

Seekho-Sikhaao (Training of Trainers)

Background:

The National Policy on Skill Development (NPSD) approved by the Union Government has set a target for skilling 500 million persons by the year 2022. Concerned central Ministries will involve respective Departments of State Governments, State Skill Missions and other stake holders to achieve the target.

The Prime Minister's National Council on Skill Development (Now NSDA) has set a target of providing skills to 17 lakh youth for Haryana during the 12th plan i.e. 2012-17. Skill Gap Survey for the State of Haryana was undertaken by the NSDC through M/s KPMG. The estimated short fall is 3.5 lac skilled and 5 lac semi-skilled manpower in the sectors of Retail, Health Care, Construction, IT & ITeS, Transportation and Logistics, Manufacturing, BFSI, Automotives, Sports, Green Jobs, Beauty and Wellness etc in all the districts. To impart industry compliant skill training to these unskilled youth there is huge requirement of competent trainers who are well acquainted with the ongoing machinery & equipments and industrial processes. These trainers are also required to be acquaint with the National Occupational Standards and Qualification Packs. However enough competent trainers are not available.

Further in the fast changing techno economic scenario, knowledge is becoming obsolete at a very fast pace. This is more pertinent in the field of technical and vocational education. It has been observed that generally teachers in Polytechnics/ ITIs, after joining the system don't go for any training for upgrading their knowledge and skills, resulting in their knowledge and skills becoming redundant and thus, not matching the requirements of the Industry.

For enhancing the effectiveness, efficiency and quality of their human resource and keeping them highly motivated, almost all world class organizations regularly up-date and up-grade their manpower through formal and non-formal training programmes. Keeping the above objective in mind, the Mission proposes to have Seekho-Sikhaao institutes for capacity building of trainers in the State.

Vision:

To design and execute programmes aimed at the strengthening and updating the competencies of teachers/ trainers working in vocational and technical education institutions, community colleges and Skill Development Centres.

Objectives:

- I. To design and offer refresher/ induction/ orientation/ proficiency courses and other advance trainings to the trainers/ teachers of technical and vocational institutions (Govt./ Aided/ Private) or individuals on the basis of the identification of their training needs.
- II. To train and acquaint the trainers with NSQF compliant skill training according to NOSs & QPs developed by various Sector Skill Councils affiliated with NSDC.
- III. To keep the teachers/ trainers updated with latest schemes/ technologies/ training mechanisms/ contents/ methodology etc.

Functions:

- I. Identification of training needs of human resource of different categories.
- II. Development of certificate level competency advancement programmes for the benefit of teachers/ trainer working in different skill development institutions.
- III. Development of new course material in print and electronic formats.
- IV. Offer competency advancement programmes through ODL modality comprising home study, Personal Contact Programme (PCP), teleconferencing and on line interaction.
- V. Organisation of seminars and workshops to obtain feedback in respect of the current programmes and conceptual inputs concerning new competency advancement programmes which need to be designed or concerning the new programmes which have been conceived and are in the pipeline.
- VI. Production of the course material in audio-video format for the use of the trainees in the Institute or at their places.

- VII. Undertaking studies to ascertain the effectiveness of the competency advancement programmes offered by the institute and to take the corrective measures, if necessary.
- VIII. Holding dialogue with the state education department and Technical and Vocational Education Department to ascertain the specific needs of the state and also to elicit their views as to how the Seekho-Sikhaao could fulfil those needs.
- IX. Organisation of short duration (one to two weeks) orientation programmes for teachers, educational administrators, teacher educators, vocational teachers on specific themes of current importance.

Target Groups:

- (a) Teachers/ trainers of Industrial Training Institutes (ITIs)/ Polytechnics/ Engineering Colleges/ Skill Development Centres/ Senior Secondary Vocational Stream/ Community Colleges
- (b) Principals/ Heads of Engineering Colleges/ Polytechnics/ ITIs
- (c) Persons having industry/ professional experience
- (d) Trainers empanelled with State Skill Missions/ Sector Skill Councils
- (e) Retired Professionals/ Ex-Servicemen/ individuals

Programs offered:

Short Term Programmes for the target groups to enable them to acquire competencies relevant to their respective areas of work.