

TRAINING INFRASTRUCTURE REQUIREMENT ASSESSMENT

A Special Survey For:
**All India Council for Technical Education
(AICTE)**

SURVEY REPORT

2nd Edition



**Centre for Strategy
and Leadership**





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Centre for Strategy and Leadership (CSL)

Centre for Strategy and Leadership (CSL) is a special initiative focused on Sustainable Social and Economic Development of the people of India. CSL believes in developing synergies through close cooperation and collaboration of key stakeholder partners in Government, Public and Private Enterprises, and, Citizen Groups.

CSL is registered under Section 8 of the Companies Act, 2013, and works with its partners to drive Sustainable Social and Economic Development by conducting research and carrying out specialized programmes and initiatives in the areas of:



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EXECUTIVE SUMMARY

The All India Council for Technical Education (AICTE) has a vast network of Engineering Colleges spread across the length and breadth of India.

These colleges have extensive training infrastructure that is being underutilized. Centre for Strategy and Leadership (CSL) has proposed making the huge and readily available training infrastructure of AICTE colleges for conducting training programmes of various Ministerial Departments for optimum utilization.

The AICTE is exploring the feasibility of conducting courses, workshops and programmes of central government organizations and their departments at times when the infrastructure of its colleges remains unused.

A study was conducted, in June 2019, by CSL on behalf of AICTE to better understand the training infrastructure requirements of a set of Ministries and Departments under the Central Government.

The respondents were selected from a curated list of Ministerial departments which were found to be conducting training programmes and on the basis of their willingness to participate in the study.

The sample set of respondents who participated in the study comprised multiple central Government ministries and departments.

The findings of this study determined that 82% of the respondents were interested in the proposed idea of using the existing infrastructure of AICTE for their training requirements.

Based on the findings of this study it can be concluded that the proposal for utilizing the infrastructure for conducting training programmes of various Ministerial Departments has merit and should be explored further.

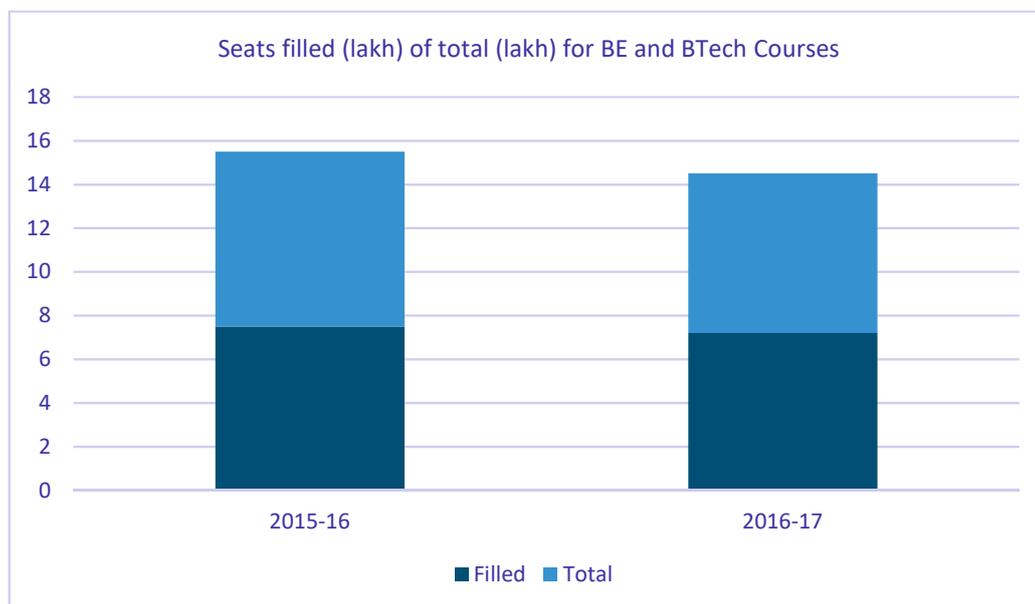
BACKGROUND & OBJECTIVES

All India Council for Technical Education (AICTE), a statutory body, is a national-level council for technical education under the Department of Higher Education, Ministry of Human Resource Development.

The AICTE has around 10,000 institutes, colleges and universities — both government and private — under it. Of these, around 5,000 plus are engineering and polytechnic colleges. These institutes are spread across India.

In the present scenario, the infrastructure of a large number of these colleges and institutes is not being utilized to its maximum capacity.

Out of 15.5 lakh Bachelor of Engineering (BE) and Bachelor of Technology (BTech) seats in 3,291 engineering colleges across the country, over 50% remained vacant in 2016-17. In 2015-16, too, half of 14.76 lakh engineering seats had no takers, as per AICTE.



The training infrastructure of the engineering colleges is significantly underutilized.

Most Central Government Ministerial Departments conduct numerous training programmes regularly for which they require training infrastructure.

There are two approaches that these Ministries have adopted for creating training infrastructure:

1. Setting up training centres of their own for specific sectors such as the Ministry of Labour & Employment, Ministry of Agriculture and Ministry of Health & Family Welfare.
2. Formation of Public-Private Partnership such as the Ministry of Rural Development and Ministry of Women and Child Development.

Given the extent and depth of work being done in the areas of skilling and re-skilling, there is immense scope for sharing of infrastructure for the purpose of skill development and training.

CSL has proposed making use of the huge and readily available training infrastructure of AICTE colleges for conducting training programmes of the various Ministerial departments for better utilization of the college infrastructure.

CSL believes that infrastructure sharing will be an effective way to reduce the expenses incurred by the ministries as well as better utilize the existing infrastructure of AICTE colleges.

Furthermore, as the infrastructure is AICTE approved and tailored to training requirements it will include classrooms, conference halls and accommodation facilities for the participants, thereby matching the requirements for conducting courses by various ministries.

The presence of AICTE colleges Pan-India ensures accessibility and convenience of sourcing training premises for training programmes of various Ministerial departments across India.

The AICTE has expressed interest in exploring the feasibility of utilizing the infrastructure of its colleges for conducting courses, workshops and programmes of central government organizations and their departments at times when the infrastructure of its colleges remains unused.

In this regard, CSL conducted a study on behalf of AICTE to better understand the training infrastructure requirements of a sample set of Ministerial departments under the central government.

Objectives

The study is intended to understand the infrastructure requirements of the different ministries and their department to increase infrastructure usage.

The specific objectives are:

1. To find out whether or not ministerial departments conduct training programmes
2. To Identify the target participants for the trainings programmes (only for their personnel or persons other than their personnel or both)
3. To verify the use of third-party venues by various ministerial departments for training purposes
4. To determine the number of training programmes conducted by the ministries in the last financial year (2018-2019)
5. To determine the locations where the training programmes are conducted
6. To determine the duration of the training programmes
7. To find out the average number of participants enrolled in each batch
8. To analyze the types of training conducted
9. To identify the equipment and facilities required at the training centres
10. To evaluate the interest of various ministerial departments in using the AICTE infrastructure
11. To identify ministerial departments interested in learning more about the Infrastructure sharing programme of the AICTE

The findings of the study will help determine the feasibility of leveraging the infrastructure of AICTE colleges for running and conducting courses, workshops and programmes of ministerial departments

Impact of the Survey

Based on the survey findings, strategies can be drawn not only for infrastructure sharing, but also for:

- Optimising the use of the existing infrastructure of colleges under AICTE
- Curtailing the delays in course launch due to non-availability of infrastructure.
- Wider outreach of government programmes for skilling and re-skilling by providing access to readily available infrastructure and resources.
- Partnering with other ministries and government departments to further strengthen ties between them and AICTE.
- Developing AICTE colleges as an implementation agency to execute the schemes of different departments and ministries.

METHODOLOGY

Survey Sample Base

- The respondents were selected from a curated list of ministerial departments that were found to be conducting training programmes, subject to their willingness to participate in the study
- The sample set of respondents who participated in the study comprised multiple central government ministerial departments
- A total of 11 respondents completed the survey questionnaire
- Respondents were contacted on phone and email followed by meetings
- The respondents were briefed on the purpose of the study
- The study was conducted through a close-ended questionnaire
- The questionnaires were filled by officials of the respondent ministerial departments who had direct knowledge of the training programmes and requirements of their organisations
- The respondents answered the survey questions on their own with no interference
- Inputs by way of suggestions and recommendations were also collected from the respondents at the end of each session
- Both print and online mediums were used to collect the survey data

The Questionnaire

The questionnaire contained 10 general questions. They were designed to understand the basic training requirements of the respondent organizations.

The questionnaire had multiple choice questions where the respondents could choose one or more options.

The questions covered sought to determine

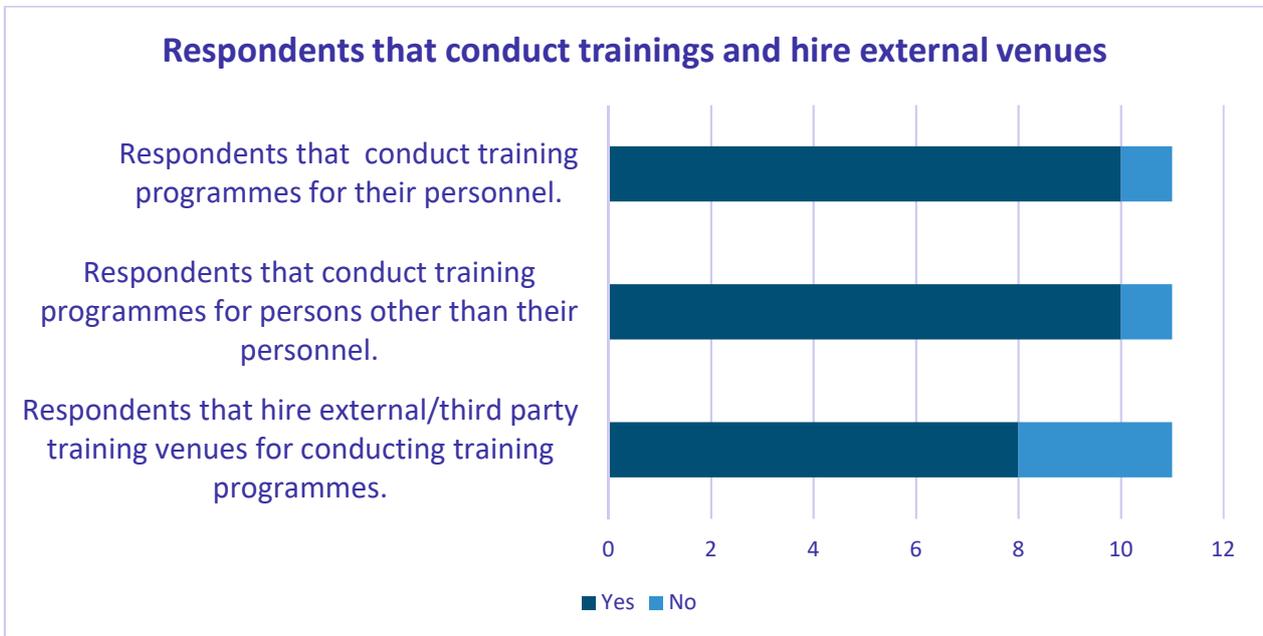
- Whether or not the respondent ministerial departments conduct training programmes
- The target participants for the trainings programmes (only for their personnel or persons other than their personnel or both)
- Whether third-party venues were used by various ministerial departments for training purposes
- The number of training programmes conducted by the ministries in last financial year (2018-2019)
- The locations in which the training programmes are conducted by the ministries
- The duration of the training programmes
- The average number of participants enrolled in each batch
- The types of training conducted
- The equipment and facilities required at the training centres
- The interest of various ministerial departments in using the AICTE infrastructure
- The ministerial departments level of interest in learning more about the Infrastructure sharing programme of AICTE

RESPONDENTS PROFILE

Ministry	Department	Name	Designation
Rural Development	DAY - National Rural Livelihood Mission (DAY - NRLM) (DIR)	Smt. Nita Kejrewal	Joint Secretary (in-situ) (RL - II)
Rural Development	DDU-GKY - National Rural Livelihood Mission	Shri Charanjit Singh	Joint Secretary (Skills)
Rural Development	National Rural Roads Development Agency Pradhan Mantri Gram Sadak Yojana	Shri Satyendra Prasad	Joint Director
Agriculture and Farmers Welfare	Dept. Agri. Cooperation & Farmers Welfare	Dr Prasant Armorikar	Director (extn. training)
Agriculture and Farmers Welfare	Indian Agricultural Research Institute	Dr Girish Kumar Jha	Principal Scientist
Agriculture and Farmers Welfare	Indian Council of Agricultural Research	Dr Abhay Kumar Vyas	Assistant Director General (HRM)
Housing and Urban Affairs	Swachh Bharat Mission	Shri Binay Kumar Jha	Director (SBM)
Labour and Employment	Directorate General of Employment	Dr Shikha Anand	Director Employment
Electronics and Information Technology	Microelectronics Development Division	Sh. Nishit Gupta	Scientist D
Personnel, Public Grievances and Pensions	Kendriya Bhandar	Sh. Mukesh Kumar	Managing Director
Skill Development and Entrepreneurship	National Skill Development Corporation	Sh. Abhishek Hegde	Head Business Development & Account Management

SURVEY RESULTS

The key findings based on the survey results are as follows:

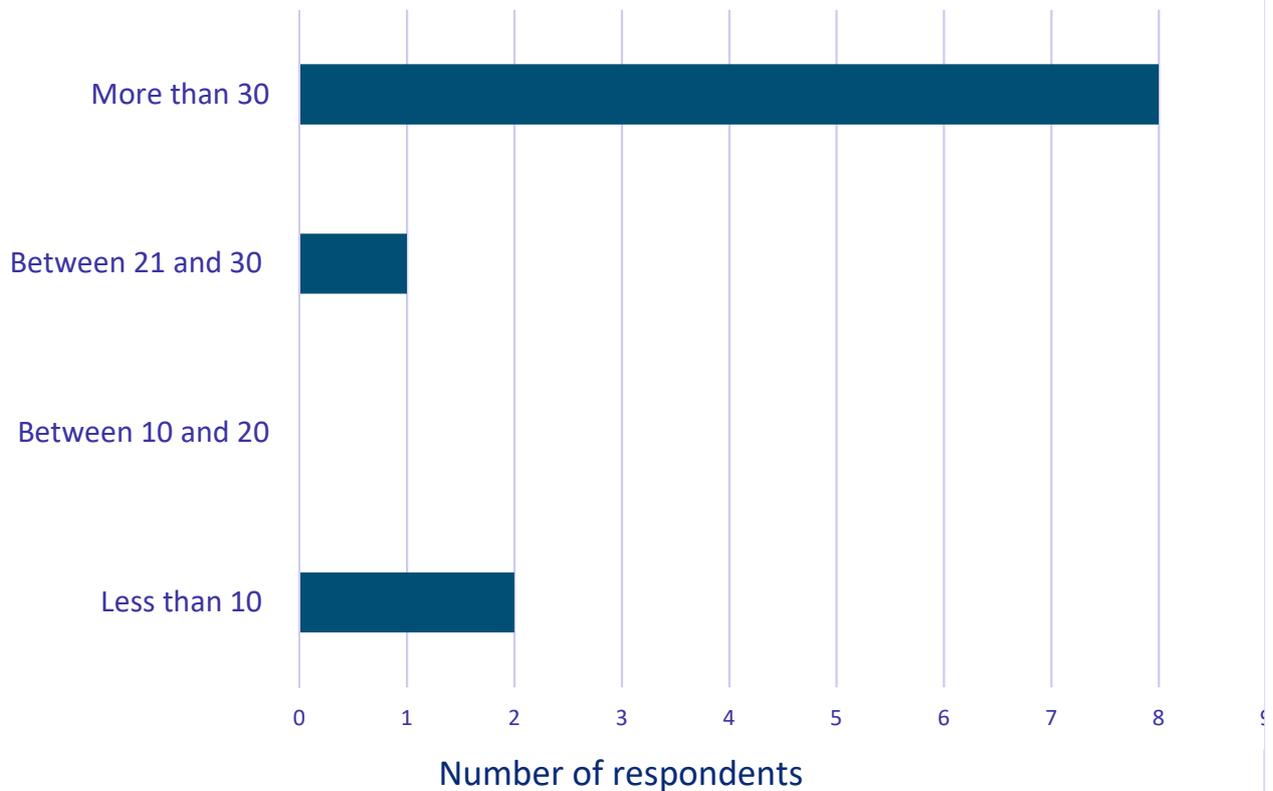


- 91% of respondents conduct training programmes for their personnel.
- Approximately 91% of the respondents conduct training programmes for persons other than their personnel.
- 73% of the respondents hire external/third party venues for conducting their training workshops and programmes.

- 100% of respondents conduct training, either for their own personnel, for persons other than their personnel or both.

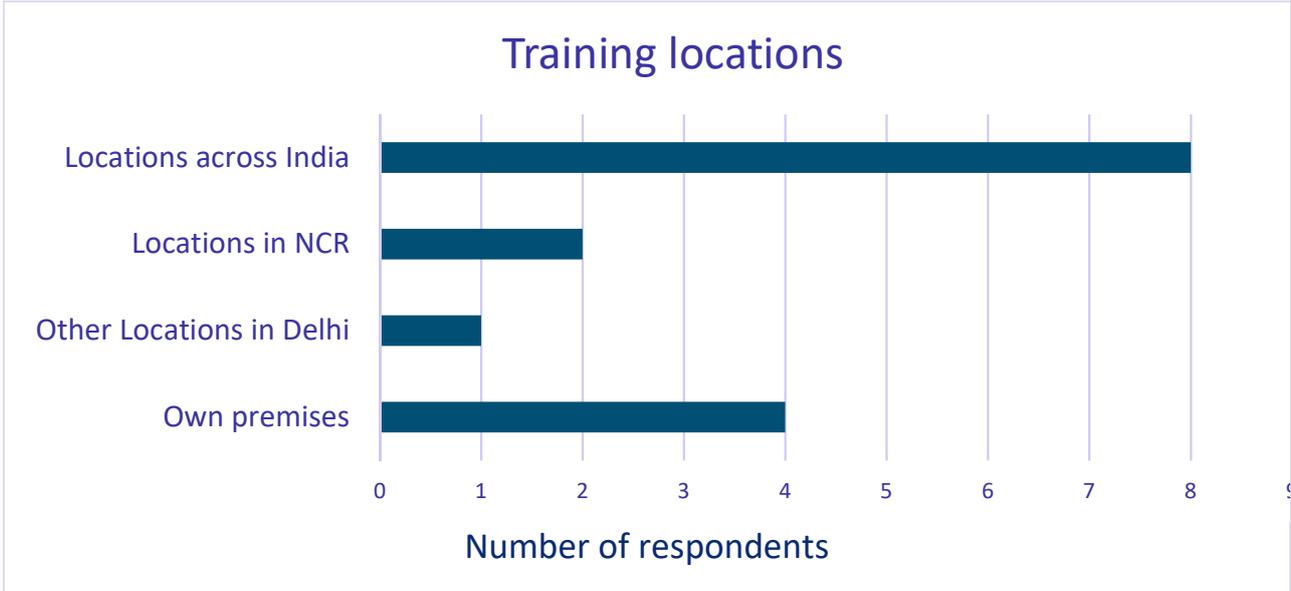


Number of training programmes conducted in the last financial year 2018 - 2019



- Around 73% of respondents conducted more than 30 training programmes in the last financial year.
- Only one respondent conducted 21-30 training programmes in the last financial year.
- Only two respondents conducted less than 10 training programmes in the last financial year.

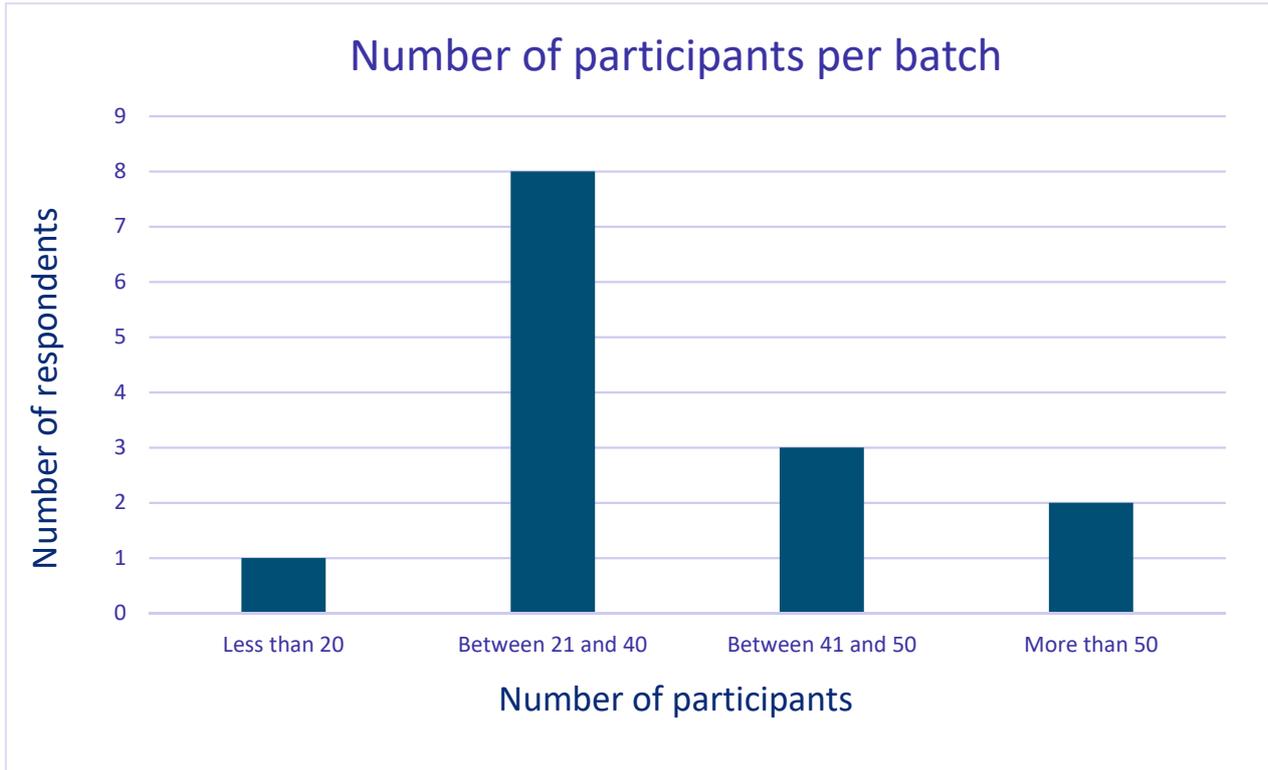
**Around 73%
conducted over
30 trainings in
FY 2018-19**



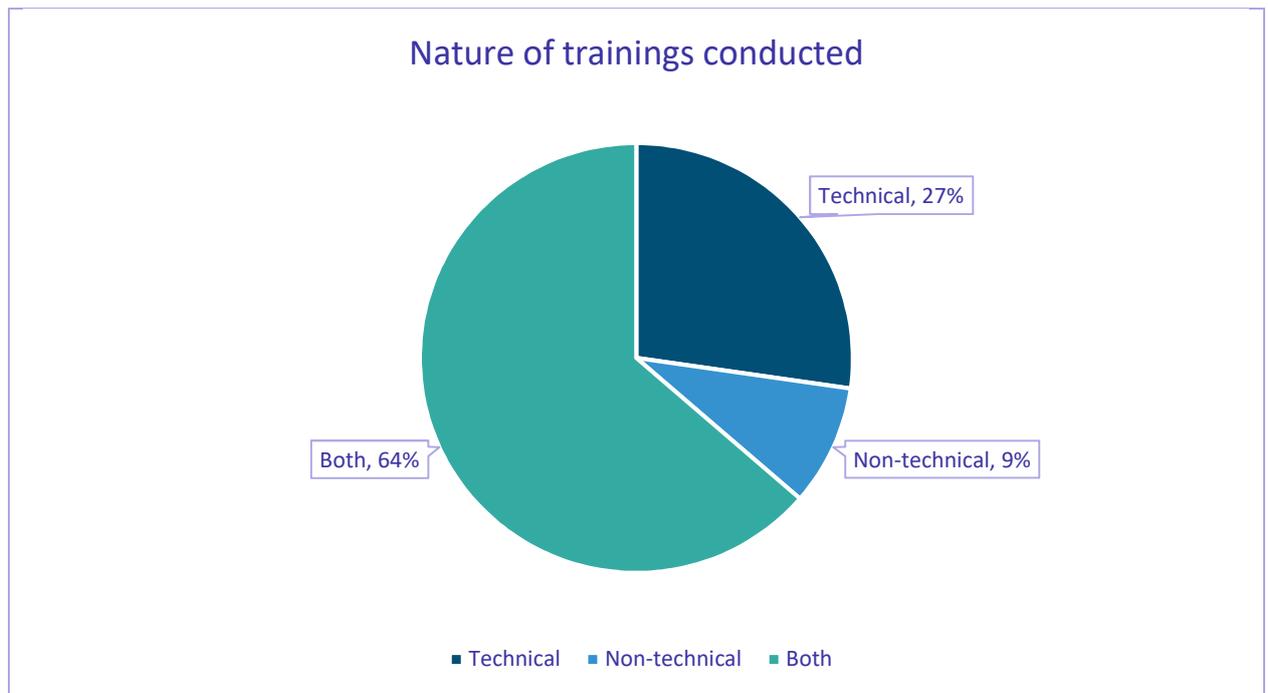
- Around 73% of respondents conduct training programmes across India.



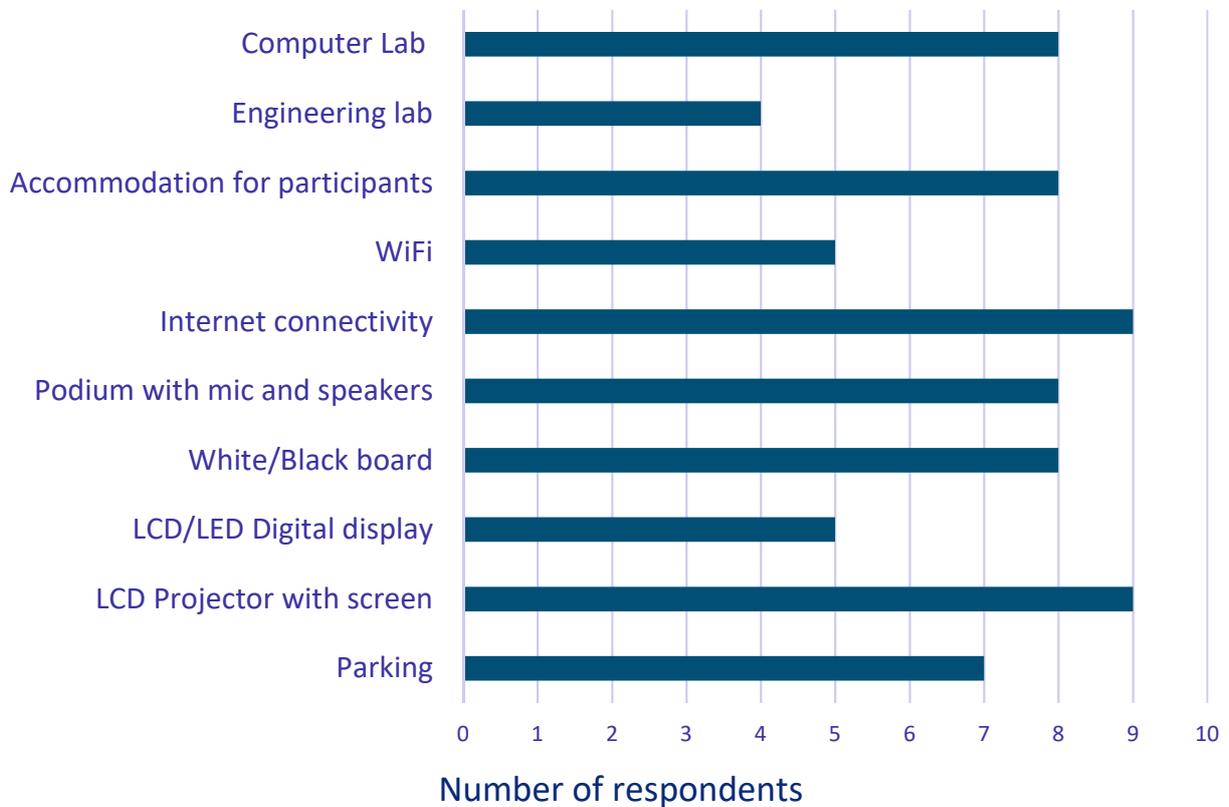
- Most respondents conduct trainings that are at least a few days to a week in duration



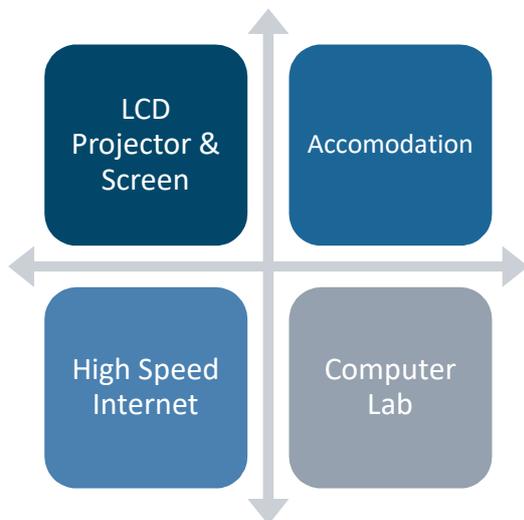
- Participants per batch typically range between 21 and 50.



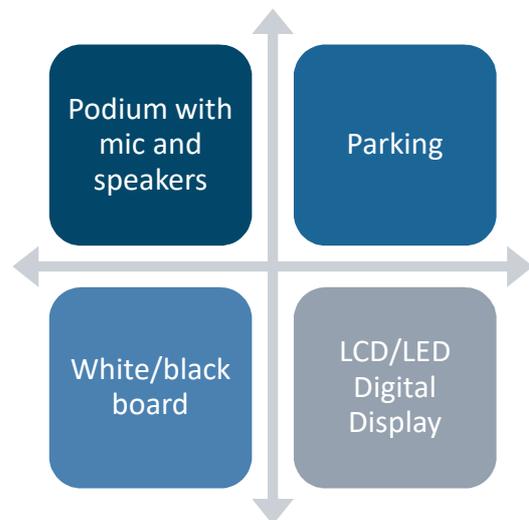
Training equipment & facilities used by respondents



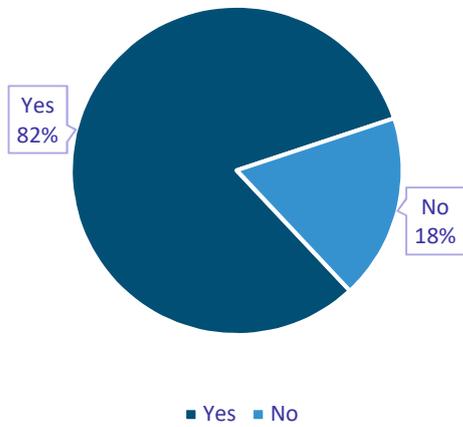
Top 4 equipment and facilities used for the training programmes are:



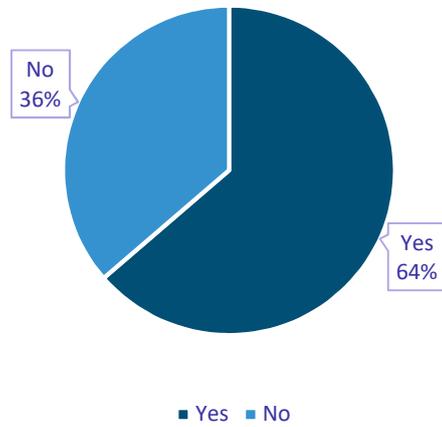
Other high-demand equipment and facilities



Share of respondents interested in using AICTE infrastructure for training



Share of respondents interested in learning about AICTE infrastructure sharing



- 82% of respondents are interested in using AICTE infrastructure for conducting their training programmes
- 64% of the respondents want to learn more about AICTE’s infrastructure sharing programme



SURVEY INPUTS & QUERIES RAISED

The following inputs, recommendations and suggestions were given by some of the respondents at the end of the survey.

<p>Ministry of Rural Development</p>	<p>DAY - National Rural Livelihoods Mission (DAY - NRLM) (DIR)</p>	<ol style="list-style-type: none"> 1. Ministry of rural development places emphasis on capacity building of rural development & Panchayati Raj functionaries and other stakeholders to enhance the effectiveness of the implementation of various rural development programmes across the country. 2. Capacity building is carried out through a network of training institute namely National Institute of Rural Development and Panchayati Raj, 28 State Institutes of Rural Development (<i>SIRDs</i>), and 89 Extension Training Centres.
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<p>Ministry of Rural Development</p>	<p>National Rural Roads Development Agency - Pradhan Mantri Gram Sadak Yojana</p>	<ol style="list-style-type: none"> 1. The expertise of the faculty of the institute should be clearly specified along with the area of interest, expertise, etc. 2. Logistics facilities at the institute should have basic minimum amenities. 3. Availability of institutional infrastructure should be as per requirement.
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The following queries were raised at the end of the survey.

Ministry of Agriculture and Farmers Welfare	Department of Agriculture Cooperation & Farmers Welfare	<ol style="list-style-type: none">1. Whether the infrastructure of AICTE is used for skill training of rural youth & farmers at district/ block level across the country at minimum cost?2. Whether the training infrastructure of AICTE is utilized for training of extension functionaries during off- campus training programmes?3. Training to state-level extension field functionaries imparted through state-level training institutes (SAMETIs), across the country?
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Ministry of Housing and Urban Affairs	Swachh Bharat Mission	<ol style="list-style-type: none">1. How will you customize the requirements for seminars?2. How it will cater to other facilities apart from setting the space?
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KEY FINDINGS & CONCLUSION

Key findings

1. All respondents conduct training programmes for their own personnel and/or for persons other than their personnel
2. 73% of respondents hire external venues for conducting training
3. 73% of respondents conduct more than 30 training programmes in a year
4. Most respondents conduct training programmes across India
5. Duration of the training programmes typically is from a few days to a week
6. Participants per batch typically range from 21 to 50

Conclusion

Based on the above key finding it is reasonable to assume that the respondents would greatly benefit from using AICTE infrastructure for conducting their training programmes.

AICTE colleges are spread across India and have sufficient space to accommodate the typical batch sizes of the respondents.

Most of the respondents hire external training infrastructure and also have specific requirements in terms of facilities and equipment. This infrastructure is already available in AICTE colleges. Thus, AICTE colleges are best suited to meet the training requirements of the respondents.

Since the respondents hire external training infrastructure to conduct a large number of training programmes per year which usually run for a few days to a week, it can be an excellent revenue source for AICTE colleges to make their infrastructure available for these training programmes.

The findings of this study determined that 82% of respondents were interested in the proposed idea of using the existing infrastructure of AICTE for their training requirements.

Based on the findings of this study it can be concluded that the proposal for utilizing the infrastructure for conducting training programmes of various ministerial departments has merit and should be explored further.

SPECIAL THANKS

We would like to express our heartfelt thanks to each of the ministry officials who participated in the survey. We truly appreciate the time they have taken to assist us as help us collect the information for this study.

- Smt Nita Kejrewal - Joint Secretary (in-situ) (RL - II), Ministry of Rural Development
- Shri Charanjit Singh - Joint Secretary (Skills), Ministry of Rural Development.
- Dr. I.K. Pateriya - Director, National Rural Roads Development Agency
- Shri Satyendra Prasad - Joint Director, National Rural Roads Development Agency
- Shri Atish Chandra - Joint Secretary, Extension & Information Technology, Ministry of Agriculture and Farmers Welfare
- Dr Prasant Armorikar - Director (extension training), Department of Agriculture Cooperation & Farmers Welfare, Ministry of Agriculture and Farmers Welfare
- Shri AK Singh - Director (Additional Charge), IARI- Indian Agricultural Research Institute
- Dr Girish Kumar Jha - Principal Scientist, Indian Agricultural Research Institute
- Dr Abhay Kumar Vyas - Assistant Director General (HRM), Indian Council of Agricultural Research
- Shri Binay Kumar Jha - Director Swachh Bharat Mission, Ministry of Housing and Urban Affairs
- Dr Shikha Anand - Directorate General of Employment, Ministry of Labour & Employment
- Sh. Nishit Gupta - Scientist D, Microelectronics Development Division Ministry of Electronics & Information Technology
- Shri Anil Kumar Pipal - Scientist 'F' & HOD (HRD, e-Learning & National Digital Library), Ministry of Electronics and Information Technology (MEITY)
- Shri Mukesh Kumar - Managing Director, Kendriya Bhandar, Ministry of Personnel, Public Grievances and Pensions
- Shri Abhishek Hedge - Head Business Development and Account Management, National Skill Development Corporation, Ministry of Skill Development and Entrepreneurship

Once again, we are extremely grateful to all the participants for giving their valuable time, their honest information, and their thoughtful suggestions.

NOTES

CONTACT

Nirbhay Thapa

Project Manager

Centre for Strategy & Leadership

Email: nirbhay@cslonline.com

Mob: 8448580218

Jigyasa Bhatia

Research Associate

Centre for Strategy & Leadership

Email: jigyasa@cslonline.org



Centre for Strategy and Leadership

 11/5B, Param Tower, 2nd Floor, Pusa Road, New Delhi – 110005

 +91-11-43270000 (20 Lines)  contact@cslonline.org  www.cslonline.org