Directorate of Employment and Training
(ISO 9001:2008 certified Organization)

GOVERNMENT OF GUJARAT

e-Governance Initiatives

Venue : Mahatma Mandir, Gandhinagar

Date : 31st Jan-2015

Agenda

Background

Need for the Initiative

Objectives

Strategy

Solutions

Comparative Analysis

Outcome

Background

About DET

Vision

Our vision is to provide opportunities to the youth to access quality training, help provide decent employment and to be recognized as champions in India in the Skilling and Employment sector

Responsibilities

1. Administration of Industrial Training Institutes, Kaushalya Vardhan Kendra, i-KVKs
2. Providing and facilitating vocational training for unskilled youth
3. Administration and Management of infrastructure required to provide adequate training to youth.
4. Connecting job seekers and job providers through 47 employment exchanges

779 ITIs

500 KVKs + 49 i-KVK

Need for the Initiative

Lack of sync between skilling & job market needs
- Disconnect between skill training provided by DET & Industry needs
- Difficulty in keeping up with latest industrial skill requirements

Need for Operational Excellence
- Approximately 4.7 lac ITI applications processed manually
- Services of 500 KVKs administered manually by DET

Need for Citizen Centricity
- Poor citizen facilities, lengthy application and exam procedures
- Lack of transparency, efficiency, effectiveness and speed in the system

Disconnect between job seekers and providers
- No mechanism for projecting the employability to job providers
- No common platform for stakeholders to connect directly

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Objectives

1 *To create a favourable employment climate for the poor, socially backward, residents of remote areas, drop outs and youth*

2 *To bring the industry closer to job seekers and to use inputs from the industry in providing vocational training to students*

3 *To improve the interface between DET and prospective trainees and job seekers by transforming the channel of interaction between the two.*

4 *Providing services such as skill certification, admission management, potential employee and employment information with least effort.*
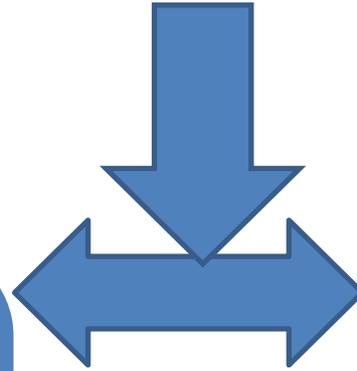
Better Employability for Gujarat

Strategy

Two pronged strategy for modernization

Transformation from coordinator to state level facilitator.
This required the identification of a mechanism which would bring all stakeholders on a common platform

Need to achieve operational excellence while managing internal affairs such as admission process and exam management.
Emphasis on providing citizen focused services.

Solution Overview

Admission → **Skilling** → **Exam** → **Result** → **Certificate** → **Apprentice** → **Jobs**

Online Admissions
- Web based application for ITI admission.
- Anywhere registration features
- Approx 4.7 lac ITI applications managed yearly
- Admission process managed centrally
- Updates on SMS to applicants

OEACS
- All examination activities managed online
- Services such as hall ticket generation, question bank dissemination, exam management and assessment management provided online
- Fast declaration of results
- Entire examination process controlled by headquarter

Industry Interface Cell
- Database of skilled trainees available for industrial recruiters
- Real time job market information exchange between stakeholders
- Services such as registration of candidates for skilling, skill certification, apprenticeship, industry registration for iKVK and affiliation of its course

Online Admission

- Online Registration & Application

- Generation of Merit List

- Allocation of ITIs

- SMS / Email Notifications for faster communication

- Monitoring of Admission at RDD / HO Level

- Reach out to almost 100 thousand candidate a year

Online Examination

- Multiple Schemes Management
- Student Management
- Question Bank
- Exam Management
- Hall Ticket Generation
- Packet Distribution & Collection
- Assessment Management
- Result & Certification Generation

Smart Initiatives – Industry Interface Cell (IIC)

- Apprentice Management System
- Skill Certification
- Industrial Kaushalya Vardhan Kendra (iKVK)

i-KVK

- Online Application and information about registration
- Locate nearby Institutes / Industries
- Understand and Identify Suitable Courses
- More Employment Opportunity as Industry can Search the candidate through this portal.
- Support Existing Employees for Registration and Certification
- Reduced Paper-work

Online services of Employment Exchanges

- All the Employment Exchanges of the State have been fully computerized
- All computers are connected through LAN and internet facility is provided through GSWAN services
- Online Registration with the Employment Exchange
- Online Updating / Renewal of Employment Registration
- Online Submission of Employment Market Information
- Online Data of Job Seekers for prospective Employers
- Providing laminated Registration card (I-Card) to the candidates

eTraining

o Computer and Information Technology related courses in 592 ITI/ITC with sanctioned seats of 39,988.

o Through eMPOWER (Electronic Manpower) program basic computer training (BCC+) is imparted in 728 centres. 6,70,000 trainees trained so far.

o 500 KVKs are having computer lab and conducts basic computer courses.

o 500 KVKs are equipped with KU band and through SATCOM receives training programs relayed by *Bhaskaracharya Institute for Space Applications and Geo informatics* (**BISAG**).

o Virtual Class room through dedicated channel of BISAG since January, 2015.

o Tablets will be provided to trainees of computer related courses of Government ITIs.

Comparative Analysis

	Online Admission System	
Parameter	**Pre deployment**	**Post deployment**
Cost of Registration	Expenses incurred in travelling to respective ITI Expenses incurred on Form Fee	Anywhere registration led to reduction in travelling expenses Form fee was waived off
Resource Usage	Large resource requirement for form distribution, verification, merit list preparation and dispatch of admission letter	Resource requirement drastically reduced as forms are available online and processed online. Merit list generation is automated and admission order is sent online.
Time	Approx 3 months	Approx 1 month
Transparency	Low Transparency due to undisclosed processes	Online processing led to improved awareness and greater transparency
Key processes re-engineered	Candidate registration was manual Merit List was generated manually Interview invites were generated manually	Comprehensive computerization of processes led to easier and productive processes

Comparative Analysis

Online Examination and Control System		
Parameter	*Pre deployment*	*Post deployment*
Cost	*Personnel required for each exam, expense on distribution of stationary, transportation of staff and printing*	*All exam material is available online. Approx 75% reduction in cost.*
Resource Usage	*Large manpower required to handle individual scheme, to collect exam material and to troubleshoot*	*One person is able to perform all end user operations with the online system for multiple schemes.*
Time	*Approximately 120 days of pre exam and post exam processing*	*Time reduced to approximately 60 days including pre exam and post exam processing*
Transparency	*High dependence on ITIs at various steps for processing of trainee information*	*Less dependence on ITI as system is managed centrally by HO leading to better transparency for trainees*
Key processes re-engineered	*Initially control of administration was decentralized with key steps being the responsibility of ITIs*	*Control of administration was centralized with key steps being the responsibility of HO*

Comparative Analysis

Industrial Interface Cell		
Parameter	*Pre deployment*	*Post deployment*
Key Features	*No single platform for real time information exchange between job provider, the government and job seekers.*	*Provided a single platform for real time information exchange between all stakeholders. Ever evolving database of skilled manpower, industrial institutes and industries offering skilling courses.*
Transparency	*Data of trainee was managed and stored on paper.*	*Transparency has improved with databases available online*

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Outcome

	Admission / Exam	Apprentice	eMPOWER	KVK
Skilled Manpower & Trainees	12,21,463	25,655	6,70,000	12,55,811
Training Centers & Industries	779	8,617	728	500
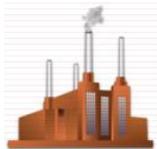
Outcome

Benefits to Citizens

Benefits to Industry

Benefits to Govt.

- Strengthened the Industry – Government Relationship
- Created an Information platform about the Human Resources in the State
- Created state wide Information about the location of categories of Industries & availability of trained manpower
- Availability of a Centralized Management & Communication System
- Easy Access of Information to all citizens of the country
- Brand Building of the State through this information

Thank You...

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