

An Initiative By Uttarakhand open University For Development of Employability for the youths of Uttarakhand

The State Government's incentive to draw manufacturing industries in the State came with a pre-condition that 70% of the employees should be locals. But this criterion has proved to be a major problem for the industries since there is lack of technically trained manpower talent available in the State and has become a challenge to sustain.

Uttarakhand Open University with its objective in mind has tried to do something different. We opted to convert this challenge into an opportunity by collaborating with reputed industries in the region and developed a demand-driven vocational course for youths of our State (especially with low literacy and low income groups).

This idea was conceptualized in February 2010 when Uttarakhand Open University conducted a human-resource survey in the state. The survey revealed that there is a huge mismatch in demand and supply of skilled workers.

Uttarakhand Open University launched a programme called "Certificate Course In Technical Excellence". Tata Motors was the first company which came forward and we had series of deliberations with them regarding the course content. The training department of Tata motors was involved in development of the course curriculum and this was duly approved by the University Board Of Studies (BOS). **The Board Of Studies (BOS) consisted of Prof. Pushpesh Pant of JNU, Prof. N.S. Vyas of IIT Kanpur, Prof. P.M. Pandey IIT Delhi & professors from IIT Roorkee along with representatives of Tata motors.**

The objective of this course is to enhance the prospects of sons of the soil by empowering them knowledge and skills which would qualify them both academically and with hands-on skills to make them employable in the local industries.

In continuation to that we signed an MOU with reputed industries like **Tata Motors Ltd and Ashok Leyland Ltd.** to offer a six-month certificate course. The programme enrolls students from the State who are minimum High school pass (any stream) between 18-25 years of age. Once enrolled these students undergo 6-months vocational course, certified by Uttarakhand Open University.

The course is designed like this-for the first two months students attend theoretical sessions at our Study center and then do on the job training for next four months at Tata Motors, Ashok Leyland, Maruti Suzuki India Ltd and their vendors (Lucas TVS, Delphi TVS, Panorama, Lumax, Amul etc.) practically experiencing what they have learnt in the classroom.

The curriculum has been designed in consultation with the industry to imbibe students with knowledge and skills required to handle contemporary manufacturing processes. Theory part is imparted by Study Center which is then monitored and evaluated by the University. Whereas, industry partners is entrusted with the responsibility of providing support to students in putting what students have learnt in the classroom to practical use on the shop floor.

Also, during on-the-job training the students are paid stipend by Industry Partners. That apart, Industry Partner also provides them with transportation, and other facilities. The idea is to reach out and help students from the interiors of the State who wish to complete the course without any financial burden.

After completing the certificate course the student has an option to get an employment in the industry or he can join **Advanced certificate course in Industrial Training.** This Two and half year course has been conceived to further scale the technical skills of these students. This course has also been approved by the Board Of Studies (BOS) of Uttarakhand Open University. The student who join this course continue their OJT (on the job training) in the industry and attend theory classes on Sunday. The course is divided in

Five semester and student needs to perform well in semester examinations, Assignment and the OJT. Further scaling of this program by studying one and half year in the same manner to take the student to Diploma level has also been approved by the University Board Of Studies (BOS). The course overview and FAQ is given below.

FAQ

Course Implementation

- Contact classes for the course shall be conducted by Uttarakhand Open University through its Study Center.
- Theoretical inputs (contact classes for first two months) will be for four hours every day by the University.
- Practical Inputs along with on-the-job training(next 4 months) will be provided by the Industry Partner as per syllabi approved by the University.

Status Of Student during the Course:

Student undergoing the course will remain as student of UOU but will be treated as Student trainee and not as a workman, while undergoing On-The-Job training.

The provisions of any law with respect to Labour shall not apply to such trainee.

Theoretical Examination:

- a) After completing the six month training the student shall be subjected to an examination. Before a student is allowed to appear for the examination, he should have been present in the industry as per its norms during the training period.
- b) The examination papers shall be combination of quiz-type and Short answer-type questions.
- c) After successful completion of the course including OJT, the University shall award a certificate.

Training Syllabus:

There will be a training syllabus, containing course material including practical and theory as per University's norms.

Eligibility Criteria

Age: Between 18 to 25 years on the date of joining the course.

Educational qualifications: Minimum High school pass.

Domicile: Uttarakhand

Entrance Test & Selection Process:

- Students applying for the course shall be shortlisted by the University.
- Short-listed candidates will be called for interview and medical examination by the Industry Partner. If found fit, they will be enrolled for the course and engaged as Student Trainee by the Industry Partner.

Hours of work

The weekly and daily working hours of the students undergoing on-the-training shall be such as may be provided under Factories Act, 1948.

Health, Safety & Welfare of Students

The students of UoU (Student Trainee) will be covered under ESIS or any other Insurance as deemed fit to meet any untoward incident.

Certificate

After successful completion of the Course, students shall be awarded a Certificate/Diploma by Uttarakhand Open University.

Facilities

While undergoing on-the-job training, student may avail Company's facilities like transportation, canteen, uniform and medical as per Company's rules.

Stipend

The student shall be paid a stipend subject to Industry norms.

Course Fee

Rupees 7,000

Conduct and Discipline

- While undergoing on-the-job training, students/trainee shall be governed by the rules and regulations of the Industry for the purpose of conduct and discipline.
- On-the-job training arrangement of the student/trainee may be dispensed with, if his conduct or discipline is not found satisfactory by the Industry Partner with approval from the University.
- The student will maintain a log book in respect of his/her performance while undergoing On-the -job training and keep a brief note of his contributions, achievements on a day to day basis and produce the same to University as and when required. He/she will adhere to the rules and regulations of the University at all times.

MOU between University and Industry Partner

The MoU for On-the-job(OJT) training will be executed between University and Industry Partner before a student is sent for his/her on-the-job training.

Extension of Training:

The extension of OJT of a student trainee may be done before the expiry of the training period under the following circumstances.

- When a student trainee is unable to complete the full term of OJT due to his/her sickness and other compelling/unforeseen circumstances as deemed genuine by the University.

Termination of Training

The training shall be terminated under the following circumstances:

- i) The training shall automatically come to an end on expiry of OJT.
- ii) The OJT may be terminated if the student trainee is found to have committed any misconduct.
- iii) Failure on part of the student/ trainee to carry out obligations.
- iv) Unauthorized absence from training for seven consecutive days.
- v) Failure to deposit course fee at the beginning of the course.

Lien on Employment

Student trainee will have no lien for the permanent/temporary employment in the Company where he/she is undergoing on-the-job training. However, preference may be given depending upon their performance for engaging them against permanent/temporary nature of work as and when requirement arises. However, it will be at the sole discretion of the Industry Partner.