45%	100	17%	33	6%	194	32%	598
Sindhudurg	84	31%	35	13%	30	11%	123	45%	272
Solapur	126	23%	106	20%	68	13%	243	45%	543
Thane	287	51%	78	14%	27	5%	176	31%	568
Wardha	121	22%	55	10%	35	6%	332	61%	543
Washim	69	14%	74	15%	41	8%	312	63%	496
Yavatmal	281	26%	148	14%	83	8%	577	53%	1089
Grand Total	8105	32%	3796	15%	1775	7%	11783	46%	25459

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 22: Month and Year of Employment Post-Course Completion (First Job)

Month and Year of Paid Employment	Sample Size	Sample Size (%)
Apr-2018	9	0.1%
Apr-2019	84	1.0%
Apr-2020	69	0.8%
Apr-2021	238	2.7%
Aug-2018	59	0.7%
Aug-2019	387	4.4%
Aug-2020	205	2.3%
Dec-2018	79	0.9%
Dec-2019	622	7.0%
Dec-2020	388	4.4%
Feb-2018	24	0.3%
Feb-2019	80	0.9%
Feb-2020	422	4.8%
Feb-2021	363	4.1%
Jan-2018	37	0.4%
Jan-2019	132	1.5%
Jan-2020	826	9.3%
Jan-2021	464	5.3%

Jul-2018	25	0.3%
Jul-2019	144	1.6%
Jul-2020	117	1.3%
Jun-2018	26	0.3%
Jun-2019	72	0.8%
Jun-2020	169	1.9%
Mar-2018	20	0.2%
Mar-2019	75	0.8%
Mar-2020	236	2.7%
Mar-2021	317	3.6%
May-2018	31	0.4%
May-2019	102	1.2%
May-2020	131	1.5%
May-2021	1007	11.4%
Nov-2018	39	0.4%
Nov-2019	444	5.0%
Nov-2020	300	3.4%
Oct-2018	41	0.5%
Oct-2019	283	3.2%
Oct-2020	261	3.0%
Sep-2018	44	0.5%
Sep-2019	269	3.0%
Sep-2020	196	2.2%
Grand Total	8837	100.0%

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 25,000 and even more. 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 23: Monthly Income in Employment Post-Course Completion (First Job)

Monthly Income - Paid Employment	Sample Size	Sample Size (%)
Up to 6,000	1,781	4%
6,000 to 10,000	5,171	15%
10,000 to 15,000	2,969	25%
15,000 to 20,000	1,203	10%
20,000 to 25,000	556	5%
More than 25,000	429	43%
Among Those who have got paid employment immediately after course completion	12,109	100%

4.7 Range of Monthly Income Based Trade in Immediate Employment

Majority of the trainees employed after completion of their course get a monthly stipend or salary in the range of Rs. 6,000-10,000. There are some trades for which the trainees get lower salaries (for example: Carpenter, Dress Making, Sewing Technology). For certain trades that require technical skill, the average salary is a little higher (i.e. Rs. 10,000-15,000). There are trades that belong to a sector that are high in demand (such as Tourism and Hospitality) where the trainees get more than Rs. 15,000.

Table 24: Monthly Income in Employment Post-Course Completion (First Job)
Based on Trade

Trades	0-6000		6001-10000		10001-15000		15001-20000		20001-25000		More than 25000	
	n	n%	n	n%	n	n%	n	n%	n	n%	n	n%
Architectural Assistant	12	30%	19	48%	6	15%	2	5%	1	3%		0%
Attendant Operator (Chemical Plant)		0%	12	60%	5	25%	2	10%	1	5%		0%
Baker and Confectioner	6	33%	9	50%	1	6%	2	11%		0%		0%
Basic Cosmetology	132	59%	44	20%	24	11%	11	5%	7	3%	5	2%
Carpenter	37	25%	54	37%	31	21%	11	7%	8	5%	6	4%
Computer Hardware & Network Maintenance	7	23%	15	48%	6	19%	1	3%		0%	2	6%
Computer Operator and Programming Assistant	126	13%	420	45%	221	24%	92	10%	45	5%	32	3%
Desk Top Publishing Operator	6	19%	10	32%	9	29%	4	13%	2	6%		0%
Draughtsman (Civil)	12	21%	18	31%	17	29%	6	10%	3	5%	2	3%
Draughtsman (Mechanical)	10	8%	58	45%	46	35%	10	8%	5	4%	1	1%
Dress Making	130	52%	59	24%	19	8%	23	9%	13	5%	7	3%
Electrician	203	12%	857	50%	363	21%	152	9%	64	4%	70	4%
Electronics Mechanic	56	9%	276	45%	173	28%	69	11%	26	4%	14	2%

Fashion Design & Technology	30	48%	13	21%	8	13%	9	14%	2	3%	1	2%
Fitter	119	7%	709	43%	499	30%	187	11%	86	5%	57	3%
Food & Beverages Services Assistant		0%	2	40%	2	40%		0%		0%	1	20%
Food Production (General)		0%	7	70%	2	20%	1	10%		0%		0%
Foundryman	4	8%	14	27%	23	45%	6	12%	3	6%	1	2%
Fruit and Vegetable Processor	10	26%	16	41%	8	21%	3	8%	2	5%		0%
Hospital House Keeping		0%		0%	1	50%	1	50%		0%		0%
Information Communication Technology System Maintenance	35	12%	143	48%	78	26%	22	7%	12	4%	8	3%
Instrument Mechanic	1	3%	17	49%	13	37%	3	9%	1	3%		0%
Interior Design & Decoration	12	31%	11	28%	10	26%	4	10%	2	5%		0%
Machinist	16	4%	190	52%	111	30%	34	9%	7	2%	8	2%
Machinist (Grinder)	10	6%	77	44%	61	35%	16	9%	10	6%	1	1%
Maintenance Mechanic (Chemical Plant)	6	29%	11	52%	3	14%	1	5%		0%		0%
Marine Fitter		0%		0%		0%	2	100%		0%		0%
Mason (Building Constructor)	2	7%	10	36%	10	36%	1	4%	2	7%	3	11%
Mechanic (Motor Vehicle)	68	10%	337	51%	148	22%	46	7%	36	5%	27	4%
Mechanic (Refrigeration and Air-Conditioning)	71	21%	163	47%	73	21%	17	5%	7	2%	13	4%
Mechanic (Tractor)	32	23%	28	20%	38	27%	24	17%	10	7%	7	5%
Mechanic Agriculture Machinery	3	43%	1	14%	3	43%		0%		0%		0%
Mechanic Auto Body Repair	1	100%		0%		0%		0%		0%		0%
Mechanic Auto Electrical and Electronics	6	17%	11	31%	9	26%	7	20%	2	6%		0%
Mechanic Consumer	2	11%	10	53%	6	32%	1	5%		0%		0%

Electronics Appliances												
Mechanic Diesel	59	10%	244	42%	152	26%	63	11%	21	4%	36	6%
Mechanic Machine Tool Maintenance	5	5%	62	56%	28	25%	8	7%	2	2%	5	5%
Mechanic Mechatronics		0%	1	50%	1	50%		0%		0%		0%
Mechanic Medical Electronics	1	7%	9	64%	3	21%		0%	1	7%		0%
Multimedia Animation & Special Effects		0%	1	33%	1	33%	1	33%		0%		0%
Operator Advanced Machine Tools	3	17%	6	33%	5	28%	4	22%		0%		0%
Painter General	6	5%	65	51%	36	28%	15	12%	3	2%	3	2%
Photographer		0%		0%		0%		0%		0%	1	100%
Plastic Processing Operator	7	13%	26	47%	15	27%	1	2%	2	4%	4	7%
Plumber	29	22%	34	26%	31	23%	24	18%	8	6%	7	5%
Pump Operator-Cum-Mechanic	23	25%	17	19%	20	22%	15	16%	12	13%	4	4%
Secretarial Practice (English)	3	10%	12	39%	8	26%	4	13%	3	10%	1	3%
Sewing Technology	66	61%	14	13%	16	15%	11	10%		0%	2	2%
Sheet Metal Worker	48	19%	101	40%	58	23%	23	9%	17	7%	7	3%
Stenographer & Secretarial Assistant (English)	6	19%	9	28%	5	16%	7	22%	5	16%		0%
Surface Ornamentation Techniques (Embroidery)	7	54%	2	15%	3	23%		0%		0%	1	8%
Surveyor	16	24%	26	39%	13	20%	7	11%	1	2%	3	5%
Technician Power Electronics System		0%	11	65%	5	29%	1	6%		0%		0%
Tool & Die Maker (Dies & Moulds)	2	8%	15	58%	3	12%	5	19%		0%	1	4%
Tool & Die Maker (Press Tools, Jigs & Fixtures)	1	1%	24	32%	41	55%	3	4%	4	5%	2	3%
Turner	28	7%	163	43%	112	29%	46	12%	18	5%	13	3%

Weaving Technician	1	20%	2	40%	1	20%	1	20%		0%		0%
Welder	154	15%	363	36%	251	25%	124	12%	67	7%	46	5%
Welder (GMAW & GTAW)	10	14%	20	27%	20	27%	14	19%	3	4%	7	9%
Wireman	141	21%	323	47%	114	17%	56	8%	32	5%	20	3%
Total	1781	15%	5171	43%	2969	25%	1203	10%	556	5%	429	4%

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 25: Reasons of Unemployment

Reasons of Unemployment	Sample Size	Sample Size (%)
Any Other Reason	2525	19%
Don't want the kind of jobs I'm getting	220	2%
Family Reason	1159	9%
Haven't started job search	680	5%
Jobs available are not from my field/subjects that I have studied	1154	9%
Medical issues	116	1%
No job opportunity in my area	3471	27%
No Work Experience	1364	11%
Working at home/ with family	522	4%
No reason indicated	547	4%
Among Those who have did not get employment	10,570	100%

5. Detailed Findings on 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, 43% of the respondents are engaged and employed into employment. And 57% are still unemployed. It is important to note that employment status has gone down from 54% (employment / engagement in first job).

Table 26: Current Employment Status

Employment / Engagement Currently	Sample Size	Sample Size (%)
Employed / Engaged	10,921	43%
Unemployed and Not Engaged at that time	14,538	57%
Grand Total	25,459	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 46% (Out of 10,921). Around 38% are currently employed temporary or in a permanent capacity.

Table 27: Employment Currently – Detailed

Details of Employment Currently	Sample Size	Sample Size (%)
Apprenticeship	5057	46%
Paid employee- Temporary	2723	25%
Paid employment –Permanent	1456	13%
Self employed	1685	15%

Considering the status of unemployed respondents most of these (80%) 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 28: Current Unemployment – Detailed

Not working - unemployed and not looking for a job	2,627	20%
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Not working - unemployed but looking for a job	10,344	80%
Total Not Working Respondents	12,971	100%

5.2 Tradewise Employment Status of Respondents

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

For Apprenticeship: Significant trades with high proportion (\Rightarrow 30%) are Instrument mechanic, Marine Fitter, Mechanic (Machine tool maintenance), Mechanic (Mechatronics), Mechanic (Medical Electronics), Painter General, Sheet Metal Worker, Tool & Die Maker (Dies & Moulds).

For Paid Employment: Two of the foremost ($>$ 40%) areas for paid employment are Mechanic (Agri Machinery) and Marine Fitter.

Table 29: Tradewise Current Employment

	Apprenticeship		Paid Employment		Self-employment		Not Working		Total
Architectural Assistant	10	13%	27	34%	6	8%	36	46%	79
Attendant Operator (Chemical Plant)	5	16%	9	29%	1	3%	16	52%	31
Baker and Confectioner	5	17%	4	13%	8	27%	13	43%	30
Basic Cosmetology	26	6	59	14%	119	28%	216	51%	420
Carpenter	72	21%	41	12%	22	6%	203	60%	338
Computer Hardware & Network Maintenance	7	8%	19	20%	2	2%	65	70%	93
Computer Operator and Programming Assistant	450	23%	220	11%	72	4%	1247	63%	1989
Desk Top Publishing Operator	9	12%	11	14%	2	3%	56	72%	78
Draughtsman (Civil)	22	9%	32	12%	10	4%	193	75%	257
Draughtsman (Mechanical)	44	19%	53	23%	11	5%	120	53%	228
Dress Making	34	6%	52	9%	163	29%	313	56%	562
Electrician	812	24%	520	16%	200	6%	1780	54%	3312
Electronics Mechanic	231	20%	220	19%	67	6%	646	56%	1164
Electroplater		0%	0	0%		0%	4	100%	4
Fashion Design & Technology	16	10%	12	7%	33	20%	107	64%	168
Fitter	658	23%	669	23%	143	5%	1439	49%	2909
Food & Beverages Services Assistant	1	5%	4	20%	1	5%	14	70%	20
Food Production (General)		0%	5	25%	3	15%	12	60%	20
Foundryman	21	23%	21	23%	6	6%	45	48%	93
Fruit and Vegetable Processor	12	9%	10	7%	7	5%	112	79%	141

Health Sanitary Inspector		0%	0	0%		0%	1	100%	1
Hospital House Keeping		0%	1	25%	1	25%	2	50%	4
Information Communication Technology System Maintenance	102	7%	103	17%	37	6%	368	60%	610
Instrument Mechanic	17	30%	12	21%	1	2%	26	46%	56
Interior Design & Decoration	17	10%	21	12%	4	2%	136	76%	178
Machinist	141	24%	152	26%	25	4%	259	45%	577
Machinist (Grinder)	65	23%	83	30%	7	3%	122	44%	277
Maintenance Mechanic (Chemical Plant)	10	29%	8	24%	4	12%	12	35%	34
Marine Fitter	1	33%	2	67%		0%	0	0%	3
Mason (Building Constructor)	9	9%	14	14%	8	8%	68	69%	99
Mechanic (Motor Vehicle)	302	25%	214	18%	61	5%	639	53%	1216
Mechanic (Refrigeration and Air-Conditioning)	115	19%	141	24%	66	11%	273	46%	595
Mechanic (Tractor)	45	16%	66	24%	23	8%	141	51%	275
Mechanic Agriculture Machinery		0%	5	45%	2	18%	4	36%	11
Mechanic Auto Body Repair		0%	4	22%	1	6%	13	72%	18
Mechanic Auto Electrical and Electronics	14	12%	17	15%	8	7%	75	66%	114
Mechanic Consumer Electronics Appliances	7	21%	3	9%	1	3%	22	67%	33
Mechanic Diesel	279	22%	199	16%	56	4%	748	58%	1282
Mechanic Machine Tool Maintenance	63	35%	36	20%	9	5%	71	40%	179
Mechanic Mechatronics	1	50%	0	0%		0%	1	50%	2
Mechanic Medical Electronics	6	40%	4	27%		0%	5	33%	15
Multimedia Animation & Special Effects	2	10%	0	0%	1	5%	17	85%	20
Operator Advanced Machine Tools	4	1%	7	20%	2	6%	22	63%	35
Painter General	66	36%	43	23%	9	5%	67	36%	185
Photographer		0%	0	0%		0%	1	100%	1
Plastic Processing Operator	26	28%	16	17%	6	6%	46	49%	94
Plumber	48	16%	47	16%	41	14%	156	53%	292
Pump Operator-Cum-Mechanic	38	20%	35	18%	21	11%	98	51%	192
Secretarial Practice (English)	19	19%	8	8%	2	2%	69	70%	98
Sewing Technology	21	9%	25	11%	66	28%	123	52%	235
Sheet Metal Worker	141	31%	82	18%	14	3%	221	48%	458
Stenographer & Secretarial Assistant (English)	8	3%	14	6%	2	1%	211	90%	235
Surface Ornamentation Techniques (Embroidery)	2	7%	2	7%	5	17%	20	69%	29
Surveyor	16	8%	40	19%	6	3%	144	70%	206
Technician Power Electronics System	8	29%	5	18%	1	4%	14	50%	28
Textile Wet Processing Technician		0%	0	0%	1	33%	2	67%	3

Tool & Die Maker (Dies & Moulds)	19	35%	7	13%	2	4%	26	48%	54
Tool & Die Maker (Press Tools, Jigs & Fixtures)	25	21%	29	24%	12	10%	53	44%	119
Turner	159	24%	159	24%	32	5%	310	47%	660
Weaving Technician	2	25%	3	38%		0%	3	38%	8
Welder	421	21%	392	20%	144	7%	1035	52%	1992
Welder (GMAW & GTAW)	28	23%	30	25%	8	7%	54	45%	120
Wireman	375	29%	162	12%	120	9%	656	50%	1313
Grand Total	5057	21%	4179	17%	1685	7%	12971	54%	23892

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 Males having directionally higher employability as against Females currently.

Table 30: Gender Breakup for Employment Currently

Details of Current Employment	Female (SS)	Female (%)	Male (SS)	Male (%)	Others (SS)	Others (%)
Employed / Engaged	1846	34%	9064	45%	11	32%
Unemployed and Not Engaged at that time	3557	66%	10958	55%	23	68%

Further, diagnosing the type of current employment / engagement between males and females we find both Female students (45%) as well we Male students (47%) have currently gone for apprenticeship. As far as paid employment is concerned, more Male students (40%) are currently in paid employment as compared to Females (28%). Self-employment on the other hand stands higher among Females (26%) compared to Males (13%).

Table 31: Gender Breakup for Employment Currently

Details of Current Employment	Female (SS)	Female (%)	Male (SS)	Male (%)
Apprenticeship	837	45%	4218	47%
Paid employee – Temporary	332	18%	2385	26%
Paid employment – Permanent	192	10%	1263	14%
Self employed	485	26%	1198	13%
Grand Total	1846	100%	9064	100%
Still Working in First Job	1265		6053	

5.4 Caste 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 Males having directionally higher employability as against Females currently.

Table 32: Caste Breakup for Employment Currently

Details of Current Employment	Tot	SC (n)	SC (%)	ST (n)	ST (%)	OBC (n)	OBC (%)	VJNT (n)	VJNT (%)	Open & Oth. (n)	Open & Oth. (%)
Employed/Engaged	12971	1806	17%	1033	9%	3979	36%	893	8%	3210	29%
Unemployed and Not Engaged at that time	10921	2658	20%	1281	10%	4807	37%	998	8%	3227	25%

Table 33: Caste Breakup for Employment Currently

Details of Employment post course completion	Total	SC (n)	SC (%)	ST (n)	ST (%)	OBC (n)	OBC (%)	VJNT (n)	VJNT (%)	Open & Oth. (n)	Open & Oth. (%)
Apprenticeship	5057	873	17%	564	11%	1881	37%	395	8%	1344	27%
Paid employee-Temporary	2723	434	16%	193	7%	940	35%	223	8%	933	34%
Paid employment – Permanent	1456	241	17%	128	9%	546	38%	116	8%	425	29%
Self employed	1685	258	15%	148	9%	612	36%	159	9%	508	30%
Total Employed / Engaged	12971	1806	17%	1033	9%	3979	36%	893	8%	3210	30%

5.4 Districtwise 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

Apprenticeship: This contributes to 21% Out of 2005 students. The districts which are above average (>25%) with a considerable sample are – Ahmednagar (27% out of 881), Aurangabad (26% out of 1065), Jalna (28% out of 430), Nandurbar (28% out of 216), Palghar (33% out of 603), Ratnagiri (34% out of 518), Raigadh (28% out of 495) and Thane (30% out of 542).

For Paid Employment: At an overall level, paid employment occupies a 17% share (4179 out of 23892 respondents). Districts with proportion over 20 % are Dhule, Kolhapur, Mumbai (Suburban), Pune, Sangli, Satara and Solapur.

For Unemployed Students: Current Unemployment is 54% (out of total 23892 students). The centers which are above this average (>65%) are Chandrapur, Hingoli, Nagpur, Wardha and Washim.

Table 34: Tradewise Employment Geographical Coverage

	Apprenticeship		Paid Employment		Self-employment		Unemployed		Total
Ahmednagar	242	27%	170	19%	76	9%	393	45%	881
Akola	147	21%	70	10%	44	6%	431	62%	692
Amravati	255	22%	129	11%	71	6%	713	61%	1168
Aurangabad	272	26%	171	16%	82	8%	540	51%	1065
Beed	64	24%	40	15%	29	11%	130	49%	263
Bhandara	100	15%	76	11%	38	6%	448	68%	662
Buldhana	104	15%	136	19%	54	8%	412	58%	706
Chandrapur	175	19%	85	9%	47	5%	626	67%	933
Dhule	92	19%	107	23%	42	9%	232	49%	473
Gadchiroli	44	14%	44	14%	24	8%	203	64%	315
Gondia	32	14%	38	17%	14	6%	145	63%	229
Hingoli	24	16%	17	12%	6	4%	99	68%	146
Jalgaon	162	17%	153	16%	73	8%	553	59%	941
Jalna	122	28%	66	15%	43	10%	199	46%	430
Kolhapur	340	24%	350	25%	139	10%	567	41%	1396
Latur	154	22%	129	18%	57	8%	374	52%	714
Mumbai City	156	21%	136	18%	28	4%	417	57%	737
Mumbai Suburban	72	20%	84	23%	14	4%	189	53%	359
Nagpur	284	15%	261	14%	101	5%	1249	66%	1895
Nanded	172	22%	143	18%	78	10%	396	50%	789
Nandurbar	61	28%	30	14%	14	6%	111	51%	216
Nashik	299	25%	219	18%	94	8%	586	49%	1198
Osmanabad	106	23%	79	17%	32	7%	245	53%	462
Palghar	196	33%	117	19%	15	2%	275	46%	603
Parbhani	81	16%	87	18%	39	8%	289	58%	496
Pune	103	18%	120	22%	39	7%	295	53%	557
Raigad	139	28%	86	17%	32	6%	238	48%	495
Ratnagiri	177	34%	94	18%	35	7%	212	41%	518
Sangli	134	19%	234	33%	38	5%	297	42%	703
Satara	144	25%	159	28%	30	5%	243	42%	576

Sindhudurg	55	22%	50	20%	21	8%	128	50%	254
Solapur	71	14%	118	23%	78	15%	251	48%	518
Thane	162	30%	103	19%	21	4%	256	47%	542
Wardha	56	11%	68	14%	35	7%	339	68%	498
Washim	59	12%	69	15%	37	8%	309	65%	474
Yavatmal	201	20%	141	14%	65	7%	581	59%	988
Grand Total	5057	21%	4179	17%	1685	7%	12971	54%	23892

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 51% respondents.

Table 35: Monthly Income in Current Employment

Monthly Income – Current Employment	Sample Size	Sample Size (%)
Up to 6000	1260	13%
6000 to 10000	3823	38%
10000 to 15000	2764	28%
15000 to 20000	1224	12%
20000 to 25000	537	5%
More than 25000	382	4%
All Paid Employed Currently	9990	100%

5.6 Understanding the Path of ITI Graduate Career

In this analysis we understand 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. 60% of the students who are doing Apprenticeship are now had already started doing Apprenticeship immediately after course completion. However, quite a large percentage (24%) are Not Working.
2. Quite a large proportion who are “Not Working” were in the same status after completion of their course work

Table 36: Current Employment Status as against the Immediate Employment Status

Engagement / Employment Immediately after course					
	Apprenticeship	Paid employment – temporary	Paid employment - permanent	Self-employment	Not Working

	N	N (%)	N	N (%)	N	N (%)	N	N (%)	N	N (%)
Apprenticeship	4363	60%	129	6%	74	6%	67	5%	424	4%
Paid employment-Permanent	224	3%	100	5%	866	67%	55	4%	211	2%
Paid employment-Temporary	731	10%	1587	73%	104	8%	70	5%	231	2%
Self employment	214	3%	71	4%	58	5%	1074	76%	268	2%
Not working	1711	24%	279	13%	185	14%	147	10%	10649	90%
Grand Total	7243	100%	2166	100%	1287	100%	1413	100%	11783	100%

3. 73% continue to be engaged in temporary employment since the course completion.

A small percentage of students have moved from Temporary to Permanent Employment (5%) and 13% are out of the workforce.

4. 76% of Students who were Self-Employed after completing their course continue to remain Self-Employed and 10% are out of workforce.

5.7 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 8% students who were engaged immediately post completion of course are currently unemployed. There is also an obvious decline in Apprenticeship of 11%.

Table 37: Employment Scenario – Immediately after Course Completion as against Current

Details of Employment	Immediately after Course Completion (%)	Currently (%)	Gap Calculated (+/-)
Apprenticeship	32%	21%	-11%
Paid employee- Temporary	9%	11%	2%
Paid employment -Permanent	6%	6%	0%
Self employed	7%	7%	0%
Still working in my first job	0%	0%	0%
Not working - unemployed and not looking for a job	10%	11%	1%
Not working - unemployed but looking for a job	37%	43%	7%

5.8 Income Pattern on Employment

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

Table 38: Monthly Wage – Immediately after Course Completion as against Current

Monthly Income – Current Employment	Immediately after Course Completion (%)	Currently (%)	Gap Calculated (+/-)
Up to 6000	15%	13%	-2%
6000 to 10000	43%	38%	-5%
10000 to 15000	25%	28%	3%
15000 to 20000	10%	12%	2%
20000 to 25000	5%	5%	1%
More than 25000	3%	4%	0.3%
All Paid Employed Currently	100.00%	100.00%	0.00%

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.

5.9 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 39: Employment Trade Scenario – Immediately after course completion as against current

	Immediately after Course Completion (n)	Currently (n)	Gap Calculated (+/-)
Architectural Draughtsman	0.10%	0.22%	0.11%
Baker & Confectioner	0.23%	0.52%	0.29%
Carpenter	1%	2%	0.42%
Computer Operator and Programming Assistant	8%	8%	0.44%
Cutting and Sweing	1%	1%	0.23%
Draughtsman Mechanical	1%	1%	0.16%
Dress Making	2%	3%	0.46%
Electronics Mechanic	5%	6%	0.68%
Electrician	15%	18%	3.38%
Fitter	13%	16%	2.30%
Interior Decoration & Designing	0.28%	0.33%	0.05%
Mech cum Operator Elect Comm System	0.02%	0.00%	-0.02%
Mechanic (Tractor)	1%	1%	0.41%
Mechanic Diesel	5%	5%	0.91%
Mechanic Machine Tool Maintenance	0.90%	1%	0.31%
Mechanic Refrigeration & Air Conditioner	3%	4%	0.77%
Mechanic Motor Vehicle	6%	6%	0.75%
Painter (General)	1%	1%	0.26%
Operator Advance Machine Tools	0.20%	0.27%	0.07%
Pump Operator Cum Mechanic	0.61%	0.84%	0.22%
Sheet Metal Worker	2%	3%	0.57%
Turner	3%	4%	0.54%
Wireman	5%	7%	1.49%

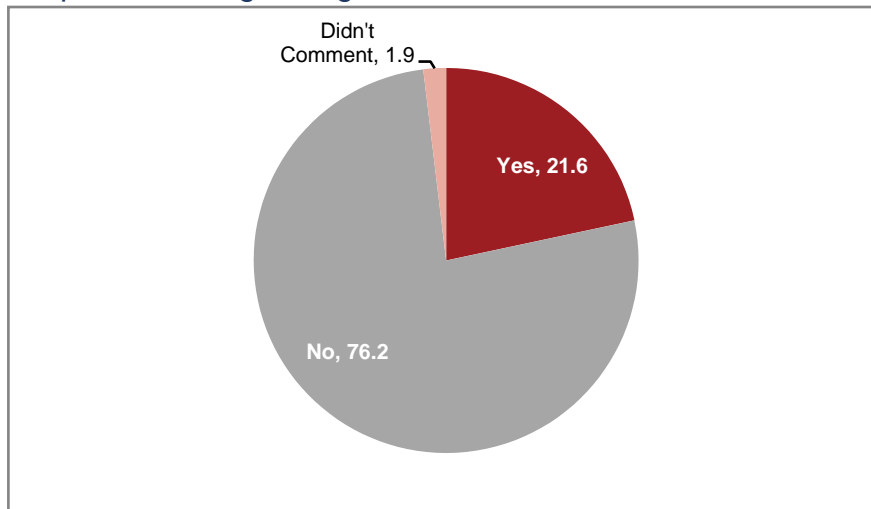
No Response	26%	11%	-14.80%
Total	100%	100%	0.00%

6. On-the-Job Training

6.1 Training provided during the course (on-the-job training)/industrial, etc

A majority of respondents (76%) indicated Not Receiving the training during the course with only 22% respondents indicated getting such training.

Graph 1: Training during the course



The responses to the duration of the training are polarized. Those who have undergone the training either it has been of less than 2 weeks as indicated by 46% respondents while another 42% respondents indicate it being of more than 2 months such as Fitter, Machinist, Draughtsman (Civil), wireman, painter (general) etc

Table 40: Duration of Training provided during the course

Duration	Sample Size	Sample Size (%)
Around 15 days	2411	28%
15 to 30 days	1532	18%
30 to 45 days	598	7%
45 to 60 days	468	5%
more than 60 days	3632	42%
Those undergone the training	8641	100%

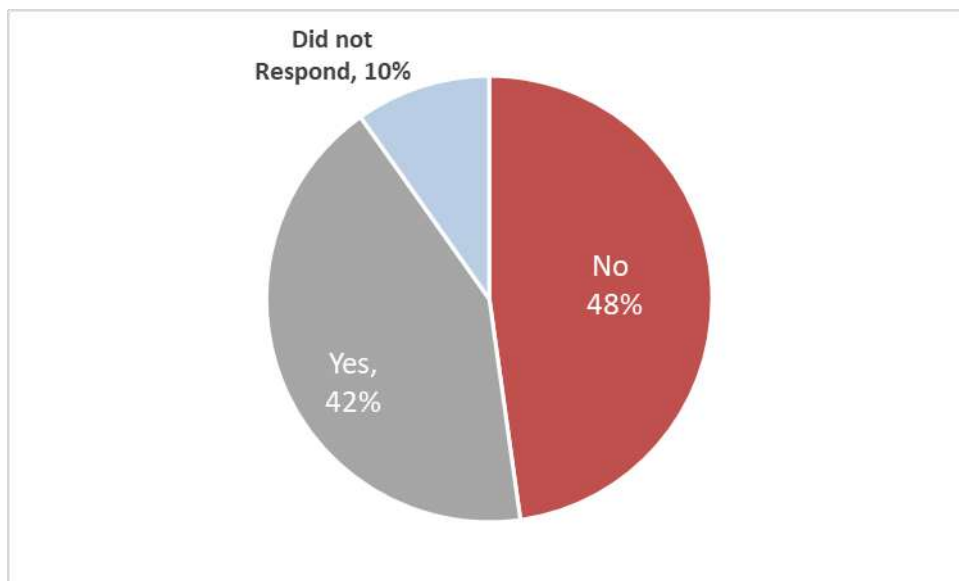
7. Apprenticeship

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 (48%) have not undergone any type of apprenticeship after course completion. While 42% respondents indicated that they have undergone the apprenticeship after course completion.

Graph 2: Apprenticeship after course



7.2 Apprenticeship after course completion by trade

The trade wherein there is high apprenticeship turnout are - Painter (General) (58% out of 201), Machinist (Grinder) (53% out of 287) and Machinist (50% out of 619).

Table 41: Apprenticeship after course completion by trade

Apprenticeship after Course	No	No (%)	Yes	Yes (%)	Did not Respond	Did not Respond (%)	Total
Architectural Assistant	46	55%	24	29%	13	16%	83
Attendant Operator (Chemical Plant)	9	28%	22	69%	1	3%	32

Baker and Confectioner	12	40%	16	53%	2	7%	30
Basic Cosmetology	252	55%	147	32%	61	13%	460
Carpenter	199	56%	124	35%	30	8%	353
Computer Hardware & Network Maintenance	61	64%	29	31%	5	5%	95
Computer Operator and Programming Assistant	1046	50%	887	42%	169	8%	2102
Desk Top Publishing Operator	41	49%	36	43%	7	8%	84
Draughtsman (Civil)	196	73%	51	19%	22	8%	269
Draughtsman (Mechanical)	115	47%	108	44%	24	10%	247
Dress Making	351	53%	185	28%	127	19%	663
Electrician	1634	46%	1564	44%	321	9%	3519
Electronics Mechanic	549	45%	575	47%	96	8%	1220
Electroplater	4	100%	0	0%	0	0%	4
Fashion Design & Technology	112	60%	44	24%	31	17%	187
Fitter	1326	43%	1454	47%	313	10%	3093
Food & Beverages Services Assistant	6	29%	14	67%	1	5%	21
Food Production (General)	9	41%	10	45%	3	14%	22
Foundryman	45	45%	46	46%	8	8%	99
Fruit and Vegetable Processor	95	66%	45	31%	5	3%	145
Health Sanitary Inspector	0	0%	1	100%	0	0%	1
Hospital House Keeping	2	40%	1	20%	2	40%	5
Information Communication Technology System Maintenance	296	47%	287	45%	53	8%	636
Instrument Mechanic	18	31%	38	66%	2	3%	58
Interior Design & Decoration	146	80%	30	16%	7	4%	183
Machinist	247	40%	311	50%	61	10%	619
Machinist (Grinder)	111	39%	153	53%	23	8%	287
Maintenance Mechanic (Chemical Plant)	13	36%	19	53%	4	11%	36
Marine Fitter	1	33%	2	67%	0	0%	3
Mason (Building Constructor)	65	64%	31	31%	5	5%	101
Mechanic (Motor Vehicle)	541	42%	624	48%	138	11%	1303
Mechanic (Refrigeration and Air-Conditioning)	290	47%	292	47%	33	5%	615
Mechanic (Tractor)	122	42%	139	47%	32	11%	293
Mechanic Agriculture Machinery	7	64%	4	36%	0	0%	11
Mechanic Auto Body Repair	12	67%	6	33%	0	0%	18
Mechanic Auto Electrical and Electronics	84	69%	27	22%	10	8%	121
Mechanic Consumer Electronics Appliances	12	36%	21	64%	0	0%	33
Mechanic Diesel	651	48%	572	42%	147	11%	1370
Mechanic Machine Tool Maintenance	86	47%	86	47%	11	6%	183
Mechanic Mechatronics	0	0%	1	50%	1	50%	2

Mechanic Medical Electronics	0	0%	15	100%	0	0%	15
Multimedia Animation & Special Effects	11	55%	9	45%	0	0%	20
Operator Advanced Machine Tools	16	44%	19	53%	1	3%	36
Painter General	53	26%	117	58%	31	15%	201
Photographer	1	100%	0	0%	0	0%	1
Plastic Processing Operator	49	51%	45	46%	3	3%	97
Plumber	156	49%	121	38%	39	12%	316
Pump Operator-Cum-Mechanic	100	50%	83	41%	18	9%	201
Secretarial Practice (English)	68	65%	29	28%	8	8%	105
Sewing Technology	151	51%	68	23%	80	27%	299
Sheet Metal Worker	202	42%	234	49%	46	10%	482
Stenographer & Secretarial Assistant (English)	201	83%	32	13%	10	4%	243
Surface Ornamentation Techniques (Embroidery)	18	46%	11	28%	10	26%	39
Surveyor	153	72%	49	23%	10	5%	212
Technician Power Electronics System	14	47%	13	43%	3	10%	30
Textile Wet Processing Technician	3	100%	0	0%	0	0%	3
Tool & Die Maker (Dies & Moulds)	20	37%	32	59%	2	4%	54
Tool & Die Maker (Press Tools, Jigs & Fixtures)	52	42%	64	52%	7	6%	123
Turner	317	46%	315	46%	58	8%	690
Weaving Technician	5	63%	3	38%	0	0%	8
Welder	1085	51%	821	38%	231	11%	2137
Welder (GMAW & GTAW)	56	43%	60	46%	14	11%	130
Wireman	619	44%	633	45%	159	11%	1411
	12162	48%	10799	42%	2498	10%	25459

Majority (76%) of respondents have undergone the apprenticeship for a year while around 17% have done it for 3 or 6 months. Few (7%) have extended the apprenticeship beyond a year.

Table 42: Duration of Apprenticeship (among those who have indicated having engaged in apprenticeship)

Tenure of Apprenticeship	Sample Size	Sample (%)
1 year	8071	76.01%
2 year	738	6.95%
3 months	968	9.12%
6 months	841	7.92%
Grand Total	10618	100.00%

7.3 Range of Monthly Income (Stipend)

45% of the respondents who went into apprenticeship had a stipend of INR 6000 to INR 10,000. 20% respondents also received INR 11000 to INR 15000 stipend as well.

Table 43: Monthly Stipend in during Apprenticeship

Income Bracket	Sample Size	Sample Size (%)
Below 6000	871	11%
6000 to 10000	3666	45%
10000 to 15000	1585	20%
15000 to 20000	619	8%
20000 to 25000	272	3%
More than 25000	230	3%
Did not answer	862	11%

7. 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.

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 around 28% of the total respondent base covered in the survey. Therefore, it is important to understand the gaps which are currently occurring in two areas –

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.

1. 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.
2. 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.

There are two major recommendations that can be gleaned from the above results and the existing trends:

1. We should focus on imparting courses to Female so that they can be self-reliant. The proportion of Female (24%) in starting a Self-Employment is found to be higher than among Males (10%). This, in fact, is a healthy trend and the overall infrastructure should accommodate this trend by providing more support to Women in starting on their own
2. There is a need for integrating DVET offerings with the overall trends in Skilling and Employment. It is extremely important to align the Courses or Trades with the overall District Skill development. The annual District Skilling Plans are formulated keeping the industry trends in consideration – it will be extremely beneficial if the ITI courses are aligned with the annual skilling plans.