

Flexible Memorandum of Understanding (Flexi-MoU - Skilling through Industry Institute Linkage)

“Skill, Scale and Speed”



Submitted by

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1. Brief Overview of the Project.

Introduction: Flexible Memorandum of Understanding or Flexi-MoU is an innovative tool developed by Madhya Pradesh Skills Development Mission (MPSDM), implemented by the MPCVET, caters the needs of industry and students of Industrial Training Institutes (ITI). It bridges the demand side of industry with supply side of skilled employable human resource. It is unique as it is flexible as per the sector, industry and company requirements. Flexi-MoU is signed between ITIs in Madhya Pradesh and the entities which come forward for the same.

Need: Taking into cognizance our Prime Minister's vision for "Make in India" and "Skill India", ITIs in the state have come into relevance more than ever. The main stakeholders/beneficiaries in the project are ITI students and industry partners. The project aims to fill the gap between demand and supply related to the human resource for various sectors.

What ITIs have?	What Industries have?
1. Institute.	1. Infrastructure.
2. Infrastructure and Certification	2. Latest Machinery
3. Trainees and their Transition time.	3. Latest Technology
4. Trainers.	4. Experts.
Missing Links	
1. Lack of latest technology and machinery / Equipment	1. Lack of Skilled Manpower for Industry specific need.
2. Lack of training to trainers (for industry specific need.)	2. Retraining of recruited Skilled Manpower & Engaging Experts for Training. (Cost and Time Factor)
3. Lack of Linkage with Industry.	3. Retaining of trained Manpower (Cost and Time Factor)

Salient Features: The Salient Features of the Project are: -

- a. Department had initiated the process of handshaking of ITIs with the nearest industries from relevant sector through a MoU so as to provide specific training to ITI students and make them Industry ready.
- b. Designing specific training modules as per the need of respective Industries.
- c. Sharing of Technological Know How.
- d. Selected trainees are trained on customized training modules developed by the respective industry.
- e. Sharing of available resources through such initiatives would help to save cost for both ITI and the associated industry.
- f. Association with the industries through flexi-MoUs shall ensure high employability rate.

Participating Organizations: The following entities can formulate Flexi-MoUs: -

- a. The industry which has minimum 300 regular employees (including contractual) and have the capacity to employ at least 30 people every year; or
- b. The industry which has regular supply chain of 300 working people; or
- c. Industry Cluster Associations, group/consortium of companies, NGOs; or
- d. Credible staffing companies with proven track record, authorized by employers

Benefits of Flexi- MoU for industry partners: The project has multifold benefits to the participating industries which are listed as follows: -

- a. Supply of trained and industry ready human resource.
- b. Government support in the form of training infrastructure availability, mobilization of students for various interventions such as pre-assessment, training, assessment and placement.
- c. Recruitment and training expenses optimized by the company
- d. Proper utilization of CSR funds, training and development funds for human resource development for a better nation and a better world.
- e. To help sectors collaborate and ensure develop each other.

Benefits of Flexi-MoU for ITI Students:

- a. Free training on cutting edge technology.
- b. Practical exposure in real world industry environment.
- c. Getting students placed in India and abroad.
- d. Catering to the aspirations of the students and needs of various sectors/industries.
- e. Leveraging the current capacities of Industrial training Institute and expanding the same.
- f. Building a strong ITI network.
- g. Industry acceptable certification.

Sectors in which Flexi- MoU can be formulated:

Flexi-MoUs shall be done for both **manufacturing** and **services sector**. MPCVET is looking forward to the flexi-MoUs in advanced technological areas such as CAD, hadoop, IoT (Internet of Things), 3D Printing, computer based component designing, cloud/client architecture, web-scale IT, risk- based smart security systems, smart machining, data analytics, networking, Chinese language, Japanese language, yoga, and many more. Few of the relevant sectors where opportunities to undergo flexi-MoUs can be explored, are mentioned below: -

Automotive	Beauty & Wellness	Agriculture	Electronics
Capital Goods	Construction & Plumbing	Healthcare	Gem & Jewellery
IT/ITES	Leather	Media & Entertainment	Retail
Security Sector	Textile	Food & Beverages	Handicraft & Weaving
Food Processing	Floriculture	Interior decoration & landscaping	Baking & Confectionary

The list of sectors mentioned above is only tentative and more sectors and skills are encouraged under the Flexi-MoU for wider participation of the industries benefiting the unemployed youth in the state.

2. Challenges faced before deployment of the Project.

The Department of Technical Education and Skill Development (DoTESD) has been managing and running the Industrial Training Institutes in the state for imparting vocational training to unemployed educated youth in state to increase the sustainable employment opportunities. DoTESD has promoted MPCVET as the nodal agency to implement Madhya Pradesh Skill Development Mission (MPSDM). Placement for ITI pass outs has been the major issue for the state. It has been generally observed that the ITIs have been successful in achieving good admission rate vis-a-vis allocated seats; however the placement ratio has not been encouraging. Absence of industry relevant training modules, unavailability of advance tools and equipment and low industrial exposure are some of the basic reasons behind the low placement ratio of the candidates passing out of ITIs in the state. There are various other factors which lead to low employment ratio of the trained candidates such as: -

- a. **Low utilization of social capital:** - The social capital of rural youth is not being fully utilized due to low accessibility of formal training in the remote areas of the state. There is a visible lack of industry-oriented training institutions as the production technology in the Industries has undergone a paradigm shift in last two decades. The seats in the training institutions are limited as compared to the availability of willing and competent aspirants.

- b. **Huge gap between demand and supply of trained manpower:** - Ever increasing demand for trained man power has been observed from the industries and the ITIs have not been successful in fulfilling this demand as they are unable to train the students in line with the skills required by the industries. This is a pretty complex situation wherein the ends of demand and supply do not meet each other.
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|--|---|
| Low utilization of social capital | <ul style="list-style-type: none"> • Social capital of rural youths not being utilized • Limited seats vs. no. of Aspirants |
| Huge gap between demand & supply of trained manpower | <ul style="list-style-type: none"> • Ever increasing demand for trained man power |
| Issue of mobility of local Youth | <ul style="list-style-type: none"> • Rural youth do not want to move to urban area for training |
| Existing training model | <ul style="list-style-type: none"> • Training duration not matching with seasonality of rural youths • More focused towards classroom education and lacks industrial exposure |

- c. **Absence of industry partnership in day-to-day ITI training:** - There has been no industry collaboration in day-to-day ITI training, because of which students are deprived of getting industry relevant skills and so find difficulty in getting placement opportunity. Students do not get hands-on practical exposure in their respective trades.
- d. **Existing training model:** - Current training model at ITIs is majorly centered on classroom based pedagogy. The machines and equipment in practical laboratories at these institutes are redundant and hands-on exposure on these machines has no relevance in the respective industries.

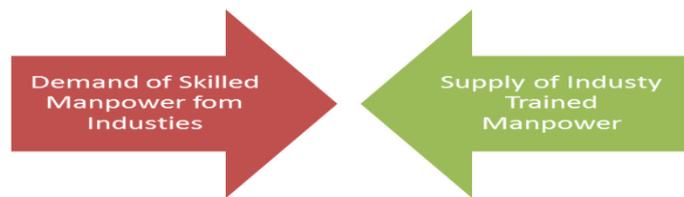
To overcome these challenges, MPCVET has introduced Flexi-MoU program to bring in industry participation in the formal ITI training and thereby improve the employability of skilled youth.

3. The Objectives of the Project

The Objectives of the Project are to: -

- a. **Increase industry participation to impart employable industry relevant skills:** - The project aims to enhance institute – industry partnership. It strives to provide cutting edge technology and industry-specific training to ITI students with secured employment opportunities. The industries are benefitted with the ready to employ skilled candidates thereby reducing transition time on training the manpower on specific skilling requirements. Thus, the project optimizes the cost incurred by industries on training activities and benefits the ITI students with secured jobs.

- b. **Bridge gap between the demand and supply of trained manpower:** - The project tries to diminish gap between the demand for skilled manpower from industries and supply of industry ready candidates. Through this initiative, ITIs shall train the selected candidates on their respective trades as per the curriculum. Simultaneously, these candidates shall be trained by the Industry on their specific modules and will get practical experience on advanced industrial machines and tools. Thereby, these candidates would be theoretically sound, certified and skilled as per industries requirements.



- c. **Provide industry-trained manpower to boost the mutual growth of both the stakeholders:** - Both the primary stakeholders of the project viz. industries and students are being benefitted from the project. Industries are getting trained and ready to be employed candidates with minimum efforts and optimized costs. It saves a lot of transition time for the industries in the manufacturing processes cycle as the candidates are skilled to work in the production line from Day 1. This increases the production & productivity of the company and decreases the wastage (training efforts). As a result, the profitability increases for the industries. On the other hand, the skilled manpower attracts better remuneration from the industry leading to their economic well-being.
- d. **Incentivize industry partners in form of infrastructure support, student mobilization, assessment and certification thereby optimizing the training expenses:** - Under the project, the ITI provides free of cost infrastructure support viz. land, building, furniture, machines (if available) to the industry partner. Additionally, the tasks such as mobilization, selection, admission, examination and certification of candidates are being undertaken by the ITI. In this way, there is enormous cost savings for the industries' for hiring trained manpower.
- e. **Realize the vision of “Skill India” and “Make in India”:** - Taking into cognizance the Hon'ble Prime Minister's vision for “Make in India” and “Skill India”, ITIs in the state have come into relevance more than ever. The availability of skilled manpower is one of the most crucial factors for an industry. The project caters to the need of industries by providing skilled manpower and in turn allows industries to set up and manage their workshops / units in the state. The project is “win-win” for both industries and students.

4. Description of the solution implemented and the governance practices involved

The project is being implemented in a pre-defined manner considering the best-possible amalgamation for industries, students and government. However, the chronological sequence of events that constitutes the cycle of implementation is as follows: -

- a. **Organizing Stakeholders' Consultation Meetings:** - Before the launch of the project, the MPCVET organized a promotional / awareness generation meeting at the State Level with the participation of leading industries' representatives, certification and assessment agencies, principals of the ITIs and officials of the department to describe the policy parameters of the project. The meeting, chaired by the Principal Secretary of the department, followed a participative approach. The views of the participating industries' were taken and recorded about the amendments in the policy. MPCVET, under DoTESD, continues to organize such meetings and is **leaving no stone unturned in turning every stone into a milestone** for this project.

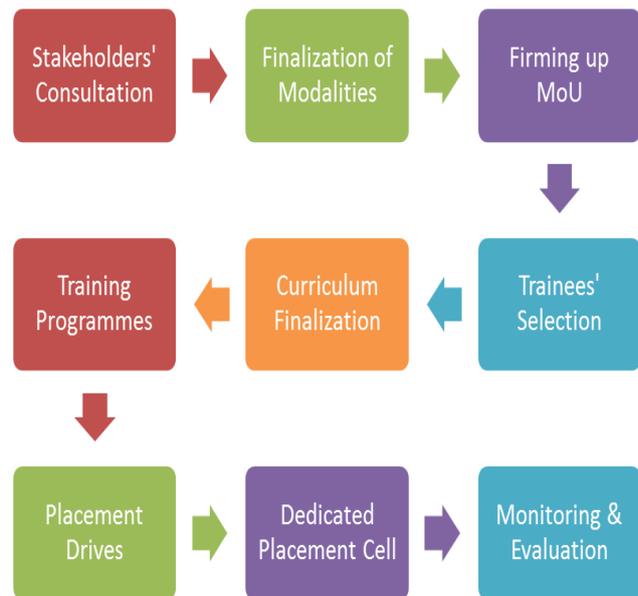


- b. **Finalization of Modalities:** - After the consultation meetings and subsequent correspondence, all the modalities of the project are finalized in close interaction with the industry. The modalities have been finalized with consent of benefitting the students and incentivizing the industries for widespread acceptability of the project from all stakeholders.



c. **Firming up Terms and Conditions of the MoU:** - Post finalization of modalities of the project, a consultative workshop is organized with Industries for finalization of template Memorandum of Understanding for the project. The interests of ITIs, Industry and Students have been safeguarded with proper due-diligence.

d. **Selection of Trainees:** - The selection of trainees is being done through online admission and counselling by following utmost transparency. The students fill the application form online through MP Online (an e-governance initiative of the GoMP) indicating their three preferences of trade and ITIs based on priority. After completion of application process, the forms are scrutinized and a merit list is prepared. The list is posted on the website as well as e-mail is sent to candidates. Further, the candidates appear in the respective ITI for document verification and admission. The industries are provided with the **best available talent** as the allotment of candidates is based on merit with applicable reservation norms for the categories.



e. **Finalization of Course Curriculum:** - The technology in the manufacturing concerns has gone through a “paradigm shift” post-globalization. Therefore, the project runs with a flexible approach as the leading industry prepare their own set of curriculum as per the existing need based specific requirements which increase the probabilities for employment for candidates. The curriculum prepared by the Industries are vetted by the concerned authority in the department and then finalized for training.

f. **Delivery of the Training Programme:** - Once the preparatory activities is completed, the training goes live. The theory sections in training programmes are organized at the ITI campus by the experts / trainers of the industries whereas the practical sessions are conducted at the Industry only. No fee is charged to the students by the industries. The training duration is flexible and mutually decided between Industry and MPCVET on case-to-case basis based on the submissions of the Industry.

- g. **Industry led Placement Drives:** - Once the training is completed, there are campus placement drives for the trained candidates. Providing gainful and sustainable employment opportunities to at least 75% trained candidates is a mandatory condition under the project. As the industry trains the candidates itself, almost all the candidates are absorbed by the Industry at their local sites or other sites (situated in India or abroad).



Hon'ble Minister distributing offer letter for employment under Flexi MoU between M-Apps and ITI, Indore



Three students with overseas placement under Flexi MoU between D-Auto and Model ITI, Bhopal

- h. **Establishing Placement Cell at MPCVET:** - A dedicated placement cell has been established at MPCVET under the direct supervision of the CEO, MPCVET. The Cell is focused towards the placement of the trained candidates in close interaction with the participating industries. The Cell also focuses on the retention of the candidates in their job by concurrently monitoring the project.
- i. **Monitoring & Evaluation by MPCVET:** - MPCVET is responsible for the concurrent monitoring of the project on regular basis. The Principals of the ITIs are in-charge of day-to-day operations of training programme. MPCVET will evaluate the outcome of programme after three years.

The essential part of projects implemented by public sector lie with the governance practices involved in the project. The flexi MoU project has been designed with highest level of due diligence. The project safeguards interests of all the stakeholders and provides a beneficial proposition for all. The governance practices involved in the project are described below: -

Responsiveness

- Meeting block level demand
- Flexible timings & duration
- Bridging demand supply gap
- Training as per need of industry
- Lucrative incentives and reduction in migration

Manageability

- Directly monitored by MPCVET
- Online reporting mechanism
- Mobilization of candidates by ITIs
- Training and placement support by industries

Accountability

- Minimum 75% placements guaranteed
- Outcome based approach
- Competent and expert Trainers
- Certification available

Transparency

- Selection of industries as per well laid norms
- Online admission and examination
- Reservation policy applicable
- Quality assurance by supervision through MPCVET and ITIs

Sustainability

- Replication and Upscaling can be done
- Cost effective project
- Formulated linkages
- Beneficial for industries, students and ITIs

5. Details of the coverage of the targeted population

The project would be implemented in the 212 Government ITIs in the state. The annual intake capacity in these ITIs is 35648 students. The target population comprise of educated unemployed youth of the state who are desirous of sustainable employment opportunities.

Till now, MPCVET has facilitated Flexi-MoUs with six industries and ITIs. The details of these six MoUs are as follows: -

(Table-1: - Details of Flexi-MoUs Executed)

Sr. No.	Name of the Partner Industry	Name of the ITI
1	M-Apps	ITI, Indore
2	D-Auto	Model ITI, Bhopal
3	Maruti Development Laboratory	ITI, Jabalpur
4	Hyundai Motors	ITI, Budhni
5	Maruti Suzuki	ITI, Dewas
6	Toyota Motors	ITI, Indore

Flexi MoU – A case study

The **Model ITI Bhopal** has entered into a flexi MoU with the **D-Auto Engineering Pvt. Ltd.** on 05 December 2014 for training and placement of students of the ITI. D-Auto is an active Engineering Service Provider in the areas of Research and Design Development for industries viz. automobile, civil, electrical, agriculture and general engineering in America, Europe and India. Under the project, D-Auto selected 20 students of the ITI from four trades' viz. fitter, electrician, draughtsman mechanical and draughtsman civil in equal proportion. The theoretical training was conducted at the ITI campus and the practical exposure was given to the students at their laboratory in Bhopal (five kms. away from the ITI campus). Later, Model ITI developed the laboratory as per the technical specifications, norms and requirements of D-Auto and practical training has been imparted at ITI itself.

Under the project, first batch of students have undergone training of Design Development for automobile and civil industry. Three students have been selected for **abroad placement by MET Cranes & Components LLC, UAE** with a lucrative package of in-hand salary of Rs. 22,000/- per month. In addition to the salary, accommodation facilities and in-house kitchen would also be provided to these selected students. Many of the remaining students got placed with other similar organizations in and around Bhopal. The ITI has demand from D-Auto and other industries for remaining candidates. The ITI is preparing to start new batches in collaboration with D-Auto.

6. Comparison of the pre-deployment scenario and post deployment benefits

The challenges faced during the pre-deployment stage were low utilization of social capital, huge gap between demand & supply of trained manpower, mobility of workforce and the training model applied. The Flexi-MoUs project is designed to counter the problems, mentioned above, in a systematic and institutional manner. The project is focused towards sustainable partnership model with a “win-win” situation for major stakeholders viz Industry, ITI and Students. The industries are benefitted with ready to employ trained manpower at very low training expenses whereas students benefit from provision of hands-on practical exposure on industry specific technology and gainful employment opportunities in the sector. This project is focused as a stepping stone towards providing ample lucrative employment opportunities to the ITI students with the leading industries in the local area. The post deployment benefits of the project are explained as below -

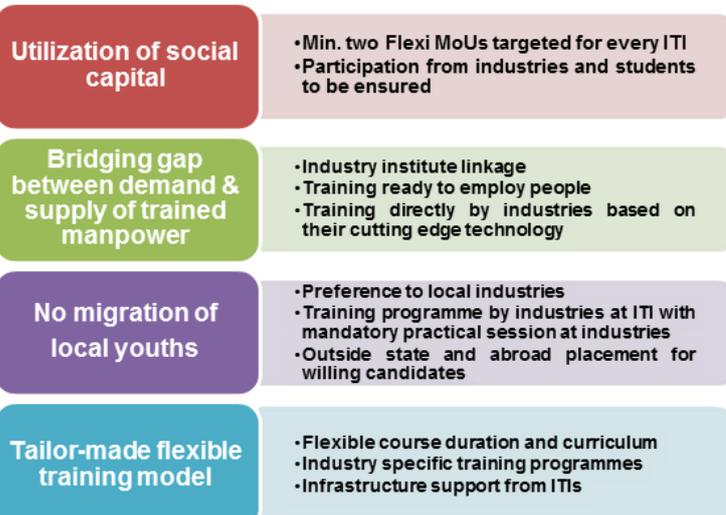
- a. **Utilization of social capital:** - MPCVET is targeting for minimum two flexi MoUs for every ITI in the state. Presently, there are 212 Government ITIs in the state (apart from 385 Private ITIs) and it is expected that at least 424 flexi MoUs will be signed shortly with an approximate target to train and place one lakh candidates under this project by 2020. To achieve the same, MPCVET is in constant dialogue with Industries and Industry Associations to participate and popularize the project. Taking this as a major objective, a state level meeting was conducted on 29 June, 2015. The meeting was chaired by the Principal Secretary of the Department. MPCVET shall ensure active participation from the Industries as well as the Students.

- b. **Bridging gap between demand & supply of trained manpower:** - The project is based on “industry institute partnership” which is ensured by collaborative partnership between the concerned industry and ITI. The MoU is signed by the Principal of ITI and Representative of industry. According to the estimates of Institute of Applied Manpower & Research, Planning Commission (erstwhile), GoI¹, the gap between the requirement of skilled manpower vs. the number of skilled persons in India is rapidly increasing and there lies a requirement in tune of 50 Crore trained people by 2022. The gap can be reduced by initiatives like Flexi MoUs as it creates a platform to improve the course curriculum as per the specific industry needs and to provide training exposure to the selected candidates in a way that they will become a ready to employ skilled workforce for the industry.

¹ Report on Estimating the Skill Gap on a Realistic Basis for 2022; IAMR Occasional Paper No. 1/2013 of February, 2013.

- c. **No migration of local youths:** - The training ecosystem in the state suffers heavily on account of migration. The ITIs are able to offer placement to candidates outside district / state but the local youth is not willing to migrate and thus does not get into formal employment arrangement. It affects the overall impact of the government's objective to provide employable training to the youth at the ITIs.

Flexi MoU program prefers local industries to get into a partnership to provide training to the local youth at the selected ITI and get them placed in the respective industry. Training Programmes are conducted by the Industries at ITI itself with mandatory condition



that practical sessions are conducted at Industries. However, outside state and abroad placements are allowed for willing candidates. Recently, Flexi-MoUs achieved a milestone through **first abroad placements** with MET Cranes & Components LLC- UAE for **three candidates from the Model ITI, Bhopal**. The training programmes were conducted by D-Auto.

- d. **Tailor-made flexible training model:** - Flexibility to the industries in terms of deciding Course duration and Curriculum has been given. Industry Specific training programmes have been launched for ensuring effective training delivery and employability. The project earmarks Infrastructure support from ITIs to the Industries which optimizes the cost of training for the Industries.

7. Key learnings from the project

As the project is innovative and one of its kind; it offers immense potential for learnings. The implementation of the project is in pilot mode. However, MPCVET has identified following major learnings from the project: -

- a. **Flexi MoU is a powerful tool for social inclusion:** - The project aims to provide gainful employment avenues to the trained candidates through partnering with the industries in formal training structure at ITIs. With the introduction of this project, the youth are being trained in cutting edge state of the art technology directly by the industries As a result students are better skilled on latest and industry specific technologies. Thereby, the

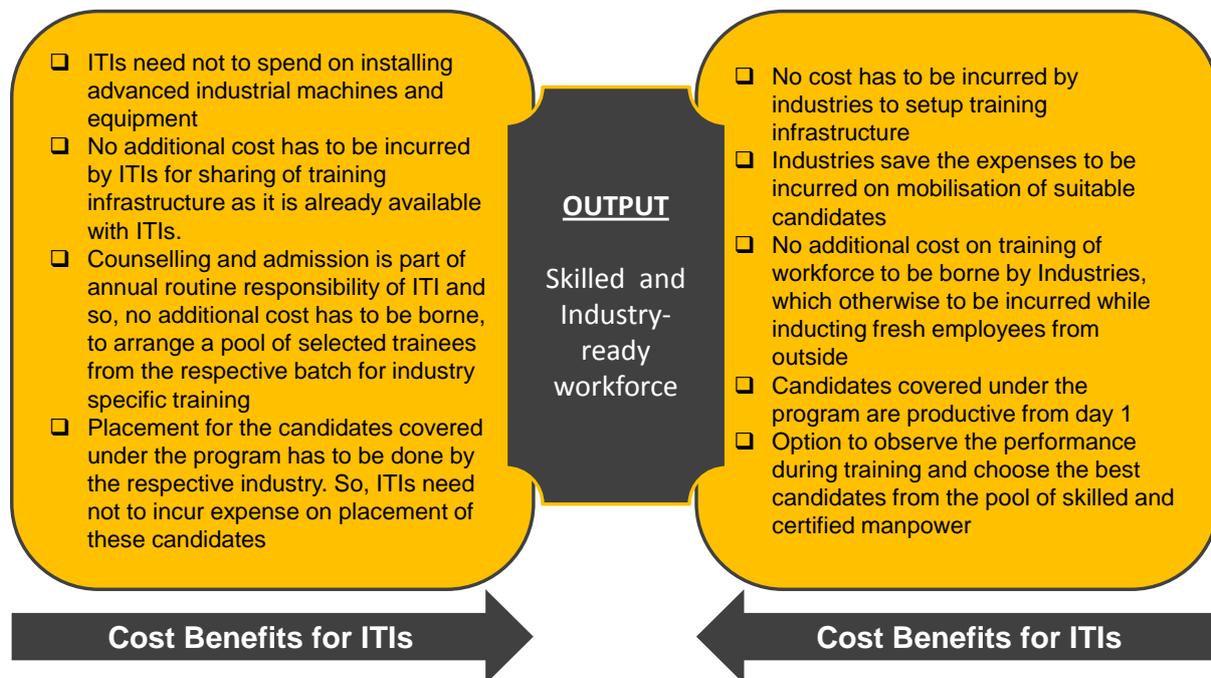
candidates get better placement opportunities at higher pay packages which shall help them improving their overall socio-economic conditions.

- b. Flexi MoU is Replicable at low cost:** - Under the project, the ITIs provide infrastructure support to the industry partners in terms of available land, building, training equipment (if available) and furniture. The industry partners train the candidates at ITI and the practical sessions are conducted at industry sites. As a major portion of cost viz. infrastructure availability is undertaken directly by the State Government; the industries' cost to get trained manpower is substantially optimized. At the same time, students get better training and hands-on exposure on industry specific machineries and tools. Considering the success of the project and its ease of replicability, it has been decided to undertake this program across all trades at all the ITIs in the state.
- c. Requirement exists at local level for skilling in industrial trades:** - The participation of the industries, not only as employers, but as active training providers is need of the hour. To bridge the gap between demand and supply of skilled manpower, it is necessary to go rural and train the candidates at block level ITIs/training institutions where there is a huge potential of getting desired and willing candidates for the program.
- d. Local training and employment attracts better participation:** - The Flexi-MoUs are designed to provide employment to the trained candidates in local industries. The training is imparted in the ITI and the placement is provided by the industry partners preferably located in and around the respective district. It has been noted that the availability of jobs at local level with industry specific training at the respective ITIs attract better participation of the aspiring youth.
- e. Execution of Flexi-MoU program for trades in Services Sector:** - Apart from undertaking the Flexi-MoU program focused only towards production/manufacturing related trades, it can be very successful in service sector trades such as COPA, BPO Assistants, Retail Sales etc.
- f. Industry partnership helps bring-in innovation in Training Methodology:** - Partnering with industries in the formal training and education system at ITIs shall help bring-in innovation in the traditional training methodology. It shall help training officers to be well informed about the latest technology/tools and equipment in their respective trades so that they can provide the industry relevant training to the students at ITIs.

8. Note on the cost effectiveness of the Project.

The project is implemented on resource sharing model. ITIs have to provide the infrastructure (building and machine) which are already available. ITIs also mobilize, counsel and enroll the candidates in the respective trades. On the other hand, industries are not required to make capital investments especially on setting up of training infrastructure.

Industries are responsible for training of candidates and providing advanced machineries and tools. The theory classes are conducted at ITI and practical sessions are conducted at Industry sites. The practical sessions are done on the production / process lines which are already functional. No new expenses have to be incurred for the same. Moreover, the trainees during these practical sessions get hands-on expertise on the production line and thereby increase the profitability for industries immediately after they join them. Industries also save the cost of recruitment and their further training while the fresh employees join the organisation.



This initiative can be seen as a symbiotic association between the selected ITI and the respective industry partner, as it is beneficial for both the parties. On the other hand, it helps students to get skilled on industry specific advance technology which is currently in demand and thereby get ample employment opportunities.

9. MPCVET – Objectives and Functions

Madhya Pradesh Council for Vocational Education & Training (MPCVET) is a body under the chairmanship of Hon'ble CM of Madhya Pradesh to act as the apex body for monitoring, coordination, convergence and providing overall policy direction for skill development activities in Madhya Pradesh.

Objectives of MPCVET

- a. To plan and execute Skill Development Programmes to prepare youth for self employment and for various jobs available in Industrial & Service Sectors.
- b. To develop competency based curricula, and to train and certify school dropouts, labour working in unorganized sector, service sector and unskilled workers engaged in various industries.
- c. To prepare need based training programme of different levels as per the requirement of various industrial sectors, which are recognition at national & international level and also to recognise such programmes for further education. To develop a flexible delivery mechanism to impart training in part time, weekends, full time, onsite/offsite mode.
- d. To plan and monitor National Skill Development Policy at State level.
- e. To frame policy & programmes to link non-formal vocational training with the formal education system and to develop system of recognising prior acquired learning.
- f. To converge and develop available training resources in the state through Public Private Partnership.
- g. To provide access to vocational education & training with inclusive growth for all the groups of the society.
- h. To provide training of trainers, to promote innovation in training & also to render consultancy services.
- i. To award certificates, diplomas and other distinctions to trained manpower and set norms for quality and standards of vocational training system.
- j. To affiliate institutes as vocational training providers on payment of prescribe fee.
- k. To forecast the needs of skilled manpower to cater to the needs of various stakeholders in the State on regular basis.
- l. To institute and award scholarships, prizes and medals in accordance with the rules and bye laws.
- m. To fix and demand such fees and other charges as may be laid down in the bye laws made under the rules of the society.
- n. To establish maintain and manage the land, building, other infrastructure and assets of the society for institutional purposes.

Functions of the MPCVET

- a. Nodal body for Implementation of the Skill Development Mission in the state in convergence with 25 departments of the State Government.
- b. Registration of the Vocational Training Providers (VTPs) under the Skill Development Initiative Scheme of the Government of India.
- c. Imparting Training under the Modular Employable Skills (MES) Scheme. In the FY 2014-15, approximately 40,000 students have been trained under MES by the MPCVET
- d. Running and managing 135 Government SDCs in the state
- e. Framing policy for skill development in the state
- f. Running innovative projects for skills development and employability –
 - i. Flexi MoUs
 - ii. Recognition of Prior Learning
 - iii. Soft Skills course added in Curriculum for all ITIs and SDCs

10. Future Road Map of the Project

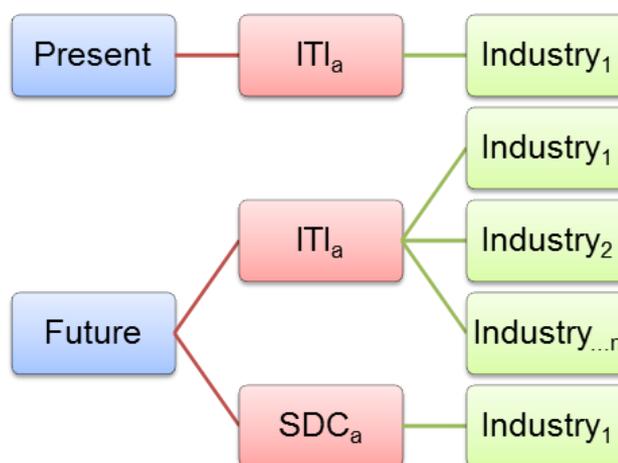
As already stated above, **six** Flexi-MoUs between industry partners and ITIs in the state have already been executed. The implementation of these MoUs has already commenced. Three students from Model ITI, Bhopal (MoU with D-Auto) have received overseas employment in UAE.

Looking at the success of these partnerships, MPCVET has planned to implement the same in all the ITIs across the state. Under this project, minimum two MoUs shall be executed with local industries at each of the 212 government ITIs of the

state in a short span of time. MPCVET has already started working on the same strict deadlines. Number of interested industries, have been identified and preliminary level discussions have been carried out to undertake the partnership.

The future road map for the project is described below: -

- a. **Replication of the project:** - Looking at the enormous benefits of this project for both the parties and its successful execution during the pilot phase, the project is easily replicable and can be up-scaled in a short span of time. MPCVET not only aims to enhance outreach of this project to all



the Government ITIs in the state but have also planned to execute the same in all the Government SDCs across MP. Execution of Flexi-MoUs at such a large scale shall be an important step towards enhancing the quality of skill development training through industry partnership and the MP model of this project can be replicated across the nation.

- b. Enhanced training quality through trainer exchange programmes:** - Under the trainer's exchange program, industries will send their trainers to ITIs to provide practical training to the selected candidates. These trainers will also sensitize the training officers of respective ITIs about the current technologies being used in the industries and shall provide them the practical training on the usage of advance machineries and equipment. In turn, training officers shall educate the trainers from industries on theoretical aspects of the related trade.

- c. Sharing of cutting edge technology:** - The industries share their advance machineries/equipment and the related domain knowledge in cutting edge technology, with the ITIs. Under the first flexi MoU between Model ITI Bhopal and D-Auto, an industry relevant laboratory with technological specifications from D-Auto has been established at the ITI premise. Apart from using this laboratory by the selected trainees covered under the program, it is also being used by students in other trades at the ITI.

- d. Involvement of industries in IMC of ITIs:** - The ITI Management Committee can now invite industry experts in their IMC. This would make the ITI more focused towards industry-driven approach in terms of managerial and technical competence of staff and students.
