

APPRENTICESHIP IN INDIA
A FICCI STUDY
20.09.2019

12th Global Skills Summit

Veena Swarup
Former Director HR EIL

Task Force Members

Chairperson

- **Veena Swarup-Former Director HR EIL**

Members

- **G. Veerappan- Former VP Excelus Learning Solutions**
- **Abhishek Pandit- Director Aisect**
- **Mayuk Dasgupta- Head Projects & Alliance Aditya Birla Group**
- **Shiv Kumar Shukla-Sr Asst. Director FICCI**

Assisted By

- **Upasana Maurya- Research Associate FICCI**

Study Methodology

- **SEVERAL ROUNDS OF DELIBERATIONS**
 - **TASKFORCE MEMBERS**
 - **GOVT– MSDE,NITI AAYOG,DPE,SECTOR SKILL COUNCILS**
 - **INDUSTRY REPRESENTATIVES– Including SME's & Start Up's**
 - **INTERNATIONAL AGENCIES– ILO,GIZ,UNDP,WORLD BANK**
- **SECONDARY RESEARCH**

STUDY COVERAGE

- **Evolution of Act & Schemes over years**
- **Overview - Framework of Implementation in India**
- **International Models of Implementation & International Perspective**
- **Some Success Stories of Implementation**
- **Issues & Observations**
- **Recommendations**

Present Landscape for Apprenticeship

- **Globally rapid changes in occupations occurring**
- **Will increase -result of advanced automation, industry 4.0 technologies**
- **Co's becoming increasingly global in operations**
- **Labour market- employment shift from primary & manufacturing to service industry**
- **Migration Patterns and non std employment- GiG economy**
- **Need to shift from academic only to teaching, skills with education**
- **Enormous potential in expanding Apprenticeship is visible**

Apprenticeship Defined

“Systematic long-term training for a recognised occupation that takes place substantially within an undertaking, or under an independent craftsman, and should be subjected to established standards”

Michael Axmann and Christine Hofmann by ILO

Benefits of Apprenticeship

- **Most efficient method of developing youth**
- **Most promising skill delivery vehicle in industrial Trg eco system**
- **Its on the job training**
- **Provides structured training in the real working environment**
- **Makes youth Industry ready**
- **Equipped with practical trg should enhance employability**

Broad Journey of Apprenticeship in India

- **1961-- Apprenticeship Act**
- **1992-- Apprenticeship Rules**
- **2014-- Comprehensive Amendments to Act**
- **2015-- Apprenticeship Rules Amendment**
- **2016-- National Apprenticeship Promotion Scheme**

MAJOR OBSERVATIONS

- **Inspite of Streamlining Layers of Complexity & Overlap**
- **Communication for better awareness needed**
- **Often Understood as Employment based Trg Agreement-
fear of regularising**
- **MSME's have financial & manpower constraints- more
handholding**
- **Upgradation of ITI's & Polytechnics**
- **Apprentices Pipeline to be made relevant to Industry**

RECOMENDATIONS

❖ GOVERNMENT

- **Develop National Integrated Data System- E to E Stack**
- **Review Schemes –Integrate Multiple Schemes**
- **Simplification and Single Point availability of all Guidelines**
- **Advocacy- Effective promotion & outreach of Schemes**
- **Review and Upgrade of existing Infrastructure & Resources**

Contd....

- **Sharing Of Infrastructure By Large CO's with MSME's**
- **Pooling Of Infrastructure for Exponential Technologies**
- **Incentivise MSME's & Start UP's**
- **Framework of Apprenticeship Implementation for Informal Sector & Franchise Business**
- **Productivity Study for impact on ROI**

Contd.....

- **Formalise Informal Apprenticeship in Traditional Sectors**

❖ **ACADMEIA**

- **Introduce Pre Apprenticeship at School**
- **Apprenticeship be aligned with Education**
 - **Additional Credits**
 - **Be linked to BVOC or Diploma**
- **Celebrate Apprenticeship Day at schools & Colleges**

Contd.....

❖ **INDUSTRY**

- **Apprentices as Learners be distinctly differentiated from Work Force**
- **ITI's be adopted by larger CO's –Support in upgrading them**
- **MSME Clusters to dev linkage with larger CO's –Create Pathway between Training & Hiring**
- **Infrastructure be pooled & Shared**
- **CO's to study impact on ROI**
- **Stipend be Standardised qualification & level wise**