

INDUSTRY INSTITUTE INTERACTION FOR DEVELOPING MODULAR PROGRAMMES FOR TRAINING INDUSTRIAL WORKERS

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SYNOPSIS

An attempt has been made in this paper to share the experience and views the author had while designing modular programme for industrial workers, the role played by the industry, institute in implementing the programme.

Efforts made by Central and State Govt. for removing unemployments in educated youths and the role played by NSIC in developing youths for starting their own SSI units instead of hunting for jobs are enumerated.

1.0 INTRODUCTION

We find today, there is no proper interaction with industry and educational institute. With this very often the students coming out from various technical institute like I.T.I., Polytechnics and Engineering Colleges find difficulty in getting employment at various levels in the industry.

Industrialist engages the required manpower under the cover of training as casual worker for short duration since the students are not meeting the requirement of industries.

Government of India and State Govt. have started various training programmes to suit the needs of industrial requirement and help the needy in

securing jobs at various levels in the industry.

2.0 IMPORTANCE OF TECHNICAL EDUCATION

Small and medium enterprises (SMEs) are gaining momentum towards technological upgradation. The existing skills and techniques that are in vogue in industry are not enough to face severe competition from factory sector. The benefit of advancement in technology is confined mainly to the organised sector. The development of traditional technology among the artisan communities has been neglected.

It is also important to note that no serious thought has been given to the upgradation of skill among traditional

communities. As a result, these artisans are slowly disappearing from mainstream of production activities. The reported R & D Institutions like CMTI, NIFFT, FTI, ATI, CTI, FRTC & others in India have started various training courses on basic engineering and technology and manufacture of machines and machine tools and fee element to attend these courses is beyond the reach of traditional communities.

The several financial constraints of these artisan communities have forced them to keep away and therefore they are not able to enrich their skills. Attempts have been made by KVIC, KVIB, SISI, DIC's and respective State Development Corporation to provide training courses to improve their skill in certain operation but there was no systematic technical training and education on scientific lines. Despite all inherent deficiencies the cottage and small scale industries unit account for more than two-third of overall production.

3.0 MAIN OBJECTIVES

The main objectives of the formal training courses for the traditional communities are given below :

1. To upgrade the traditional skill and technologies in production sector.
2. To blend advanced technology with traditional once and strengthen production systems.
3. To enhance employment opportunities in the factory sector.
4. To increase productivity, quality, consistency and product image.
5. To improve the socio economic status of traditional communities.

4.0 ROLE OF TRAINING INSTITUTIONS

Training and educational institutions should initiate courses on research and development to upgrade the skill and technology among traditional artisan. The proposed courses should be framed in such a way to synthesise the traditional skill with modern once.

In this connection, it is strongly felt need of today for proper and effective interaction of industry and institution. The benefit of the various development schemes run by Central, State and various agencies will reach the down trodden poor, economically weaker section of the society so that they can join the main stream.

In order to remove unemployment and poverty in rural sector, Govt. has formulated various training programme of short duration like NRY, TRYSEM, Apprentice, Vocational Courses.

The candidates selected from weaker section of society will be imparted training in job oriented courses and during learning process, he will be paid stipend for his maintenance. Artisan tool kit is provided to the student. He has to contribute only 10% of the price of tool kit, rest 90% subsidised by Govt.. After acquiring necessary skill and techniques, he will be given financial assistance from various financial institutions like Bank, SIDBI, NSIC, SISI etc. to start his own business.

5.0 ROLE OF NSIC

During last 40 years of its establishment, NSIC has so far financed number of SME under Hire Purchase, Single Point Registration and Marketing

Scheme.

PDTC - set up at different cities like Delhi, Madras, Howras, Rajkot, Gawhati, Dindigul, Aligarh, Kashipur, Rajpura, Khamam have so far trained more than 30,300 industrial worker in various trades like Turner, Machinist, Fitter, Electrician, Sheet Metal, Welding Pump Maintenance, Leather, Computer, Testing of Metals, Tools Design, CNC M/cs, EDM and Wirecut. The duration of course/ varying from six months to one year, 3000 persons are trained every year. Persons are working in various Govt., Semi Govt. and Private Sector Industries. Some of them have even started their own small enterprises.

If there is good and fruitful, interaction between industry and educational institution, we are sure that with various training programmes, modules designed on foreign concept will definitely bear the fruits in a coming years and India will emerge as one of the leading technology transfer centre in the world.

To meet the aim and objective of Corporation, PDTC, Sub-Centre, Aligarh is planning to organise Technical Clinic - Workshop Seminar to upgrade the technology in engineering fields. Every month one expert from engineering field

will be invited to deliver technical talk of interest to industries. This can be achieved only if various associations experts, institutions and academicians work together to improve the technology in various fields.

A nominal fee of Rs. 1,000/- is charged to SME as membership fees. They can attend the technical talk and training programme.

6.0 RETRAINING OF WORKER

In the recent time, Govt. has introduce the VRS - Voluntary Retirement Scheme for those who wish to retire earlier than schedule. In order to help them establish small enterprises, various ATI's have developed various modules to re-train industrial workers. During the re-training period, the workers are paid some allowance for their maintenance.

7.0 CONCLUSION

With active co-operation of various associations, industries and academicians, it is possible to evolve a suitable module for training and retraining of industrial workers so that the development activities can reach the grass root level people.

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