

Aligning CPSEs with National Priorities



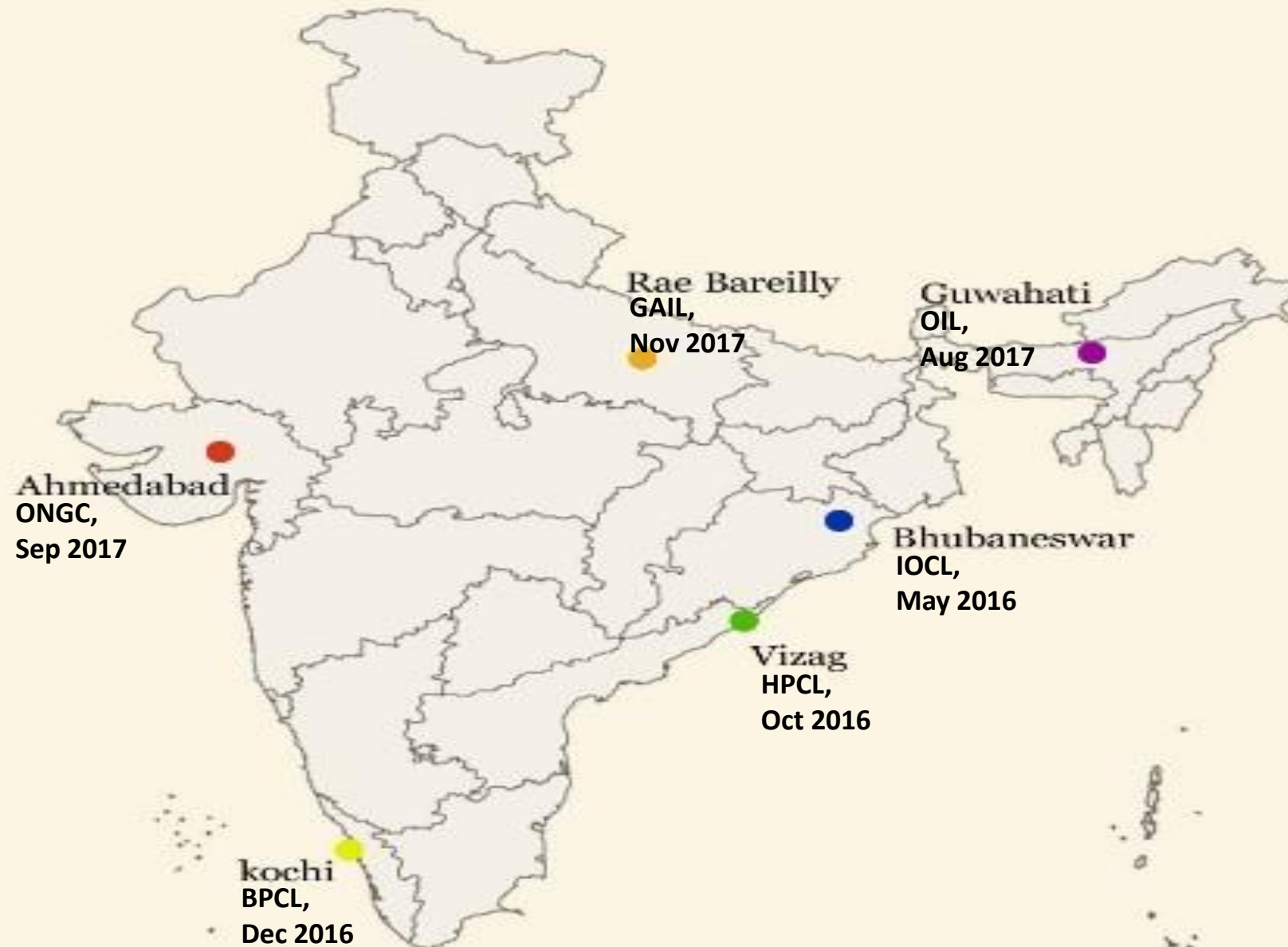
Overview

- In sync with **national priority** of skilling the youth, CPSEs in the hydrocarbon Sector have set up six Skill Development Institutes (SDI's)
- Each led by one CPSE
- 118 trades identified covering the entire hydrocarbon value chain.
- Also developed national standards for 12 high priority trades in consultation with industry members

1. Retail Outlet Attendant
2. Retail Outlet Supervisor
3. LPG Delivery Personnel
4. LPG Supervisor
5. LPG Mechanic
6. Tank Lorry Driver

7. Industrial Electrician
8. Industrial Welder
9. Pipe Fitter
10. Pipe Fitter-City Gas Distribution
11. Assistant Technician-Drilling
12. Assistant Technician-Production

Skill Development Institutes (SDI's)



Skill Development Institutes (SDI's)

- **CSR Initiative** by Oil PSUs in line with the **Skill India Mission** of Government of India
- Existing infrastructure of ITI's/other premises leveraged
- All six SDIs operational with an initial corpus of Rs 15 crore each
 1. SDI Guwahati: Lease rent Rs 1/- p.a. for ITI building
 2. SDI Bhubaneswar: Lease rent Rs 4.20 lacs p.a.
 3. SDI Kochi: Lease rent Rs 9.63 lacs p.a
- Imparting major vocational training programs of duration **1000 hours**
- Minimum program duration of **six months**

Skill Development Institutes (SDI's)

- Foundation stone laid for the SDI Bhubaneswar on 18.03.2018 by **Hon'ble President of India**
- Campus being equipped with the latest training facilities in conformity with industry needs
 1. Smart class rooms
 2. Well equipped workshops
 3. Computer lab with wifi
 4. Library
 5. Conference room
 6. Recreation areas
 7. Dormitories and canteen hall
- Increasing employability, catering to the underprivileged sections of society

Skill Development Institutes (SDI's)

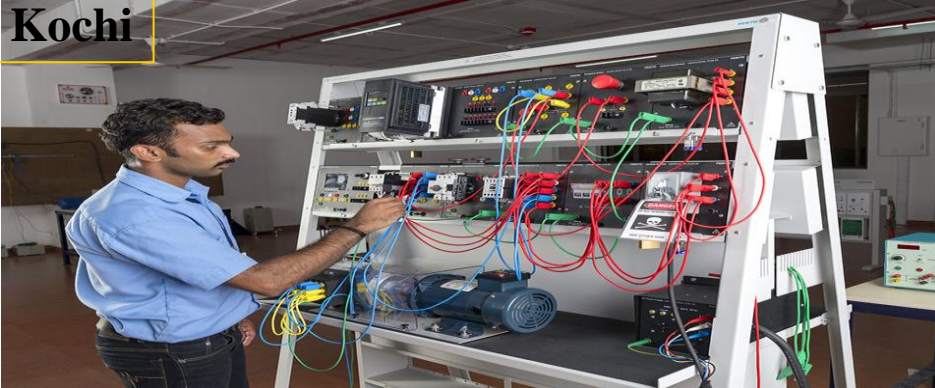
Bhubaneswar



Visakhapatnam



Kochi



Ahmedabad



Raebareli



Guwahati



Technical Training (Completed and Ongoing)

No.	Trade	HPCL	BPCL	IOCL	ONGC	OIL	GAIL	Total
1	Industrial Electrician	147+18	90+45	82+45	-	30	-	349+108
2	Industrial Welder	216+86	90+45	83+45	0+30	30	-	419+206
3	Fitter Fabrication	195+24	-	-	0+30	-	-	195+54
4	Technician (Prod)	-	-	-	0+30	-	-	0+30
5	LPG Mechanic	31	-	-	-	-	-	31
6	Pipe Fitter-CGD	-	-	-	-	-	30+30	30+30
7	Instrumentation	155	0+30	-	0+45	-	-	155+75
8	Fitter	133+30	0+30	-	-	-	-	133+60
9	Heating Venting Air Conditioning	129	-	-	-	-	-	129
10	Plumbing	153+55	-	-	-	-	-	153+55

Non-Technical Training (Completed and Ongoing)

No.	Trade	HPCL	BPCL	IOCL	ONGC	OIL	GAIL	Total
11	Network Associate	56	-	-	-	-	-	56
12	Computer Data Application	27	-	30+30	-	-	-	57+30
13	Inventory Clerk	169+18	-	-	-	-	-	169+18
14	Ware house Packer	66+15	-	-	-	-	-	66+15
15	Solar PV Installer	101+22	-	-	-	-	-	101+22
16	IT Help Desk Attendant	30+30	-	-	-	-	-	30+30
17	Manufacturing Assistant	138+86	-	-	-	-	-	138+86
Total		1746+384	180+150	195+120	0+135	60	30+30	2211+819

Placements

- Up to 31st March,2018, **2211 trainees** trained and **80.33%** placed on job
- Placement offer to 35 trainees from SDI Kochi in **Poland** (remuneration of Rs 35,000/-pm) and **Kuwait** (remuneration Rs 20,000/- pm with revision to Rs 25,000/- pm after one year)
- Domestic placements in salary range of Rs 9,000/- to 15,000/- pm
- 31 organizations in India have shown interest in hiring trainees from SDI, Ahmedabad for ongoing programmes during April 2018

Organisations interested for SDI Ahmedabad

31 **Gujarat based** organizations have signed an MoU/ confirmed through letter/mail for recruiting from SDI Ahmedabad including

No.	Company Name
1	Adani Power Training Research Institute
2	Adani Green Energy Limited
3	Tata Ficosa Automotive Systems Private Limited
4	Mundra Solar Pvt. Limited
5	Vestas wind Technology India Private Limited
6	GTC Oilfield Service Pvt. Limited
7	Aakash Oil Field Services Pvt. Limited
8	Aakash Exploration Service Pvt. Limited
9	John Energy Limited
10	Star Energy System

Illustrative list of Employers

- | | |
|---|---|
| <ol style="list-style-type: none">1. ITC, Bengaluru2. Schneider, Bengaluru3. Schindler, Bengaluru4. IFB, Bengaluru5. Saint Gobain, Palakkad, Kerala6. Robotics, Pune7. INDO MIM, Bengaluru8. Leighton, Bhubaneswar9. Medha Servo Drives, Hyderabad10. Equic Dies and Moulds, Hyderabad11. Corrosion Protection Ltd., Hyderabad12. Tirupati Containers, Bhubaneswar | <ol style="list-style-type: none">13. Royal Enfield, Chennai14. Sodexo, Hyderabad15. Fabtech, Paradeep16. Johnson Lift & Escalators, Bhubaneswar17. UM Lifts, Bhubaneswar18. Flipkart, Vizag19. Blue Ocean Technologies, Nellore20. Vermeiren Rehab India Pvt Ltd, Nellore, Andhra Pradesh21. Toshiba Transmissions & Distributions Pvt Ltd, Hyderabad22. Tap Engineering, Bhubaneswar23. Lighting Technology, Bengaluru24. Shyam Power, Cuttack |
|---|---|

Challenges Faced

- **Business Model**

1. In initial years, PSUs to support through their CSR funds
2. With scaling up, gradually move towards partial cost recovery

- **Funding Mechanism**

1. Fee based vs non-fee based programmes
2. Non-fee based programmes for economically weaker sections of the society
3. However, token fee of Rs 2000-5000/- or refundable advance of Rs 1000-2000/- being charged to trainees

- **Infrastructure**

1. No new infrastructure created
2. Leveraging existing unutilized/ partially utilized infrastructure of ITIs etc.
3. Setting up of new workshops when required

Challenges Faced

- **Mobilization**

1. Toughest challenge due to existing inertia
2. Assistance sought from technical training partners like NTTF, IL&FS and MSME

- **Employment**

1. Sought help from technical training partners for employment
2. Certification by concerned Skill Council to increase employability
3. SDI Bhubaneswar supported 7 trainees with tool kit ranging from Rs 50,000-1,00,000/- per trainee to start their own venture

Future Plan – Proposed training in additional trades

No	Critical Trades	Proposed Nos/ Year (2018-2022)	Projected till 2022
1	Retail Outlet Attendant / RO Supervisor/ LPG Delivery Personnel/ LPG Supervisor/ LPG Mechanic	120000	600000
2	Technician - Process Instrumentation	240	1200
3	Assistance Technician - Production	600	3000
4	Assistance Technician – Drilling	120	600
5	Industrial Welder	840	4200
6	Industrial Electrician	1080	5400
7	Pipe Fitter (Oil & Gas)	840	4200
8	Pipe Fitter – CGD	240	1200
9	Plumber	480	2400
10	Inventory Clerk	480	2400
11	Picker & Packer (Warehouse)	480	2400
12	Tank Lorry Driver	1440	7200
Total		126840	634200
Other Skill Development programmes by Oil PSUs		19200	96000
Total Projection		146040	730200

Future Plan - Recognition of Prior Learning (RPL)

- Hydrocarbon SSC has initiated the process to certify the existing workforce of the sector under Pradhan Mantri Kaushal Vikas Yojana (PMKVY) **Recognition of Prior Learning (RPL)-Type 4** scheme
- Four trades of downstream sector i.e. *Retail Outlet Attendant (Oil & Gas), LPG Delivery Personnel, LPG Mechanic & Tank Lorry Driver (Petroleum Products)* have been identified for certifying **approximately 10 Lakh** personnel working pan India during 2018-19