

Training Methodology

The methodology of trade training comprises the following:

- Preparation of Skill Standards
- Training the Trainers
- Training Curriculum
- Trade Testing
- Training



Skill Standards

As a pre-requisite to meet the strategic objectives, occupational skill standards have been laid down specifying the requirement of knowledge and skills in respect to every trade. Skills have been grouped into three distinct levels starting from basic level III, progressing to intermediate level II and thereafter to high level I.

Training Curriculum

For each trade, a Job Tree Task Analysis detailing the content to be covered under this unified modular training is prepared and a basic course book has been written.

Training Period

All the courses are designed as short-term vocational training. The period varies from 200 hours spread over 1 month to 600 hours spread over 3 months depending on the trades. The coverage is practical oriented (80%) and classroom training (20%).

Training the Trainers

Experienced L&T personnel from construction job sites in respective trades are drafted and professionally trained to deliver instructions, assisted by experienced workers to demonstrate field practices. Such trained persons are eventually posted to effectively impart trade training.

Workman Referral Card

A workman referral card has been introduced, which furnishes personal data of each tradesman and a format to record the skill level of the jobs done by the individual. Such data is stored electronically for easy access and continuous updating, reference and follow-up.

Career Progression Plan

The Training Programme design using a modular approach allows for continuous assessment of achievement and recognition at each stage of training. Trade Competency Tests at all levels are conducted at periodical intervals to determine the knowledge and skill standards attained.

Technicians who successfully complete the training to the standards required under the continuous assessment programme are awarded the respective trade certification.

CSTI - Kanchipuram has been accredited by the Indian Institute of Welding - India, as an approved training centre to conduct National Welders Training and Certification Scheme (NCWTCS)

Integration with National Main Stream

The integration of the CSTI-Technician in the National mainstream is envisaged via Certification through approved National Certifying Authorities.

Skilled Workers changing the Skyline of the Nation

Such trained technicians are deployed at various job sites across the country. They work along with their peers and attain expertise in respective trades over a period of time. Indeed these trained workers attain more than the required skill standards in the shortest time possible and contribute to changing the skyline of the nation.

Social Face of CSTI

- Social upliftment through Employment Generation and Skills Upgradation.
- Converts scores of unemployed rural youth into productive nation building initiative.
- Plays a considerable role in the economic upliftment of rural India.
- Earning a huge forex by way of migration of skilled manpower for overseas jobs.
- In the long run, the impact of training will not only benefit the individuals but also have a positive impact on the construction industry in terms of huge saving in COST and TIME.
- An unskilled worker after training reaches the final level of highly skilled worker and can even lead a team of skilled workers and supervise the job effectively. Some of the workers who were trained at CSTI have become supervisors in L&T

Achievements

- Over 50,000 trained technicians from Construction skills training Institutes (CSTIs)
- Over 1,25,000 workmen through MoUs & tie-ups
- Over 1,50,000 workmen of subcontractors
- Over 2,00,000 workmen trained through e-learning modules

Awards Received

Best Vocational & Skills Institution Award For CSTI - Pilkhuwa ASSOCHAM Education Excellence Award 2014

CSTI - Pilkhuwa received the Quality Trophy and recognized as the best performer for the year 2012-13 on 24th Dec 2013.

Best Corporate Social Responsibility Award for L&T from Bombay Stock Exchange for the yeoman service rendered by the ECC's CSTI.

Projects of L&T where CSTI-trained technicians were employed



Chennai :
Neervallur Village, Enathur Post,
Kanchipuram District 631 561
Tel: 044 - 27290919 / 920

Mumbai :
Panvel Complex, Mumbai-Pune
Highway, Village Bhokarpada,
Poyanje Post, Panvel Taluk,
Raigad District,
Maharashtra - 410 206
Tel: 02192 - 300605/607

Ahmedabad :
Plot No.144-146, Chacharwadi,
Opp. Zydus Cadila Factory Sarkhej-
Bavla Road, Chacharwadi Mata
Mandir Stop, Chacharwadi,
Ahmedabad, Gujarat - 382213
Tel: 02717 - 650174

Bengaluru :
12-B, Attibele Industrial Area,
Near Guest Line Hotel, Hosur Road,
Bengaluru - 562 107
Tel: 080 - 27820473

Delhi :
Construction Skills Training Institute
Larsen & Toubro Construction, B&F IC
Opp. to Indian Oil Petrol Pump,
Village Kandaula Pilkhuwa – Dhaulana
Road, Tehsil. Dhaulana, Dist. Hapur,
Uttar Pradesh – 245 305
Tel: 0122 - 6050001/3/8

Kolkata :
Kona Depot, Vill: Palkuria,
PO: Lakhapur, Near Mumbai Banaras
Road, NH-6, Howrah - 711 323
Tel: 03212 - 246331

Hyderabad :
Plot No 21,22 & 23, APIIC Green Park Industrial
Estate, Polepally Village, Jadcharla Mandal,
Mahaboobnagar District,
Andhra Pradesh - 509302
Tel: 08542-304400/401/402

Cuttack
Construction Academy, First Floor
Village - Balikuda P.O - Gopalpur
DT - Cuttack, Odisha - 753011
Tel: 0671 - 2586366/466

CSTI - Kanchipuram Toll Free Number : 1800 3000 2882

"It's a wonderful facility to train youth & link them to sustainable livelihood. I am sure we can partner in a meaningful manner to identify and sensitize youth to work in this sector that will benefit the nation!" Mr. K. Manickaraj, IAS

"Very useful to see the facilities. The staff is extremely helpful and informative!" Mr. Robert Higgins, Head of the Department, Construction Crafts, Highbury College, United Kingdom



CSTI has provided me a secure livelihood and continuous employment.
Mr. Subhashbhai Shankarbhai Nayka, Ahmedabad



The CSTI advantage has made me an expert carpenter and helped me to become a formwork charge-hand in L&T.
Mr. Ajmeri Sahid Husen, Hyderabad

CSTI enabled me to become self-dependent and live a life full of confidence.
Mr. Gulabsinh Amarabhai Damor, Ahmedabad



Today, I have realized my ambition of working overseas.
Mr. Jeet Sarkar, West Bengal



L&T Construction Skills Training Institute

Empowering and building careers for rural youth through skill training



CSTI has changed my life. I am getting a good salary and currently studying Diploma in Engineering.
Mr. S. Nagaraj, Kanchipuram



Thanks to CSTI, I built a home for my mother and support my sister's education.
Mr. Harsing Mundri, Delhi



In two years, I became a demonstrator and now draw a handsome salary.
Mr. Subrata Karar, Kolkatta



Now, I'm firmly grounded after acquiring life time skills that is helping my family to lead a better life.
Mr. Surajit Kuila, West Bengal



Infrastructure and Vision

The Construction Skills Training Institute (CSTI) has separate conducive campuses at Chennai, Mumbai, Ahmedabad, Bangalore, Hyderabad, Kolkata, Delhi and Cuttack for Practical and Class Room Training

Objectives

- To train the construction workforce to meet the challenges and demand for world class construction skills in terms of safety, quality of workmanship and time.
- To identify the training needs of the construction workforce and set standards to monitor their occupational competencies and technical skills deployed in the industry.
- To disseminate knowledge and appropriate skill practices through recognized systems of training, testing and certification to validate competency levels.
- To facilitate training by setting up modular training schools with well defined infrastructure and curriculum.
- To serve the social objective of the organization by channelizing the potential and strength of rural youth in India, for producing a trained construction workforce capable of delivering world class standards.



Training Curriculum and Selection Criteria

In order to meet international standards, L&T had entered into a MoU with Henry Boot Training Ltd and the Construction Industry Training Board of UK for the development of modular training. At present, basic training is imparted in the following trades:

- Formwork Carpentry
- Bar Bending and Steel Fixing
- Masonry (Brick Work & Block Work)
- Plumbing and Sanitary
- Electrical
- Scaffolding
- General Assistants
- Welding (Pipe Welding) & (Structural Welding)
- Tiling
- Concrete laboratory and field testing
- Pre-Stressing
- Transmission Line Tower Erection
- Railway Electrification
- Solar Electricians & Solar Non - Technical
- Site Enabling Service Technician (Plant & Machinery)



Learning the ropes of Construction

The Construction industry in India is the second largest employer after agriculture, providing employment to about 35 million people. Intelligence and skill are the most sought after work traits in this fast growing industry. Moreover, the effect of globalization has enabled the Construction industry adopt latest technologies in both the materials used and the methods of construction thereby resulting in a growing demand for world-class quality in workmanship.

There is a need to complete projects at reduced cost, coupled with speed and safety. This in turn demands a drastic increase in productivity of men and machines, which can be achieved only by imparting

intensive training to workmen and equipping them with the required knowledge and skills in construction.

Understanding this need for developing a skilled workforce, Larsen & Toubro a USD 14.3 billion technology, engineering, construction manufacturing and financial services company set out to regulate and promote Construction Vocational Training (CVT) in India by establishing a Construction Skills Training Institute (CSTI) in late 1995 at Chennai.

For more than a decade, CSTI has been developing skilled workforce through structured training. Such structured training enables both new entrants and less experienced workers in the industry, progressively improve their knowledge and competencies in the respective trades.

Construction skill standards are formulated for different trades after carefully analyzing the knowledge and the skill expected for each level of competency. In addition, different trade tests have been specified to assess the knowledge and skill level attained.



Age Limit for a Trainee : 18 years completion to below 35 years

Physical Standards:
Minimum Height : 155 Cms
Minimum Weight : 45 Kgs

Educational Qualification:

Formwork Carpentry	: 5 th Class and above (or) ITI Carpenter
Bar Bending & Steel Fixing	: 5 th Class and above
Masonry (Brick Work/Block Work)	: 5 th Class and above (or) ITI Mason
Plumbing and Sanitary	: ITI (Plumber)
Electrical	: 10 th Class + ITI NCVT Passed (Electrician/Electrical Wiremen)
Scaffolding	: 5 th Fail and below
General Assistants	: 5 th Fail and below
Welding (Pipe & Structural)	: ITI - (welder) (or) 8 th Pass with 2 years exp in Welding
Pre-Stressing	: ITI-NCVT (Fitter/Auto Mechanic) (or) 12 th Class
Concrete laboratory and field testing	: 10 th Passed or -12 th std
Solar Electricians	: Minimum 10 th std with 2 Years ITI as an Electrician or Wireman
Solar Non-Technical	: Min 8 th standard and above

- Candidates for individual trades are selected through a process of Entrance Test (Written and Practical) and viva-voce.
- Candidates with excellent academic performance will be considered for choice of trades according to Management's discretion.
- Diploma / Degree / Software professionals are not eligible for admission.



"Construction industry needs such institutes to induct skilled manpower. Excellent facility. Great work, good luck!"
Dr. DS Mithra, Construction Industry Development Council (CIDC)

"I am very impressed with the practical and on the job training organised by the institute for the youth. We look forward to Bhutanese youth in CSTI in future!" Dr. Sonam Tenzi Secretary, Ministry of Labour & Human Resources, Bhutan

"An excellent training facility. L&T is doing a commendable work in skilling the youth from rural areas of the Country!"
P. Upabhyay CEO, SRLM, Jharkand