

## **Executive Technical Apprentice Trainee (ETAT) Program**

### **A. Objective :**

The objective of this program is to bridge the gap between raw manpower and trained supervisory professionals by mobilizing youth from rural and semi-urban areas and equipping them to become multi-skilled site supervisors for your esteemed organization.

### **B. Program Overview:**

- 1) We will mobilize candidates who have completed 12th grade or hold a Diploma in respective engineering branch( Civil, Electrical)/ Graduate in any stream, as per your requirements.
- 2) A 15-day induction training program will be conducted at CIDC Training Centre, during which trainees will be introduced to the basic concepts and practices of the construction industry.
- 3) After the induction, trainees will be deployed to your project sites for one year, During this period:
  - a) Practical training will be conducted on-site.
  - b) Two online theory classes will be held each week to reinforce learning.
- 4) Each trainee will undergo focused training in the following trades, each spanning three months:
  - a. Bar Bending
  - b. Shuttering Carpentry
  - c. Masonry
  - d. Construction Safety
  - e. Any other Trade as per Clients Requirement.

### **C. Proposed Trade-wise Curriculum (3 Months Each):**

#### **❖ Bar Bending**

Unit 1: Introduction to Bar Bending Trade including both Conventional & Modern Technique

Unit 2: Interpretation of Bar Bending Schedules (BBS)

Unit 3: Cutting and Bending Techniques

Unit 4: Bidding and Placement Techniques

Unit 5: Quality Checks and Safety at Site

#### **❖ Shuttering Carpentry**

Unit 1: Introduction to Form-work including conventional & modern techniques

Unit 2: Type of Form Work ,selection criteria

Unit 3: Erection of shuttering for different elements like Columns, Beams, and Slabs (Conventional /system form work as applicable at site of deployment)

Unit 4: De-shuttering Techniques & house keeping

Unit 5: Quality, Productivity & Safety in Carpentry Work

## ❖ **Masonry**

- Unit 1: Basics of Brick & Block Masonry
- Unit 2: Mortar Mix Ratios and Techniques
- Unit 3: Construction of Walls, Arches, and Lintels
- Unit 4: Curing Methods & Joint Finishing
- Unit 5: Supervision & Quality Control in Masonry

## ❖ **Construction Safety**

- Unit 1: Introduction to safety at site
- Unit 2: Personal Protective Equipment (PPE)
- Unit 3: Site Safety Practices & Emergency Response
- Unit 4: Hazards Identification & Risk Assessment , Regulatory Compliance
- Unit 5: Daily Toolbox Talks & Record Keeping

## **D. Progression and Higher Education:**

Upon successful completion of the first year of practical training, trainees will be enrolled in a UGC-approved Bachelor of Vocation (B.Voc) program which is conducted in association with Kalinga University in Building Construction/ Electrical / Inventory Control as per your need. Depending on the specify requirement from the organization , we will enroll the candidate in any of the respective trades.

## **E. Fee Structure:**

- Fee for Eight Semesters 1.80 Lakh spread over 4 years @ Rs. 22,500/- Per semester + GST (if applicable)
- The total course fee shall be payable in semester-wise installments. Each installment is due at the beginning of the respective semester.

## **F. Apprentice Engagement Terms and Site Deployment Benefit**

- First Year stipend Rs. 10,000/- per month (payable to apprentice directly)
- Second Year stipend Rs. 11,000/- per month (payable to apprentice directly)
- Third Year stipend Rs. 12,000/- per month (payable to apprentice directly)
- Fourth Year stipend Rs. 13,000/- per month (payable to apprentice directly)
- Accommodation & fooding @ Rs. 5000/- to 7000/- per month to be organized & paid by Client at site.
- Other Facilities - PF, Medical, LTA etc
- Mobilization cost for Apprentice to construction site to be borne by Client.

#### **G. Advertisement/ Media :**

- At least three insertions of the advertisement in National & also in Regional papers to be directly borne by Client

#### **H. Benefits to Your Organization :**

- Access to a consistent pipeline of skilled manpower tailored to your project needs.
- Lower attrition through structured engagement over a 4-year period.
- Cost-effective workforce development, reducing external hiring dependency.
- Enhanced on-site productivity with multi-skilled, semi-supervisory trainees.
- Opportunity to absorb trained individuals into permanent supervisory roles.
- Academic progression improves long-term retention and employee growth.
- Minimizes initial training costs for new hires.
- Promotes safety culture and quality workmanship.
- Enhances your brand as a forward-looking, responsible employer in the construction sector.

We look forward to partnering with you in building a skilled, committed, and future-ready workforce.

For details, please contact the following :

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## **Construction Industry Development Council**

(Established by the Planning Commission (NITI Aayog) and the Construction Industry)

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