

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 of each trade. Skills have been grouped into three distinct levels starting from basic level III, and 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 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.

Workmen Referral Card

A workmen 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 are stored in electronic media for easy access and continuous updating, reference and follow-up.

Career Progression Plan

Training Programme design using the 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.

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.

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



L&T Construction Skills Training Institute

Empowering and building careers for rural youth through skill training



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LARSEN & TOUBRO LIMITED
Engineering Construction & Contracts Division



Learning the ropes of Construction



The Construction industry in India is the second largest employer after agriculture, providing employment to about 33 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 skilled workforce, Larsen & Toubro a USD 9.8 billion technology, engineering, construction and manufacturing company set out to regulate and promote Construction Vocational Training (CVT) in India by establishing a Construction Skills Training Institute (CSTI) during 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.

Infrastructure and Vision

The Construction Skills Training Institute (CSTI) has separate conducive campuses at Chennai, Mumbai, Ahmedabad, Bangalore, Delhi, 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 construction workforce and set standards to monitor their occupational competencies and the 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 through channelizing the potential and strength of rural youth in India, for producing trained construction workforce who are 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)
- Welding ((Structural Welding)
- Pre-Stressing
- Transmission Line Tower Erection*
- Railway Electrification*

*Trades will commence shortly



Age Limit for a Trainee : 18 to 35 Years

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

Educational Qualification:
 Formwork Carpentry : 5th Class and above (or) ITI NCVT Carpenter
 Bar Bending & Steel Fixing : 5th Class and above
 Masonry (Brick Work/Block Work) : 5th Class and above (or) ITI NCVT Mason
 Plumbing and Sanitary : ITI NCVT (Plumber) (or) 10th - 12th Class
 Electrical : 10th Class + ITI NCVT Passed (Electrician/Electrical Wiremen)
 Scaffolding : 5th Fail and below
 General Assistants : 5th Fail and below
 Welding (Pipe Welding) : ITI-NCVT Passed (Welder) (or) 2 years exp in Welding
 Welding (Structural Welding) : ITI-NCVT Passed (Welder) (or) 2 years exp in Welding
 Pre-Stressing : ITI-NCVT (Fitter/Auto Mechanic) (or) 12th Class

• 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.

