

**TRACER STUDY OF ITI GRADUATES IN MIZORAM**

**FINAL REPORT**

**Under**

**Ministry of Skill Development & Entrepreneurship  
Govt. of India**

**FUNDED UNDER STRIVE PROJECT**

**By**

**DEPARTMENT OF LABOUR EMPLOYMENT, SKILL  
DEVELOPMENT & ENTREPRENEURSHIP (LESDE),  
GOVERNMENT OF MIZORAM, AIZAWL**

**SUBMITTED BY**



**STATE INSTITUTE OF RURAL DEVELOPMENT & PANCHAYATI RAJ  
(SIRD&PR), MIZORAM, AIZAWL**

**FEBRUARY, 2023**

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## *Tracer Study of ITI Graduates in Mizoram*

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Shri. Lalhmunsanga Hnamte  
Director, SIRDPR, Mizoram.

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## *Tracer Study of ITI Graduates in Mizoram*

### **ACRONYM**

IMC	-	Institute Management Committee
ITI	-	Industrial Training Centre
MoU	-	Memorandum of Understanding
SPIU	-	State Project Implementation Unit
TCPC	-	Training Counselling and Placement Cell
TVET	-	Technical and Vocational Education and Training
STRIVE	-	Skill Strengthening for Industrial Value Enhancement
PforR	-	Program for Results
LESDE	-	Labour Employment, Skill Development and Entrepreneurship
NSDM	-	National Skill Development Mission
SSC	-	State Steering Committee
SIRDPR	-	State Institute of Rural Development & Panchayati Raj



## *Tracer Study of ITI Graduates in Mizoram*

### **EXECUTIVE SUMMARY**

The key objective of the National Skills Strengthening for Industrial Value Enhancement (STRIVE) project is to improve the quality and market relevance of vocational training provided through ITIs and apprenticeship. Labour Employment, Skill Development & Entrepreneurship Department is actively participating in implementing the STRIVE project in the state of *Mizoram*. A State Steering Committee (SSC) has been formed to guide the implementation of project in the State. A State Project Implementation Unit (SPIU) has also been formed to assist the SSC for the implementation of the project. At the state level, SPIU is responsible for providing fiduciary guidance, implementation, monitoring, and facilitation of STRIVE.

With the invitation from the Department of Labor, Employment, Skill Development & Entrepreneurship (LESDE), Government of Mizoram, the State Institute of Rural Development & Panchayati Raj (SIRDPR), Mizoram conducted Tracer Study of Graduates from ITIs in Mizoram.

**Objectives of the Study:** The main objective is to carry out tracer study of trainees from project ITIs in the State to understand their career progression in the labor market along with various other specific objectives. As the SPIU desired to cover at least 25% of the pass-outs for a period extending from 2014 to 2020, the study covered 735 pass-outs, which is more than 25% of the total pass-outs. Field survey was carried out during the months of September and October, 2022 and report was written after completion of the field survey.

**Study Findings:** Govt. ITI, Aizawl was established in 1964, but hosted by Srikona ITI, Assam (classes started immediately), until classes could be located to Aizawl in 1975. Govt. ITI, Lunglei and Govt. ITI, Saiha were established in 2002, classes were hosted by Govt. ITI, Aizawl until 2005 when the classes were shifted to their current campuses. The average seating capacity per year for the three ITIs put together was 540, which actually fluctuates due to the availability of faculty. Seat utilization rate is very low at 42.88% with drop-out rate of 15.17% for the period of study. The pass-out rate was around 66.72, which needs improvement. The average proportion of male students was around 68% while female was around 31% only. Out of 735 respondents, 561 (76.33%) were from ITI, Aizawl, 104 (14.15%) were from ITI,

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Lunglei and the remaining 70 (9.52%) were from ITI, Siaha. The top five most covered trades with the number of respondents and percentage were Computer Operator & Programming Assistant (COPA) - 123 (16.7%), Electrician – 58 (7.9%), Sewing Technology – 50 (6.8%), Basic Cosmetology (Hair& Skin Care) – 47 (6.4%) & Stenographer & Secretarial Assistant – 47 (6.4%). Female respondents comprised 252 (34.29%) only.

Majority of the respondents comprising 78.1% were from urban area and only 21.9% were from rural areas. The average age of the respondents was 27.67 with the minimum age of 18 and a maximum age of 51. Maximum number of respondents were in the age group of 26-35 year. Respondents with educational level of Class XII or equivalent were most represented with 52% of the total respondents followed by Graduates with 20.4% and Class X with 20.3% and another 2.9% were having post-graduate degree and above. Majority of the respondents were still single or unmarried comprising 68%, married comprised 31.4% and divorcee comprised 0.5% of the total respondents. ITI, Aizawl is having the maximum percentage of unmarried/single respondents (70.2%) followed by ITI, Lunglei (65.4%).

Out of the total number of 735 respondents from the three Govt. ITIs, 49.8% were from APL families; 41.9% were from BPL families and 8.3% were from AAY families. Amongst all the respondents, there were 1 Scheduled Caste and the rest were Scheduled Tribes. There were 3 (three) physically handicapped amongst the respondents and 1(one) was ward of Ex-Serviceman. A large number of respondents comprising 49.4% came to know about the training courses of ITI from Media followed by Family/Friends (23.1%) and other sources (23.1%). Only 4.4% came to know directly from the ITI itself.

Majority of the respondents comprising 68% of the respondents undergone 1-year training courses and the remaining 32% underwent 2-year training courses. The various reasons for joining ITI courses as cited by the respondents include: For Self-Employment (59.6%); to get Government Job (30.7%); to get Private Job (2.6%); other reasons (6.9%) and did not get admission in higher education (0.1%).

Majority of the graduates were satisfied with the courses they learnt as 86.5% of ITI Aizawl, 88.5% of ITI Lunglei and 87.1% of ITI Siaha stated that they were satisfied. Majority comprising 82.7% of the respondents suggest more hours of practical class for

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quality improvement of the training courses and upgradation of equipment was suggested by 12.7% as most important. The study finds that Institute Management Committee (IMC) had been constituted in the year 2009 in all the three Govt. ITIs of Mizoram. Divergence has been observed in terms of the number of meetings held by various ITIs and at the same time, differences are still noticed in terms of members and attendance of the meeting as per the information furnished by the ITIs. MoU was not signed by Govt. ITI, Aizawl during the period whereas the other two ITIs have signed 1 MoU each. Even though there were industry partners amongst the members of the IMC, they did not take active part for the development of the Institutes except attending the meetings of the IMCs. With regards to assistance from the industry partners, the study observed that there is no role played by the industry partners except in selection of trainees in Govt. ITI, Lunglei.

Training Counselling and Placement Cell (TCPC) had been established in Govt. ITI, Aizawl and Govt. ITI, Lunglei whereas Govt. ITI, Siaha is still without TCPC. However, in-charge officer is available only in Govt. ITI, Lunglei. Majority of the respondents (91%) said that they did not know whether officer in-charge of TCPC is available or not in their ITI. This clearly shows the requirement for strengthening the TCPC in the ITI, which is expected to be taken up with the assistance from STRIVE project.

As per the data received from Govt. ITI, Aizawl (Nodal ITI), there were 34 number of faculty out of which 25 (73.53%) were engaged on contract and only 9 (26.47%) were directly recruited for permanent posts. ITI. The mean age is 46.79 years. The youngest faculty member is 36 years old while the oldest faculty member is 59 years old. Many of the faculty members are near their retirement age. There were 7 (21%) female out of the 34 faculty members.

Majority of the faculty comprising 38.2% were having educational qualification of Class X, 29.4 % were graduates, 26.5% were Class XII passed and 5.9% were diploma holders. Among the 34 faculty members, only 11 (32%) were trained and 23(68%) were still untrained while the minimum year of experience was 7 years. the longest service holders having experience of 34 years and 36 years were also untrained. Full seating capacities of the ITIs could not be fully utilised due to the insufficient teaching faculty members.

## ***Tracer Study of ITI Graduates in Mizoram***

***Comments from ITI, Aizawl:*** *There has been prolonged shortage of faculty. Placement Cell is to be set up with designated staff from STRIVE Project. The requirement in equipment are expected to be met under STRIVE Project.*

***Comments from ITI, Lunglei:*** *The Institute has no regular Principal of its own. Further, there is no Instructor in COPA and Electronic Mechanic Trades. Several classrooms need repair and renovation. The IT Equipment like Computer, Printer, Scanner, etc. were inadequate and obsolete. Lastly, pending Certificate which has not been cleared affects the performance of the Institute.*

***Comments from ITI, Siaha:*** *No faculty for Electrician Trade. Placement Cell is to be set up with assistance from STRIVE.*

There are some trades which were having an average enrolment per year less than 10 students, viz. Carpenter, Fitter and Sheet Metal Worker of ITI, Aizawl and ICTSM and Mechanic (Motor Vehicle) of ITI, Siaha. The worst performing trades are Sheet Metal Worker of ITI, Aizawl and Mechanic (Motor Vehicle) of ITI, Siaha with an average intake of only 3 students per batch. These trades need special attention and it may be improved with facilities and faculty or may be discontinued.

Trades with highest average annual students' enrolment in ITI, Aizawl is Sewing Technology with 30, ITI, Lunglei is Computer Operator & Programming Assistant (COPA) with 21 and ITI, Siaha is also Computer Operator & Programming Assistant (COPA) with average annual enrolment of 18 students.

ITI, Aizawl could not conduct training every year for 9 (nine) trades, ITI, Lunglei could not conduct yearly training for 3(three) trades and ITI Siaha could not conduct regular training yearly for 4 (four) trades due to insufficient faculty positions.

The internal efficiency is measured in terms of Seat utilisation, drop-out rate and graduation or pass-out rate. Data received from the three ITIs are analysed in table 6.2 for a period extending from 2014 to 2020. The overall seat utilisation rate is very low at 43.38% with a high drop-out rate of 16.32%. The pass-out or graduation rate is 63.82%.

In terms of seat utilisation, ITI, Lunglei has a maximum utilisation with 72% which is still not sufficient while ITI, Aizawl is having only 36%. Drop-out rate is highest in ITI, Siaha with 32.65% leaving the ITI without completing the course. ITI, Lunglei is

## *Tracer Study of ITI Graduates in Mizoram*

the worst performing amongst the three in terms of pass-out rate with as low as 31.83%. ITI, Aizawl is having the maximum pass-out rate of 79.47%, which still have lots of scope for improvement.

Employment status of the graduates from the three ITIs indicates that 3.9% were permanent paid employed whereas 24.6% were temporary paid employed. Self-employed were 21.4% and those who are undergoing apprenticeship were 0.7% only. The unemployment rate was still very high at 49.4%. Among the employed graduates, 8.9% were very satisfied, 81.7% were satisfied and 9.4% were dissatisfied with their jobs.

There were 372 graduates having employment out of a total sample of 735 graduates. Amongst the various trades, *Computer Operator & Programming Assistant (COPA)* contributes the most in permanent paid employment (PPE) followed Surveyor. COPA still offers the best scope for temporary paid employment (TPE) followed by *Stenographer & Secretarial Assistant (English), Electrician, Plumber, Mechanic (Motor Vehicle), etc.* *Basic Cosmetology (Hair & Skin Care)* was the best trade for self-employment (SE) followed by *COPA, Wireman* and *Baking & Confectioner, etc.* However, *Sheet Metal Worker* and *Fitter* are the worst performing trades in terms of employment.

A total number of 258 (53.42%) males and 114 (45.23%) females were employed. The percentage of permanent paid employed of female (4.4%) was higher than that of male (3.7%). However, in all other categories of employment like temporary paid employment, self-employment and apprenticeship, males fares better than that of female.

Amongst the physically handicapped graduates, 2 (66%) got self-employment and 1 (33%) was unemployed while 1 (50%) of wards of Ex-Serviceman was temporary paid employed and 1 (50%) was unemployed. A total number of 186 (25.31%) got their job in a period less than 6 months after completion of the training course. However, 49.39% did not get any job due to various reasons. Amongst those who got the job, majority comprising 215 (57.8%) said that they were working in the sector related to the trade they have been trained while 153 (41.13%) claimed that they were working in the sector which was not related to the trade they had been trained for.

## ***Tracer Study of ITI Graduates in Mizoram***

The effectiveness of ITI training courses was conducted using paired t-test. There was significant improvement in the level of income after training (M=1.73, SD=2.033) from before training (M=.34, SD= .822) conditions;  $t(734)=-20.518$ ,  $p= .0001$ ).

An independent sample t-test was conducted to determine whether there is a difference in the monthly income level between males and females. The results indicate that the income level of males (M=1.98, SD=2.1380) are significantly more than the income level of females (M=1.25, SD=1.720) conditions;  $[t_{(611.655)} = 5.021, p=.0001<.05]$ .

Regarding the job they were holding, 9.4% of the working graduates were not satisfied with their current jobs. Meanwhile, 8.9% were very satisfied and 81.7% were satisfied with their current employment.

As have already seen there were 363 (49.39%) unemployed graduates amongst the sample respondents. Majority (79.34%) of the unemployed did not work due to unavailability of suitable works, another 19.28% said that they were having another responsibility and 14.88% were pursuing higher studies. A mere figure of 2.2% claimed that they were not interested in employment. The overall level of satisfaction of the graduates with the training programme indicated that 86.8% were satisfied and 6.3% were very satisfied.

### ***Recommendations***

1. All the ITIs need guidance in respect of institute management.
2. TCPC has to be strengthened by providing equipment and also by building the Capacity of faculty, including training and exposure visit to the well-functioning ITI in the country.
3. Govt. ITI, Lunglei is having no regular Principal and the matter need to be settled soon for the smooth functioning of the institute.
4. The Ministry may consider the requirement and handholding assistance need to be provided to the remote and less experienced ITIs in the State. Many of the problems are expected to be solved with the assistance form STRIVE project.
5. All the details of the graduates and the students should be recorded properly and uploaded in MIS. Readily accessible information will help in monitoring and also give information to those industries seeking to recruit ITI graduates. Officer in-charge and dealing staff may be appointed and trained in this regard.

### *Tracer Study of ITI Graduates in Mizoram*

6. Being an institute, all faculty may undergo mandatory training and it would be good if faculty could attend courses like “Management of Training” or other relevant training programmes for capacity development.
7. Required number of students per batch should be ensured to avoid uneconomical conduct of training courses in future. Social media may be utilised for Awareness generation on available courses in ITIs.
8. In order to avoid high rate of drop-out, care should be taken during selection of candidates and also special care should be given to the facilities and management in the institute to convince the students of its quality.
9. Almost half of the ITI graduates are without employment. Though some of them were not interested in employment, the rate of unemployment among the graduates are still too high and the rate needs to be reduced. In order to ensure employability, the knowledge and outlook of the students should be widened during the course of training.
10. In order to produce graduates with employable skills, the skills of the faculty should be enhanced first through training, exposure visits, etc.
11. More time for practical class should be devoted so that students will be able to acquire expertise during the course of trainings.
12. Training equipment are not sufficient in quality as well as in quantity. This may be given priority.

## *Tracer Study of ITI Graduates in Mizoram*

### **1 INTRODUCTION**

The Government of India (Government of India) introduced its National Policy for Skill Development and Entrepreneurship in 2015. A policy implementation framework is provided by the National Skill Development Mission (NSDM). The mission reflects the Government's commitment to skilling opportunities for economically disadvantaged/underserved communities and developing a globally competitive workforce. The mission also seeks to shift toward outcome-focused training provision and establishes and enforces cross-sectoral, nationally and internationally acceptable standards for skill training by creating a sound quality assurance framework. The key objective of the National Skills Strengthening for Industrial Value Enhancement (STRIVE) project is to improve the quality and market relevance of vocational training provided through ITIs and apprenticeship.

The Program for Results (PforR) tool, which enables improvement of the system and institutions essential to the implementation of the Government of India's project is particularly well adapted to accomplishing the results-based objectives of the Government of India. The tool will ensure that the most crucial outcomes the Government of India wants to achieve—improving the relevance and effectiveness of vocational training—are clearly in focus, give states and training institutions flexibility in how to use funds in the end, support the development of state-level capacities to manage ITIs more effectively, encourage the adoption of performance-based management principles, and strengthen output and outcome monitoring.

Labour Employment, Skill Development & Entrepreneurship Department is actively participating in implementing the STRIVE project in the state of *Mizoram*. A State Steering Committee (SSC) has been formed to guide the implementation of project in the State. A State Project Implementation Unit (SPIU) has also been formed to assist the SSC for the implementation of the project. At the state level, SPIU is responsible for providing fiduciary guidance, implementation, monitoring, and facilitation of STRIVE. With the invitation from the Department of Labor, Employment, Skill Development & Entrepreneurship (LESDE), Government of Mizoram, the State Institute of Rural Development & Panchayati Raj (SIRDPR), Mizoram conducted *Tracer Study of Graduates from ITIs* in Mizoram.



## *Tracer Study of ITI Graduates in Mizoram*

### **1.1 Assignment**

The SPIU hired SIRD&PR, Mizoram to carry out tracer study of trainees graduated from all ITIs in the state. Mizoram has 3 public ITIs, viz. Govt. ITI, Aizawl, Govt. ITI, Lunglei and Govt. ITI, Siaha. No private ITI exist in the State.

The survey was done during the month of September & October, 2022 and report was submitted during November, 2022. As per the instruction from the SPIU, the present study covers all the 3 (three) Government ITIs in Mizoram, viz., Aizawl, Lunglei and Saiha covers more than 25% of ITI graduates during 2014-2020 in the State and that all the available trades were covered under the Study.

### **1.2 Objectives of the Study**

The main objective is to carry out tracer study of trainees from project ITIs in the State to understand their career progression in the labor market. The specific objectives includes:

- i) To provide a feedback for improvements in TVET;
- ii) To explain the causes of employment outcomes (professional success) and to analyses the impact of various features of TVET;
- iii) To measure the labour market performance of STRIVE supported ITIs;
- iv) To assess the impact of the ITI programmes in term of relevance, effectiveness, efficiency and sustainability;
- v) To obtain the views of employers on the impact, quality and relevance of ITI training programmes;
- vi) To assess pass-outs' satisfaction level relating to the type of ITI training attended;

## *Tracer Study of ITI Graduates in Mizoram*

### **1.3 Methodology**

- The present tracer study attempts to measure the labour market performance of the STRIVE supported ITIs in the State of Mizoram.
- All the three government ITIs in the State were under STRIVE project.
- Therefore, all the three ITIs were covered whereas there was no private ITI in the State.
- Data on enrollment, pass-out rate, placements, income, job title, nature of employment, etc. were collected and analyzed.
- The study also covers students' background characteristics like gender, caste, location, educational level and household economic status.

The study is qualitative as well as quantitative in nature. Simple statistical tools like frequency, mean, standard deviation, etc. are used. At the same time, appropriate test statistics like t-test, regression analysis, etc. are also employed to prove the effectiveness and the impact of the training programmes attended. Statistical software like SPSS is used to analyse the data.

Data collection had been done through interview schedules, which were prepared in Google-form, which was, however, administered face to face by the field investigators. Separate schedules were prepared for Principals of ITIs. Few responses from the employers were also collected using interview schedules to see the employability of the skills learnt.

#### **1.3.1 Sample Size & Selection Process**

The sample were selected from the three Government ITIs, viz. Aizawl, Lunglei and Saiha of Mizoram State. Due to the small number of pass-outs in the State, the SPIU demands coverage of at least 25% of the pass-outs during 2014-2020 out of the total number of 2827 pass-outs in the State. The present study covers 735 pass-outs/graduates. The study adopted stratified random sampling procedure for selection of sample units to ensure representative sample based on ITIs, Gender and different Trades. Randomization of the sample was done using SPSS software. Social class, socio-economic background, gender, location, etc. were studied and used as controls to see the impact of the training programmes.

## *Tracer Study of ITI Graduates in Mizoram*

*Table 1.1: District-wise ITI Graduates in Mizoram (2014-2020)*

Trades	Total no of Graduates (2014-2020)			
	ITI Aizawl	ITI Lunglei	ITI Siaha	Total
Mechanical Diesel	119			119
Mechanic Auto Electrical and Electronics	92			92
Carpenter	38	68		106
Plumber	119			119
Welder	97			97
Sheet Metal Worker	12			12
Basic Cosmetology	115		67	182
Computer Operator and Programming Assistant	162	149	129	440
Sewing Technology	213			213
Baker and Confectioner	128			128
Stenographer & Secretarial Assistant (English)	164			164
Mechanic Computer Hardware	39			39
Mechanic Radio & T.V.	13			13
Mechanic (Motor Vehicle)	130	38	6	174
Mechanic (Refrigerator & Air Conditioner)/ Refrigerator & AC Technician(2020)	119			119
Electronics Mechanic	133	41		174
Fitter	19			19
Electrician	142		39	181
Wireman	131	61		192
Surveyor	52			52
Draughtsman (Civil)	52			52
Information Communication Technology System Maintenance	45		5	50
Mechanic Auto Electrical and Electronics	7			7
Dress Making	0	83		83
<b>Total</b>	<b>2141</b>	<b>440</b>	<b>246</b>	<b>2827</b>

*Source: Compiled from the data provided by Department of Labour Employment Skill Development & Entrepreneurship (LESDE), Govt. of Mizoram.*

## *Tracer Study of ITI Graduates in Mizoram*

### **1.4 Chapterisation:**

The findings of the Tracer Study will be divided into eight sections as indicated below:

1. Introduction
2. Profile of the Sample Institutions
3. Profile of the respondents
4. Institutional Management
5. Human Resources
6. Internal Efficiency of ITIs
7. Labour Market Outcome
8. Conclusions and recommendations

### **1.5 Limitation of the Study**

- i) The study covers graduates of a long period extending 7 years, which make it difficult to access the desired samples and unavailability of contact numbers created problems and delayed the process of survey.
- ii) Data of students obtained from the Department of LESDE were not congruent to the data provided by the ITIs.
- iii) Poor recording system diluted the reliability of the data provided.

## *Tracer Study of ITI Graduates in Mizoram*

### **2 PROFILE OF THE SAMPLE INSTITUTIONS**

The present chapter deals with the profile of the three government ITIs in the state of Mizoram, while there is no private ITI in the State.

#### **2.1 Establishment of ITIs in Mizoram**

The present study entails all the three ITIs in the State of Mizoram, viz. Govt. ITI, Aizawl, Govt. ITI, Lunglei and Govt. ITI, Siaha. Govt. ITI, Aizawl was established in 1964 and initial classes were hosted by Srikona ITI, Assam until Govt. ITI, Aizawl Centre was ready to conduct classes in the year 1975. The other two ITIs, viz. Govt. ITI, Lunglei and Govt. ITI, Siaha were established in 2002 and classes were hosted by Govt. ITI Aizawl until 2005 when classes were shifted to their current campuses.

*Table 2.1: Establishment of ITIs in Mizoram*

Sl. No.	Name of ITI	Year of Establishment
1	Govt. ITI, Aizawl	1964
2	Govt. ITI, Lunglei	2002
3	Govt. ITI, Siaha	2002

*Source: Department of Labour, Employment, Skill Development & Entrepreneurship (LESDE)*

Government ITI, Aizawl is under Result Area 1 project of STRIVE and the other two government ITIs, viz. Lunglei and Siaha are to be assisted under Result Area 2 projects.

#### **2.2 Institutional Performance**

The study period is 2014-2020 for the three ITIs in Mizoram. However, due to unavailability of results in the year 2018-19 for Lunglei and Siaha, the same had been omitted in present calculation. Overall seat utilisation rate for the three ITIs during the study period is 42.86% only with a drop-out rate of 15.17% and pass-out rate of 66.72%. As those students with supplementary exams are not included, the actual pass-out rate is supposed to be much higher. Govt. ITI, Aizawl is lowest in terms of seat utilisation (36.11%), however highest in terms of pass-out percentage (79.47%). In terms of pass-out percentage, Govt. ITI, Lunglei is the lowest performer with direct pass-out percentage

## ***Tracer Study of ITI Graduates in Mizoram***

of 36.38 only. Govt. ITI, Aizawl is having drop-out rate of 4.59% while Govt. ITI, Siaha is having an alarmingly high percentage of drop-out rate at 50.21% as shown in table 2.2.

***Table 2.2: Performance of ITIs in terms of seat utilisation, drop out and pass-out***

<b>Centre</b>	<b>No of seats</b>	<b>No Admitted</b>	<b>No. of drop-out</b>	<b>No. of pass-out</b>
Aizawl	3858	1393 (36.11)	64 (4.59)	1107 (79.47)
Lunglei	570	426 (74.74)	130 (30.52)	155 (36.38)
Siaha	360	233 (64.72)	117 (50.21)	107 (45.92)
	<b>4788</b>	<b>2052 (42.86)</b>	<b>311 (15.17)</b>	<b>1369 (66.72)</b>

*Figures in parentheses are in percentages;*

*pass-out means 1<sup>st</sup> attempt pass-out, excluding compartmental students*

*Source: Calculations based on the data provided by the three ITIs.*

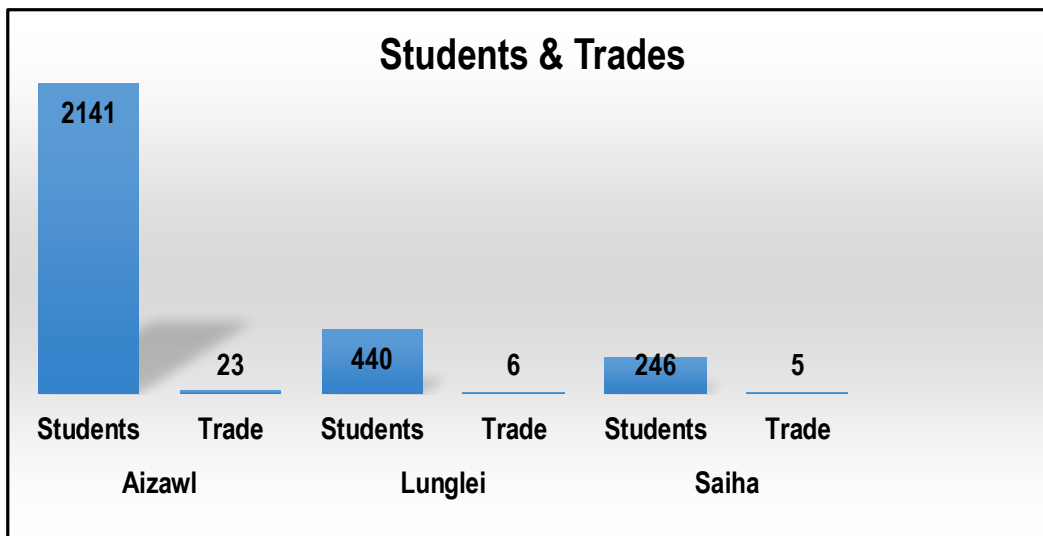
### ***Comments from the ITIs:***

- ***ITI, Aizawl:*** 3 Instructors undergone trainings during 2016-2017; One Instructor opted for voluntary retirement during 2019 and One instructor was posted as Supervisor and another one Instructor was posted in the Office for administrative works.
- ***ITI, Lunglei:*** All the candidates of 2018-19 batch could not get their results. Complaint has been lodged.
- ***ITI, Siaha:*** The results of 2018-19 could not be uploaded in the NCVT MIS portal due to poor internet connectivity and problems in the portal. The matter has since been taken up with appropriate authority.

### **2.3 Trades offered and Students**

During the study period 2014-2022, there are 2827 students in the three Govt. ITIs of Mizoram. Govt. ITI Aizawl is offering 23 (67%) trades having 2141(76%) students, Govt. ITI, Lunglei offered 6 (18%) trades with 440 (15%) students while Govt. ITI, Siaha offered 5 (15%) trades with 246 (9%) students.

## *Tracer Study of ITI Graduates in Mizoram*



*Figure 2.1: Centre-wise number of trades offered and enrolment*

*Source: Department of LESDE, Government of Mizoram.*

### **2.4 Gender distribution of students amongst the ITIs**

From the data furnished by the department of LESDE, it has been observed that the number of male students was very much higher in Govt. ITI, Aizawl (70.34%) and Govt. ITI, Lunglei (68.86%) while Govt. ITI, Siahia was having more female students comprising 50.81% of the total enrolment. On an average, male students made up 68.27% and female comprised 31.73% only.

*Table 2.3: Centre-wise distribution of ITI students*

Centre	Male no.	Male %	Female no.	Female %	Total
Govt. ITI, Aizawl	1506	70.34	635	29.66	2141
Govt. ITI, Lunglei	303	68.86	137	31.14	440
Govt. ITI, Saiha	121	49.19	125	50.81	246
<b>Total</b>	<b>1930</b>	<b>68.27</b>	<b>897</b>	<b>31.73</b>	<b>2827</b>

*Source: Calculation from the data furnished by Department of LESDE, Govt. of Mizoram*

## *Tracer Study of ITI Graduates in Mizoram*

### **3 PROFILE OF THE RESPONDENTS**

As the number of trainees in the ITIs in Mizoram are comparatively less, the SPIU demands coverage of 25% of the ITI graduates for the period 2014 to 2020 of all the three Govt. ITIs. The present chapter deals with the profile of the sample ITI graduates including trades, gender, social category, educational qualifications, etc.

#### **3.1 Distribution of sample respondents by Trades and ITI Centre**

Data had been collected from a total number of 735 graduates, out of which 561 (76.33%) were from ITI, Aizawl, 104 (14.15%) were from ITI, Lunglei and the remaining 70 (9.52%) were from ITI, Siaha. The proportionate samples for Aizawl, Lunglei and Siaha as per the data furnished by the department was 76:16:8 respectively. However, due the unavailability of the contact numbers of the graduates, the exact proportions could not be met and the present data set (76:14:10) is expected to satisfy the requirement.

The top five most covered trades with the number of respondents and percentage were Computer Operator & Programming Assistant (COPA) - 123 (16.7%), Electrician – 58 (7.9%), Sewing Technology – 50 (6.8%), Basic Cosmetology (Hair& Skin Care) – 47 (6.4%) & Stenographer & Secretarial Assistant – 47 (6.4%).

**Table 3.1: ITI Centre-wise number of Graduates and Trades of sample respondents**

Trade	ITI Centre			Total	%
	ITI, Aizawl	ITI, Lunglei	ITI, Siaha		
Baking & Confectioner	37	0	0	37	5.0
Basic Cosmetology	4	0	0	4	0.5
Carpenter	7	13	0	20	2.7
Computer Operator & Programming Assistant	55	36	32	123	16.7
Sewing Technology	50	0	0	50	6.8
Draughtsman (Civil)	15	0	0	15	2.0
Dress Making	0	22	0	22	3.0
Electrician	34	7	17	58	7.9
Electronic Mechanic	39	7	0	46	6.3
Fitter	5	0	0	5	0.7
Basic Cosmetology (Hair & Skin Care)	29	0	18	47	6.4



### *Tracer Study of ITI Graduates in Mizoram*

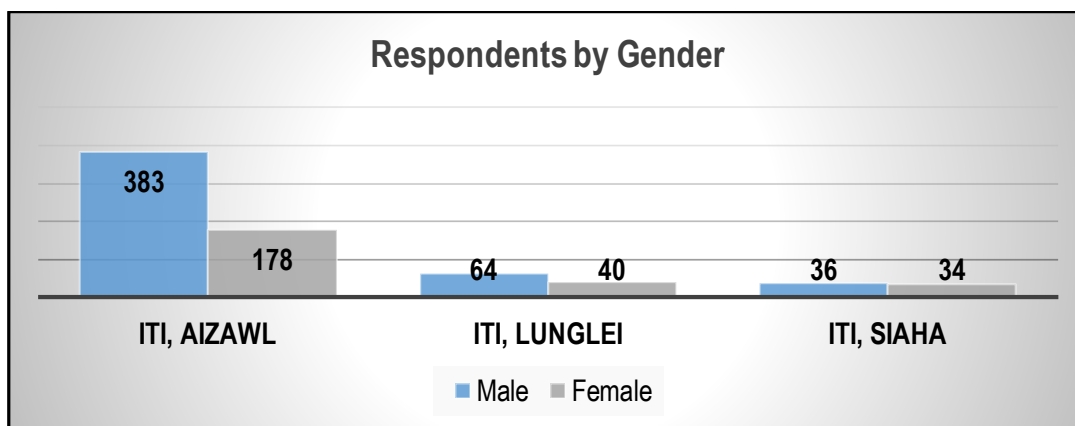
IT & ESM	10	0	2	12	1.6
Mechanic (Auto Electrical & Electronics)	26	0	0	26	3.5
Mechanic (Diesel)	30	0	0	30	4.1
Mechanic (Motor Vehicle)	34	9	1	44	6.0
Mechanic (Radio & TV)	3	0	0	3	0.4
Mechanic (Refrigerator & AC)	29	0	0	29	3.9
Mechanic (Computer Hardware)	7	0	0	7	1.0
Plumber	28	0	0	28	3.8
Sheet Metal Worker	2	0	0	2	0.3
Stenographer & Secretarial Assistant (English)	47	0	0	47	6.4
Surveyor	13	0	0	13	1.8
Welder (Gas & Electric)	22	0	0	22	3.0
Wireman	35	10	0	45	6.1
<b>Total</b>	<b>561</b>	<b>104</b>	<b>70</b>	<b>735</b>	<b>100.0</b>

Source: Survey data, September & October, 2022

### 3.2 Respondents by Gender

Information had been collected from a total number of 561 respondents from Govt. ITI, Aizawl, out of which female comprised 178 (31.72%) only while the figure for Govt. ITI, Lunglei was 40 (38.46%) and that of Govt. ITI, Siaha was 34 (48.57%). Out of the total 735 respondents, female respondents comprised 252 (34.29%).

*Figure 3.1: Gender-wise distribution of respondents*



Source: Survey data, September & October, 2022

## *Tracer Study of ITI Graduates in Mizoram*

### 3.3 Socio-economic conditions of the respondents

The socio-economic conditions of the respondents were given in table 3.2 and some of the important points are highlighted in the following paragraphs.

**Residential Area:** Majority of the respondents comprising 78.1% were from urban area and only 21.9% were from rural areas. Urban respondents are highest in Siaha district with 85.7% of the respondents and lowest in Lunglei district with 63.5% of the respondents. The proportion of respondents is highest from ITI, Lunglei at 36.5% while only 14.3% of the respondents from ITI, Siaha were from rural areas.

**Table 3.2: Respondents by place of Residence**

Residential Area		ITI Aizawl	ITI Lunglei	ITI Siaha	Total
Rural	N	113	38	10	161
	%	20.1%	36.5%	14.3%	21.9%
Urban	N	448	66	60	574
	%	79.9%	63.5%	85.7%	78.1%

*Source: Field Survey September & October, 2022*

**Age Group:** The average age of the respondents was 27.67 with the minimum age of 18 and a maximum age of 51. Maximum number of respondents were in the age group of 26-35 comprising 56.9%, followed by age group of 25 year and below comprising 36.2% of the respondents. There were 0.8% of the respondents who were aged 46 or above. Siaha is not having respondents aged 46 and above.

**Table 3.3: Respondents by Age**

Age Group		ITI Aizawl	ITI Lunglei	ITI Siaha	Total
<=25	N	228	20	18	266
	%	40.6%	19.2%	25.7%	36.2%
26-35	N	297	72	49	418
	%	52.9%	69.2%	70.0%	56.9%
36-45	N	32	10	3	45
	%	5.7%	9.6%	4.3%	6.1%
>=46	N	4	2	0	6
	%	.7%	1.9%	0.0%	.8%

Average age = 27.67

*Source: Field Survey September & October, 2022*

### *Tracer Study of ITI Graduates in Mizoram*

**Educational Qualification:** Minimum qualification required for various trades differed. Respondents with educational level of Class XII or equivalent were most represented with 52% of the total respondents followed by Graduates with 20.4% and Class X with 20.3% and another 2.9% were having post-graduate degree and above. In terms of percentage, ITI, Lunglei is having the highest percentage of Graduates (25%) and Post Graduates & above (3.8%). There were no respondents below Class X level from ITI, Siaha while ITI, Aizawl and ITI, Lunglei were having 4.6% and 6.7% respectively.

**Table 3.4: Respondents by Level of Education**

Education		ITI Aizawl	ITI Lunglei	ITI Siaha	Total
Below Class X	N	26	7	0	33
	%	4.6%	6.7%	0.0%	4.5%
Passed Class X	N	124	15	10	149
	%	22.1%	14.4%	14.3%	20.3%
Passed Class XII or Equivalent	N	288	52	42	382
	%	51.3%	50.0%	60.0%	52.0%
Graduate	N	107	26	17	150
	%	19.1%	25.0%	24.3%	20.4%
Post-Graduate & Above	N	16	4	1	21
	%	2.9%	3.8%	1.4%	2.9%

*Source: Field Survey September & October, 2022*

**Marital Status:** Majority of the respondents were still single or unmarried comprising 68%, married comprised 31.4% and divorcee comprised 0.5% of the total respondents. ITI, Aizawl is having the maximum percentage of unmarried/single respondents (70.2%) followed by ITI, Lunglei (65.4%).

**Table 3.5: Respondents by their Marital Status**

Marital Status		ITI Aizawl	ITI Lunglei	ITI Siaha	Total
Single	N	394	68	38	500
	%	70.2%	65.4%	54.3%	68.0%
Married	N	165	34	32	231
	%	29.4%	32.7%	45.7%	31.4%
Divorced	N	2	2	0	4
	%	0.4%	1.9%	0.0%	0.5%

*Source: Field Survey September & October, 2022*

## *Tracer Study of ITI Graduates in Mizoram*

**Household Economic Status:** Out of the total number of 735 respondents from the three Govt. ITIs, 49.8% were from APL families; 41.9% were from BPL families and 8.3% were from AAY families. Maximum number of respondents from APL were found in ITI, Siaha (51.4%), maximum number of respondents from BPL were found in ITI, Lunglei (50%) and maximum number of respondents from AAY were found in ITI, Aizawl.

**Table 3.6: Respondent by their Household Economic Status**

Household Eco-status		ITI Aizawl	ITI Lunglei	ITI Siaha	Total
APL (Above Poverty Line)	N	284	46	36	366
	%	50.6%	44.2%	51.4%	49.8%
BPL (Below Poverty Line)	N	226	52	30	308
	%	40.3%	50.0%	42.9%	41.9%
AAY (Antyodaya Anna Yojana)	N	51	6	4	61
	%	9.1%	5.8%	5.7%	8.3%

*Source: Field Survey September & October, 2022*

**Category:** Amongst all the respondents, there were 1 Scheduled Caste and the rest were Scheduled Tribes. There were 3 (three) physically handicapped amongst the respondents and 1(one) was ward of Ex-Serviceman.

**Table 3.7 Category of the respondents**

Category		ITI Aizawl	ITI Lunglei	ITI Siaha	Total
Physically Handicapped	N	3	0	0	3
Wards of Ex-Serviceman	N	1	0	0	1
Schedule Caste	N	1	0	0	1

*Source: Field Survey September & October, 2022*

### **3.4 Source of information about the training course**

A large number of respondents comprising 49.4% came to know about the training courses of ITI from Media followed by Family/Friends (23.1%) and other sources (23.1%). Only 4.4% came to know directly from the ITI itself. The people from Aizawl could be said to be most aware about the ITI as in terms of source of information, ITI, Aizawl holds 96.9% of the total respondents and 5.5% of the respondents, graduated from ITI, Aizawl came to know about the course from ITI.

## *Tracer Study of ITI Graduates in Mizoram*

**Table 3.8: Source of information**

Source of Information		ITI_Centre			Total
		ITI Aizawl	ITI Lunglei	ITI Siaha	
<b>ITI</b>	Count	31	0	1	32
	% within Source	96.9%	0.0%	3.1%	100.0%
	% within ITI_Centre	5.5%	0.0%	1.4%	4.4%
<b>Family/ Friends</b>	Count	153	12	5	170
	% within Source	90.0%	7.1%	2.9%	100.0%
	% within ITI_Centre	27.3%	11.5%	7.1%	23.1%
<b>Others</b>	Count	111	39	20	170
	% within Source	65.3%	22.9%	11.8%	100.0%
	% within ITI_Centre	19.8%	37.5%	28.6%	23.1%
<b>Media</b>	Count	266	53	44	363
	% within Source	73.3%	14.6%	12.1%	100.0%
	% within ITI_Centre	47.4%	51.0%	62.9%	49.4%
	Count	561	104	70	735
	% within Source	76.3%	14.1%	9.5%	100.0%
	% within ITI_Centre	100.0%	100.0%	100.0%	100.0%

*Source: Field Survey September & October, 2022*

### **3.5 Trainings period of the respondents**

Majority of the respondents, comprising 68% of the respondents undergone 1-year training courses and the remaining 32% underwent 2-year training courses. Those who opted for shorter duration are more from ITI, Lunglei and ITI, Siaha than that of ITI, Aizawl.

**Table 3.9: Training Course duration of the respondents**

Training Period		ITI_Centre			Total
		ITI Aizawl	ITI Lunglei	ITI Siaha	
<b>1 year</b>	Count	356	85	58	499
	% within Training_Period	71.3%	17.0%	11.6%	100.0%
	% within ITI_Centre	63.5%	81.7%	82.9%	67.9%
<b>2 years</b>	Count	205	19	12	236
	% within Training_Period	86.9%	8.1%	5.1%	100.0%
	% within ITI_Centre	36.5%	18.3%	17.1%	32.1%
	Count	561	104	70	735
	% within Training_Period	76.3%	14.1%	9.5%	100.0%
	% within ITI_Centre	100.0%	100.0%	100.0%	100.0%

*Source: Field Survey September & October, 2022*

## *Tracer Study of ITI Graduates in Mizoram*

### 3.6 Reasons for training at ITI

The various reasons for joining ITI courses as cited by the respondents include: For Self-Employment (59.6%); to get Government Job (30.7%); to get Private Job (2.6%); other reasons (6.9%) and did not get admission in higher education (0.1%).

**Table 3.10: Reasons for joining ITI training by the respondents**

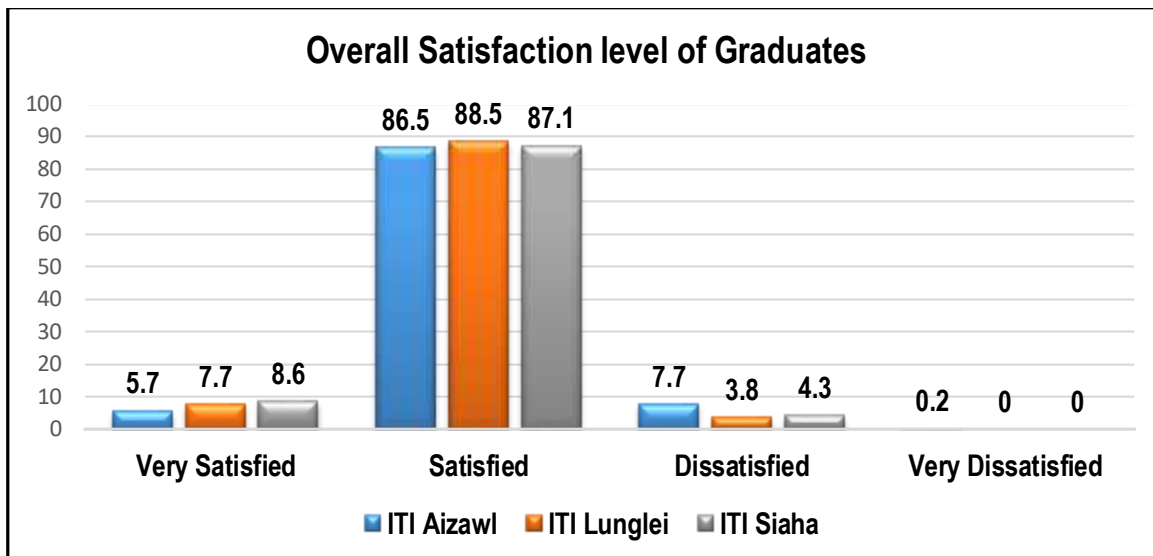
Reasons for Training		ITI_Centre			Total
		ITI Aizawl	ITI Lunglei	ITI Siaha	
To get Government Job	Count	163	34	29	226
	% within Centre	29.1%	32.7%	41.4%	30.7%
To Get Private Job	Count	17	1	1	19
	% within Centre	3.0%	1.0%	1.4%	2.6%
For Self-Employment	Count	344	59	35	438
	% within Centre	61.3%	56.7%	50.0%	59.6%
Did not get admission for higher education	Count	1	0	0	1
	% within Centre	.2%	0.0%	0.0%	.1%
Other reasons	Count	36	10	5	51
	% within Centre	6.4%	9.6%	7.1%	6.9%
<b>Total</b>	Count	561	104	70	735

*Source: Field Survey September & October, 2022*

### 3.7 Overall Satisfaction level of the Graduate on the training attended

Students were asked to cite their satisfaction level on the overall experience in the ITI and the training programmes attended. From the data, graduate from Govt. ITI, Aizawl were the most dissatisfied whereas the satisfaction level of the graduates from Govt. ITI, Siaha was highest. Only 5.7% from Govt. ITI, Aizawl were very satisfied and 0.2% were very dissatisfied. At the same time there were no other graduates claiming to be very dissatisfied. Majority of the graduates were satisfied with the courses they learnt as 86.5% of ITI Aizawl, 88.5% of ITI Lunglei and 87.1% of ITI Siaha stated that they were satisfied.

## *Tracer Study of ITI Graduates in Mizoram*



**Figure 3.2: Satisfaction level of the Graduates**

Source: Field Survey September & October, 2022

### 3.8 Suggestions for Improvement of Trainings

In order to obtain suggestions for improvement of the quality of trainings, the respondents' ideas were asked questions. Five options were given to the respondents and majority comprising 82.7% of the respondents select more hours of practical class for quality improvement of the training courses. Upgradation of equipment was selected by 12.7% and 2.2% selected more hours for theory class. In spite of availability of other options, 1.4% still selected the requirement for regularity and punctuality of teachers and 1% selected requirement for improving the quality of teachers.

**Table 3.11: Suggestions for improvement of the quality of trainings by respondents**

Suggestions	ITI_Centre			Total
	Aizawl ITI	Lunglei ITI	Siaha ITI	
More hours be allotted for practical class	463	88	57	608(82.7)
More hours be allotted for theory class	12	3	1	16(2.2)
Upgradation of equipment/facilities	70	11	12	92(12.7)
Teachers may observe regularity and punctuality	8	2	0	10(1.4)
The quality of teachers need to be improved	8	0	0	8(1)
<b>Total</b>	<b>561</b>	<b>104</b>	<b>70</b>	<b>735</b>

Source: Field Survey September & October, 2022

## *Tracer Study of ITI Graduates in Mizoram*

### 4 INSTITUTIONAL MANAGEMENT

#### 4.1 Institute Management Committee in ITIs

The study finds that Institute Management Committee (IMC) had been constituted in the year 2009 in all the three Govt. ITIs of Mizoram. Divergence has been observed in terms of the number of meetings held by various ITIs and at the same time, differences are still noticed in terms of members and attendance of the meeting as per the information furnished by the ITIs. MoU was not signed by Govt. ITI, Aizawl during the period whereas the other two ITIs have signed 1 MoU each. Even though there were industry partners amongst the members of the IMC, they did not take active part for the development of the Institutes except attending the meetings of the IMCs. With regards to assistance from the industry partners, the study observed that there is no role played by the industry partners except in selection of trainees in Govt. ITI, Lunglei.

**Table 4.1: Performance of Institution Management Committee in ITIs**

Criteria	Indicator	Aizawl	Lunglei	Siaha
<b>Functioning of IMC</b>	Constituted?	Yes	Yes	Yes
	Ever Met Once?	Yes	Yes	Yes
	Year of Constitution	2009	2009	2009
	Number of meetings held since constitution	3	30	9
	No. of members appointed	7	5	10
	No of members attended (Mean)	7	2	7
	Industry Members attended per meeting	4	4	3
<b>MoUs Signed by ITIs</b>	No. of MoUs signed	0	1	1
<b>Received Assistance from Industry Partners</b>	Placement	No	No	No
	Visit by Experts	No	No	No
	Guest Faculty	No	No	No
	Job Training	No	No	No
	Selection of Trainees	No	Yes	No
	Identification of Training	No	No	No
	Monetary Aid	No	No	No

*Source: All the three Govt. ITIs in Mizoram*

#### 4.2 Training Counselling and Placement Cell (TCPC):

Training Counselling and Placement Cell (TCPC) had been established in Govt. ITI, Aizawl and Govt. ITI, Lunglei whereas Govt. ITI, Siaha is still without TCPC. However, in-charge officer is not available in Govt. ITI, Aizawl. Facilities like Computer,



### ***Tracer Study of ITI Graduates in Mizoram***

photocopier, notice board, printer and Counselling Room are available in both Govt. ITI, Aizawl and Govt. ITI, Lunglei. Both Govt. ITI, Aizawl and Govt. ITI, Lunglei conducted trainings on Use of Computer, Spoken English, Personality Development, Preparation of Bio-Data and Facing an Interviews.

With regard to placement assistance, career awareness has been conducted by Govt. ITI, Aizawl while Campus Placement was organised two times by Govt. ITI, Aizawl and 1 time by Govt. ITI, Lunglei. Apprenticeship training and Job Fairs had been conducted by Govt. ITI, Aizawl only, which were also far from sufficient.

The working of TCPC need to be strengthened and all the Institutes need support for development of the Cell. At the same time, all the faculty members need to dedicate more time for the growth and development of the Cell in their respective Institutes.

***Table 4.2: Performance of TCPC in ITIs***

<b>Criteria</b>	<b>Indicator</b>	<b>ITI Aizawl</b>	<b>ITI Lunglei</b>	<b>ITI Siaha</b>
<b>Facilities at TCPC</b>	Office Space available	Yes	Yes	No
	In-charge officer available	No	Yes	No
	Computer	Yes	2	No
	Photocopier	Yes	1	No
	Notice Board	Yes	2	No
	Printer	Yes	1	No
	Counselling Room	Yes	1	No
<b>Trainings conducted</b>	Use of Computer	Yes	COPA	No
	Spoken English	Yes	No	No
	Personality Development	Yes	Yes	No
	Preparation of Bio-Data	Yes	Yes	No
	Attending Interviews	Yes	Yes	No
<b>Placement Assistance</b>	Display of Posts	No	No	No
	Information of Careers	No	Yes	No
	Job Applications	No	No	No
	Apprenticeship	Yes	No	No
	Campus Placement	Yes	2 times	No
	Job Fairs	Yes	No	No

*Source: All the three Govt. ITIs in Mizoram*

According to the data received from the ITIs, there had been TCPC in the ITI, except in ITI, Siaha. While ITI, Aizawl had no in-charge officer of TCPC, ITI, Lunglei

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had in-charge officer of TCPC. However, the study finds that 21 respondents from Aizawl claimed that in-charge officer for TCPC was available in their ITI while no one from the respondents of ITI, Lunglei said there was in-charge officer of TCPC in their ITI. Majority of the respondents (91%) said that they did not know whether in-charge officer for TCPC is available or not in their ITI. The findings shows that the TCPC does not function properly and students had no awareness about the Cell. Due to the financial hardship faced, the TCPCs could not function in all the three ITIs and they were expecting to make the TCPC functional with the assistance from STRIVE project.

**Table 4.3: Availability of in-charge Officer in TCPC**

Response	ITI_Centre			Total
	Aizawl ITI	Lunglei ITI	Siaha ITI	
Yes	21	0	0	21
No	16	16	10	42
Don't know	524	88	60	672
<b>Total</b>	<b>561</b>	<b>104</b>	<b>70</b>	<b>735</b>

*Source: All the three Govt. ITIs in Mizoram*

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### 5 HUMAN RESOURCE

As per the data provided by ITI, Aizawl, there were a total of 34 posts of faculty for various trades and their qualifications are in the three ITIs as shown in table 5.1.

*Table 5.1: Details of the faculty members*

Trade	Status	Qualification	Post	Recruitment
C&S	Trained	NTC/CITS/10th	ITI, Aizawl	Direct
B & C	Untrained	NTC/10th	ITI, Aizawl	Direct
Electronics Mech.	Untrained	NTC/10th	ITI, Aizawl	Direct
W/S Cal & Sc.	Untrained	NTC/Dip(2yrs)	ITI, Aizawl	Direct
Wireman	Untrained	NTC/10th	ITI, Aizawl	Direct
Draughtsman	Trained	NTC/CITS/BA	ITI, Aizawl	Direct
Radio & TV	Trained	NTC/CITS/10th	ITI, Aizawl	Direct
Language	Untrained	BA	ITI, Aizawl	Direct
Radio & TV	Trained	NTC/CITS/Dip(Electrical)	ITI, Aizawl	2002©
C&S	Trained	NTC/CITS/12th	ITI, Aizawl	2002©
Hair & Skin	Untrained	NTC/10th	ITI, Aizawl	2002©
Mason	Untrained	NTC/BA	ITI, Aizawl	2002©
Mason	Untrained	NTC/10th	ITI, Aizawl	2002©
IT&ESM	Trained	NTC/CITS/B.Tech(Electrical)	ITI, Aizawl	2005©
IT&ESM	Trained	NTC/CITS/BA	ITI, Aizawl	2005©
Surveyor	Trained	NTC/CITS/BA	ITI, Aizawl	2005©
R&AC	Untrained	NTC/12th	ITI, Aizawl	2005©
R&AC	Untrained	NTC/10th	ITI, Aizawl	2005©
Engg. Drawing	Untrained	BE (EEE)	ITI, Aizawl	Direct
Diesel	Untrained	NTC/10th	ITI, Aizawl	2006©
Welder	Trained	NTC/CITS/12th	ITI, Aizawl	2006©
Fitter	Untrained	NTC/12th	ITI, Aizawl	2008©
COPA	Untrained	NTC/BA	ITI, Aizawl/Lunglei	2002©
Carpenter	Untrained	NTC/10th	ITI, Lunglei	2002©
MMV	Trained	NTC/CITS/12th	ITI, Lunglei	2005©

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Dress Making	Untrained	NTC/10 <sup>th</sup>	ITI, Lunglei	2006©
W/S Cal & Sc., ED.	Untrained	NTC/12 <sup>th</sup>	ITI, Siaha	2007©
Electrician	Untrained	NTC/BA	ITI, Siaha	2002©
Hair & Skin	Untrained	NTC/12 <sup>th</sup>	ITI, Siaha	2002©
MMV	Untrained	NTC/10 <sup>th</sup>	ITI, Siaha	2005©
MMV	Untrained	NTC/12 <sup>th</sup>	ITI, Siaha	2005©
IT&ESM	Untrained	NTC/12 <sup>th</sup>	ITI, Siaha	2005©
IT&ESM	Untrained	NTC/10 <sup>th</sup>	ITI, Siaha	2006©
MMV	Trained	NTC/CITS/BE(Automobile)	ITI, Siaha	2008©

*Source: Government ITI, Aizawl*

#### **5.1 Faculty Engagement**

There were 34 number of faculty out of which 25 (73.53%) were engaged on contract and only 9 (26.47%) were directly recruited for permanent posts. ITI, Aizawl have the largest share of faculty members while ITI, Lunglei have 3 contract employees and ITI, Siaha have 8 faculty members. One faculty had been recruited for ITI, Aizawl and ITI, Lunglei.

**Table 5.2: Engagement of Faculty**

Engagement & Year	Posting				Total	
	ITI, Aizawl	ITI, Lunglei	ITI, Siaha	ITI Aizawl/ Lunglei		
<b>Contract</b>	2002	5	1	2	1	<b>9</b>
	2005	5	1	3	0	<b>9</b>
	2006	2	1	1	0	<b>4</b>
	2007	0	0	1	0	<b>1</b>
	2008	1	0	1	0	<b>2</b>
<b>Direct</b>	1983	1	0	0	0	<b>1</b>
	1986	1	0	0	0	<b>1</b>
	1988	1	0	0	0	<b>1</b>
	1993	1	0	0	0	<b>1</b>
	1994	2	0	0	0	<b>2</b>
	1995	2	0	0	0	<b>2</b>
	2008	1	0	0	0	<b>1</b>
<b>Total</b>	<b>22</b>	<b>3</b>	<b>8</b>	<b>1</b>	<b>34</b>	

*Source: Government ITI, Aizawl (Nodal ITI)*

## *Tracer Study of ITI Graduates in Mizoram*

### 5.2 Age of the faculty members

From the data furnished above, the age of faculty members were calculated and the mean age is 46.79 years. The youngest faculty member is 36 years old while the oldest faculty member is 59 years old. Many of the faculty members are near their retirement age.

**Table 5.3: Age of the faculty members**

N	34	Std. Deviation	6.953
Mean	46.79	Range	23
Median	45.00	Minimum	36
Mode	44	Maximum	59

*Source: Government ITI, Aizawl*

### 5.3 Gender distribution & Educational Qualification of the faculty members

There are 7 female out of the 34 faculty members, comprising 21% of the faculty members. Majority (57.1%) of the female faculty members are Class X passed, while only 14.3% are graduate. Male faculty members are having higher qualifications than that of female faculty members.

**Table 5.4: Gender and Educational Qualifications of faculty members**

Educational Qualification		Gender		Total
		Male	Female	
<b>X</b>	Count	9	4	13
	% within Faculty	33.3%	57.1%	38.2%
<b>XII</b>	Count	7	2	9
	% within Faculty	25.9%	28.6%	26.5%
<b>Diploma</b>	Count	2	0	2
	% within Faculty	7.4%	0.0%	5.9%
<b>Graduate</b>	Count	9	1	10
	% within Faculty	33.3%	14.3%	29.4%
<b>Total</b>	<b>Count</b>	<b>27</b>	<b>7</b>	<b>34</b>
	<b>% within Faculty</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

*Source: Government ITI, Aizawl*

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### 5.4 Faculty Development Programme and Year of Experience

Among the 34 faculty members, only 11 (32%) were trained and 23(68%) were still untrained while the minimum year of experience was 7 years. the longest service holders having experience of 34 years and 36 years were also untrained. The average years of experience of the faculty members was 16.82 years. Training of faculty need to be given importance to brace with the latest technological development.

*Table 5.5: Faculty Development and Experience*

Training	Experience in years									Total
	7	8	10	14	27	28	29	34	36	
Trained	1	1	0	6	1	1	1	0	0	11
Untrained	1	1	1	15	1	1	1	1	1	23
<b>Total</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>21</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>34</b>

*Source: Government ITI, Aizawl*

### 5.5 Human Resource/Faculty Strength in ITIs:

Among the three Government ITIs in the State, the trades offered and the number of faculty differs a lot. Trades which are no longer having good prospects are discontinued. Govt. ITI, Aizawl is having maximum number of trades as well as faculty members. More than 50% of trades in Govt. ITI, Aizawl is having single faculty, some of them are engaged on contract or as a guest faculty. Govt. ITI, Lunglei and Govt. ITI, Siaha are having single faculty in all trades while some of the trades are having no faculty and in some cases, engaged guest faculty. Full seating capacities of the ITIs could not be fully utilised due to the insufficient teaching faculty members.

*Table 5.6: Faculty Strengths in ITIs*

Sl. No.	Trade	No. of Faculty		
		Aizawl	Lunglei	Siaha
1	Electrician	2 (1 Guest)		Nil
2	Fitter	1		
3	Electronic Mechanic	2 (1 Guest)	1	
4	Mechanic (MV)	2	1	1
5	Draughtsman (Civil)	1		

### **Tracer Study of ITI Graduates in Mizoram**

6	Wireman	3 (1 Guest)	1	
7	Welder (Gas & Electric)	1		
8	Carpenter	1 (Guest)	1	
9	Plumber	1 (Contract)		
10	Mason (Building Construction & Cement Works)	2 (Discontinued)		
11	COPA	1	1	1
12	Stenographer (English)	1 (Guest)		
13	Cosmetology (Hair & Skin Care)	1		1
14	Baking & Confectioner	1		
15	Cutting & Sewing	2		
16	Mechanic (AE&E)	1 (Discontinued)		
17	Sheet Metal Worker	Nil (Pensioner)		
18	Surveyor	1		
19	Mechanic (R & AC)	2		
20	Mechanic (Diesel)	1		
21	Mechanic (Radio & TV)	2 (Discontinued)		
22	ICTSM & MCH	2		
23	Dress Making		1	
24	Computer Hardware and Networking Maintenance			1

*Source: Data furnished by the three Govt. ITIs*

***Comments from the ITIs:***

***ITI, Aizawl:*** *There has been prolonged shortage of faculty. Placement Cell is to be set up with designated staff from STRIVE Project. The requirement in equipment are expected to be met under STRIVE Project.*

***ITI, Lunglei:*** *The Institute has no regular Principal of its own. Further, there is no Instructor in COPA and Electronic Mechanic Trades. Several classrooms need repair and renovation. The IT Equipment like Computer, Printer, Scanner, etc. were inadequate and obsolete. Lastly, pending Certificate which has not been cleared affects the performance of the Institute.*

***ITI, Siaha:*** *No faculty for Electrician Trade. Placement Cell is to be set up with assistance from STRIVE.*

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### **6 INTERNAL EFFICIENCY OF ITIs**

This section deals with the availability of trades, utilisation of seats, drop-out rate and pass-out rate of the three Govt. ITIs in Mizoram. The study period extends from 2014 to 2020. The first sub-section (*Tab 6.1*) is with regards to the students' enrolment in the three ITIs as per the data provided by the Department of Labour, Employment, Skill Development & Entrepreneurship (LESDE). The subsequent section (*Tab 6.2*) is based on the data provided by the respective ITIs.

#### **6.1 Year-wise Students Admissions and availability of Trades**

As per the data of students enrolled in the three Govt. ITIs provided by the Department of Labour, Employment, Skill Development & Entrepreneurship, Government of Mizoram, there are 23 trades in Govt. ITI, Aizawl, 6 trades in Govt. ITI, Lunglei and 5 trades in Govt. ITI, Siaha. During the seven-year period, most of the trades offered trainings every year, while trainings were conducted for only one or two years in some trades as shown in Tab. 6.1 below.

The average number of enrolment was calculated for the years in which the ITI has conducted training for the trades. There are some trades which were having an average enrolment per year less than 10 students, viz. Carpenter, Fitter and Sheet Metal Worker of ITI, Aizawl and ICTSM and Mechanic (Motor Vehicle) of ITI, Siaha. The worst performing trades are Sheet Metal Worker of ITI, Aizawl and Mechanic (Motor Vehicle) of ITI, Siaha with an average intake of only 3 students per batch. These trades need special attention and it may be improved with facilities and faculty or may be discontinued.

Trades with highest average annual students' enrolment in ITI, Aizawl is Sewing Technology with 30, ITI, Lunglei is Computer Operator & Programming Assistant (COPA) with 21 and ITI, Siaha is also Computer Operator & Programming Assistant (COPA) with average annual enrolment of 18 students.

ITI, Aizawl could not conduct training every year for 9 (nine) trades, ITI, Lunglei could not conduct yearly training for 3(three) trades and ITI Siaha could not conduct regular training yearly for 4 (four) trades due to insufficient faculty positions.



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**Table 6.1: Enrolment in various trades**

<b>Year-wise Students' enrolment in Govt. ITI, AIZAWL</b>									
Trade	2014	2015	2016	2017	2018	2019	2020	Total	Av./yr.
Baking & Confectioner	18	19	17	19	26	19	10	<b>128</b>	18
Basic Cosmetology	19	20	21	18	20	10	7	<b>115</b>	16
Carpenter	8	8	7	3	12	0	0	<b>38</b>	6
Computer Operator & Programming Assistant	26	26	26	26	26	18	14	<b>162</b>	23
Draughtsman (Civil)	0	20	0	19	0	13	0	<b>52</b>	17
Electrician	21	18	21	21	20	14	18	<b>133</b>	19
Electronic Mechanic	16	16	21	22	26	16	16	<b>133</b>	19
Fitter	10	0	3	6	0	0	0	<b>19</b>	6
Information Communication Technology System Maintenance	19	0	14	0	7	0	5	<b>45</b>	11
Mechanic (Auto Electrical & Electronics)*	19	20	18	18	17	7	0	<b>99</b>	16
Mechanic (Computer Hardware)	21	0	0	0	18	0	0	<b>39</b>	19
Mechanic (Diesel)	21	14	18	17	21	14	14	<b>119</b>	17
Mechanic (Motor Vehicle)	20	19	21	21	20	18	11	<b>130</b>	19
Mechanic (Radio & TV)*	13	0	0	0	0	0	0	<b>13</b>	13
Mechanic (Refrigerator & AC)	20	7	24	22	16	19	11	<b>119</b>	17
Plumber	18	20	20	14	19	15	13	<b>119</b>	17
Sewing Technology	42	38	37	38	22	18	18	<b>213</b>	30
Sheet Metal Worker	6	4	1	0	1	0	0	<b>12</b>	3
Stenographer & Secretarial Assistant (English)	22	23	25	25	26	20	23	<b>164</b>	23
Surveyor	0	26	0	0	26	0	0	<b>52</b>	26
Welder (Gas & Electric)	15	14	12	12	22	11	11	<b>97</b>	14
Wireman	21	16	21	21	20	14	18	<b>131</b>	19

<b>Year-wise Students' enrolment in Govt. ITI, LUNGLEI</b>									
Trade	2014	2015	2016	2017	2018	2019	2020	Total	Av./yr.
Carpenter	16	13	18	9	4	5	3	<b>68</b>	10
COPA	20	26	26	24	24	19	10	<b>149</b>	21

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Dress Making	16	18	19	17	4	5	4	<b>83</b>	12
Electronics Mechanic	16	0	21	0	0	0	4	<b>41</b>	13
Mechanic (Motor Vehicle)	0	19	0	16	0	3	0	<b>38</b>	12
Wireman	21	0	21	0	11	0	8	<b>61</b>	15

#### **Year-wise Students' enrolment in Govt. ITI, SIAHA**

Trade	2014	2015	2016	2017	2018	2019	2020	Total	Av./yr.
Basic Cosmetology	14	9	18	13	6	0	7	<b>67</b>	11
COPA	20	23	20	20	21	10	15	<b>129</b>	18
Electrician	16	0	16	0	7	0	0	<b>39</b>	13
ICTSM	5	0	0	0	0	0	0	<b>5</b>	5
Mechanic (Motor Vehicle)	4	0	2	0	0	0	0	<b>6</b>	3

*Note: To calculate the average intake of students, only the years were counted in which students were admitted. Average number of students less than 10 per batch needs special attention.*

*\*Discontinued - (Mechanic - Auto Electrical & Electronics)*

*Source: Department of LESDE, Government of Mizoram;*

## **6.2 Internal Efficiency of the Govt. ITIs in Mizoram**

The internal efficiency is measured in terms of Seat utilisation, drop-out rate and graduation or pass-out rate. Data received from the three ITIs are analysed in table 6.2 for a period extending from 2014 to 2020. The overall seat utilisation rate is very low at 43.38% with a high drop-out rate of 16.32%. The pass-out or graduation rate is 63.82%.

In terms of seat utilisation, ITI, Lunglei has a maximum utilisation with 72% which is still not sufficient while ITI, Aizawl is having only 36%. Drop-out rate is highest in ITI, Siaha with 32.65% leaving the ITI without completing the course. ITI, Lunglei is the worst performing amongst the three in terms of pass-out rate with as low as 31.83%. ITI, Aizawl is having the maximum pass-out rate of 79.47%, which still have lots of scope for improvement.

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*Table 6.2: Internal Efficiency of ITIs in Mizoram*

<b>Centre</b>	<b>No of seats</b>	<b>No Admitted</b>	<b>% seat utilised</b>	<b>No. of drop-out</b>	<b>% Drop out</b>	<b>No. of pass-out</b>	<b>% passed</b>
<b>Aizawl</b>	3858	1393	36	64	4.6	1107	<b>79.47</b>
<b>Lunglei</b>	675	487	72	159	32.65	155	<b>31.83</b>
<b>Siaha</b>	412	265	64	127	47.92	107	<b>40.38</b>
	4945	2145	43.38	350	16.32	1369	63.82

*Source: All the three ITIs-viz. Aizawl, Lunglei & Siaha.*

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### 7 LABOUR MARKET OUTCOME

The present chapter deals with the status of employment of the graduates which includes trade-wise employment, gender and employment, employment status of those from special category, time taken to get job, training course and the job, gender-wise employment status, income level before and after training, paired t-test on income level, job satisfaction and reasons for unemployment.

The present study covers ITI graduates of Mizoram for a period extending from 2014 to 2022. The total number of respondents is 735 from

#### 7.1 Status of Employment

Employment status of the graduates from the three ITIs indicates that 3.9% were permanent paid employed whereas 24.6% were temporary paid employed. Self-employed were 21.4% and those who are undergoing apprenticeship were 0.7% only. The unemployment rate was still very high at 49.4%.

Regarding the permanent and temporary paid employment, ITI, Aizawl is in the first position in terms of number as well as in percentage while ITI, Lunglei comes in the second position. ITI, Lunglei is having the highest percentage (23.1%) of self-employed graduates. ITI, Siaha is having the smallest number of graduates in absolute terms as well as in percentage.

**Table 7.1: Employment Status of ITI Graduates**

Status	ITI_Centre						Total	
	Aizawl ITI		Lunglei ITI		Siaha ITI		N	%
	N	%	N	%	N	%		
Permanent paid employed	24	4.3	4	3.8	1	1.4	29	3.9
Temporary paid employed	145	25.8	22	21.2	14	20	181	24.6
Self-Employed	122	21.7	24	23.1	11	15.7	157	21.4
Apprenticeship	4	0.7	1	1	0	0	5	0.7
Unemployed	266	47.4	53	51	44	62.9	363	49.4
<b>Total</b>	<b>561</b>	<b>100</b>	<b>104</b>	<b>100</b>	<b>70</b>	<b>100</b>	<b>735</b>	<b>100</b>

*Source: Field Survey, September & October, 2022*

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### 7.2 Trade-wise Employment status

There were 372 graduates having employment out of a total sample of 735 graduates. Amongst the various trades, *Computer Operator & Programming Assistant (COPA)* contributes the most in permanent paid employment (PPE) followed Surveyor. COPA still offers the best scope for temporary paid employment (TPE) followed by *Stenographer & Secretarial Assistant (English)*, *Electrician*, *Plumber*, *Mechanic (Motor Vehicle)*, etc. *Basic Cosmetology (Hair & Skin Care)* was the best trade for self-employment (SE) followed by *COPA*, *Wireman* and *Baking & Confectioner*, etc. However, *Sheet Metal Worker* and *Fitter* are the worst performing trades in terms of employment.

**Table 7.2: Trade-wise Employment Status**

Trades	PPE <sup>1</sup>	TPE <sup>2</sup>	SE <sup>3</sup>	APP <sup>4</sup>	TE <sup>5</sup>	UNEM <sup>6</sup>	%UNEM <sup>7</sup>	Total
Computer Operator & Programming Assistant (COPA)	9	31	15	0	<b>55</b>	68	55.28	<b>123</b>
Surveyor	4	4	0	0	<b>8</b>	5	38.46	<b>13</b>
Wireman	2	12	15	0	<b>29</b>	16	35.56	<b>45</b>
Electrician	2	13	14	1	<b>30</b>	28	63.64	<b>58</b>
Mechanic (Motor Vehicle)	2	13	6	0	<b>21</b>	23	52.27	<b>44</b>
Stenographer (English)	2	17	5	0	<b>24</b>	23	48.94	<b>47</b>
Mechanic (Diesel)	2	11	4	1	<b>18</b>	12	40	<b>30</b>
Hair & Skin Care (Basic Cosmetology)	1	3	19	1	<b>24</b>	27	52.94	<b>51</b>
Baking & Confectioner	1	5	15	0	<b>21</b>	16	43.24	<b>37</b>
Plumber	1	13	8	1	<b>23</b>	5	17.86	<b>28</b>
Mechanic (Refrigerator & AC)	1	3	8	0	<b>12</b>	17	58.62	<b>29</b>
Mechanic (Auto Electrical & Electronics)	1	9	3	0	<b>13</b>	13	50	<b>26</b>

<sup>1</sup> PPE= Permanent paid employment;

<sup>2</sup> TPE=Temporary paid employment;

<sup>3</sup> SE=Self-Employed;

<sup>4</sup> APP= Apprenticeship,

<sup>5</sup> TE=Total no. Employed;

<sup>6</sup> UNEM=Unemployed;

<sup>7</sup> %UNEM=percent of unemployed

### *Tracer Study of ITI Graduates in Mizoram*

Trades	PPE	TPE	SE	APP	TE	UNEM	%UNEM	Total
Carpenter	1	5	3	0	9	11	55	20
Electronic Mechanic	0	10	12	0	22	24	52.17	46
Cutting & Sewing	0	9	12	0	21	29	58	50
Welder (Gas & Electric)	0	7	5	0	12	10	45.45	22
Dress Making	0	2	5	0	7	15	68.18	22
IT & ESM	0	3	4	0	7	5	41.67	12
Mechanic (Radio & TV)	0	1	2	0	3	0	0	3
Draughtsman (Civil)	0	6	1	0	7	8	53.33	15
Mechanic (Computer Hardware)	0	3	1	0	4	3	42.86	7
Fitter	0	1	0	0	1	4	80	5
Sheet Metal Worker	0	0	0	1	1	1	50	2
<b>Total</b>	<b>29</b>	<b>181</b>	<b>157</b>	<b>5</b>	<b>372</b>	<b>363</b>	<b>49.39</b>	<b>735</b>

*Source: Field Survey, September & October, 2022*

### 7.3 Gender and Employment

Out of the total 735 sample graduates, 483 were male and 252 were female. A total number of 258 (53.42%) males and 114 (45.23%) females were employed. The percentage of permanent paid employed of female (4.4%) was higher than that of male (3.7%). However, in all other categories of employment, such as, temporary paid employment, self-employment and apprenticeship, males fares better than that of female.

**Table 7.3: Gender and Employment.**

Status of Employment		Gender		Total
		Male	Female	
Permanent paid employed	Count	18	11	29
	% within Gender	3.7%	4.4%	3.9%
Temporary paid employed	Count	131	50	181
	% within Gender	27.1%	19.8%	24.6%
Self-Employed	Count	105	52	157
	% within Gender	21.7%	20.6%	21.4%
Apprenticeship	Count	4	1	5
	% within Gender	.8%	.4%	.7%
Unemployed	Count	225	138	363
	% within Gender	46.6%	54.8%	49.4%
<b>Total</b>	Count	<b>483</b>	<b>252</b>	<b>735</b>
	% within Gender	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

*Source: Field Survey, September & October, 2022*

## *Tracer Study of ITI Graduates in Mizoram*

### 7.4 Employment of graduates by category

Amongst the physically handicapped graduates, 2 (66%) got self-employment and 1 (33%) was unemployed while 1 (50%) of wards of Ex-Serviceman was temporary paid employed and 1 (50%) was unemployed.

**Table 7.4: Category-wise employment status**

Category	Current Status of Employment					Total
	Permanent paid employed	Temporary paid employed	Self-Employed	Apprenticeship	Unemployed	
Physically Handicapped	0	0	2	0	1	3
Wards of Ex-Serviceman	0	1	0	0	1	2
None of Above	29	180	155	5	361	730
	29	181	157	5	363	735

*Source: Field Survey, September & October, 2022*

### 7.5 Time taken to get employment

A total number of 186 (25.31%) got their job in a period less than 6 months after completion of the training course. However, 49.39% did not get any job due to various reasons.

**Table 7.5: Time to get employment**

Time for Job	ITI Centre			Total	
	ITI Aizawl	ITI Lunglei	ITI Siaha	N	%
Less than 6 months	151	23	12	186	25.31
7-12 months	52	9	4	65	8.84
more than 12 months	92	19	10	121	16.46
Indefinite	266	53	44	363	49.39
Total	561	104	70	735	100

*Source: Field Survey, September & October, 2022*

## *Tracer Study of ITI Graduates in Mizoram*

### 7.6 Relation of Job Sector and Training

Amongst those who got the job, majority comprising 215 (57.8%) said that they were working in the sector related to the trade they have been trained while 153 (41.13%) claimed that they were working in the sector which was not related to the trade they had been trained for. Few respondents 4 (1.07%) gave the answer “Don’t know”.

**Table 7.6: Trade and job relation**

Training-related Job	Status of Employment				Total
	Permanent paid employed	Temporary paid employed	Self-Employed	Apprenticeship	
<b>Yes</b>	15	85	111	4	<b>215</b>
<b>No</b>	14	94	44	1	<b>153</b>
<b>Don't know</b>	0	2	2	0	<b>4</b>
<b>Total</b>	<b>29</b>	<b>181</b>	<b>157</b>	<b>5</b>	<b>372</b>

*Source: Field Survey, September & October, 2022*

### 7.7 Gender and Income level

The study observes that there were tremendous shift of income levels after the trainings for both male and female graduates. The number of those graduates without income also declined by a huge margin. Number of graduates earning income below Rs.6000 per month also declined abruptly and those who were earning Rs. 10001-150000 also disappeared after the training.

**Table 7.7: Gender and income level before and after training**

Income Level	Male		Female		Total	
	Before	After	Before	After	Before	After
No income	373	225	203	138	576	363
Up to 6000	75	14	34	29	109	43
6001-10000	22	67	10	37	32	104
10001-15000	6	0	3	0	9	0
15001-20000	1	121	1	38	2	159
20001-25000	2	13	0	1	2	14
Above 25000	4	43	1	9	5	52
<b>Total</b>	<b>483</b>	<b>483</b>	<b>252</b>	<b>252</b>	<b>735</b>	<b>735</b>

*Source: Field Survey, September & October, 2022*



## *Tracer Study of ITI Graduates in Mizoram*

### 7.8 Comparison of Income level before and after training

The effectiveness of ITI training courses was conducted using paired t-test. There was significant improvement in the level of income after training (M=1.73,SD=2.033) and before training (M=.34, SD= .822) conditions;  $t(734)=-20.518$ ,  $p=.0001$ ).

**Table 7.8: Paired t-test between the income level of graduates before and after training**

Pair 1	Paired Differences					t	df	Sig. (2-tailed)
	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference				
				Lower	Upper			
Before – After	-1.389	1.835	.068	-1.522	-1.256	-20.518	734	.000

Source: Field Survey, September & October, 2022

### 7.9 Comparison of Income level between males and females

An independent sample t-test was conducted to determine whether there is a difference in the monthly income level between males and females. The results indicate that the income level of males (M=1.98, SD=2.1380) are significantly more than the income level of females (M=1.25, SD=1.720) conditions; [ $t_{(611.655)} = 5.021$ ,  $p=.0001 < .05$ ]

**Table 7.9: Independent sample t-test between the income level of males and females**

Income Level after training	Levene's Test for Equality of Variances		t-test for Equality of Means						
	F	Sig.	t	df	Sig. (2-tailed)	MD	SED	95% Confidence Interval of the Difference	
								Lower	Upper
Equal variances assumed	39.815	.000	4.694	733	.000	.731	.156	.425	1.037
Equal variances not assumed			5.021	611.655	.000	.731	.146	.445	1.017

Source: Field Survey, September & October, 2022

### 7.10 Job Satisfaction level of Graduates

Regarding the job they were holding, 9.4% of the working graduates were not satisfied with their current jobs. Meanwhile, 8.9% were very satisfied and 81.7% were satisfied with their current employment.

## *Tracer Study of ITI Graduates in Mizoram*

**Table 7.10 Job Satisfaction**

Job Satisfaction	ITI_Centre			Total	Percent
	Aizawl ITI	Lunglei ITI	Siaha ITI		
Very Satisfied	22	8	3	33	8.9
Satisfied	247	38	19	304	81.7
Dissatisfied	26	5	4	35	9.4
	295	51	26	372	100

*Source: Field Survey, September & October, 2022*

### **7.11 Reasons for Unemployment**

As have already seen there were 363 (49.39%) unemployed graduates amongst the sample respondents. Majority (79.34%) of the unemployed did not work due to unavailability of suitable works, another 19.28% said that they were having another responsibility and 14.88% were pursuing higher studies. A mere figure of 2.2% claimed that they were not interested in employment. Another reasons were meagre salary and distance from home.

**Table 7.11: Reasons for unemployment of the graduates**

Reasons for unemployment	ITI_Centre			Total (%)
	Aizawl ITI	Lunglei ITI	Siaha ITI	
	N	N	N	
Not find suitable job	169	30	29	228 (79.34%)
Not interested in employment	8	0	0	8 (2.2%)
Pursue further education/training	43	8	3	54 (14.88%)
Too far from home	1	0	0	1 (0.28%)
Meagre Salary	2	0	0	2 (0.55%)
Having another responsibility	43	15	12	70 (19.28%)
<b>Total</b>	<b>266</b>	<b>53</b>	<b>44</b>	<b>363</b>

*Source: Field Survey, September & October, 2022*

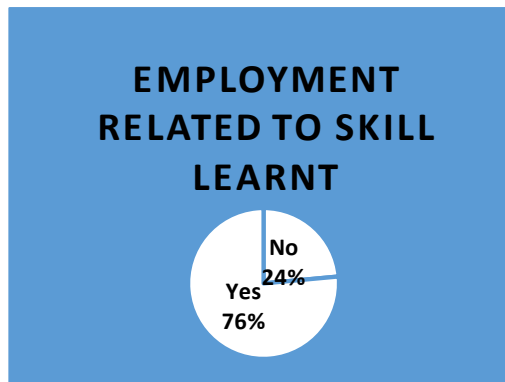
## Tracer Study of ITI Graduates in Mizoram

### 7.12 Employers' Perception

The perceptions of the employers were taken during the research and represented using pie diagrams. All the analyses in this section are based on the data collected from the employer during the field survey- September & October, 2022.

Majority of the employers (76%) agreed that the employment offered was related to the skill learnt by the graduate employee.

**Figure 7.1: Employment and skill learnt**

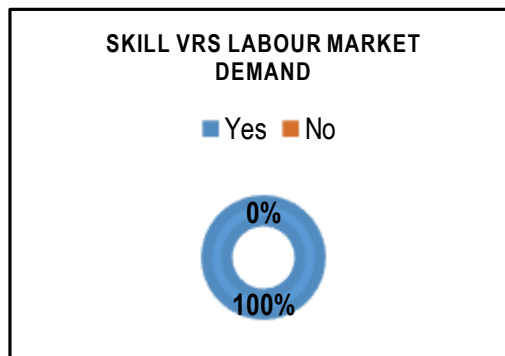


Employers are given an option to grade their graduate employees as *very poor*, *poor*, *fair*, *good* and *very good*. Majority comprising 81% graded *good*, 13% graded *very good* and the rest 6% graded *fair*.

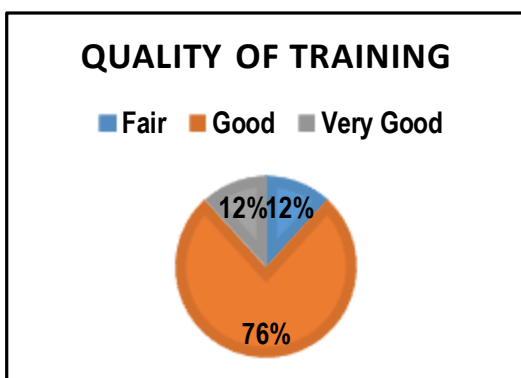
**Figure 7.2: Training Quality as perceived by**

*the Employers*

All the employers accepted that the skills taught in the ITIs are matched with the labour market demand



**Figure 7.3: Skill learnt match with labour market demand**



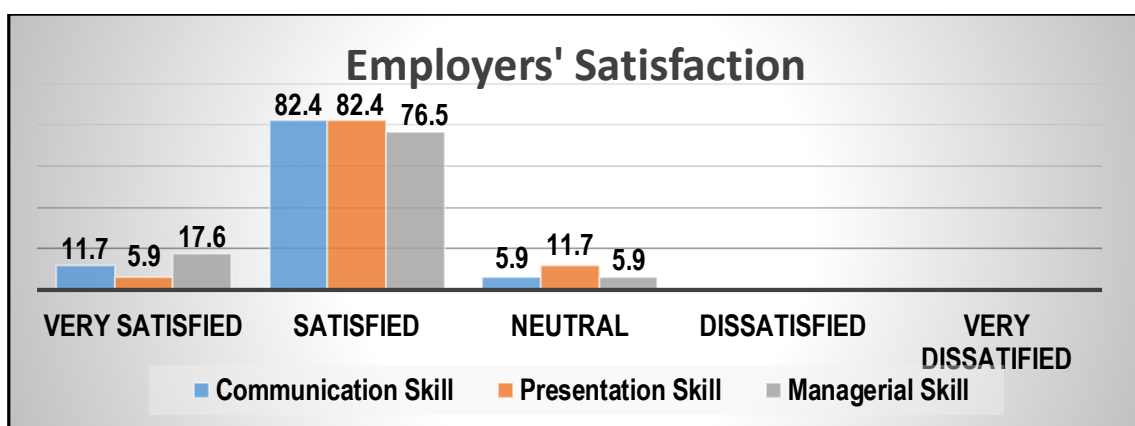
Among the employers, 12% agreed that the quality of training was fair, another 76% agreed that it was good and the remaining 12% agreed that it was very good.

**Figure 7.4: Quality of training as perceived by the employer**

## *Tracer Study of ITI Graduates in Mizoram*

Employers were asked about their level of satisfaction on the performance of their graduate employees in terms of Communication Skill, Presentation Skill and Managerial Skill. Options like *very dissatisfied*, *dissatisfied*, *neutral*, *satisfied* and *very satisfied* were given. The analyses of the responses were given in table 7.5 below. From the figure, may infer that the performances of the graduates were satisfactory as 76.5% graded managerial skills as satisfactory and both communication skill and presentation skill were graded satisfactory by 82.4% of the employers.

**Figure 7.5: Employers' level of satisfaction on Graduates' performances**



### **7.12.1 Comments from the Employers:**

- Employable skills are instilled in the youth of lower educational backgrounds by the ITI Centres, which are really priceless.
- It is really appreciated that with minimal expenditure, youth could join the training of their choice. It is also necessary to improve the ITI Centres with various equipment and may be continued.
- It is fortunate that we have a training institution to mould the hardworking and dedicated youth with employable skills.
- It is really a blessing to have this kind of training institute for inculcating an employable skill in the dedicated youth without much cost.
- My employee got very much benefitted from the training conducted by the ITI. He has special skills and reliable.
- My employee had completed his training course very satisfactorily and he has deep interest in his work and it is fortunate that this kind of training institute had been established which could be utilised by those from the lower level of economy.
- He has employable skill and it is fortunate that he has received good training.
- ITI training centre is very much valuable and may be continued.
- ITI very good and may be improved and developed.
- He is expert in his own work and reliable. ITI has done a good job.

## *Tracer Study of ITI Graduates in Mizoram*

### 7.12 SUCCESS STORIES

In this section, some of the success stories of the graduates from Government ITIs in Mizoram are presented in a concise manner.

1. **Mr. David C. Lalhruaitluanga** of Siaha, a class XII passed, undergone *COPA* training at Govt. ITI, Siaha and passed out in 2017. He got a job of Computer Operator in AH& Vety. Dept., Siaha within a period of 12 month from completing his training.



He had no income before training and his present income range is Rs. 15001-20000/- per month. He is satisfied with his job.



2. **Ms. Jenny Lalhmingmawii** of Ramhlun South, Aizawl, a Class X passed, had undergone *Baking & Confectioner* training from Govt. ITI, Aizawl and completed the course in 2014 with an aim to have self-employment. She had taken up self-employment project before expiry of 6 months after training. She has received assistance of Rs. 300000 from the government in 2017. She did baking and later she opened bakery and employing other people. She is now having restaurant in addition to bakery. Her income level before training was Rs.10001-15000 which grows to more than Rs. 25000 per month. She is very satisfied with her present job.

3. **Mr. Lalchhandama Renthlei** was a residence of Hlimen village of Aizawl District. He passed Class X and he joined *Plumber* training in Govt. ITI, Aizawl and completed in 2020. He is now working in the office of Public Health Engineering Department as plumber. He is having salary level of Rs. 6001-10000/-. He is very much satisfied with his present job.



4. **Mr. F. Zonuntluanga** of New Champhai, passed class X and completed his training course of *Wireman* from Govt. ITI, Aizawl in 2017 and after more than 1 year from the date of completion of training, he joined a Telecom Company as Technician. He was not earning before training and his present income is Rs. 15001-20000 per month and he is satisfied with the job.

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5. **Mr. Jacob Lalrongheta** of Lengpui village, passed Class XII and completed a training course on ***Mechanic (Auto Electrical and Electronics)*** in 2017. He is working as Technician in Indigo Airlines before expiry of 6 months from the date of passing-out the course. Form no income before the training, he is now earning Rs. 15001-2000 per month. He is satisfied with the present job.



6. **Mr. K. Vanlalthafelfamkima** of Hnahthial village, having passed Class X had undergone training on ***Mechanic (Motor Vehicle)*** from Govt. ITI, Aizawl and passed in 2018. He is now employed as Quality Controller in Mahindra Motors within a period less than 6 months from the date of completing the training. He is now earning Rs. 15001-20000 per month from no income before training. He is satisfied with the job and does not want to change.

7. **Ms. K. Lalmangaihzuali** of Champhai is a class XII passed and joined ITI and passes ***Hair & Skin Care*** in 2017. She is now working in a five Star Hotel in Indore earning a monthly income level of Rs. 15001-20000/- and she is satisfied with her present job.



8. **Mr. Lalchhuanawma** of Champhai Vengthlang passed Class X and undergone a training course on ***Welder (Gas & Electronics)*** in 2017 and he is now having his own micro-industry. From no income before training, he is earning more than Rs. 25000/- per month. He is satisfied with his job.

9. **Ms. Laldinpuii** of Sakawrdai Vengpui village, a Graduate, has undergone ***Cutting & Sewing*** training from Govt. ITI, Aizawl in 2017. She has established a tailoring centre of her own and she is self-employed now with regular income.



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10. **Mr. Lalkhawthanga** of Aizawl passed Class X and trained *Mechanic (Diesel)* from Govt. ITI, Aizawl in 2017. He has established his own business before expiry of 6 months after training in ITI. He has steel fabrication and mechanical workshop. His income level increased from Rs. 10001-15000 to more than Rs. 25000 per month. He is very much satisfied with his present job.



11. **Mr. Larry Vanlalremruata** of Lengpui village had passed Class XII and he had undergone *Mechanic (Motor Vehicle)* from Govt. ITI, Aizawl in 2018. He is now having permanent paid employment in a NAFFCO company as a mechanic with a monthly income level of Rs. 15001-20000/- after 12 months of job research. He is satisfied with his present job.

12. **Mr. Samson Lalremruata** of Falkland, Aizawl passed Class XII and underwent training on *Mechanic (Auto Electricals & Electronics)* in 2017. He has established a mobile repairing centre of his own and his level of income rises from below Rs. 6000 per month to more than Rs. 25000/- per month.



13. **Mr. Samuel Lalrinchunga** of Aizawl passed Class XI and trained in *Electronic Mechanic* in 2018. He is now having a full time job in a Hyundai Company as Service Adviser. He joined the job before expiry of 12 months from the date of completion of training. He could earn an income level of Rs. 15001-20000 per month from no income before training.

14. **Mr. C, Zothanmawia** of Bethlehem Veng, Aizawl is a Class X passed from a poor family. He completed *Electrician* training from Govt. ITI, Aizawl in 2019 and He joined a Applied Solar Technologies, Pvt. Ltd. before 6 months after training. He is working as Field Engineer. He is now earning a monthly income of Rs. 15001-20000/- per month from no income before joining the ITI.



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15. **Mr. H. Lalrohlupuia** of Venghlui, Aizawl is a Class X passed and he had undergone a **Plumber** training course from Govt. ITI and completed in 2020. He is working as self-employed and his income rose from Rs. 6001-10000 to more than 25000/- per month. He is satisfied with his current job.



16. **Mr. Isaac Lalhruaizuala**, a Class XII passed from Bethlehem Veng, Aizawl had undergone *Welder (Gas & Electric)* training from Govt. ITI, Aizawl completed in 2018. He is now working as self-employed and earning an income of Rs. 15001-20000/-. He is satisfied with his present job.

17. **Mr. Lalbiakzuala** of Bawngkawn Chhimveng is a Class X passed. He had completed *Welder (Gas & Electric)* training course from Govt. ITI, Aizawl. He is working full time under a private business enterprise earning an income of Rs. 6001-10000/- per month. He is satisfied with his current job.



18. **Mr. Laldinthara** of Sialsuk village, a Class X passed had completed *Electrician* course from Govt. ITI, Aizawl in 2019 and within a period of 6 months, he got a temporary paid job in the Department of Power & Electricity. He is earning Rs. 6001-1000/- per month. Though he is satisfied with his job, he is looking for a job with higher pay.

19. **Mr. Lalrinzuala** of Chhiahtlang village of Serchhip District is a Class XII passed who had undergone *Mechanic (Refrigerator & AC)* training from Govt. ITI, Aizawl in 2019. He is presently self-employed and earning an income of Rs. 6001-10000/- per month. he is satisfied with his current job and thankful to the ITI for a good training course which helped him earn his living.



20. **Mr. Z. Lalhmunmawia** of Bungtlang East village of Serchhip District passed Class XII and trained in *Mechanic (Motor vehicle)* in 2019. He worked in GIG Motors as Mechanic and his income grew from below Rs. 6000/- to Rs. 15001-20000/- and he is satisfied with his job.



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### **8 CONCLUSIONS AND RECOMMENDATIONS**

Based on the findings of the tracer study of ITI graduates in Mizoram, the following conclusions and recommendations are put forth for improvement of Technical and Vocational Education and Training (TVET) in the State.

#### **8.1 Management**

The study finds that Institute Management Cell (IMC) has been established in all the ITIs. However, the function of IMC is still not satisfactory. Memorandum of Understanding with industry partners are still very few and the Industry partners are not taking active part as expected and there is no assistance received by the ITI from the Industry partners. Meeting of IMC were seldom held and attendance were not as expected.

Training, Counselling and Placement Cell was established in ITI Aizawl and ITI Lunglei with incharge officer placed in ITI Lunglei only. It has not yet been established in Siaha. TCPC does not function well and students are also not aware of it.

Regarding apprenticeship training, there is hardly any provision for implementing the same. Only very few were undergoing apprenticeship training.

#### **8.2 Record Keeping**

During the survey period, it is found that records are not easily accessible through phones as their contact numbers were not recorded by the office. In addition, detail address were also lacking. The records provided by the department with regards to the list of students are not matched with the list kept by the ITIs. The ITI might be skipping updating of the information to the department.

#### **8.3 Faculty position**

The study finds that only 47.83% of the faculty of the three ITIs have been trained and the rest are reported untrained.

Contract faculty makes up 73.53% while only 26.47% were on direct/permanent appointment. Some are engaged as guest faculty as per requirement and convenience. It is also found that there are trades on which training could not be conducted due to the

## *Tracer Study of ITI Graduates in Mizoram*

non-availability of faculty and at the same time, there are trades which are having very few students. This need special attention so as to avoid wastage of scarce resources.

### **8.4 Internal efficiency of ITIs**

During the study period of 2014-2020, 43.38% of the available seats remained unutilised due to various reasons. Drop-out rate was very high at 16.32% which should be reduced for more efficient use of the resources available in the ITIs. Pass-out rate was 63.82% which have a good scope for improvement.

### **8.5 Labour Market Performance**

Employed graduates comprised 50.61% of the pass-out and the remaining 49.39% were unemployed due to various reasons.

Among the employed, 7.8% were permanent paid employee, 48.66% were temporary paid employee, 42.2% were self-employed and 1.34% were apprentice. Trades with higher employment rates are COPA -13.5%, Electrician – 8.1%, Wireman – 7.8%, Stenographer and Secretarial Assistant (English) – 4.5% and Basic Cosmetology – 6.45%.

The effectiveness of ITI training courses was conducted using paired t-test. There was significant improvement in the level of income after training ( $M=1.73$ ,  $SD=2.033$ ) and before training ( $M=.34$ ,  $SD=.822$ ) conditions;  $t(734)=-20.518$ ,  $p=.0001$ ). It can be said that the income of the ITI graduates had been significantly increased after the training.

At the same time, an independent sample t-test was conducted to determine whether there is a difference in the monthly income level between males and females. The results indicate that the income level of males ( $M=1.98$ ,  $SD=2.1380$ ) are significantly more than the income level of females ( $M=1.25$ ,  $SD=1.720$ ) conditions; [ $t_{(611.655)} = 5.021$ ,  $p=.0001 < .05$ ].

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### **8.6 Employers' views**

The perception of the employers could be seen in the following lines.

- 76% of the employment of the graduates are in the skill learnt.
- 81% of the employers graded the quality of ITI training as Good; 13% graded it Very Good and 6% graded it Fair.
- 100% of the employers accepted that the skill learnt match with the labour market demand.
- 76% of the employers graded the quality of training as Good, 12% graded it Fair and another 12% graded it Very Good.
- Around 80% of the employers were satisfied with communication skills, presentation skills and managerial skills.
- The employers found the services of ITIs very valuable and wish its continuation with improvements in equipment and services.

### **8.7 Satisfaction level of ITI graduates**

The study also identify the overall level of satisfaction of the graduates with the training programme where 0.1% were very dissatisfied, 6.8% were dissatisfied, 86.8% were satisfied and 6.3% were very satisfied.

### **8.8 RECOMMENDATIONS**

1. All the ITIs need guidance in respect of institutional management.
2. TCPC has to be strengthened providing equipment and also by building the Capacity, including exposure visit to the well-functioning ITI in the country, of the concerned faculty and staff.
3. Govt. ITI, Lunglei is having no regular Principal and the matter need to be settled soon for the smooth functioning of the institute.
4. The ministry may consider the requirement and handholding assistance need to be provided to the remote and less experienced ITIs in the State. Many of the problems are expected to be solved with the assistance form STRIVE project.
5. All the details of the graduates and the students should be recorded properly and uploaded in MIS. Readily accessible information will help in monitoring and also

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give information to those industries seeking to recruit ITI graduates. Officer in-charge and dealing staff may be appointed and trained in this regard.

6. Being an institute, all faculty may undergo mandatory training and it would be good if faculty could attend course like “Management of Training” or other relevant training programmes for capacity development.
7. Required number of students per batch should be ensured to avoid uneconomical conduct of training courses in future. Social media may be utilised for Awareness generation on available courses in ITIs.
8. In order to avoid high rate of drop-out, care should be taken during selection of candidates and also special care should be given to the facilities and management in the institute to convince the students of its quality.
9. Almost half of the ITI graduates are without employment. Though some of them were not interested in employment, the rate of unemployment among the graduates are still too high and the rate needs to be reduced. In order to ensure employability, the knowledge and outlook of the students should be widened during the course of training.
10. In order to produce graduates with employable skills, the skills of the faculty should be enhanced first through training, exposure visits, etc.
11. More time for practical class should be devoted so that students will be able to acquire expertise during the course of trainings.
12. Training equipment are not sufficient in quality as well as in quantity. This may be given priority.