

How has the government initiatives to boost apprenticeship been revised to create industry ready work force? Discuss the challenges present in it. ①

Apprenticeship training refers to course of training in any industry or establishment, to get on the job training along with the stipend. The role between employer and apprentice is governed by Apprenticeship Act 1961 which gives ~~obli~~ compulsory mandate to employing entity. Such an arrangement is common in manufacturing industry, private public enterprises, government sector etc.

Creating industry ready workforce:-

Government has taken several initiatives that has pushed apprenticeship enrollment in early 1960's - 1980's.

NATIONAL APPRENTICESHIP SCHEME

→ SELF REGULATION
→ VOLUNTARY PROGRAMMES
→ Freedom to decide their course

[AIM] To extend 84% of programme to undergraduate sectors.

→ Provides hands on training
→ outcome based learning to make them industry ready

Get exposed to new technology,

Convert theory to practical learning.

Provide incubation centres, promote industry led research

→ Enhance Manpower
→ Learn while you learn culture

Certification and registration to National Skills Quality Portal (NSQP)

Reduction Promote Entrepreneurship
'MAKE IN INDIA'

SCHEME FOR HIGHER EDUCATION
YOUTH IN APPRENTICESHIP AND
SKILLS (SHREYAS)

Initiative by 3 different ministries to give different modes of apprenticeship.

→ Add on apprenticeship - helps in experience gaining

→ Embedded apprenticeship - classroom training like IIT

→ Sector skill councils

Act as oversight for maintaining quality.

→ National career service portal
helps registering & linking employee with desired skilled personnel.

(2)

But the studies have shown that nearly 82% of all apprenticeship takes are only ITI students. Underemployment is prevailing in current situation due to inadequate skills.

CHALLENGES TO APPRENTICESHIP:

- 1) Lack of awareness about scheme
- 2) Capacity to train manpower remains short
- 3) Lack of progression pathway
- 4) Skilling, certification has not gained 'value addition' for employment in industries.
- 5) Lack of a clear pathway to incentivize private sector to open apprenticeship programmes
- 6) Lower stipend and untimely delivery.

From the 'Grama-shishya' parampara the government gave a clean course to Apprenticeship Act, that has seen 60% increase in apprenticeship takes. To further plug this underemployment, due to 'skill-industry requirement' mismatch

- 1) Government must regulate, monitor progress
- 2) Promote MSME-industry cluster apprentices.
- 3) Protect the rights of apprentice and create awareness.

Indian model must be a symbol of futuristic, dynamic, inclusive apprenticeship.