

An EdTech initiative by

Gram Tarang Tech. Vocational Education & Training Pvt. Ltd



BUILDING BLUE COLLAR FUTURE SINCE 2010

360,000 skilled to date

OJT / ONLINE LEARNINGS

WISTA PROGRAMS

FLEXI ITI / APPRENTICESHIP / RPL / NEEM

SKILL CERTIFICATIONS / DIPLOMA / GRADUATION PROGRAMS

PROGRAM IMPLEMENTING PARTNER



The World of Hopes & Possibilities....

We work with



gooru



Awards & Citations





Embedded Degree / Diploma / NCVT Programmes

Lernern – The Gram Tarang Genesis

Lernern is the social EdTech arm of Gram Tarang Technical Vocational Education & Training Pvt. Ltd (GTVET). A high-performance manpower staffing services & apprenticeships provider working towards its mission of making technology enabled learning, further education & skills available for all, especially for those at the bottom of the pyramid.



MISSION:

To provide technology enabled learning & skill set for all

VISION:

To accomplish 1 million active learners by 2025

Learning through WISTA

Over its ten-year journey, Gram Tarang has seen tremendous success with its unique ‘Work-Integrated Skill training & Apprenticeship’ (WISTA) model, addressing the limited higher education opportunities within the vocational training eco-system in India.

Another milestone in this journey, Lernern aims to take this unique model to the blended learning landscape, allowing eager learners from anywhere in the country to access education & training, specific to their job of choice.

Portfolio:

- ✓ Embedded Degree/Diploma & NCVT Certifications
- ✓ Long term vocational training
- ✓ Short term vocational skills & workforce training

Methodology:

- ✓ Recruit, deploy & train / upskill at industry to feed Industry 4.0
- ✓ Greater than (>) 70% On-the-Job Training (OJT), less than (<) 30% Online / Offline Class rooms

Model of Implementation:

WISTA through Flexi-ITI, Apprenticeship Programs, RPL, NEEM, Staffing, Diploma & Degree programs.

Lernern technology platform seamlessly allows us to navigate the life cycle of a student-trainee, from curriculum to placement.

Tools: Gooru - India's most sophisticated online educational platform. Gooru Navigator is a GPS for learning. It accurately locates the learner's knowledge, skills, and mindset and then constructs a personalized path to reach his/her learning goals.

gooru

Building a sustainable integrated workforce platform that benefits both industry and youth

Coverage and Applicability:

All the industries, trades and establishments are eligible to participate.

WISTA Our Value Proposition to Industry

Recruitment & Selection

- Pan India recruitment & deployment.
- Blended with localized recruitment
- Assessment & selection tools customized to industry requirement



Compliance Management

- FLEXI ITI, Internship, Apprenticeship & NEEM Apprentice programs allow students to work for 3 years after class XII or ITI
- GTVET takes care of all statutory compliances

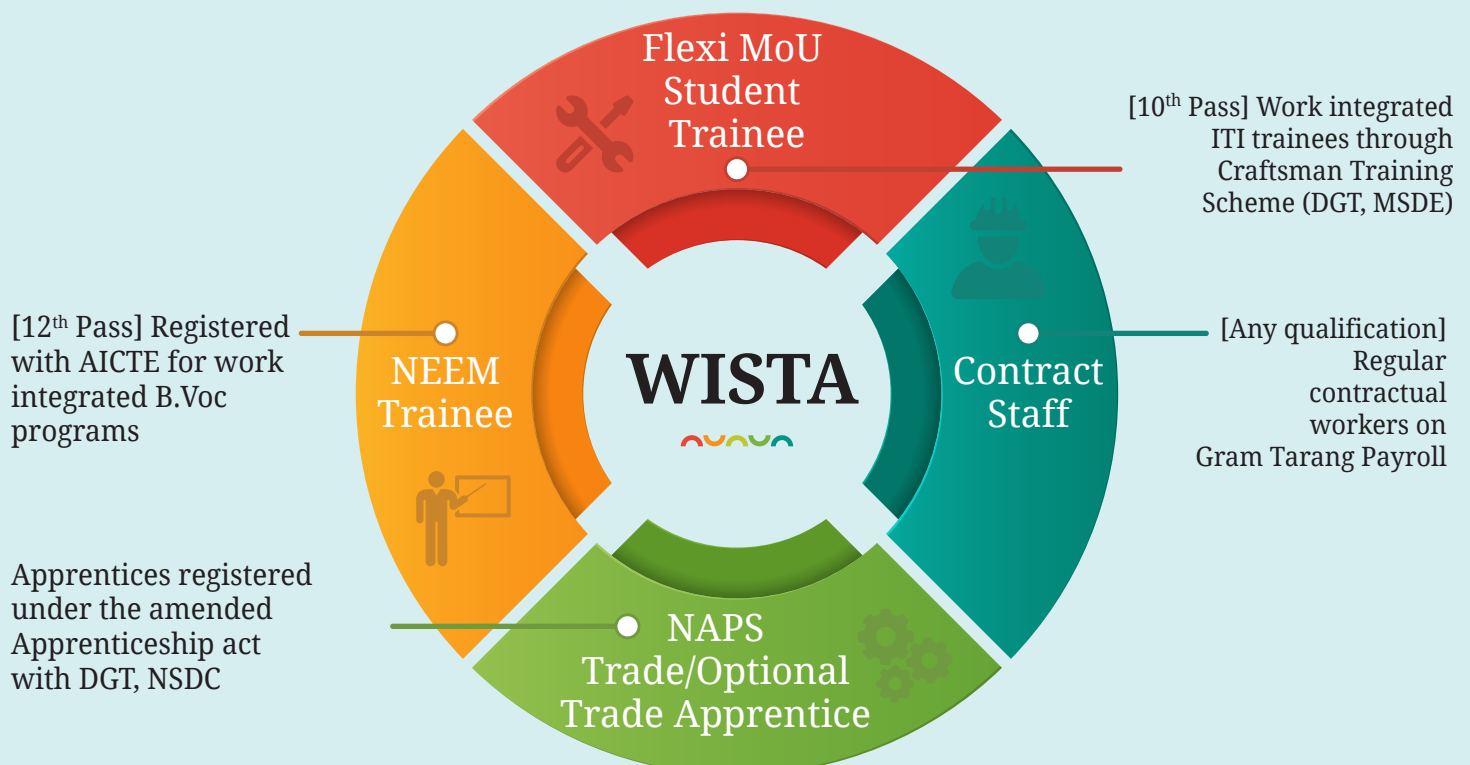


Continuity & Productivity

- Skilling & work integrated programs permit longevity, industrial safety, quality, training and productivity enhancements



Different Categories of Manpower we can Provide Through WISTA



Our product portfolio spans the entire spectrum, from short term trainings to industry integrated models



Embedded Vocational Degrees (Manufacturing)

There are two entry points for a student to enroll into our vocational degree program. A student with qualification of 10th pass can enroll for 3 yrs. D. Voc program embedded with On-the-Job Training (OJT). A candidate with 12th pass eligibility or equivalent (e.g., 2 yrs. ITI) can directly be enrolled for 3 yrs OJT Embedded B. Voc program.

a) D. Voc / B. Voc in Manufacturing Technology

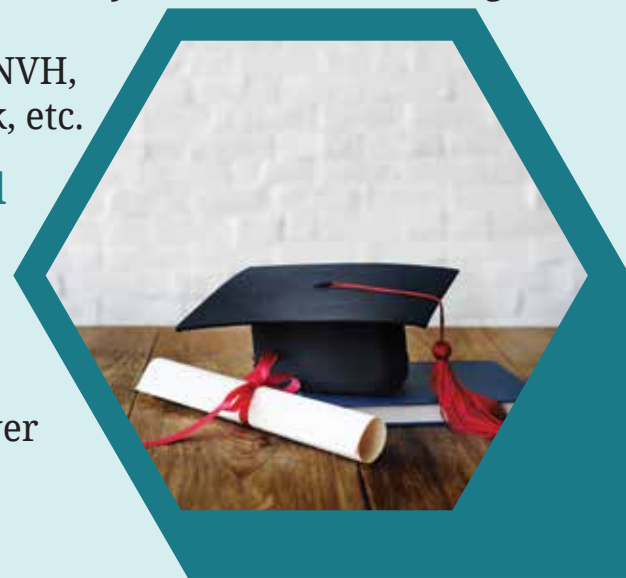
The learner of B. Voc in Manufacturing Technology will get hands-on industrial exposure in Machining and Production Technology, Manufacturing Process, Mass production devices, Non-Conventional manufacturing process, Industrial Safety, Real life project work, etc.

b) D. Voc / B. Voc in Automobile Servicing

The learner of B. Voc in Automobile Servicing will get hands-on industrial exposure in Automotive Technologies, Electrical and Electronic Systems, Manufacturing Technologies, Overhauling of Vehicle Aggregates, Electric and Hybrid Vehicles, Automotive RAC & NVH, Basic Sciences, Humanities, Real life project work, etc.

c) D. Voc / B. Voc in Electrical Systems and Maintenance

The learner of B. Voc in Electrical Systems & Maintenance will get hands-on experience in Basic Electrical Circuits, Electro Magnetic Fields, Electronic Device & Circuits, Control System, Power Electronics, Micro Processor & Micro Controller, Industrial Switchgear & Protection, etc.



Embedded Vocational Degrees (Services)

The three-year modular skill-based industry-oriented degree program is designed for 12th or any equivalent passed undergraduate candidate from any recognized board in India with the aim to develop a holistic approach in learning essential skills in management, communications and life skills with emphasis on industry relevant education which is in demand.

The learner gets the opportunity to experience hands-on learning with industry collaboration and industry mentorship, enabling the students to start, develop and foster a career in his/her preferred industry in various roles like front line executive, management trainee, managerial position, etc.

i. Work Integrated BBA in Retail & Hospitality

ii. Work Integrated BBA for Sales & Delivery Management

Types of Skill Trainings

	Flexi NCVT Certifications	Work Integrated Diplomas & Degrees	Technical Vocational Skills- RPL+	Employability Skills	Workforce Training
Duration	2 years	3 years	6-12 months	24-64 Hours	16-40 Hours
Eligibility	10th Pass; 18 Yrs	12th Pass; 18 Yrs	5th Pass	Anyone	Anyone
Curriculum & Certification	NCVT (DGT, MSDE, Flexi MoU)	DVoc/BVoc Centurion University	Lernern Certification with CUTM Credits	Lernern Certification with CUTM Credits	Lernern Certification with CUTM Credits
Courses	- Industrial Fitter - Industrial Electrician - Any industry specific trades	Manufacturing, Electrical, Automotive, Retail, Hospitality, & Sales, SCM and Others	- Garment Construction Techniques - Fashion Design - Others	- Employability Skills - Total Quality Management - Any industry specific	- Industrial Safety - Prevention of Sexual Harassment
Delivery Model	70% OJT 20% Online 10% Physical	70% OJT 20% Online 10% Physical	70% Online + OJT 30% Activity based	70% Online 30% Activity based	70% Online 20% Activity based 10% Physical



A cloud based secure platform with mobile app access for learners. Users can access content ranging from live zoom classes to videos, presentations & interactive games to develop & assess their skills & competencies.

SALIENT PROGRAMS UNDER

WISTA

Work Integrated Skill Training & Apprenticeship

**CENTURION -GRAM TARANG's unique and top notch
up skilling program with NCVT certification.**

Flexi – MoU / ITI

under

Craftsmen Training Scheme (CTS)

as per new guidelines (w.e.f. 28th Feb, 2019)

Work Integrated ITI





Directorate General of Training

Ministry of Skill Development & Entrepreneurship

National Council for Vocational Training (NCVT)

Government of India

“Flexible Memorandum of Understanding (Flexi-MoU) is introduced to encourage industries to train the candidates in their required operational skills, thus increasing the employment opportunities for the candidate. The guidelines have been revised to empower the industries while safeguarding candidate’s interests.”

S.No	Course Name	Duration	Eligibility	Certification
1	Industrial Electrician	2 Year	10th Pass	DGT
2	Industrial Fitter	2 Year	10th Pass	DGT
3	Welder Technician	1 Year	8th Pass	DGT
4	Lathe Machine Operator	2 Year	10th Pass	DGT
5	Automotive Service & Repair Tech	2 Year	10th Pass	DGT
6	Automotive Manuf. Technician	2 Year	10th Pass	DGT
7	Textile & Fabric Manuf. Technician	2 Year	10th Pass	DGT

Note: The Industry can run any other program after consultation with CUTM-GTVET and approval of DGT.

1. Introduction

Flexible Memorandum of Understanding or Flexi-MoU scheme is designed to cater to the needs of both the industry as well as trainees, allowing industries to train candidates as per their skill set requirements and providing trainees with an industry environment aligned with the market demand and latest technology, to undergo training.

The scheme gives the industry the flexibility to create tailored skilling programs with customized courses having content and curriculum that is market relevant and meets the industry requirements. The industry also gets the flexibility to select trainees, conduct practical assessments, and add industry-ready trainees to its workforce.

The concept of Flexi-MoU was introduced in the year 2014 and policy guidelines for the same were implemented vide letter dated 31st July 2014, which was later revised on 3rd October 2016 vide letter no. MSDE (DGT)-19/11/2016-CD, in the sub-committee meeting dated 28th august 2018 chaired by DG, DGT on Norms and Courses.

2. Benefits of Flexi-MoU Scheme

The scheme envisages Employer skiller(ES) model where prospective employer(industry) already having a well-established infrastructure, robust training facilities, as well as trained faculty, conducts in-house skilling of prospective employees. The concept allows industries to offer training in courses similar to CTS courses, but customized and tailored to industry's needs.

3. Coverage

- a. IP will train maximum 20% of total manpower (including regular and contractual).
- b. Minimum batch size is 20.
- c. IP will use the available CSR funds for the program (if available).
- d. As per office clarification No. DGT-MSDE/Admn/1/2018-HOO dated 14th march 2018, point No.1, such trainees are be paid a stipend (as per MW) which will not attract any statutory deductions or payments applicable to regular employees i.e. PF/ESI etc., since these trainees do not constitute employment.

4. Benefits and Status of Trainees

- a. Get trained in industry relevant courses with high employment potential.
- b. Benefit from interactions with experienced industry experts/professionals.
- c. Exposure to industry shop-floors and real-time environment with latest equipment.
- d. Potential job opportunity in the industry with increased employment avenues in multiple industries in that sector.
- e. Advantage in terms of industry readiness, exposure to best practices, latest machines, tools and equipment.
- f. Acquire Specialized Skills through On-the-job Training.
- g. Receive Government and Industry Recognized Certification.



5. Course, Content and Curriculum

- a. NSQF compliance is mandatory at the time of commencement of program.
- b. Any new courses suggested by industry and developed by CUTM-GTVET under Flexi-MoU scheme can run after approval from DGT.
- c. Curriculum of courses developed should be designed with more weightage towards industrial OJ Training, and the duration of theoretical and practical component for each course must be defined in hours.

6. Fee Structure

- a. All training related expenses under the MoU/Agreement shall be borne by IP. CUTM-GTVET may charge reasonable fee for imparting theoretical training, as per Common Norms rates prescribed by MSDE. Duration of theoretical training should not exceed 30% of the total duration of the course.
- b. IP is responsible for providing reasonable stipend (at par with minimum wages) to the trainees.
- c. Participating IP may utilize CSR funds or funds allocated under employer-skinner head for meeting the training cost.

7. Duration of Training

The minimum duration of training under Flexi-MoU shall be 6 months including classroom training and industry training components, while the maximum duration shall be that of 24 months (2 years).

8. Admission Process

- a. Admission time and training cycle has been kept flexible by DGT as per the requirement of industry and according to the design of course curriculum.
- b. Minimum qualification, age and other eligibility conditions for the trainee shall be as per the course curriculum developed by the CUTM- GTVET.

9. Training, Assessment and Certification

- a. Conducting training of selected candidates is a joint responsibility of GTVET-TP-IP.
- b. Assessment will be jointly done by CUTM-GTVET and DGT as per the latest examination reform guidelines issued by DGT dated 4th Oct 2018. Any changes or revision to the same shall be applicable to Flexi-MoU scheme.
- c. For practical examination and formative examination and formative assessment, CUTM-GTVET has been given flexibility by DGT to design the questions, assess the candidates and upload their marks in the scheme portal.
- d. CUTM-GTVET will develop a comprehensive question bank.
- e. Annual Theoretical exams shall be conducted by DGT in computer based test format upon completion of payment of requisite examination fee by CUTM-GTVET.



www.gtonline.in

Apprenticeship Reforms

Train and Retain High Quality Apprentices

National Apprenticeship Promotion Scheme (NAPS)
www.apprenticeshipindia.org

Licensed TPA: GRAM TARANG



To strengthen the Skill Development Mission, Ministry of Skill Development and Entrepreneurship, GoI, launched NAPS on August 2016, under Apprentices Act, 1961. (First amendment dt. 01st October 2019)

PURPOSE:

- ✓ To promote apprenticeship training
- ✓ To incentivize employers
- ✓ Real-time skill development to the youth of India

APPRENTICE: DEFINITION

An Apprentice is a person who has entered into a contract of apprenticeship with the employer for apprenticeship training under the Apprentices Act.

ELIGIBILITY

Any Individual who has completed 14 years of age, is physically fit and has minimum educational qualification prescribed for a trade can undergo apprenticeship training.

TRAINING LOCATION

One can undergo apprenticeship training in any industry/establishment.

MANDATORY DOCUMENTS

(from Apprentice for Registration in Apprenticeship Portal)

- ✓ Aadhar Card ✓ Aadhar Linked Bank Account
- ✓ Email Id & Mobile Number ✓ Qualification Certificates

Coverage

All sectors of industries/establishments are eligible to run apprenticeship programs.

Establishment Eligibility and Norms for Apprenticeship

Employee Strength	Eligibility for Apprenticeship	Apprentice Band	Apprenticeship Duration
0-5	Not eligible	Not eligible	Not eligible
6-40	Optional	2.5% - 15% of employee strength	6-36 months
>40	Mandatory	2.5% - 15% of employee strength	6-36 months

Legal Status

- ✓ Every apprentice undergoing apprenticeship training in an establishment shall be trainee and not a worker.
- ✓ The provisions of any law with respect to labour (such as EPF/ESI) shall not apply. (Definition of worker, Para 18 of Apprenticeship Act 1961)
- ✓ Establishments can engage apprentices of age 18 years & above in normal working hours of the establishment which includes night shifts.

Key Benefits to the Employer

- ✓ Addresses skill gap of the industry.
- ✓ Industry can design and run apprenticeship in customized courses.
- ✓ Reduces attrition
- ✓ Increases availability of industry-ready, skilled manpower.
- ✓ Loyalty factor in apprentices is relatively higher.
- ✓ Financial support from the Government.
- ✓ Customized training tailored to specific needs of business.

Key Benefits to the Trainees

- ✓ **Choose a Profession.**
- ✓ Learn from **Experts.**
- ✓ Earn a **Stipend** during Apprenticeship.
- ✓ Acquire **Specialized Skills** through On-the-job Training.
- ✓ Receive Government and Industry Recognized **Certification.**
- ✓ Improve **Long- Term Career Prospects.**



Categories of Trades defined under the Apprentices Act 1961

Designated Trades:

Those notified by the Government are referred to as “Designated Trades”

Optional Trades:

The other trades which are not included in the notified list of the Designated Trades but opted as a Trade/Course is to be run under the Apprentices Act by an establishment.

Apart from the above:

NSQF aligned 2000+ Qualification Packs: (Job roles) are available in the Apprenticeship Portal to customise/improve the curriculum based on establishment's requirement.

NAPS Extends Financial Support to Organizations

03 Months

Sharing of cost of basic training with Basic Training Providers (BTP), up to INR 7,500 for 3 months/ 500 hours.

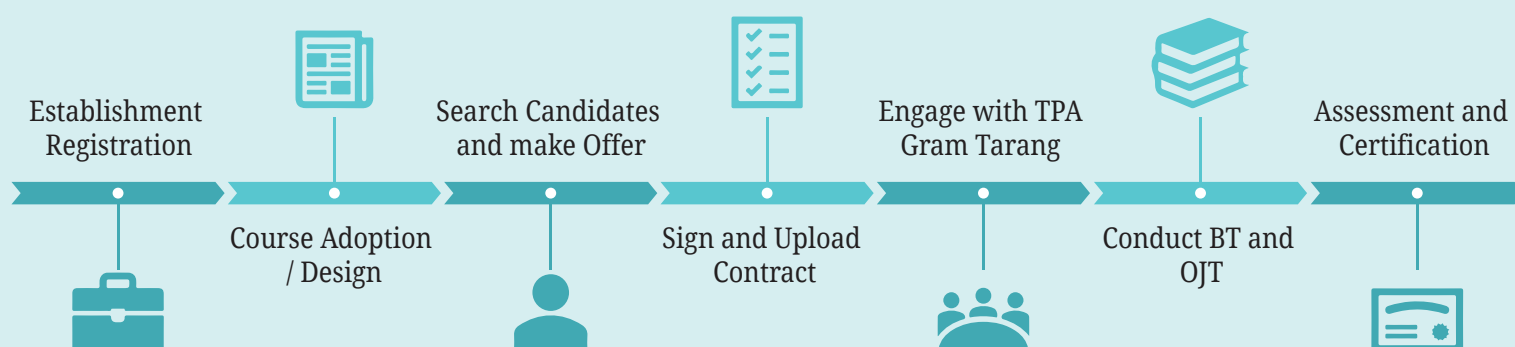
01 Per Month

Sharing of 25% of the prescribed stipend, subject to a maximum of INR 1,500 per month per apprentice.

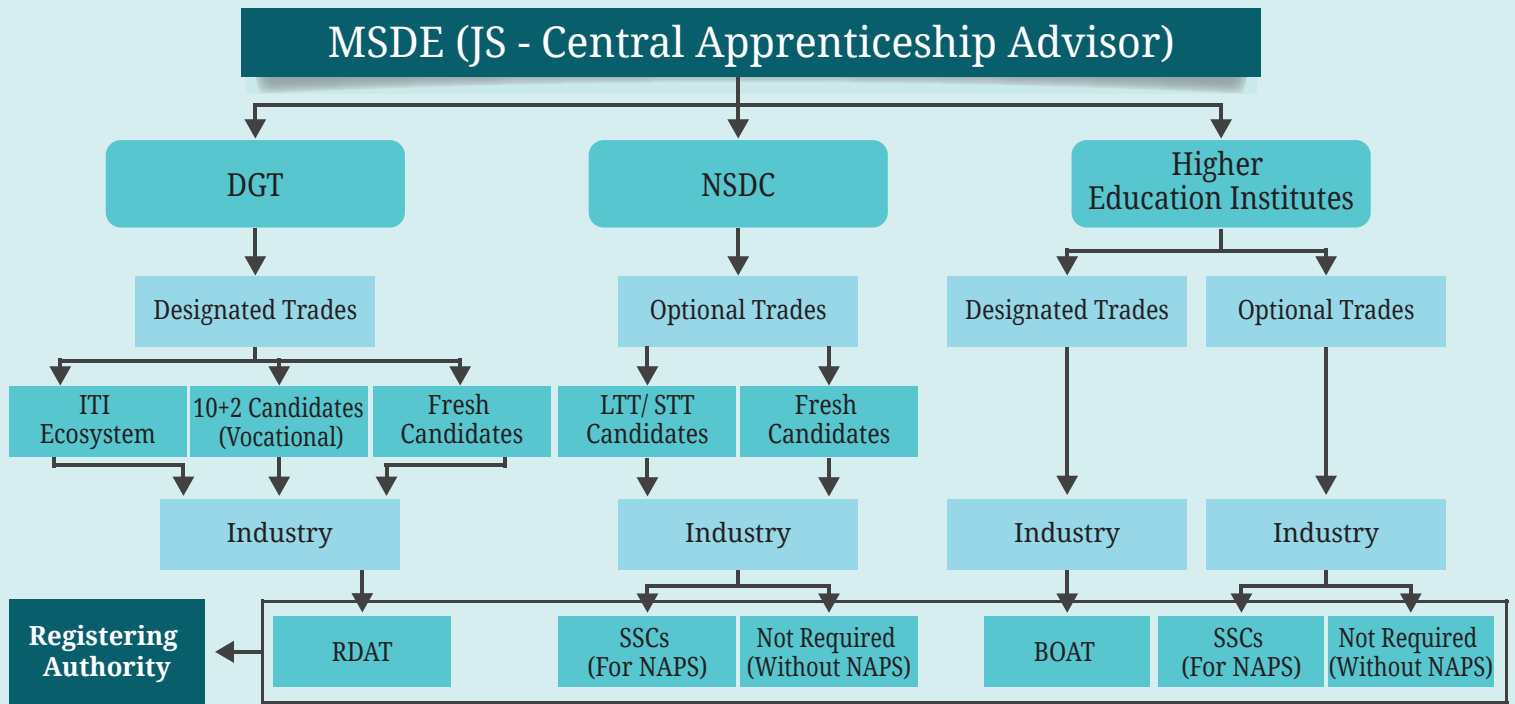
Pathways for Youth to Become Industry Ready

S. no.	Entry Qualification	Basic Training (BT) Required	On the Job (OJT) Training Required	Duration of Apprenticeship Training
1	School Dropouts (5th to 12th standard)	✓	✓	6-36 months (including BT)
2	10+2 Vocational Certificate Holders/ITI	×	✓	6-36 months
3	Short Term Training (approved under Central/State government) Pass outs (incl. PMKVY, DDU-GKY etc.)	×	✓	6-36 months
4	Engineering Graduate/Diploma holder	×	✓	6-36 months
5	Non-Engineering Graduate/ Diploma holder Including those pursuing the courses	×	✓	6-36 months (specially designed 6 month courses for those pursuing Graduation)

LIFECYCLE

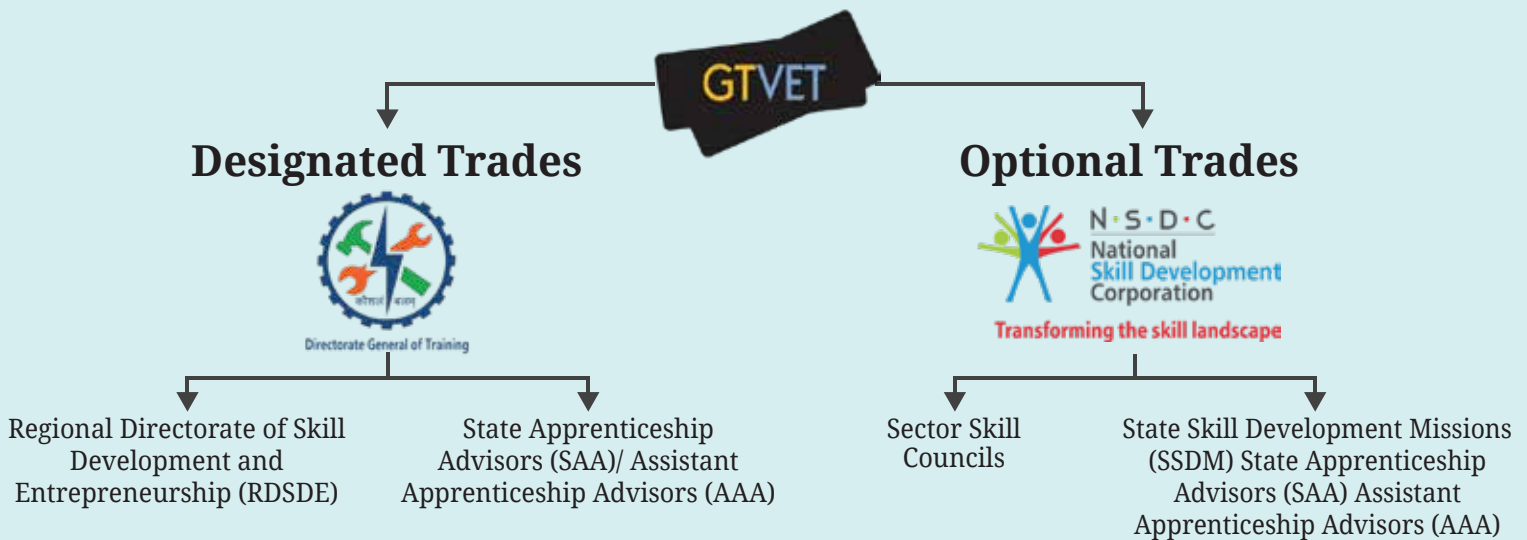


New Structure for Apprenticeship Implementation (where Central Govt is Appropriate Authority)



Implementing Agencies

As a TPA, Gram Tarang will implement Apprenticeship Programs in any industry/establishments.



Strong Business Case for Apprenticeship!

- ✓ High ROI with a short payback period.
- ✓ Candidates start contributing productively after a couple of months of training.
- ✓ Apprentices are not employees, no obligation to hire them.
- ✓ Candidates know company culture when you hire them subsequently as an employee.
- ✓ High level of dedication and loyalty among apprentices.
- ✓ An apprentice gets exposure into shop floor training.
- ✓ Earn while you learn concept.



I was never born and will never die.
I'm a concept. Eternal. Infinite. Indestructible.

- Prof Mukti Mishra

President
Centurion University of Technology & Management
Chairman - Gram Tarang

“The FUTURE
Depends on
WHAT
You do
TODAY”

MAHATAMA GANDHI

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