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

Apprenticeship is an opportunity where an employee has supervised on-the-job training, along with job related education, all while earning a standard wage.

Effectiveness :-

- ① Develops skill sets :- India is home to the largest youth demographic, however it does not have many skilled workers. An apprenticeship will enable freshers to hone their skills, apply classroom concepts in job workplace.
- ② Increases chances of future employability: according to "ROI on Apprenticeships 2021" report, close to 60% employees felt it boosted productivity, 19% felt it reduced hiring costs.

Challenges :-

- ① Lack of awareness and information
- ② Complex registration process
- ③ Perception of over-regulation and belief that it is unpaid labour
- ④ Lack of opportunities - in India apprenticeship uptake is low \rightarrow 0.26 million, ~~20m~~ compared to 20 million in China.

Solutions .

- ① Making it a compulsory requirement, especially for students undertaking technical/professional education/vocational courses.
- ② Provide career counselling and motivate students to take up apprenticeships.
- ③ Increase awareness, especially among MSMEs, those registered on the Uddhayan platform.

~~may~~ (4) Awareness of difference between apprenticeship and internship should be highlighted. ~~Adverts~~
Coordination of "Apprenticeship Melas" in tandem with local government and local industries.

eg. National Apprenticeship Promotion Scheme (NAPS) launched by Indian government in 2016 has a myriad of opportunities.

Conclusion:-

Apprenticeship promotion is vital for India to emerge as a developed country which has one of the largest skilled worker population.