

**5th National Conference on
Skills Development Opportunities & Problems**

**Larsen & Toubro Experience in Construction Skills
Training**

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L & T – Construction Skills Training

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L & T- Construction Skills Training

About L&T

- Larsen & Toubro Limited (L&T) is India's largest engineering and construction conglomerate with additional interests in electrical, electronics and IT.
- Many of the country's prized landmarks - its exquisite buildings, tallest structures, largest industrial projects, longest flyovers, highest viaducts - have been built by L&T.
- 32,000 Employee Currently working
- Sales and Revenues Rs.25,000 Cr. / Annum

Purpose

- **Skill Creation**
 - To prepare the Construction Workforce, to meet the required level of Quality of workmanship & Productivity.
- **Skill Up gradation**
 - To classify training requirement and to set standards to monitor occupational levels of competency of the trained workmen to be deployed in construction.
 - To disseminate knowledge, appropriate skills practices thru recognized system of training, testing and certification to validate levels of competency.
- **Social Cause**
 - To serve social objective of harnessing the raw power of multitude of Indian youth into a trained and focused construction workforce of world class standards.

Presence of CSTI across the country



Training Process

THE SKILL STANDARDS



TRAINING CURRICULUM



TRAINING THE TRAINERS



TRAINING



TRADE TEST/CERTIFICATION

CAREER PROGRESS PATH



Trade Availability

- **L&T System Formwork Carpentry**
- **Masonry (Brick & Block Work)**
- **Bar Bending and Steel Fixing**
- **Plumbing & Sanitary**
- **L&T System Scaffolding**
- **Construction Electrician**
- **Welding (Pipe Welding)**
- **Welding (Structural Welding)**
- **Pre-Stressing**
- **P&M-Mechanic**

Selection Criteria

- **Age Limit** : 18 to 35 years
- **Physical Standards** : Heights 158 CM minimum
Weight 45 Kg minimum
- **Qualification** :
 - Formwork Carpentry - I T I NCVT / V - XII STD
 - Masonry (Brick Work) - I T I NCVT / V - XII STD
 - Plumbing & Sanitary - I T I NCVT / X – XII STD
 - Electrical - I T I NCVT + X STD passed
 - Welding (Structural) - I T I NCVT passed or 2 years Exp in welding
 - Welding (Piping) - I T I NCVT passed or 2 years Exp in welding

 - Bar Bending & Steel Fixing - V STD and above

 - Scaffolding - V Failed & Below
 - Trade Assistant - V Failed & Below

Selection through simple test procedure [Written & Practical]

Training & Duration

- **All Courses are designed as Short term Vocational Training**
- **The period varies from 200 Hours to 600 Hours spread between 1 - 3 Months**
- **The focus of the Training is on “Performing” and not on “Knowing”.**



Training Capacity

Each Institute

- To train 1200 fresh entrants per annum
- To start new batches every month
- To send out approx. **100** trained workmen every month ready for deployment at projects

Integration with the National Scheme

Our Institutes are registered as
Vocational Training Provider [VTP]

under

Skills Development Initiative Scheme [SDIS]

by

DGE & T,

Ministry of Labour & Employment , Govt. of India

The trainees are eligible to appear for NCVT Certification

Opportunities for Skill training

Employment : High Demand from the Construction Industry
Boom in Infrastructure, Power & Energy,
Real Estate etc. – CII study says shortage of
30 Million Skilled man power shortage

**Immense scope for Several Vocational Training
providers**

Challenges in Skill training

Sourcing

Reaching the Targeted unemployed Youths from Rural area to take up construction Skills Training

Low Response

Migration

High level of labor mobility - inherent nature

High Attrition rate

Employment

Construction Industry extensively not located in single place – Spread in nature

High Attrition rate

Attaining required skill sets by the Trainees takes time

Industry not willing to nurture skills
(Gestation period)

Economical Viability

Targeted group is BPL Category
Skills Training serves more towards
Social Responsibility

Not a Business
Model



CSTI

MUMBAI REGION

Your Queries Please



Thank You