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Apprenticeship can be an effective tool in creating job ready workforce for youth in the country. Discuss.

The PM NAM PM-National Apprenticeship melas open door to lakhs of youth seeking job. The effort has 22 lakh participants looking forward for jobs.

Apprenticeship

The novel concept ensures learning by earning and learning by doing. It gives formal education and hands on experience for the candidates to develop job-ready workforce.

It bridges the skill gap. Moreover, 60% employers felt apprenticeship increased productivity by 22% and reduced costs by 15%. The 1961 Apprenticeship Act ensures smooth transition from school education to workforce.

## Challenges

Despite schemes such as NAPS, NATS - National Apprenticeship promotion scheme and training scheme, India has only 2-6 lakh apprentices whereas China has 202 crore, Japan 1 crore.

## Measures needed to improve

1. mandatory component of apprenticeship as a part of career guidance in schools and colleges
2. 1 million msme's under 10 years can hire stipulated apprentices per year. As per India skills report employability for diploma is 21% and 17% to 31%
3. strong aggregator network linking district level associations and creation of apprenticeship promotion cell.

As, the working age population is bound to rise, the apprenticeship ecosystem can greatly improve the formalised workforce.