

The Punjab Security Training Institute – A Case Study on Government’s Role in Skill Development

Monika Singla* and Gurpartap Singh**

Abstract

Presently, there are various government funded schemes for skill development. Out of various existing schemes, “Skill Development Initiative” (SDI) is an important programme that has been running since 2007. The training under SDI scheme was envisaged to be provided by various Vocational Training Providers (VTPs) under Central Government, State Governments, Public and Private Sector and Industrial establishments. Different types of educational and training institutes, organizations or institutes set up by government, companies and firms, and companies/firms/societies/trusts engaged in providing training, are eligible under this scheme. In this context, the present authors have developed a case study to bring out the contribution being made by VTPs to improve the skill level and make the beneficiaries employable. Punjab Security Training Institute (PSTI) at Police Recruits Training Centre (PRTC), Jahan Khelan, District Hoshiarpur, Punjab, has been providing training to become skilled security guards. Over the years, PSTI has become a source of skilled security guards for public and private sector companies and other employers. Started in 2008, it has trained more than 5,000 people as security personnel, including about 300 female security guards and all have been employed. This case study presents the details about PSTI’s background, courses offered, administration, training syllabus and methodology, infrastructure and faculty and contribution to employment generation.

***Key words:** Skill Development Initiative, Vocational Training Providers, Punjab Security Training Institute, skilled security guards*

1. Background

In pursuance of Union Finance Minister's announcement in 2005-06 Budget Speech, Ministry of Labour and Employment initiated the development of a new strategic framework for skill development for the school drop-outs and existing workers especially in the informal sector in close consultation with industry, micro enterprises in the informal sector, State Governments, experts and academia. This was considered to be essential keeping in mind their educational, social and economic background. The main features of this skill development framework are:

- Demand driven short term training courses based on Modular Employable Skills (MES) decided in consultation with Industry.
- Flexible delivery mechanism (part time, weekends, full time, onsite/offsite)
- Different levels of programmes (Foundation level as well as skill upgradation) to meet demands of various target groups.
- Training to be provided by Vocational Training Providers (VTPs) under the government, private sector and industrial establishments
- Optimum utilization of existing infrastructure to make training cost effective.
- The services of existing or retired faculty or guest faculty to be utilized.
- Testing of skills of trainees by an independent assessing body that would not be involved in conduct of the training programme to ensure that it is done impartially.

* Faculty, GJIMT, Mohali

** Associate Professor, GJIMT, Mohali

Accordingly, with the inclusion of above features, a scheme namely “Skill Development Initiative” for imparting vocational training/testing of competencies of 1 million persons over a period of 5 years and thereafter 1 million per year with an outlay of Rs. 550.00 Crores was taken up. The scheme was operationalised after the approval of Cabinet Committee on Economic Affairs (CCEA) on 24th May 2007. The training under SDI scheme was originally envisaged to be provided by various Vocational Training Providers (VTPs) under Central Government, State Governments, Public and Private Sector and Industrial establishments. It was decided that in the beginning 1896 Govt. ITIs and 3218 private ITCs affiliated to the National Council for Vocational Training (NCVT) will be eligible to participate in the scheme as VTPs. Later on, a mechanism was evolved for empanelment of other private VTPs by the Apex committee (DEGT, n.d.).

2. The Punjab Security Training Institute

The Government of India enacted ‘The Private Security Agencies (Regulation) Act, 2005’. To comply with the provisions of the Act, the government of Punjab notified ‘The Private Security Agencies Rules, 2007’. In 2008, Punjab Govt. also established the Punjab Security Training Institute (PSTI) at Jahan-Khelan, Hoshiarpur, in the premises of Police Recruits Training Centre (PRTC) to train youths from the State for employment as Security Guards (PPHCL, 2014). It has now become a source of skilled security guards for public and private sector companies and other organizations. The Indian government has authorised the institute as a Vocational Training Provider (VTP) under its Skill Development Initiative (SDI) Scheme (Kaur, 2013).

2.1 Courses Offered

1. Two-months duration free vocational course for security guards.
2. Certificate course for security supervisor of 6 months duration.

2.2 Administration

The institute is managed by Punjab Police Security Corporation constituted under the Companies Act with the approval of the Govt. of Punjab. Director General of Police, Punjab, is the ex-officio Chairman of the Corporation. The institute is headed by a senior police officer with vast experience in industrial security training. The Institute also has a placement Officer whose main job is to liaise with industries and business establishments.



2.3 Training Syllabus

The training syllabus is prescribed in the Punjab Private Security Agencies Rules, 2007. It is of two months duration and covers various aspects of security requirement i.e. physical fitness, parade, unarmed combat, physical security, fire fighting, crowd control, evacuation during emergency, surveillance, identification of documents, I.E.Ds. and different types of weapons, handling and operating 12 bore gun, first-aid, knowledge of law, use of computer related with security, identification and use of security related electronics gadgets (including CCTV, smart cards and biometrics controlled access entry), wireless and mobile communication etc.

2.4 Training Methodology

Methodology adopted is trainee centred with a lot of emphasis on practical activities so that the trainees learn by doing. Demonstrations pertaining to different activities of a security guard are part of the training to make it skilled based. Some of the demonstrations and practical activities are:-

Access control/frisking, anti-sabotage checking, cordoning and sealing, evacuation, surveillance, chasing, overpowering and immobilization of mobster/suspect, identification of I.E.Ds. and explosive/narcotic material, body search, premises search and area search, defensive driving, working of anti-sabotage checking gadgetry, role of sniffer dogs in security operations, first-aid, type and techniques of patrolling, handling a mob-attack, handling and operation of wireless equipment, musketry handling and firing of personal weapon.



The trainees are taken for visits to different industrial and commercial complexes to acquaint them with different security needs and arrangement. The trainers sit down with the Commandant of the institute and his men to identify objectives and methodology of each class. They prepare lesson plans and then implement them. Regular feedback is taken to upgrade the quality of training.



Evaluation is on weekly basis and is also done at the end of the training. The purpose is to identify strength and weakness of every trainee to bring out the best in him/her.

The training methodology is such that when a trainee passes out of the Institute, he/she is confident enough to handle the task of a security guard successfully.

2.5 Infrastructure

The institute is spread in an area of 50 acres. Completed in the year 2008-09, the institute has indoor training block with modern class rooms, modern laboratories/workshops, administrative block, outdoor training block, multimedia room, library, guest house for guest faculty, modern hostel for boys and girls etc. Auditorium, hospital, gymnasium, residences for faculty etc., are also planned to be added very soon.



2.6 Faculty

Trainers are the soul of the Institute. Hence emphasis has been laid in attracting specialists in different fields of training. They are serving and retired officers/professors from Universities, Forensic Science Laboratories, Police Department, Army, Private Security Agencies etc.



The faculty are guided to prepare their lesson plans and adopt training methodology to suit needs of industries/ business establishments.

2.8 Employment of skilled security guards

The institute has its own placement officer, whose job is to liaise with the industry and business establishments to impart training and arrange placements. Since the beginning of 2008, it has churned out more than 5,000 trained security personnel, including about 300 female security guards and all have been employed.

PRTC commandant feels that raised security concern has meant increased demand for private security and people want skilled and smart guards. Even before they complete their training, security agencies queue up to engage them. They have found placements not only in different parts of the state, but also in Haryana, Himachal Pradesh, Delhi, Odisha, Gujrat, Maharashtra and Madhya Pradesh (Kaur, 2013).

Chairman of Central Association of Private Security Industry (CAPSI) and National Skill Development Council, Kunwar Vikram Singh, who was the brain behind setting up of the institute, the first one in the country, said that female security guards trained at Jahan Khelan were working in a French diamond mining company in Madhya Pradesh (Kaur, 2013).

3. Conclusion

Thus, we find that the Punjab Security Training Institute (PSTI) at Jahan-Khelan, District Hoshiarpur, Punjab, is fine example of a government initiative in the direction of skill development. Funded and managed by the government as a Vocational Training Provider (VTP) under the Skill Development Initiative (SDI) Scheme, PSTI is doing commendable work to impart skills to those youngsters who want to take up employment as security guards. The government further needs to strengthen the SDI Scheme and encourage more and more VTPs to come forward and start providing skills to the needy youth to make them employable.

References

- Department of Employment Generation and Training (DEGT), Govt. of Punjab (n.d.). *Guidelines for Selection of Vocational Training Providers under Skill Development Initiative Scheme of Govt. of India*, [Online], Available: http://www.pbemployment.gov.in/word_documents/Guidelinses%20for%20Reg.%20VTPs%20under%20SDI%20Scheme.pdf [22 Sep 2014].
- Kaur, H. (2013). Punjab Security guards trained at Jahan Khelan in great demand. *Hindustan Times*, April 08.
- Punjab Police Housing Corporation Ltd. (PPHCL), (2014). *Punjab Security Training Institute, Jahan Khelan, Hoshiarpur*, [Online], Available: <http://pphcl.org/ppsc/Aboutpsti.pdf> [24 Sep 2014].

