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The Junior Instructor teaches the practical side of a trade at the government Industrial Training Institutes — machine work in the workshop, enforcing safety, running practical exercises and getting students ready for work in...



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करियर मार्गदर्शन कार्यशाला, डाइट बाड़मेर (14-17 जुलाई 2026) में विकसित व लोकार्पित
Developed & unveiled at the Career Guidance Workshop, DIET Barmer (14-17 July 2026)

यह एक स्वतंत्र परियोजना है, जो सरकार की आधिकारिक करियर-मार्गदर्शन सामग्री पर आधारित है। • An independent project based on the Government's official career-guidance content.

1 About this career

The Junior Instructor teaches the practical side of a trade at the government Industrial Training Institutes — machine work in the workshop, enforcing safety, running practical exercises and getting students ready for work in industry. The post is for students who took the technical road themselves — a diploma, or an ITI National Trade Certificate with experience. In Rajasthan the recruitment is advertised for many trades at once and the examination is held in trade groups. One thing to know early: the minimum age for this post is 20, not 18.

2 At a glance

Minimum qualification	Academic — Secondary with Physics, Chemistry and Mathematics (old scheme) or Secondary under the 10+2 scheme. Technical — a diploma in the appropriate branch of engineering or technology, or a National Trade / Apprenticeship Certificate with the prescribed experience
Recruiting body	Rajasthan Staff Selection Board (RSSB), Jaipur
Age limit	20 attained and 40 not attained — the floor is 20, not 18 — the upper limit is relaxed for reserved categories and for women (detail below)
Starting salary	Pay matrix level not officially confirmed — see the advertisement
Demand	100% direct recruitment; 402 posts in the 2018 cycle (353 non-TSP, 49 TSP) across many trades

3 What you need

INTERESTS

- An interest in machines, tools and technical work
- Teaching others to work with their hands

- Going on getting better at your own trade

ABILITIES

- Practical mastery of your trade — being able to show it, not just say it
- Explaining a difficult technical point in plain language
- Keeping safety and discipline in a workshop

KEY SKILLS

- The NCVT/SCVT syllabus and practical exercises of your trade
- Operating, maintaining and repairing machines and tools
- Workshop safety, personal protective equipment and accident prevention
- Reading technical drawings and blueprints
- Arranging and assessing the practical examination
- Workshop stock, raw material and equipment records
- Supporting apprenticeship placement and links with industry

4 How to get there

- 1 Pass Class 10 — with Physics, Chemistry and Mathematics as optional subjects under the old scheme, or Secondary under the 10+2 scheme.
- 2 Get the technical qualification. There are two roads: a three-year diploma in the appropriate branch from a government polytechnic, or a National Trade Certificate (NTC) or National Apprenticeship Certificate (NAC) in your trade from a government ITI, followed by the prescribed years of experience.
- 3 Mind the age — the minimum is 20, so check that finishing an ITI does not leave you still short of it.
- 4 When the board advertises, check whether your trade is included, then apply online through the SSO portal.
- 5 Take the examination for your trade group — the board conducts them in trade groups and publishes a separate scheme and syllabus for each.
- 6 After document verification, join at a government ITI.

MAIN EXAMS

- The Junior Instructor examination — the board conducts it in trade groups. Its own 2024 notices were published as "Various Trades of Junior Instructor Exam-2024: Scheme and Syllabus for the Examination", and the exam schedules came out for groups such as "Junior Instructor (Refrigeration and AC Tech and Fitter and Electrician) 2024".
- The trades named in the board's own exam notices include Motor Mechanic Vehicle, Welder, Plumber, Cosmetology, Turner, ICTSM, Draughtsman Civil, Stenography, Wireman, COPA, Electronic Mechanic, Workshop Calculation & Science, Electrician, Employability Skills, Fitter, Mechanic Diesel, Computer/IT, and Refrigeration and Air Conditioning.
- Two branches of the qualification — the service rules keep this post in two rows: 3(a) the engineering trades and Maintenance Mechanic, and 3(b) Workshop Calculation & Science, Technical Assistant, Related Instruction and allied trades. Both are 100% direct recruitment and both carry the same academic requirement; the difference is in the technical qualification.
- Relaxation in the upper age limit — 5 years for male candidates of the Scheduled Castes, Scheduled Tribes, Backward Classes, More Backward Classes and Economically Weaker Sections; 5 years for women candidates of the General category; and 10 years for women candidates of those same categories. Which means plainly that the bare figure printed against a post understates a reserved-category woman's eligibility by a decade — if you are in that category, work out your eligibility only after adding the relaxation. In Rajasthan, 30% of the posts in direct recruitment are reserved category-wise for women candidates. Widows and divorced women have no upper age limit at all — the rules say it in those words. It is Rule 13(9) of the Rajasthan State and Subordinate Services (Direct Recruitment by Combined Competitive Examination) Rules 1999, it appears again as the same proviso in the Rajasthan Medical & Health Subordinate Service Rules, and RPSC advertisements reproduce it. A widow must furnish a certificate of the death of her husband from the competent authority, and a divorced woman the proof of divorce. The exact terms of relaxation and reservation are given in that recruitment's own advertisement.

5 Where to study

GOVERNMENT INSTITUTES

- Government ITIs of Rajasthan — NTC in your trade — In every district and most blocks (<https://livelihoods.rajasthan.gov.in/>)
- Government polytechnic colleges — three-year diploma in engineering and technology — All divisions and most districts (<https://dte.rajasthan.gov.in/>)
- Board of Technical Education, Rajasthan, Jodhpur — Jodhpur (<https://dte.rajasthan.gov.in/>)
- National Apprenticeship Promotion Scheme — apprenticeship for the NAC route — In industries and establishments (<https://www.apprenticeshipindia.gov.in/>)

ONLINE

- कौशल, नियोजन, उद्यमिता एवं आजीविका विभाग, राजस्थान — आई.टी.आई. का विभाग — The department this post belongs to (<https://livelihoods.rajasthan.gov.in/>)
- भारत स्किल्स — एन.सी.वी.टी. के ट्रेड पाठ्यक्रम एवं पिछले प्रश्न-पत्र (निःशुल्क) — The official syllabus for your trade is here (<https://bharatskills.gov.in/>)
- प्रशिक्षण महानिदेशालय (डी.जी.टी.), भारत सरकार — Information on NTC/NAC and apprenticeship (<https://dgt.gov.in/>)
- आर.एस.एस.बी. — पिछले प्रश्न-पत्र, उत्तर कुंजी व पाठ्यक्रम (निःशुल्क) — The Staff Selection Board's own site — the most reliable free preparation material there is (https://rsmssb.rajasthan.gov.in/show_archived?menuName=Xj4lCb9vGxpQnfls%2FxlZ2g%3D%3D)
- विभागीय सेवा नियम (कार्मिक विभाग) — पद की योग्यता व आयु मूल दस्तावेज़ में पढ़ें — The Department of Personnel publishes the service rules for every cadre. Read these before any coaching material — qualification, age and the method of recruitment are settled here and nowhere else. (<https://dop.rajasthan.gov.in/>)
- स्वयं (SWAYAM) — भारत सरकार के निःशुल्क ऑनलाइन कोर्स — Free (<https://swayam.gov.in/>)
- राष्ट्रीय डिजिटल पुस्तकालय (NDLI) — Free books and study material (<https://ndli.iitkgp.ac.in/>)
- एन.सी.ई.आर.टी. — निःशुल्क पाठ्यपुस्तकें — The foundation for general knowledge, maths and science (<https://ncert.nic.in/>)

FEES

A trade course at a government ITI costs very little, and a three-year diploma at a government polytechnic is far cheaper than at a private institution. Apprenticeship carries a stipend, so the NAC route is a way of building the qualification while earning — which is the most practical thing about this post. The examination fee is a few hundred rupees, with a concession for reserved categories. The full syllabus and past papers for your trade are free on the Bharat Skills portal.

SCHOLARSHIPS

- Mukhyamantri Anuprati Coaching Yojana (free coaching, apply via SSO) (<https://sso.rajasthan.gov.in/signin>)
- Rajasthan Social Justice and Empowerment Dept scholarships (<https://sje.rajasthan.gov.in/>)
- National Scholarship Portal (NSP) (<https://scholarships.gov.in/>)
- Buddy4Study scholarship search (<https://www.buddy4study.com>)

6 What the work is like

WHERE YOU WORK

The workshops and laboratories of government Industrial Training Institutes — in every district and many blocks of the state. Some of the work is also with industry, coordinating apprenticeship and placement.

WORK CULTURE

This is teaching, but less in a classroom and more in a workshop. Much of the day goes standing at a machine, showing students how it is done. The load rises at the start of a session, at the practical examinations and at the All India Trade Test. The students are usually the ones who want to start earning soon after Class 10, so the skill taught here converts directly into their livelihood — which is the greatest satisfaction of the post. Keeping your own trade current matters, because the technology in industry keeps moving.

WHO HIRES

- | | |
|--|--|
| • Department of Skill, Employment, Entrepreneurship and Livelihoods, Government of Rajasthan | • Government Industrial Training Institutes (ITIs) |
| • Women's Industrial Training Institutes | • The Technical Education Department and polytechnic colleges |
| • The Rajasthan Skill and Livelihoods Development Corporation (RSLDC) | • Apprenticeship and industry-institute partnership programmes |

DEMAND (2026)

The government ITI network in Rajasthan reaches every district and many blocks, and the state's push on skill development has grown, so instructors are needed permanently. Under the service rules this post is filled 100% by direct recruitment, so the whole cadre is open to outside candidates. The board's 2018 advertisement carried 402 posts in all — 353 in non-scheduled areas and 49 in scheduled areas — split across nine trade groups; that is the figure for that cycle, not an annual number. One practical point that applies to this post alone: the posts are tied to your trade. If your trade is not in a given cycle, the number of posts for you is zero, however large the headline total. So the first thing to look for in any advertisement is your own trade. One thing to be clear about — the "demand" described above counts posts, not your chance of getting one. Selection is by open competition and the number of applicants runs to many times the number of posts, so most candidates are not selected in any given recruitment. That is not an argument against this career; it is an argument against making it your only plan. Keep studying or building a skill alongside your preparation, so that the year is not lost whichever way the result goes.

7 Career growth

- 1 Junior Instructor (on probation) — posted to a government ITI
- 2 Instructor and Senior Instructor grade posts
- 3 Group Instructor / Workshop Superintendent
- 4 Principal, Government Industrial Training Institute

EARNINGS

Starting	विज्ञप्ति में घोषित पे मैट्रिक्स स्तर के अनुसार
Mid level	₹35,000 – ₹45,000 (भत्तों सहित, कुछ वर्षों बाद)
Senior level	₹50,000 से अधिक (भत्तों सहित, वरिष्ठ अनुदेशक एवं अधीक्षक स्तर पर)

One thing to weigh when comparing — the same technical qualification pays differently in industry, while this offers permanence, regular hours and teaching work. For students who spent a few years in industry after an ITI, this post is the way to turn that experience into permanent government service — and the rules themselves count that experience as part of the qualification. The starting figure is BASIC PAY, so that it can be compared directly against other careers. Dearness allowance (60% of basic since 1 January 2026) and house rent allowance are added on top of it, so take-home pay is appreciably higher. The mid-level and senior figures are approximate monthly income including allowances, not basic pay. Note — in Rajasthan a direct recruit is a probationer-trainee for the first 2 years and is paid a fixed remuneration, not the pay scale; dearness allowance and house rent allowance are not payable in those two years (Rajasthan Service Rules, rule 7(30A)). The full pay scale applies once probation is completed. The pay matrix level for this post could not be confirmed on this page from an official document — it is not in the service rules and not in the CET Rules 2022 schedule. No level is therefore stated here. The correct figure is printed in the official advertisement for the recruitment; check it there before applying. The figures above rest on the Rajasthan 7th pay matrix, which is what applies as of 17 August 2026. The Terms of Reference of the 8th Central Pay Commission were approved on 28 October 2025 and it must report within 18 months of its constitution. State governments normally adopt a Central Pay Commission with modifications, and later than the Centre does — so Rajasthan pay will be revised too, though by how much and when is not yet settled.

8 The good parts · The challenges

The good parts

- The ITI and apprenticeship route — the qualification can be built while earning, without a degree
- 100% direct recruitment and an age limit that runs to 40
- Experience in industry is counted here as part of the qualification

The challenges

- The posts are tied to trades — if yours is not in a cycle, the opportunity is zero
- The minimum age is 20, so finishing an ITI may still leave you short of it
- A day spent standing in a workshop, and the responsibility of keeping yourself current as the technology moves

9 Sources & further reading

1. Rajasthan Technical Training Subordinate Service Rules, 1975 (Department of Personnel) — https://dop.rajasthan.gov.in/writereaddata/modulCategory/202306280404417111441technicaltraining1975_merged.pdf
2. Junior Instructor direct recruitment — full advertisement (RSSB) — https://rsmssb.rajasthan.gov.in/Static/files/Full_JouniorInstructor.pdf

3. Bharat Skills — NCVT trade syllabus and question papers — <https://bharatskills.gov.in/>
4. Rajasthan Staff Selection Board (official) — <https://rssb.rajasthan.gov.in/>
5. Department of Personnel, Rajasthan — service rules — <https://dop.rajasthan.gov.in/>
6. 8th Central Pay Commission — Cabinet approval of the Terms of Reference (PIB, 28 October 2025) — <https://www.pib.gov.in/PressReleasePage.aspx?PRID=2183289>

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