

# U.P.S.C.

Apprenticeship can be an effective tool in creating a job-ready workforce for the youth in the country. Discuss (200 words).

Apprenticeship is a skill training program wherein a person is engaged by a company as an apprentice and gains classroom learning for a short period, followed by on-the-job training.

## Significance

- ① India's working-age population is estimated to increase through 2041. A major implication on the required rate of job creation in the economy.
- ② Most of the students drop out after 8th grade or 10 grade; so Apprenticeship can be an important mechanism for transitioning from school to work.

## Current Apprenticeship outlook

- (1) 41% of the employers are keen in highering apprentice
- (2) 58% of enterprises want to increase their highering
- (3) Manufacturing, automobile and ancillaries are leading sectors.
- (4) Positive trends for highering women apprentices.

## Adoption to increase apprenticeship

- (1) Make apprenticeship as compulsory component of career guidance
- (2) Encourage and sensitize MSMEs about skilling of workforce
- (3) Apprenticeship promotion cells should be deemed to increase the pool of apprenticeship-ready industries
- (4) Apprenticeship training contact should be counted as the placement target

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प्रश्न संख्या  
(Question No.)

(4) Disseminate the informations about differences among internship, apprenticeship and unpaid exploitative labour.

Initiative to promote Apprenticeship

- ① Apprenticeship Act of 1961 and amendment to the act
- ② Scheme for Higher Education Youth in Apprenticeship and Skills (SHREYAS)
- ③ National Apprenticeship Promotion Scheme (NAPS)
- ④ Skill Strengthening for Industrial Value Enhancement Scheme
- ⑤ Yuwaak Youth Skilling Initiative
- ⑥ Pradhan Mantri Kaushal Vikas Yojana.

Thus, through Apprenticeship, India can skill its potential demo-  
graphy to reap demographic dividends