

/457807/2023

Government of West Bengal
Technical Education, Training & Skill Development Department
Karigari Bhawan, 3rd Floor,
B/7, Action Area – III, New Town, Rajarhat,
Kolkata – 700160

29-11-2023

NOTIFICATION

The Governor has been pleased to accord in-principle approval to set up of Advanced Training Centers at the Government ITI and Industry Parks and Industry Clusters with Industry partnership either through CSR fund of Industry or through PPP mode or following existing Industry-Institute Partnership (IIP) Module, where the Industry provides the lab and the physical infrastructure i.e. lab/workshop space is provided by the Government in Government ITI or Government identified Industrial Parks/ Clusters by IIDC/ IDC/ SIDC.

This is issued with the concurrence of Finance Department's (Group T) vide their U.O. No. Group T/2023-2024/0959 Dated 08.11.2023.

Policy document for setting up of Advanced Training Center is attached herewith for ready reference.



Senior Special Secretary to the Government of West Bengal

Encl: As stated

Copy forwarded for information and taking necessary action to:

1. The Chairperson, WBSCTVESD
2. The Project Director, PBSSD
3. The Director of Technical Education and Training, West Bengal
4. The Director of Industrial Training, West Bengal
5. The Director of Vocational Education and Training, West Bengal
6. The Secretary, WBSCVT
7. OSD to HMOS(IC), TETSD Deptt.
8. Sr. PA to the Principal Secretary, TETSD Deptt.
9. Guard file for record.



Deputy Secretary to the Government of West Bengal

Policy on Setting up of Advanced Training Centers in PPP Mode

Short Summary

West Bengal has the highest number of MSMEs in the country(both registered and unregistered) with a spread of MSME across the state, resulting in a requirement of skilled manpower throughout the state. As compared to other big states of India, the number of ITIs and Polytechnics in West Bengal is lesser. To cater to the requirement of the industry and the changing profile of technology adopted by them, it is felt that a system should be created that will be able to give the requisite training to a larger number of candidates in lesser time and should be able to cater to the fast changing Industry needs. The Advanced Training Center is meant to be created through CSR funding, Industry funding etc at ITIs, Industry Parks, Industry clusters for upskilling, reskilling and fresh skilling of candidates who would be engaged by the Industry. The training fund can be met through the Utkarsh Bangla Scheme if the training module meets the scheme guideline. Details of the policy is given below.

The Policy for setting up of Advanced Training Centers will be effective from the date of adoption of the Policy. Any change or amendment in the policy document will be effected with due approval of the Finance Department.

A. Status of the skills ecosystem of West Bengal

Existing Infrastructure in the Skilling eco system of West Bengal

- a. 154 Engineering and Technology and 40 Diploma in Pharmacy Institutes in the State.
- b. There are a total of 298 ITI.
- c. 2633 vocational institutes at VIII+ and or HS Voc level. There are 1184 Gram Panchayats and 119 municipalities without a VTC. From the academic year 2023 there are 1611 CSS-VSE schools. Together with existing VTCs, CSS-VSE there will be a total of 4211 institutes from where vocational training can be imparted.

Quality and Standardisation of Courses -

- a. In the Engineering and Technology at Diploma level teaching is imparted on 39 sectors, 26 new age courses have been introduced in recent years. New disciplines have being introduced as per the requirement of the industry, every year.
- b. ITI 54 Trades are being taught through ITI
- c. In the short term sector, both at the level of secondary i.e. Class 9-10 (NSQF-LEVEL-3) and that of 10+2 (NSQF Level-4) students have the option to choose from 5 branches i.e. Engineering & Technology, Agriculture, Business Commerce, Home Science, Health Care Science. To give greater flexibility in learning, modular courses are being introduced in the Higher Secondary Vocational level in 17 out of 42 courses in 2023. The other courses will have this facility from 2024 onwards.
- d. Short Term through institutional mode. There are 69 courses currently available at Level 3 and Level 4- in various branches like Engineering & Technology, Business Commerce, Health Care, Agriculture, Home Science, Retail, Garment manufacturing and allied, Service, carpentry etc
- e. In the non-institutional skill development interventions conducted under the State's flagship and internationally acknowledged Scheme of Utkarsh Bangla

more than 2.8 million candidates have been trained since inception in the non-institutional Short-Term Training (STT) schemes like:

- i. Industry demand driven training by the Industries
 - ii. Letter of Intent based training by the Training Partners based on confirmed demand of skilled workers by the industries
 - iii. Training in convergence with other departments.
 - iv. Recognition of Prior Learning of persons with skills
- f. Industry linked training is being done through collaboration with industries like Maruti Suzuki, Samsung, L&T Construction, Mahindra and Mahindra, Hettich etc. for industry-led training initiatives under Industry-Institute partnership in the ITIs.

B. Gaps in Skilling eco system

1. The number of institutes imparting skill training is much less in the state compared to other large states. There are still 8 sub-divisions without Polytechnics, 154 blocks without ITI and almost half the Gram Panchayats donot have access to vocational education.
2. There is a lack of quality infrastructure in terms of labs, workshops etc. and a negligible number of institutes offering training on future and green technologies.
3. Industry participation in training of their existing and future workforce needs to be enhanced.
4. Industry exposure, OJT, Internships, participation of students in live projects, apprenticeship programmes has to be better organized, structured, standardized, and coordinated.

C. Objectives of Setting up Advanced Training Centers (ATC)

1. Keeping in mind the gaps that are still existing despite several initiatives that has been taken in the Skill Sector, it is proposed to create Advanced Training Centers (ATC) to meet the training needs.
2. The Advanced Training Centers are envisaged as sector specific Centres of skill training, set up in collaboration with industry partners or associations, agencies or institutions with or without government investment, to drive skill development and entrepreneurship enablement.
3. It is expected that with the ATCs the trainees, particularly students of ITI/Polytechnic and Vocational education will have increased opportunity of Industry exposure, OJT, Internships, participation in live projects and hands-on training as per industry standard.
4. All trainees from ATC will receive Skill certificates from NSQF Level 3 to NSQF Level 4 depending on the course eligibility and beneficiary profile.
5. The Centres would target skill upgradation of the industry workforce which will upskill, reskill or fresh skill and make them ready for absorption in the industry.
6. Trainees who pass out of ATC will either be recruited by the industry or will be among the existing workforce of the Industry who have been re-skilled, upskilled or skilled in some fresh technology.
7. The Advanced Training Centers will also be instrumental in implementing the Industry Led Training module i.e. train the workforce and absorb them within the industry.
8. The general tenure of the courses will be from 3 months to 6 months depending on the level and intensity of training as well as the technology in which they are being trained

D. Proposal to set up Advanced Training Centers at the ITIs or at Industry parks/ clusters:

Advanced Training Centers at the ITIs-

Advanced Training Center may be created within the district in the government ITI/school ITI covering all major Trades particularly New Age Trades.

a, In case the training center is built in the ITIs out of CSR fund with or without part investment of the state government, the Trainees may be trainees of ITI. The facility can also be utilised as Common Service Center where upskilling, reskilling and fresh skilling is done under the Utkarsh Bangla scheme. The ITI/ Institute Management Committee may register as the Training Partners for Utkarsh Bangla Scheme.

b. ATCs may be created under the Industry Institute Partnership Module (IIP) already prevalent in many of the ITI. Under the IIP module the CAPEX is fully borne by the Industry/ Agency that is responsible for setting up the lab. The industry would train/ upskill their future workforce from this lab. The trainees donot have to make any extra payment as this is treated as an additional module of their curriculum. Level of training will be either Level 3 or 4.

However, if the ATC is open for training of additional manpower, the trainees may either get trained on payment of fees or they may be sponsored under Utkarsh Bangla scheme provided the trainees are absorbed by the industry as their workforce.

Advanced Training Centers at Industry Clusters/ Skills Park or identifying the Industry Training Centers as Advanced Training Centers.

Advanced Training Centers at the industry clusters/Skills Parks may be created either through the own fund /CSR fund of industry/ or through part investment of the Government. The immediate skill gap of the Industrial Clusters to be given 1st priority. Level of training will be as per the requirement of the Industry and may start at Level 2.5 to Level 4 of NSQF.

- a. If the ATC is set up at Government identified Industrial Parks/ Clusters by IIDC/ IDC/ SIDC. The concerned parastatal may identify lead training provider. Under this PPP mode of creation of ATC, the Land and Building cost is that of the common facility created in the Parks. Lab Infrastructure to be created by the Industry/ Industry Cluster/ Industrial Park from their own fund.
- b. ATC can be set up at Private Industry Park/ Industry Cluster having their own Training Centers. These ATCs can be run as Common Service Center i.e. a group of Industry can jointly set up the Training facility out of their own fund, corporate fund and can jointly decide to run the center on shared resource, shared space and shared time basis. Trainees can get trained on payment of training fees as set by the facility. If the industries train and absorb the freshly skilled trainees within their workforce, the trainees may be sponsored through Utkarsh Bangla scheme as per CNN. Viability of these training centers may also be achieved by creating training cum production unit.

E. Management and Revenue Model

1. The Management of the ATC will be with the ITI, Institute Management Committee if the ATC is set up with CSR fund fully or partly irrespective of whether there is Government spending in terms of Lab set up. They may maximise the use of lab facility by utilising the ATC as Common Service Center for upskilling, reskilling and fresh skilling with support of Utkarsh Bangla Scheme.
2. If the lab is set up by the Industry at the ITIs, in IIP model, the management of ATC will be with the Industry.
3. Similarly, if ATCs are set up by Industry in any government allotted Industry parks/clusters in PPP mode, Government may support a part of the costing, if so required. Management will be in the hands of the Cluster leader identified by MSME/ ICE.
4. If ATCs are set up by the Industry/ Industry cluster in a private Industry Park, the Leader is to be chosen from among the Industry partners. There will be no Government involvement.
5. In all the cases, training cost may be supported from Utkarsh Bangla Scheme if training is linked to employment.

A matrix of the ATC type and its management and Revenue Model is given in table below

Sl No	Type of ATC	Model	Finance Model	Management Model	Trainee
1	ATC at Govt ITI / school ITI on PPP module	To be created under IIP model already successful in	CAPEX fully borne by Industry/ Agency OPEX could be recouped through training under	Management is with the Industry. Industry registers as TP with PBSSD	Training to be funded by trainees. Trainees may be sponsored from UB if

		various Govt ITI	Utkarsh Bangla, if placements are made No government Investment		employment linked
2	ATC at Govt ITI / school ITI on PPP module with full or part CSR fund.	Created through Industry/Agency like TATA technology with /without part funding of Government	Physical infrastructure to be fully borne by the Government. Lab infrastructure may be created partly out of CSR fund and partly through Government contribution (from the state/ GOI funds) Part government Investment	Management of the facility will be with IMC of the Institute. The training could be supported by Utkarsh Bangla.	Trainees may be trainees of ITI. The facility can also be utilised as Common Service Center where upskilling, reskilling and fresh skilling.
3	At Private Industry Park	Common Facility Centers Privately run or Jointly funded by a cluster of Industries.	CAPEX and OPEX of this Common Facility Center with shared resources, time and space. Infrastructure created jointly Or Small production unit to be created, No government Investment	Leader to be chosen from among the Industry partners. Management to be joint based on MOU	Training to be funded by trainees. Trainees may be sponsored from UB if employment linked
4	At Government identified Industrial Parks/ Clusters	May be set up in the PPP model. The concerned parastatal may identify	Land and Building cost is that of the common facility created in the Parks.. Lab Infrastructure to be created by the Industry/ Industry Cluster/ Industrial Park.	Management will be in the hands of the Cluster leader identified by MSME/ ICE.	Trainees may be sponsored from UB if employment linked.

	by IIDC/IDC/ SIDC	lead training provider.	If government support is needed then a policy would be framed.		
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F. Financial Involvement for Setting up an Advanced Training Center.

- Average cost of setting up an Advanced training Center is expected to be **@100 Lakhs/ ATC.**
- As mentioned in D above, the cost of setting up the Advanced Training Centers will be borne by the Industry. Government may pitch in only to the minimum extent based on price discovery through RFP.
- This fund may be borne out of SANKALP scheme or any other similar scheme for which separate approval may be taken if required.