



DUAL SYSTEM OF TRAINING SCHEME (DST)



Department of Technical Education, Skill
Development & Employment
Government of Madhya Pradesh

Creation of DST Scheme

Ministry of Skill Development (MSDE), **Government of India** has implemented the Dual System of Training (DST) **w.e.f. session started in August, 2016**. DST has been approved during 40th meeting of National Council for Vocational Training (NCVT). **The DST guidelines has further been revised 10th July 2017 and later on Jan 2019.**

It shall be noted that all earlier batches enrolled will continue to follow the previous guideline issued on 10th July, 2017

DST Introduction

- The scheme enables industries to partner with (Govt. & Private ITI's) for conducting training programs under the high employability courses to fulfil the needs of the industries
- The scheme is optional for existing NCVT affiliated ITI's and will be run entirely/ partially in vacant units/ 3rd shift or in the replacement units of the related affiliated trade.
- CTS & DST may run concurrently in ITI's

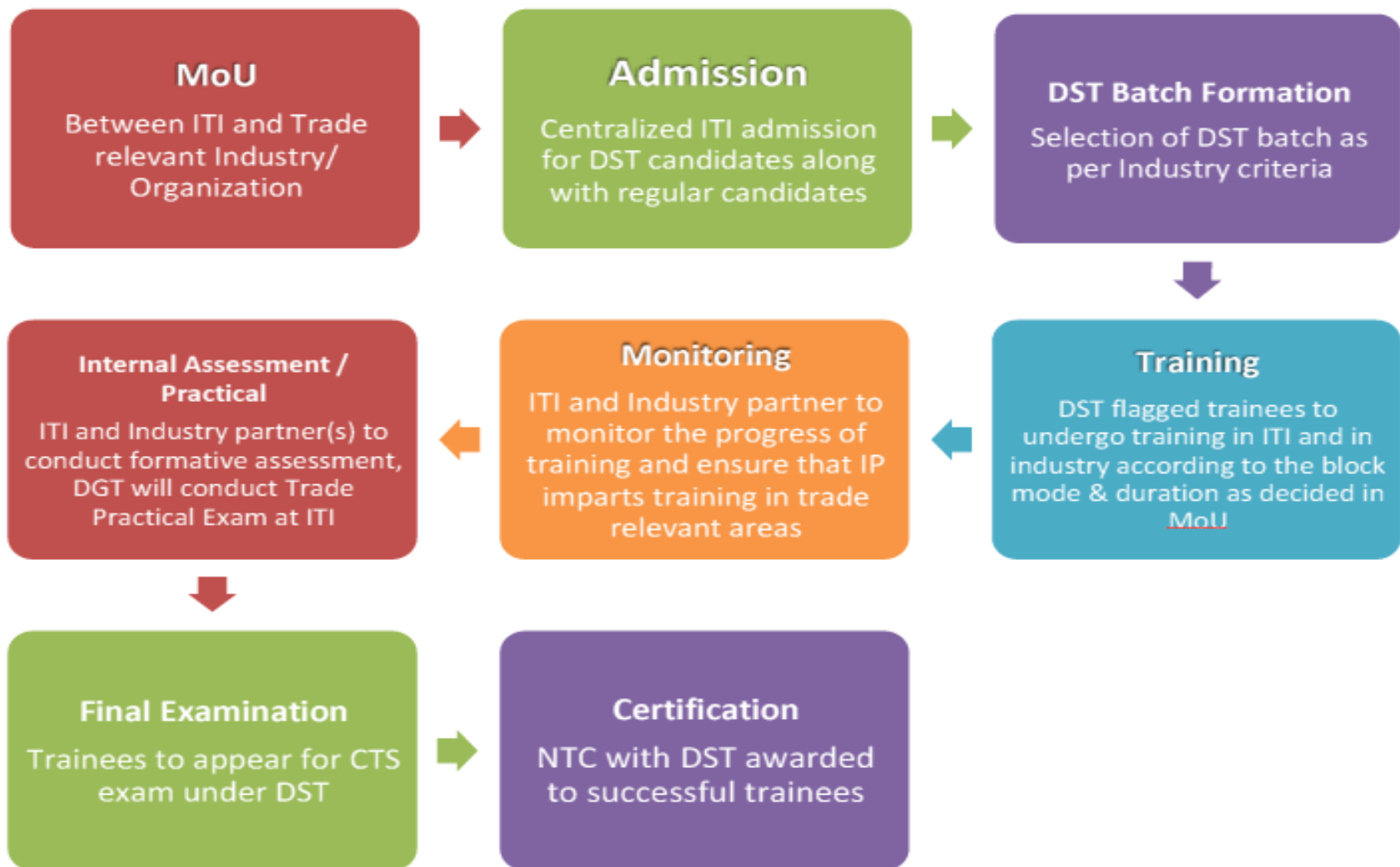
Key features of DST

- Admission started from the session August, 2016.
- The curricula under the scheme consists of Trade, Theory and some portion of practical will be completed at ITI, while remaining portion of the training shall be conducted in the concerned industry/ organisations.
- The ITI and the Industry will have freedom to choose the training pattern either in a block mode (i.e. few months in ITI then few months in industry) mixed mode (i.e. few days in a week shared between ITI and Industry). The duration of the training in ITI and Industry can be decided during the MoU signing
- Industry may pay reasonable stipend to the trainees through Direct Benefit Transfer (DBT).
- Students are given **National Trade Certificate (NTC)** post completion of training under DST. The admission and examination pattern for the scheme shall be same as it is for the Craftsmen Training Scheme (CTS)
- It should be noted that the ITIs running DST courses shall have an advantage in the grading system introduced by DGT.

Why opt for DST

- Getting trained manpower
- Flexibility in terms of amount of stipend that need to be paid
- Chances of reducing errors in recruitment
- Flexibility in terms of training duration
- Greater accountability/responsibility in terms of students, as industry training is part of course module and industry has mechanics to allocated marks during assessment

Process Flow for DST



Additional guidelines

- MoU to be signed between the industry and the ITI on the prescribed format mentioning the batch wise trades/ units/ shifts/ numbers of the trainees to be trained in the particular Industry. In case of more than one Industry and/or more than one location, the same should also be mentioned in the MoU
- The MoU may be signed for a minimum of **3 years in case of engineering trades, and minimum of 2 years for non-engineering trades**, which could be extended as per the mutual understanding of the parties i.e. ITI and the Industry partner(s).
- State and concerned DGT officials shall have the rights to verify the infrastructure at the ITI/industry and observe the progress of the training.

Clarification on NAPS

- Dual System of Training has been delinked from NAPS, DST trainees will not be reimbursed under NAPS and their examination shall be conducted as per DST guidelines since they would be obtaining NTC certificate and not NAC certificate.
- Industry may pay reasonable stipend to the trainees through Direct Benefit Transfer (DBT).
- For all the existing and earlier batches enrolled under DST scheme wherein MoU was signed before the date of issue of latest guidelines (i.e. enrolled in 2016, 2017, 2018 as per earlier guidelines), stipend paid by Industry Partner under NAPS is to be reimbursed in accordance with the prevailing guidelines of that time(i.e. NAPS linkage).

Courses and curriculum for DST

The Dual System of Training which is currently operational in 17 trades will be expanded to all the trades including service sector trades, and trades in new and emerging sectors. All these courses will be NSQF aligned. List of NSQF aligned courses under DST are:

1. Electrician
2. Fitter
3. Machinist
4. Turner
5. Electronics Mechanics
6. Welder
7. Mechanic Diesel
8. Mechanic Motor Vehicle
9. Cosmetology
10. Tool and Die Maker (Dies and Mould)
11. TDM (Press Tool, Jigs & Fixture)
12. Draughtsman (mechanical)
13. Attendant Operator (Chemical Plant)
14. Mechanic Refrigeration and Air Conditioning
15. Plumber
16. Mechanic auto body painting
17. Mechanic auto body repair

Duration of Training..1/2

In the existing guidelines, the number of months for practical training in the Industry was fixed. Since the time period required to acquire a skill set varies from trade to trade, the duration of industry training has now been made more flexible. Accordingly, the guidelines have been revised, defining a range for ‘duration of industrial training’ as indicated in table below:

S.No	Duration of course/trade	Duration of industrial exposure/ training (as per previous guidelines)	Duration of industrial exposure/ training (as per revised guidelines)
1	6 months	Not defined	1-3 months
2	1 year	5 months	3-6 months
3	2 year	9 months	6-12 months

Duration of Training..2/2

- The ITI and Industry have freedom to choose the training pattern i.e. either a block mode/ multiple block mode (with few months in ITI, followed by few months in Industry) or a mixed mode (with few days in a week shared between ITI and Industry) as per mutual understanding and suitability of ITI and Industry.
- The Industry / ITI has been given flexibility in deciding duration of ITI and Industry training blocks over the entire training period within this range.
- In case of 2 year courses, each year may have at least one 'Industry Training Block' of reasonable duration.

Eligibility criteria for industries

MSME registered at least for 2 years OR Industry/ establishment having valid registration with the State/ Central authority registered at least for 2 years. Establishments include entities registered with any government/local authorities/shops covered under Factories Act 1948 and Shops and Establishments Act applicable for the concerned State, OR Industry Association, Industry cluster, Central & State Sector Industries/Establishments

S. No.	Parameter	Eligibility criteria (Earlier)		Eligibility criteria (Now)	
		Engineering Trades	Non-Engineering Trades	Engineering Trades	Non-Engineering Trades
1.	Minimum no. of Employees in the Industry	200	200	40	6
2.	Minimum Turnover of the Industry (in INR)	10 crore/ year (For last 3 years)	10 crore/ year (For last 3 years)	1 crore/ year (For last 3 years)	10 lakhs / year (For last 2 years)

Eligibility of ITI

All affiliated ITIs (Government and Private) with grading 2 and above can conduct training under DST in their relevant affiliated trade(s)

Admission, Assessment and Certification..1/2

- The admission of the trainees for the scheme shall be common i.e. with Craftsmen Training Scheme (CTS) into regular ITIs. Upon selection of trainees/ batches by the Industry Partner which has signed MoU with the ITI, DST flag would be enabled in DGT MIS portal for those trainees. For each student, the name of Industry Partner(s) along with planned duration of training in Industry(s) should also be uploaded on the portal.
- Examination pattern for DST shall be same as that for regular CTS trade and in accordance with the notification dated 4th Oct. 2018 vide implementation order no. MSDE (-18011/DGT/2017-TTC (Pt. III)).
- In case of DST, Trade Practical Examination shall be done by ITI only.
- Formative assessment shall be done by both ITI and the Industry Partner with equal weightage in each year regardless of duration of Industry training.
- ITI shall be responsible for uploading of overall formative assessment marks including that awarded by the Industry.

Admission, Assessment and Certification..2/2

- In case 'Industry Training' is done in more than one Industry, only the Industry where trainee spends maximum time may award part formative assessment marks.
- After successful completion of training in respective trade and passing the AITT, the National Trade Certificate (NTC) under DST shall be awarded to the trainee.
- The format of National Trade Certificate under Dual System of Training is similar to that of NTC under CTS scheme. Name of Industry Partner(s) and duration of training conducted in Industry would be mentioned in NTC. For DST courses, the admit card, standard mark sheet and NTC format have been revised.
- All other guidelines applicable for CTS trades/units affiliated to DGT shall also apply to the trades/units being run under Dual System of Training (DST).

Sample time distribution for Electrician trade (2 year trade) under DST, assuming 9 months practical course duration

BLOCK WITH DURATION	THEORY	PRACTICAL	WSC/ CAL	ENGINEERING DRAWING	EMP. SKILL	ECA, LIB. & OTHERS	REMARK
BLOCK – I (12 months/52 Weeks duration) Institute level training	510 hrs.	830 hrs.	170 hrs.	250 hrs.	110 hrs.	50 hrs.	160 hrs. Revision & Test
BLOCK – II (09 months /39 weeks duration) Industry level training	---	1560 hrs.	---	---	---	---	---
BLOCK – III (3 months/ 13 Weeks duration) Institute level training	100 hrs.	210 hrs.	50 hrs.	60 hrs.	---	20 hrs.	Last 2 weeks revision & exam (80 hrs)
GRAND TOTAL	610 hrs.	2600 hrs.	220 HRS.	310 hrs.	110 hrs.	70 hrs.	240 hrs.

Total duration of training inclusive of Industry & Institute is 2 years (4160 HRS.)

Proposed time distribution for Welder trade (1 year trade) under DST

BLOCK WITH DURATION	THEORY	PRACTICAL	WSC/ CAL	ENGINEERING DRAWING	EMP. SKILL	ECA, LIB. & OTHERS	REMARK
BLOCK – I (05months/22 Weeks duration) Institute level trg.	230hrs.	300 hrs.	80 hrs.	120 hrs.	100hrs.	10 hrs.	40 hrs. Revision & Test
BLOCK – II (05months / 22 weeks duration) Industry level trg.	---	880hrs.	---	---	---	---	---
BLOCK – III (2 months/ 8 Weeks duration) Institute level trg.	90 hrs.	114 hrs.	30hrs.	30hrs.	10 hrs.	06 hrs.	Last 1 week revision & exam.
GRAND TOTAL	320hrs.	1294hrs.	110 hrs.	150 hrs.	110 hrs.	16hrs.	80 hrs.
Total duration of training inclusive of Industry & Institute is 1 years (2080 hrs.)							

Responsibilities of ITI's..1/2

Before Industry Training

- Sign MoU under DST
- Making trainees opting for DST, aware of the Industry expectations in terms of eligibility, minimum age, physical fitness, discipline, timings, punctuality
- Ensure acknowledgement in writing from all trainees to be enrolled under DST that they have understood the requirements of DST/ Industry Partner as stated above.
- Teach trade theory and impart trade relevant foundation practical knowledge.
- Conduct part formative assessment, and provide instructions to Industry Partner(s) for conducting the remaining portion of formative assessment
- Prepare weekly/block/mixed mode training schedule for industrial training in line with the trade curricula in consultation with all Industry Partner(s) involved.
- Monitor the student's progress at the Industry by making visits in regular intervals and ensure that the students are undergoing practical training in relevant areas as per trade syllabus.

Responsibilities of ITI's..2/2

Post Industry Training

- Complete remaining portion of Trade theory and practical training before the end of six month /one year/ two year course duration.
- Ensure trainees' final attendance record, exam fees deposit, release of admit card, intimation of online exam centre for examination, any other dues and award of final Certification (NTC under DST).
- Ensure that part formative assessment by Industry has been conducted and shared with ITI, and upload total formative assessment marks on portal.

Responsibilities of Industry

- Assign trainer(s) responsible for the Industrial training.
- Follow DST scheme trade curriculum and the schedule for industrial training prepared by ITI.
- Ensure that ‘Training Progress Diary’ is maintained as per the schedule requirements.
- Provide on-job training in trade relevant domain skills.
- Allocate and supervise the trainee on trade relevant project, tasks or job.
- Assess part formative assessment and share corresponding marks with the ITI for uploading on portal.
- Provide health and safety facilities to the trainees as available for the workers of the Industry. In case of hazardous industries, before signing the MoU for DST, Industry is required to disclose the conditions such as minimum age and level of medical fitness (e.g. colour blindness) etc. as per the industrial safety norms applicable in the Industry. Also, ensure that trainee is informed about the health and safety facilities available to them.
- Record and submit attendance of trainee to the ITI for the period of training at the Industry.

Advantages for various stakeholders..1/2

Students

- Introduction & Awareness about industry
- Financial assistance in the form of stipend (if industry pays)
- Gain of experience & Confidence of working in industry
- Enhanced employability

ITI's

- Help them developing an interface/ connect with industry
- Enhanced employability of the trainees leading to advertisement of the institute
- Interaction with industry leads to awareness about future trends in manpower requirements which may be helpful in deciding business strategy under

Advantages for various stakeholders..2/2

Industry

- Availability of trained manpower
- Reduced chances of recruiting wrong manpower as the trainee already has exposure of working in industry
- No need to hire manpower consultants

Model MoU Format

[..\Placements\DST\DST MoU.pdf](#)

Flexi MoU Policy

Flexi MoU Policy

Key Features

- It caters to the needs of both industry (by providing resources with skills specific to their needs) and trainees (by offering employment oriented training).
- It bridges the gap between demand of skills by the Industry and the existing skills with the youth of the state

Purpose

- To provide an opportunity to industry players to train youth on specific competencies required by employers through short term courses.
 - To enable youth acquire skills which are industry relevant and make them more employable through the industry
 - Address demand and Supply gap



- **Placements**
- **Industry Visits, Guest Lectures**
- **Workshop Upgradation**

Activities for which you can associate under Model 2

Roles and responsibilities of Industries

- To promote long-term sustainable ITI-Industry relationship for skill Training.
- Provide industry based inputs to trainees enrolled in ITIs.
- To allow medium level regional/state level industries to participate in skill training through short term inputs such as guest lectures, on-the-job trainings, mentoring support etc.

Roles & Responsibilities of Industrial Training Institutes under Model 2

- Infrastructure support (Adequate space in institute, electricity support, water connection, internet connection, DTH services etc.)
- Appointment of a nodal officer
- Mobilization of students for various activities
- Formation of batches for guest lectures
- Taking industry feedback.
- Ensuring student safety & dress-code during industrial visits
- Any other, as much as possible within the limits of ITI that ensures smooth running of these trainings

Eligibility criteria for Flexi MoU (Model 2)

- Any registered industry/institute/NGO/consortium.
- Average turnover of last three years should be at least INR 5 crore in case of individual firms.
- Average turnover of last three years should be at least INR 25 crore in case of a consortium.
- At least 20 employees in case of an individual organization.
- At least 30 employees in case of a consortium

Benefits of Flexi MoU

For Industry

- Regular supply of industry trained and ready to employ human resource.
- Government support for these trainings in various forms.
- Reduced and optimized costs of recruitment and training for the entity.
- Proper utilization of CSR funds in India for skilling of those who did not have equal opportunity.

For Youth

- Value addition for students.
- Free additional training for ITI students, specifically.
- Better placement with better salaries

Prominent Flexi MoU Partners



Enriching Lives



Way Forward

For both Flexi MoU and DST related tie-ups you can call/mail :

- Ms. Meena Lohiya

Mob: **9425090444**

Email: zonetpoindore@gmail.com

Zonal Training and Placement Officer

- Individual JAA (Junior Apprenticeship Officers) of respective ITI's.

Thank You