

Cooperative VET with the Private Sector Firms in the cluster

Greetings to you!

It is commonly experienced that the Indian vocational education and training (VET) system does not adequately provides the quality and quantity of skilled workforce that is required to meet the demands of our advancing industry.

In order to adjust this demand and supply of skilled labour force, the Government of India is applying new approaches and wishes to seek our active involvement through cooperative, workplace-based VET. This survey is designed to capture your experiences on past and present engagement in the vocational education & training (VET). The information thus collected and collated would help us to design our approach on the cooperative VET offers so that our industry has sufficiently skilled and trained manpower, leading us in moving towards enhanced productivity and competitiveness.

The information collected through this survey would be treated as confidential and not used for any other purpose than that stated above.

This survey would take not more than 10 minutes of your precious time.

About You

Name

Designation

Mobile No.

E-mail Address.....

Date

Cooperative VET with the Private Sector Firms in the cluster

1. About your Company

Name of the company	
Address	
Name of President/CEO	
Year the company was established	
Total number of employees (as of today)	

2. How do you classify your company?

Local/National/Multinational	
Manufacturing/Service unit	
Large/Medium/Small /Tiny unit	
Expanding horizontally or vertically	

3. Legal organization of your company:

Single Proprietorship	Partnership Firm	Private Limited Company
Public Limited Company	Cooperative	Other (please specify)

4. The Indian National Industrial Classification Code under which your company belongs:

Mining and quarrying	Manufacturing	Electricity, gas, steam and air-condition supply
Construction	Wholesale and retail trade; repair of motor vehicles and motorcycles	Accommodation and food service activities
Transportation and storage	Information and communication	Any other.....

5. The skill-profile of your employees:

Skill profile of your employees	Approx.. %
Highly skilled (university degrees + higher qualifications)	
Skilled	
Semi-skilled	
unskilled	
Total number of employees (approx...)	

6. What type of certificates do your technical workers typically have?

Degree
 Diploma
 ITI certificate (NCVT)
 Skill training (NSDC/SSC)

Any other

Cooperative VET with the Private Sector Firms in the cluster

7. Do the semi-skilled & skilled employees recruited by you met your expected level of competency?

Yes, fully met the expectations

Partially met the expectations

Did not meet the expectation

8. Did you have any vacancies that proved difficult to fill over the past 12 months? Yes No

9. If yes, what could have been the reason?

Applicants were not sufficiently skilled

Salary offered by the company is not competitive

Other

10. How often you recruit technical shop-floor staff?

Once a month Once in 3 months Once in 6 months Once a year

11. The new vacancies (technical shop-floor workers) expected to be created this year are likely for the following qualifications:

10th pass ITI (Industrial Training Institute) certificate in

Diploma / Engineering Other.....

12. How often do you use the following when hiring new employees?

Recruitment practices	Often	Sometimes	Never
Personal contact			
Newspaper advertisements			
Official employment agency			
Campus recruitments/placement			
Placement agencies /"head hunters"			
"Poaching" employees from the competitors			

Cooperative VET with the Private Sector Firms in the cluster

13. Do you prefer to employ workers from the region around your company?

Yes No No particular choice

14. Over the past 12 months, did your company organize any training and development or capacity building programme for the staff?

Yes No Wanted to, but had no idea on what to do?

15. If yes, then how was it organized?

- Through our own in-house Training Facility
- Through collaboration with a TVET Institution
- Through on-the-job training by colleagues

16. Do you have one or more dedicated "in-company trainer(s)", who organize/s and manage/s onboarding and other in-company training?

Yes No We use other options like.....

Engagement of your company in Vocational Education & Training programmes:

17. Have you ever participated in government VET schemes? Yes No

18. If yes, then:

18.a Name of the government scheme or programme:

18.b When was it?

- Recently... just about few weeks ago
- Sometimes in last 12 months
- More than 12 months ago
- About 2-3 years ago
- Approx.. 4-5 years ago
- Long time back...

Yes No

18.c Are you continuing your engagement with this scheme?

18.d What was the role your organization in VET?

Cooperative VET with the Private Sector Firms in the cluster

- Trainees were trained in your shop-floor/premises
- Your experts went to ITI/other institutes as trainers
- Your experts were the assessors
- Your organization provided scholarships and other monetary benefits to trainees
- Your organization was the vocational training provider (VTP) and organized the training programme for the youth
- Your experts contributed in curricula design through inputs
- Any other

18.e Would you like to share your experience with us?

19. Would you like to also participate in new upcoming promotion schemes of the Government?

- Yes No

20. If No, then would you be interested in contributing to the skill Mission through any of the following:

- Sponsoring the ITI trainees by providing them scholarships
- Offering services of your experts as trainers/ resource person at ITI/other VET institute
- Offering services of your experts as 'assessors' to the VET programme at ITI
- Supporting ITI trainees by providing them uniforms, books, and other benefits in kind to the trainees s
- Becoming the VTP (vocational training provider) for providing skill training to youth
- Contributed in curricula design through your expert inputs
- Allowing on-the-job training to ITI trainees in your workshops

Cooperative VET with the Private Sector Firms in the cluster

- Providing the ITI trainers, adequate exposure and opportunity to experience shop-floor practices
- Financial contribution to VTPs

21. If we offer the following services, how likely are you to use the same?

VET Services	If offered free of charge	If these are paid services
Information sessions on government skills training programmes and support for you to participate in the same		
Information about Vocational Training Legislation and Regulations		
Training for new employees		
Advanced training for existing employees		
Any other.....(please feel free to add your ideas)		

22. Would you be willing to support the skill training programmes of the country through the following?

Skills training to youth on your shop-floor	Yes/no
Training to trainers on your shop floor	Yes/no
Services of your experts as resource person/trainer in ITI	Yes/no
Donating/providing equipment to ITIs/VTPs	Yes/no
Participating in the Assessment of training programme	Yes/no
Contributing in formulation of curricula	Yes/no
Any other	

23. Have you filled this survey questionnaire before?

- Yes No

23. May we contact you for a follow up discussion on the results of this initial survey?

- Yes No

Cooperative VET with the Private Sector Firms in the cluster

Thank you for taking this survey. We appreciate the quality time you spent in filling in the questionnaire.

The details provided by you would be used only for the development of skill training programmes or fine-tuning of the existing training offers.

DRAFT