



Transforming the Tamil Nadu Government Industrial Training Institute Ecosystem

Impact of the partnership between the Directorate of Employment and Training (DET), Tamil Nadu and Future Right Skills Network (FRSN)

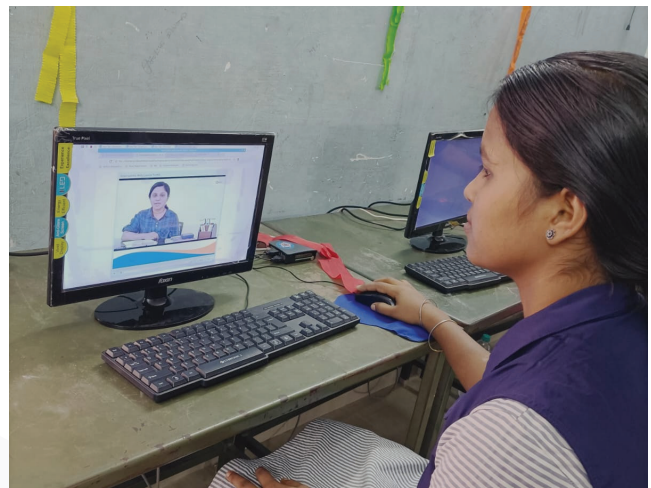
Employability Skills in ITIs

The Employability Skills (ES) curriculum, a combination of life skills, digital skills, and career-readiness skills, was introduced in ITIs across the country in 2012 with the aim of providing soft skills to ITI students along with technical skills.

The need for ES emerged based on the recommendations of the National Council for Vocational Training (NCVT) to remove the subject 'Social Studies' and instead introduce ES to help learners from ITIs build industry-relevant skills. However, ITIs across the country struggled to effectively impart the ES curriculum and address the industry-skill gap.

It is in this context that FRSN emerged. The network aims to build ES of one million youth in govt-vocational training institutes across India through collaborative efforts by addressing key gaps in six reform areas – career development, effective pedagogy, community engagement, student hubs, industry engagement, & leadership for change

The DET, Tamil Nadu has been in partnership with FRSN since 2019 and has made significant strides in addressing gaps in youth employability in government ITIs across Tamil Nadu. Key initiatives in the six reform areas towards system-led change include:



Reform Area 1 - Career Development



Self-learning (using technology or through other means) will prove to be a critical skill that students will have to acquire to be relevant in the future workplace. Additionally, career readiness and career navigation skills are essential for a holistic workplace environment, to this effect:

- State-level and regional-level learner recognition events were conceptualized which incentivised **23,000+ learners** to register on the Quest App, an app-based digital learning platform.
- **Six Employability Skills labs** with 85 computers and learn-pis (portable servers) were set up to impart a tech-enabled, activity-based ES curriculum to learners. Learn-pis enabled students to access the curriculum in areas with poor internet connectivity.

Without a job, women will be stuck at home always dependent on their husband or father. Having a job helps you to see the world beyond the walls of your home. I now know my strengths and areas of improvement."

— Abinaya,
Government ITI Salem



Reform Area 2 - Effective Pedagogy



Trainers play a critical role in supporting learners to understand their interests and abilities and chart a realistic career path. In order to effectively impart a subject like ES, there is also a need for trainers to adopt innovative pedagogical models like blended learning, that are a combination of tech-enabled and activity based learning. In Tamil Nadu to this effect:

- Since 2018, **90 ES trainers** have undergone regular Training of Trainers (ToT) every year and were equipped with skills to build learner-centric classrooms based on the **blended learning model**.
- A trainer-recognition award, '**My Quest 21st Century Educator Awards**' was introduced & 10 ES trainers were recognised for their best practices.
- Best practices followed by Employability Skills trainers like **Mr. Karthikeyan from the Pudukkottai Govt ITI** was showcased in the new ES Facilitator manual as an **inspiration for other trainers**.

Blended learning model taught me that students has unique ways of learning. On reflection, I realised that I learnt better by listening. Some of my students learn better by doing. The ToT helped me see those differences,"

— **Thabitha V**
Govt. ITI Guindy, Chennai



Reform Area 3 - Industry Engagement



Learners in ITIs don't have equal opportunities to network with employers and find jobs. A placement officer in an ITI can play a critical role in ensuring that learners have access to employers and understand industry requirements. The partnership to this effect:

- Conducted placement officers training for **90 placement officers** and helped them build systems and processes to engage with employers on a regular-basis
- **60 employers** were part of four Industry and Institute Roundtable Conferences which helped institutes understand industry-expectations and vice versa.
- **Apprenticeship week** was conducted in all regions of Tamil Nadu in collaboration with District Skill Training Officers.

The session helped me understand the importance of apprenticeship. I also became aware about the efforts of the government in the betterment of ITI students."

— Keerthana Steno
Cuddalore (W) ITI

Reform Area 4 - Community Engagement



Family and community can play an important role in supporting learners from ITIs to fulfill their career aspirations. The partnership to this effect supported institutions to:

- **30+ Family Engagement sessions** helped learners negotiate with families about their career aspirations and owing to the impact of this intervention, since 2022, these sessions are now being initiated by the institute.
- 40+ alumni Engagement sessions helped learners connect with their peers and understand workplace realities.

Each ITI should organize a family meeting. It is a good platform for industry and family to come together. We also get good leads for placement post the meet.”

— Thabitha V
Govt. ITI Guindy, Chennai

Reform Area 5 - Leadership for Change



Principals can play a critical role in bringing institutional changes and support trainers, learners, and POs to build skills for the future. The partnership to this effect ensured that:

- In order to build a cadre of changemakers, leading systems-led change in their Institutions **61 principals** were part of a Principal Leadership Program (PLP) to initiate a change project in their ITIs.

“Every principal who takes charge at an ITI dreams of leaving a mark by way of a pet project. The Principal Leadership Program, in my opinion, was an avenue for these dreams to be realised sooner than later,”

— N. Prem Kumar
Principal
Government ITI, Thindivanam



Reform Area 6 - Student Hubs



Student hubs rest on the idea that ITI students themselves can create peer learning platforms within the institution to build career readiness mindset and skills. The partnership to this effect:

- Led to the creation of **6+ students hubs in ITIs across Tamil Nadu**. These student hubs led by principals have helped students undertake trade-based projects and take up career-readiness related activities.

This partnership is testament to the power of collaboration in bringing systemic changes in the skilling ecosystem to address the challenges of industry 4.0 and future uncertainties like climate change.

Going forward, the partnership will explore key areas of synergy in equipping young people in Tamil Nadu in new sectors like green, gig, care, and technology.



The Future Right Skills Network is a collaboration facilitated by Quest Alliance and funded by **Accenture, Cisco and J.P. Morgan**. The network is supported by civil society organizations and state governments in partnership with the **Directorate General of Training (DGT)** under the **Ministry of Skill Development and Entrepreneurship**.

FRSN is on a mission to **empower** young people in technical and vocational training institutes with employability skills for the knowledge economy.



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