Training Methodology

The methodology of trade training comprises the following:

- Preparation of Skill Standards
- Training the Trainers

• Training Curriculum

• Trade Testing

Training





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.

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.

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

• Converts scores of unemployed rural youth into productive nation building depending on the trades. The coverage is practical oriented (80%) and classroom

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 Achievements the individual. Such data is stored electronically for easy access and continuous • Over 50,000 trained technicians from Construction skills training Institutes 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

India, as an approved training centre to conduct National Welders Training and for the yeoman service rendered by the ECC's CSTI. 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 upliftment through Employment Generation and Skills Upgradation.
- 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

- 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

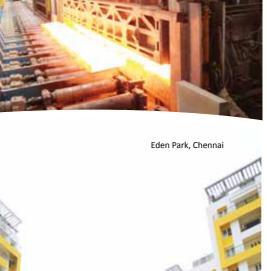
Best Vocational & Skills Institution Award For CSTI - Pilkhuwa Assocham Education Excellence Award 2014

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

CSTI - Kanchipuram has been accredited by the Indian Institute of Welding - Best Corporate Social Responsibility Award for L&T from Bombay Stock Exchange

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





Bengaluru:

Neervallur Village, Enathur Post, 12-B, Attibele Industrial Area, Kanchipuram District 631 561 Tel: 044 - 27290919 / 920 Bengaluru - 562 107

Mumhai

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

Dhamra Port Project,

Ahmedabad:

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

Near Guest Line Hotel, Hosur Road, Tel: 080 - 27820473

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

Kolkata

Kona Depot, Vill: Palkuria, Road, NH-6, Howrah - 711 323 Tel: 03212 - 246331

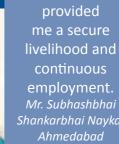
Plot No 21,22 & 23, APIIC Green Park Industrial Village Kandaula Pilkhuwa – Dhaulana Estate, Polepally Village, Jadcharla Mandal, Mahaboobnagar District. Andhra Pradesh - 509302 Tel: 08542-304400/401/402

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

CSTI - Kanchipuram Toll Free Number: 1800 3000 2882



CSTI enabled me to become selfdependent and live a life full of confidence. Mr. Gulabsinh Amarabhai Damor



CSTI has





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

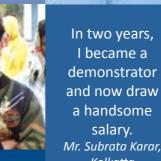


L&T Construction Skills Training Institute

Empowering and building careers for rural youth through skill training



changed my fe. I am getting a good salary and currently tudying Diplom in Engineering



CSTI has





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









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

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

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.

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
- 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.





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)











used and the methods of construction thereby resulting in a growing demand for world-class

knowledge and competencies in the respective trades.



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 : 5th Class and above (or) ITI Carpenter Bar Bending & Steel Fixing : 5th Class and above Masonry (Brick Work/Block Work) : 5th Class and above (or) ITI Mason

Plumbing and Sanitary : ITI (Plumber)

Electrical : 10th Class + ITI NCVT Passed (Electrician/Electrical Wiremen) Scaffolding : 5th Fail and below

: 5th Fail and below

General Assistants Welding (Pipe & Structural)

: ITI - (welder) (or) 8th Pass with 2 years exp in Welding ITI-NCVT (Fitter/Auto Mechanic) (or) 12th Class Pre-Stressing

Concrete laboratory and field testing : 10th Passed or -12th std

: Minimum 10th std with 2 Years ITI as an Electrician or Wireman **Solar Electricians**

Solar Non-Technical : Min 8th 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.

