

# DRIVING REFORM IN WOMEN ITIs

## A Charter of Recommendations

### CAREER DEVELOPMENT



#### Systemic Changes

- Provide **pre and post enrolment** counselling on trades and placement opportunities
- **Relax admission criterion** for in-demand trades like Computer Operator & Programming Assistant (COPA) to attract more women in ITIs
- **Dedicated Employability Skills (ES) trainer** in every ITI to ensure as much importance to ES coursework as other trades
- Mandate short-term internships (**1-2 months**) to make it easy for students to obtain no-objection certificates **during the academic year to gain industry experience**
- Train students on transferable **life and career skills** such as effective communication, self-confidence, negotiation, and self-awareness (including sexual and reproductive health and rights)

### EFFECTIVE PEDAGOGY



#### Systemic Changes

- **Training of Trainers based on a blended learning approach** that mixes lectures with group activities to propel self-paced learning
- **Continuous trainer development** with a sharp focus on gender and 21st-century facilitation skills

# PARENT ENGAGEMENT



## Systemic Changes

- **Invite and engage with parents in two stages:** during admissions via counselling and during training
- **Invite champion alumni** and their parents to be guests during parent engagement sessions and serve as relatable role models

# INDUSTRY ENGAGEMENT



## Systemic Changes

- **Regular interaction with Placement Officers** which include roundtables with industry to help them both learn from each other
- **Ensure a well represented Placement Cell** that provides active Industry Engagement

## Institutional Changes

- **Placements of alumni** up to a minimum of six months post their course completion
- **Mandate industry facing market scan projects**, organize guest lectures and exposure visits where students identify and explore locally available opportunities; and understand employers' requirements
- Ensure **functional Institutional Management Committees (IMCs)** to improve industry - Institute connect

# LEADERSHIP FOR CHANGE



## Systemic Changes

- **Frequent opportunities/events** for principals to interact with internal and external stakeholders and also amongst themselves
- **Design a capacity building programme for principals** which focuses on: planning for excellence (networking, change management and gender sensitisation)

## Institutional Changes

- **Promote health & safety for all staff and students** to enable learners and trainers to focus on training and improve attendance
- Ensure sufficient number of **clean toilets & sanitary napkins** at all ITIs
- **Ensure functional POSH** (Prevention, Prohibition and Redressal of Sexual Harassment) committee

# STUDENT SELF-LEARNING HUBS



## Systemic Changes

- **Ensure dedicated Employability Skills lab in every ITI** with internet enabled computers to help students explore digital learning resources and build skills to self-learn

## Institutional Changes

- **Mandate student-led career clubs** so that learners take the lead in influencing positive change in their surroundings and build essential life and career skills



### Connect With Us



@questalliance

[www.questalliance.net](http://www.questalliance.net)  
[info@questalliance.net](mailto:info@questalliance.net)