Annexures

Annexure 1: Survey respondents' profiles

Industry:

35 industry representatives were approached for the survey with mixed profiles ranging from engineering procurement and construction (EPC), operation and maintenance (O&M), contractors for solar manufacturing plants, and contractors for utility-scale plants. They were spread across Kerala, Maharashtra, Tamil Nadu, Chhattisgarh, Gujarat, and Rajasthan.

Out of these 35, only seven participated in the survey.

Training Partners:

15 training partners were approached for the survey comprising of state government institutes, private organisations offering skilling programmes in multiple locations/states, and private startups offering skilling programmes. They were spread across Assam, Madhya Pradesh, Chhattisgarh, Telangana, Andhra Pradesh, Tamil Nadu, West Bengal, Kerala, Rajasthan, Karnataka, Bihar, Odisha, Uttar Pradesh, Jharkhand, Delhi, and Haryana.

Out of these 15 contacted, only six responded.

Suryamitras:

25 Suryamitras were approached for the survey from the batches of FY19 and FY20. They belonged to Maharashtra, Gujarat, Rajasthan, and Tamil Nadu.

Out of these 15 responded

Annexure 2: Survey questionnaires for different stakeholders

1. Industry

Q1 **Are you aware of MNRE's Suryamitra Skill development programme, which aims to provide skilled technicians for installation, commissioning, operation & maintenance in the field of solar technology? (Yes/No)**

Q2 **Are Suryamitra employed by the company?**

Q2.1 *If not, please state the reasons for the same.*

If yes, answer questions Q3-Q10 below

Q3 **During which month(s) are recruitment drives for Suryamitras usually undertaken in your company?**

Q4 **What year did the company first hire Suryamitra?**

Q4.1 *Since then, how frequently has the company hired Suryamitra?*

Q5 **Since first year of hiring, how has the number of trainees hired changed? (considering a pre-COVID scenario)**

Q5.1 *What are the reasons for this?*

Q5.2 *How has COVID-19 impacted hiring of Suryamitra?*

Q6 **What roles are Suryamitra hired for in your organisation? (check all that apply)**

Solar PV Installer

Solar PV Site Surveyor

Solar PV O&M Technician

Solar PV Manufacturing Technician

Solar PV Project Engineer

Other (mention)

Q6.1 *Out of the above, for which role are Suryamitra hired for/preferred the most?*

Q7 **Do the Suryamitra employed fit the job requirements satisfactorily?**

Q7.1 *If not yes, please state the skills/qualifications lacking.*

Q8 **Do you re-train Suryamitras after hiring?**

Q8.1 *What re-training do you conduct?*

Q8.2 *Is this common practice for all employees hired?*

Q9 **Does your company have access to a common pool of trained Suryamitra?**

Q9.1 If yes, is it through: (Select all that apply)

An ITI (industrial training institute)/VTI (vocational training institute)

SCGJ accredited training institute

Talent outsourcing agency

Other

Q9.2 *If hired through an ITI/VTI or a training institute, where are these located? (city/town, state)*

Q9.3 *If not, please state how the recruitment process of Suryamitra is conducted*

Q9.4 *Would you be interested in hiring local trained candidates (like solar apprentices) for the required role if the resource pool is made available to you?*

Q10 **What is the average salary range of a Suryamitra employee at your organisation?**

Below Rs 5000 per month

Rs 5000 - Rs 10,000 per month

Rs 10,000 - Rs 15,000 per month

Rs 15,000 - Rs 20,000 per month

Above Rs 20,000 per month

Q11 **Do you plan to hire Suryamitra in the next FY?**

Q11.1 *If not yes, please state the reasons for the same.*

Q11.2 *If yes, through what channel are you planning to hire Suryamitra? (Select all that apply)*

- Through ITI/VTI

- Through SCGJ accreduted training Institute

- Through talent outsourcing agency

- Other (mention)

Q12 **How can Suryamitra training be improved to cater to the industry requirements: (this is an open ended question, so please answer based on your company's experience)**

- In terms of the training provided?

- In terms of duration and timing of the programme?

- In terms of support by the MNRE/government stakeholders?

- Any other suggestions?

Q13 **According to you, what are the major challenges faced by industry in hiring Suryamitra trainees?**

2. Training partners

Q1   Details of the training institute:

Q1.1 *Name*

Q1.2 *Location (city/town, state)*

Q1.3 *Year since in operation*

Q2   How frequently is the Suryamitra programme conducted in each financial year (FY)?

Q2.1 *Which month is the programme conducted in?*

Q2   What are the major solar companies that hire Suryamitra from your centre?

Q3   Do companies usually return to hire for the next FY?

Q3.1 *If not, what are the reasons for this?*

Q4   Placement process conducted for Suryamitra:

Q4.1 *What are the channels through which you reach out to companies?*

Q4.2 *What is the average placement rate for a Suryamitra batch?*

Q5   What are the primary skills/profiles of Suryamitra that are most in demand by companies?

Q6   How does the training institue support unplaced Suryamitra?

Q7   What can be done to improve the placement rate of Suryamitra?

   - In terms of the training provided?

   - In terms of duration and timing of the programme?

   - In terms of support by the MNRE/government stakeholders/industry?

   - Any other suggestions?

Q8   What are some of the challenges faced by you while implementing these training programmes?

3. Suryamitras

Q1 **How did you become aware of MNRE's Suryamitra Skill development programme?**

Q2 **Details of Suryamitra training programme:**

Q2.1 *Year of graduation*

Q2.2 *Training centre*

Q2.3 *Location (town, state)*

Q3 **What was your level of education prior to joining the Suryamitra programme?**

Q4 **When did you get your first job after the completion of the Suryamitra programme?**

Q5 **What is your total work experience in the RE sector?**

Q6 **What is your current company and role?**

Q6.1 *Have you been promoted/changed roles since joining the company?*

Q7 **What is your incentive and salary structure?**

Q7.1 *Has this changed since you joined?*

Q8 **How was the placement process conducted?**

Through training institute

Company outreach

Application

Other (mention)

Q9 **Do you think the Suryamitra programme sufficiently trained you for your current job?**

Q9.1 *If not yes, please state the skills/qualifications lacking*

Q10 **Did you undergo re-training after placement by the company?**

Q10.1 *If yes, what was the nature of the re-training?*

Q11 **Did you have to re-locate after placement?**

Q11.1 *If yes, where did you have to re-locate? [city/town, state]*

Q12 **How can Suryamitra training be improved to cater to better equip trainees for placement in RE sector?**

- In terms of the training provided?

- In terms of duration and timing of the programme?

- In terms of the support provided by the training institute?

- Any other suggestions?

Q13 **According to you, what are the major challenges faced by Suryamitra trainees in getting employment after completion of the programme?**