

“ഭരണഭാഷ മാതൃഭാഷ”  
വ്യാവസായിക പരിശീലനവകുപ്പ്  
(കേരള സംസ്ഥാനം)

നമ്പർ : എഫ്1/11797/14

ശാന്തിനഗർ, തിരുവനന്തപുരം-01  
തീയതി : 22/06/2015

ട്രെയിനിംഗ് ഡയറക്ടർ

എല്ലാ ട്രെയിനിംഗ് ഓഫീസർമാർക്കും.

അസിസ്റ്റന്റ് അപ്രന്റീസ്ഷിപ്പ് അഡ്വൈസർമാർക്കും

വിഷയം:- വ്യാവസായിക പരിശീലന വകുപ്പ് - 35 മത് സെൻട്രൽ  
അപ്രന്റീസ്ഷിപ്പ് കൗൺസിൽ മീറ്റിംഗിന്റെ മിനുട്ട്സ് ലഭ്യമാക്കു  
നത് - സംബന്ധിച്ച്.

സൂചന:- -

സെൻട്രൽ അപ്രന്റീസ്ഷിപ്പ് കൗൺസിലിന്റെ 35 മത് മീറ്റിംഗിന്റെ മിനുട്ട്സിന്റെ പകർപ്പ് ഇതോടൊപ്പം നൽകുന്നു. താങ്കളുടെ പരിധിയിൽ വരുന്ന എല്ലാ എസ്റ്റാബ്ലിഷ്മെന്റുകളിലും പ്രസ്തുത മീറ്റിംഗിന്റെ മിനുട്ട്സ് നൽകുന്നതിനുള്ള നടപടികൾ സ്വീകരിക്കേണ്ടതാണ്.

താങ്കളുടെ വിശ്വസ്തൻ

ഡയറക്ടർ ട്രെയിനിംഗ് അപ്രന്റീസ്ഷിപ്പ് അഡ്വൈസർ

ഉള്ളടക്കം:- 35 മത് സെൻട്രൽ  
അപ്രന്റീസ്ഷിപ്പ് കൗൺസിൽ  
മീറ്റിംഗിലെ മിനുട്ട്സിന്റെ പകർപ്പ്..

No.MSDE-9(3)/2015-AP  
Government of India  
Ministry of Skill Development & Entrepreneurship

New Delhi, dated the 5<sup>th</sup> May, 2015

15 MAY 2015

OFFICE MEMORANDUM

15533

**Subject: Minutes of the 35<sup>th</sup> meeting of Central Apprenticeship Council held under the Chairmanship of Hon'ble Minister of State(I/C) for Labour and Employment**

F  
The undersigned is directed to enclose herewith a copy of the Minutes of the 35<sup>th</sup> meeting of Central Apprenticeship Council held under the Chairmanship of Hon'ble Minister of State(I/C) for Labour and Employment and Chairman, Central Apprenticeship Council on 8<sup>th</sup> April, 2015 at 11:00 A.M. in Main Committee Room, C-Wing, S.S.Bhawan, New Delhi.

*Sch*  
(Sandhya Salwan)  
Director (AT)

E-mail :dirat.dget@nic.in

☎ : 011-23720792

All the members of Central Apprenticeship Council

Copy to:

1. PS to Hon'ble Minister of State(IC) for Labour & Employment
2. Shri P.P.Mathew, Vice Chairman of CAC
3. PPS to Secretary (L &E)
4. PS to Joint Secretary, DPE
5. PS to Ms. Jotsna Sitling, Joint Secretary, MSDE
6. PS to DDG(T)
7. PS to DDG(AT)
8. PS to Director(AT)

9  
15/5/15

Minutes of the 35<sup>th</sup> Meeting of Central Apprenticeship Council held under the Chairmanship of Minister of State (IC) for Labour & Employment on 8<sup>th</sup> April, 2015 at 11:00 A.M. in Main Committee Room, C-Wing, Shram Shakti Bhavan, New Delhi

---

The 35<sup>th</sup> Meeting of Central Apprenticeship Council (CAC) was held under the Chairmanship of Minister of State (IC) for Labour & Employment on 8<sup>th</sup> April, 2015 at 11:00 A.M. in Main Committee Room, C-Wing, Shram Shakti Bhavan, New Delhi. List of members who attended the meeting is at Annexure-I.

2. At the outset, Shri Alok Kumar, Member Secretary, CAC & Director General of Employment & Training / Joint Secretary welcomed the Hon'ble Chairman, Vice-Chairman, Secretary (L&E), all members of CAC and Special Invitees.

3. Secretary (L&E) in his address said that the apprenticeship training is essential for the growth of the country. The number of apprentices in India is 4 lakhs as compared to China (2 crore), Japan (1 crore) and Germany (30 lakhs). He further said that our country is one of the youngest nation as far as demographic profile is concerned. It has 1.2 billion people and may have 450 million youth by year 2020. They can play important and crucial role and can be an engine of growth. This can happen only when we are able to provide quality education and skills to them. He further said that most of the youth do not have access to skill based training and hence do not get jobs which leads to frustration among them. He laid emphasis on imparting industry relevant and futuristic skills to young persons. He said that the Apprentices Act, 1961 has been amended to make it industry and youth friendly under the leadership of Hon'ble Minister of State (IC) for Labour & Employment and guidance of Hon'ble Prime Minister. He sought co-operation of CAC members and other participants on the agenda of 35<sup>th</sup> meeting of CAC.

4. Hon'ble Chairman welcomed all the members and said that youth unemployment in India is around 6% whereas unemployment among youth passed class 12<sup>th</sup> is 13%. He emphasised that apprenticeship training is one of the most effective tool to tackle the youth unemployment. He apprised the members about various initiatives taken by the Government on the recommendations of last meeting of CAC such as amendment of the Apprentice Act, enhancement of rates of stipend paid to apprentices, start of 'Apprentice Protsahan Yojana' to encourage MSMEs in manufacturing sector. He also talked about time bound implementation of several new initiatives after the notification of corresponding rules.



5. Hon'ble Chairman expressed satisfaction that several State Governments are proactively implementing the Apprentice Protsahan Yojana and the amended Act. However, some State Governments have imposed restriction on engaging apprentices and also the approval of contract registration of apprentices is delayed for various reasons. He requested all the States to streamline the implementation of Apprenticeship Training Scheme (ATS) to utilise the available capacity. He welcomed the initiative taken by West Bengal to authorise the district level officers of the industry department for contract registration and requested other state to follow similar procedures. He also informed the members about the initiative taken by the Ministry to revamp the apprenticeship training modules / curriculum as per latest industry needs by constituting an Expert Group. Revised training modules / curriculum will be aligned with National Skill Qualification Framework. He said that the recommendations of this meeting would help to improve ATS.

6. In response to the remarks made by members from Trade Unions that they were invited as only Special Invitees, Member Secretary clarified that the CAC was last constituted in March, 2014 and in order to give due representation, Trade Unions have been invited as Special Invitees. However, the members concern will be considered.

After the brief discussions, the agenda items were taken up for discussion:

**Item No. 3501: Confirmation of the Minutes of the 34th meeting of Central Apprenticeship Council.**

The minutes of 34th meeting were confirmed.

**Item No. 3502: Action taken report on the recommendations of the 34th meeting of Central Apprenticeship Council.**

The progress was noted by the Council.

**Item No.3503: Status on the amendments of the Act and new initiatives**

Member Secretary made a brief presentation on the present scenario of apprenticeship training in India as compared to other major countries of the world like Japan, China and Germany. Vision of the Ministry, challenges that still remain and proposed interventions. The presentation proposed the following interventions:

- a) National awareness campaign for 2 years
- b) Support to MSMEs : Insurance, capacity building, incentives
- c) Public funded national programme for basic training
- d) Support / preparatory programmes for disadvantaged/ drop outs
- e) Shorter duration : Rebates, modular approach in NSQF



- f) Work with MHRD : Permeability in higher education  
: Integration of WBL in courses
- g) Capacity building of States, Portal based approvals
- h) RPL based assessment for optional trades

A copy of presentation is enclosed at Annexure-II. The proposals were supported by CAC unanimously.

Member representing AITUC said that the basic training centres in PSUs are not equipped with proper infrastructure required for training and even the faculty available are not appropriate. It was felt that such problems can be overcome by providing financial support to basic training centres and by creating facilities for training of supervisors from the industry.

Secretary (L&E) suggested that there should be no need of cumbersome process in contract registration by the States and it should be made as simple as possible. Apprentices may be covered under benefits from EPFO and ESIC through Government paid contributions. He also suggested that MSMEs may be given financial incentives for number of apprentices completing apprenticeship training to encourage them. He stressed the need of introduction of Service and IT related sectors in ATS. These suggestions were supported by CAC members.

Member representing Bhartiya Mazdoor Sangh also suggested that there was a need for social security provisions to the apprentices.

Chairman said that there should be no restriction only for taking ITI pass outs. Efforts should be made to facilitate apprenticeship training of school dropouts.

Joint Secretary, Ministry of Skill Development and Entrepreneurship informed about various steps taken towards development of QPs and NOS in line with industry demands for skill development and as per the need of apprenticeship training, launch of RPL pilots, common norms for skill development schemes.

Member representing Power Grid Corporation suggested that Employment Exchanges should collaborate to provide employment opportunities to apprentices so that apprenticeship training is made attractive. Member Secretary informed that National Career Service portal has been developed to address the issue. Union representatives suggested that Ministry of Labour should frame guidelines for PSUs in respect of Policy for recruitment of apprentices after completion of training. This was supported by CAC members.

Representative of AICTE added that ATS qualifications should be added in Recruitment Rules.

Shri Jayant Krishna suggested to organise workshops for service sector units to make these aware about apprenticeship training.

Item No. 3504: To consider and approve the amendments in the Apprenticeship Rules, 1992.

1. To include definition for 'Non-engineering graduate', 'Diploma in non-engineering' and 'Optional trade apprentices' under rule 2

The Council agreed with the proposal.

2. **Reservation of Training Places (Rule no. 5)**

The Council agreed with the proposal.

3. **Registration of contract of apprenticeship (Rule no.6)**

The Council agreed with the proposal.

4. **Period of apprenticeship training (Rule No. 7)**

The Council agreed with the proposal.

5. **Regulation of optional trade (Insertion of new rule)**

Member Secretary informed that provision of optional trade has been introduced to give flexibility to employer to have new trade for training. However certain broad framework is required to be framed. He further informed that the checks & balance and other safeguards which are applicable for designated trades have been kept for optional trade also.

In response to the clarification sought by one of the Trade Union members about flexibility of apprenticeship training, Member Secretary clarified that flexibility in the period of apprenticeship training is applicable for designated trades only. After deliberation, the Council agreed for the insertion of new rule.

It was clarified that for certification by NCVT, an apprentice of optional trade can approach through RPL where certification may be provided after assessment with respect to the Qualification Packs and Competencies. Certificate by Employer will not be a pre-condition for such RPL based certificate.



6. **Number of apprentices for designated and optional trade (New Rules to be framed)**

The Council agreed with the proposal.

7. **Grant of leave to apprentices-Repealing of Rule 13**

The Council agreed with the proposal.

8. **Records and return (Rule no. 14)**

The Council agreed with the proposal.

9. **Inspection of an establishment (Insertion of new Rule)**

The Council agreed with the proposal. It was, in addition, suggested that Ministry of Labour may send broad guidelines to states for inspections. The portal must also have provision for redressal of grievances.

10. **Stipend shall be paid through the bank account of apprentices.**

The Council agreed with the proposal.

**Item No. 3505: To consider and approve the guidelines for Third Party Agency**

CAC was apprised the members that provision has been made under section 8(2) of the Act which enables employers to join together either themselves or through an agency for the purpose of providing apprenticeship training to the apprentices.

It was further informed that Third Party Agency (TPA) will act as facilitator between employers and apprentices. TPA will not be able to dilute the provisions of Act. TPA will be entities such as university, vocational training providers, industry associations etc. TPA will be approved by State/Central Apprenticeship Adviser.

In response to clarification sought by the one of the members about the role of TPA, it was clarified that TPA will be a coordinator for those apprentices who can not complete their apprenticeship training in one company because all facilities are

not available in that company. TPA will provide basic training and ensure practical training to the apprentices as prescribed for the trade. TPA will organize practical training for apprentices in the selected establishments in coordination with the employers and will also ensure the payment of stipend to the apprentices.

After detailed discussion, the Council approved the guidelines of TPA.

**Item No. 3506: Revision of minimum rates of stipend payable to Graduate, Technician and Technician (Vocational) apprentices.**

It was informed that Boards of Apprenticeship Training have recommended to double the rate of stipend to remove the anomaly as brought out in agenda note. The Council decided that existing rates of stipend to Graduate, Technician and Technician (Vocational) apprentices may be doubled. The Council also recommended to revise the stipend every three years with increment of 20%.

**Item No. 3507 Insurance coverage to the apprentices undergoing Apprenticeship Training under the Apprentices Act, 1961**

The Council agreed with the proposal. It should be made applicable to all categories of apprentices

**Item No.3508: To consider & approve the 'Recurring Cost of Basic Training' under the Apprentices Act, 1961**

After the discussion on the proposal, taking into account cost increase, CAC decided that norm of 'Recurring Cost of Basic Training' should be revised to Rs. 3000/- per month per apprentice with Government share of 50% for establishment having strength up to 250 workers. Proposal (b) in the note was also approved.

**Item No.3509 To consider and allow employer to give 'Flexible learning' for providing basic training to the apprentice**

The Council agreed to the proposal with suggestion that necessary IT literacy may also be included in the curriculum.



**Item No.3510: To allow the school drop-outs to undergo apprenticeship training**

The Council agreed with the proposal.

#### Additional agenda

**Item No. 3512 To provide rebate in the period of apprenticeship training for the courses recognised by a board or state council of technical education or any other authority or course approved under any scheme.**

The Council considered the proposal and recommended that CSTARI will examine the course curricula for which rebate is required. After the recommendation of CSTARI, the sub-committee of CAC will decide rebate for all eligible courses. The Council also agreed for the delegations of power to its sub-committee for approval of curriculum of existing/ new courses.

In his concluding remarks, MOS(IC), Labour & Employment emphasised on the need of effective implementation and also for ensuring quality training so that the enhancement of stipend is fully justified. He also emphasised on the need of making approvals and transactions paperless. He invited the members of CAC to give their suggestions for further improvement of the Apprenticeship Scheme. He was of the view that this scheme should be expanded to cater to the local needs and our long term goal should be to have 50 lakh apprentices in the country.

**Meeting ended with thanks to the Chair.**

List of participants who attended the 35<sup>th</sup> Meeting of Central Apprenticeship Council held under the Chairmanship of Hon'ble Minister for State(IC) for Labour & Employment on 8<sup>th</sup> April, 2015 in Main Committee Room, 'C' Wing, Shram Shakti Bhawan, New Delhi

---

1. Shri Bandaru Dattatreya - Chairman  
Hon'ble Minister for State(IC) for Labour & Employment
2. Shri P.P. Mathew - Vice-Chairman
3. Shri Shankar Aggarwal - Member  
Secretary  
Ministry of Labour and Employment,  
Shram Shakti Bhavan  
Rafi Marg, New Delhi-110001
4. Shri Alok Kumar - Member Secretary  
DGET/Joint Secretary,  
Ministry of Labour and Employment  
Shram Shakti Bhavan,  
Rafi Marg, New Delhi-110001
5. Ms. Jyotsna Sitling  
Joint Secretary,  
Ministry of Skill Development and Entrepreneurship  
Shivaji Stadium Annexe Building  
SBS Marg, Connaught Place, New Delhi-110001
6. Shri Madhukar Gupta - Member  
Joint Secretary  
Department of Public Enterprises  
Ministry of Heavy Industries & Public Enterprises  
Block No. 14, CGO Complex, New Delhi

**Representatives of Employers in Establishments in the Public Sector:-**

7. Shri P.K.Goyal - Member  
General Manager (HR)  
Bharat Heavy Electricals Limited  
Bhopal-462022, Madhya Pradesh
8. Shri G.Raghavendra Rao - Member  
Executive Director (HR)  
Bharat Electronics Ltd.  
Out Ring Road, Nagavara  
Bangalore-560045, Karnataka



- |     |   |   |        |
|-----|---|---|--------|
| 9.  | Shri Jose Jacob<br>General Manager (HR)<br>Hindustan Aeronautics Limited<br>HAL Corporate Office<br>15/1, Cubbon Road<br>Bangalore-560001, Karnataka        | - | Member |
| 10. | Shri Bhawana Mathur<br>Deputy General Manager<br>Power Grid Corporation<br>Saudamini, Plot No.2, Sector 29, Near IFFCO Chowk,<br>Gurgaon (Haryana) – 122001 | - | Member |

**Representatives of Employers in Establishments in the Private Sector:-**

- |     |  |   |        |
|-----|--|---|--------|
| 11. | Shri V. Suresh<br>Head (Corp Head - Employee relations)<br>Tata Motors Limited, One FORBES<br>FORT, Mumbai-400001                            | - | Member |
| 12. | Shri Girish Mudgal<br>AGM-HR, Tata Consultancy Service,<br>PTI Building, Parliament Street<br>New Delhi-110001                               | - | Member |
| 13. | Shri Sandeep Ahuja<br>MD, VLCC Healthcare Ltd.<br>64, HSIIDC Sector-18,<br>Maruti Industrial Area,<br>Gurgaon-122002                         | - | Member |
| 14. | Shri Rohit Kapur<br>Senior General Manager (HR)<br>Apollo Hospitals Group<br>Greens Road, Gandhi Nagar<br>21, Greens Ln, Chennai, Tamil Nadu | - | Member |

**Representatives of Central Government:-**

- |     |   |   |        |
|-----|---|---|--------|
| 15. | Shri T.C. Saravanabava<br>Deputy Director General(AT)<br>D.G.E.T, Ministry of Labour,<br>Shram Shakti Bhavan,<br>Rafi Marg, New Delhi-110001. | - | Member |
|-----|---|---|--------|

16. Shri J.N. Prasad  
Director,  
Department of Public Enterprises  
Ministry of Heavy Industries & Public Enterprises  
Block No. 14, CGO Complex, New Delhi-110001
17. Ms. Sandhya Salwan  
Director for Apprenticeship Training  
D.G.E.T, Ministry of Labour and Employment,  
Shram Shakti Bhavan,  
Rafi Marg, New Delhi-110001
18. Ms. Anuradha Singh - Member  
Director (Training & Manpower Planning)  
Railway Board, M/o Railways  
Rail Bhavan, New Delhi-110001
19. Shri Sharda Prasad - Member  
Deputy Secretary  
Department of Defence Production  
Ministry of Defence,  
South Block, New Delhi-110011
20. Shri Harpreet Singh - Member  
Assistant Director (MSME)  
Ministry of Micro, Small and Medium Enterprise  
Udyog Bhavan, New Delhi-110011
21. Shri Suneel Sachdeva - Member  
Under Secretary  
D/o Chemical & Petrochemicals,  
ShastriBhawan, New Delhi
22. Ms. Mamta Srivastav - Member  
Deputy Director (Vocational Education)  
National Institute of Open Schooling  
A-24/25, Institutional Area, Sector - 62, NOIDA  
Distt.Gautam Budh Nagar, Uttar Pradesh - 201 309
23. Shri Dalip Kapur - Member  
Deputy Secretary  
Deptt.of Higher Education  
Ministry of HRD, ShastriBhavan  
New Delhi-110001
24. Shri G.Nand Kumar - Member  
Regional Central Apprenticeship Adviser  
RDAT, Guindy,  
Chennai-600032



Representatives of the States or UTs:-

25. Shri S.P. Kulkarni - Member  
Director  
Directorate of Employment & Training  
Dairy circle, Bannerghatta Road  
Bangalore, Karnataka
26. Shri K.Y. Naik  
Director  
Directorate of Employment & Training  
4<sup>th</sup> Floor, D Block, BRKR Bhavan, Tank Bund Road  
Hyderabad-500063, Telangana
27. Shri. Pankaj Mistry - Member  
Deputy Director (Training)  
Directorate of Employment and Training  
Block No. 1, 3<sup>rd</sup> Floor, Dr. Jivraj Mehta Bhawan  
Gandhinagar-382 010, Gujarat
28. Shri D. Nagavardha Raju - Member  
Asstt. Director,  
Commissionerate of Employment & Training  
3<sup>rd</sup> Floor, D Block, BRKR Bhavan, Tank Bund Road  
Hyderabad-500063, Andhra Pradesh
29. Shri C. Ravichandran - Member  
Joint Director  
Directorate of Employment & Training  
Old Board of Revenue Building Chepauk  
Chennai – 600005, Tamil Nadu
30. Shri D.K.Singh - Member  
JD (Vocational Training & Apprenticeship), Meerut  
For Directorate of Employment & Training  
Guru Gobind Singh Marg, Lucknow – 226004  
Uttar Pradesh
31. Shri Sunil Joshi - Member  
Joint Director  
Directorate of Technical Education  
6, Residency Road  
Jodhpur-342001, Rajasthan
32. Shri M. N. Mathurkar - Member  
Asst. Apprenticeship Adviser  
Directorate of Vocational Education & Training  
3, Mahapalika Marg, Dhobi Talao  
Mumbai-400001, Maharashtra

33. Shri Vijayinder Dhawan  
Deputy Director  
Directorate of Technical Education & Industrial Training,  
Takniki Siksha Bhawan  
Plot No. 1, Sector-36A, Chandigarh, Punjab - Member
34. Shri Munir Ahmad  
Deputy Director  
Directorate of Technical Education  
Block 8, Old Sectt.  
Srinagar, Jammu and Kashmir - Member
35. Shri T.K. Nath  
Deputy Apprenticeship Advisor  
Directorate of Industrial Training  
Kolkata, West Bengal - Member
36. Shri Rajesh Sharma  
Programmer (e-gov)  
MP Council for Vocational Education & Training  
Gas Relief & Rehabilitation ITI Building  
Bhopal-462023, Madhya Pradesh - Member

**Persons having special knowledge and experience on matters relating to Industry and Technical Education:-**

37. Ms. Meghna Sharma  
Consultant  
National Skill Development Agency  
B-2, Pusha Road, New Delhi 110005 - Member

**Persons having special knowledge and experience on matters relating to Labour**

38. Dr. A.Kamala Devi  
Joint Director  
National Institute of Labour Economic Research and Development  
Sector A-7, Institutional Area, Narela, Delhi-110040 - Member

**Representatives of the All India Council and Regional Boards:-**

39. Shri S.K. Mehta  
Director  
Board of Apprenticeship Training,  
Plot No. 16, Block 1-A  
Lakhanpur, Kanpur-208024. - Member



Special Invitees (Trade Unions & Employers' Associations)

40. Shri Surinder Thakur  
General Secretary  
Bhartiya Mazdoor Sangh(BMS)  
Block-A, Type-II, Street No-3  
Richmond, Shimla-171001
41. Shri C. Srikumar  
CWC Member  
AITUC, 2, Valluvar Street , Rani Aasora Nagar,  
Arumbakam, Chennai
42. Shri Raghunath Pandey  
INTUC  
Shramik Kendra, 4, Bhai Veer Singh Marg,  
New Delhi
43. Shri Harbhajan Singh Sidhu  
Hind Mazdoor Sabha  
120, Babar Road, New Delhi-55
44. Shri Jayant Krishna  
Principal Consultant,  
Tata Consultancy Service,  
Shalimar Royale, Mall Avenue  
Lucknow, Uttar Pradesh
45. Shri A. Ayyakkannu  
Director,  
Board of Apprenticeship Training (Southern Region)  
Chennai
46. Shri P.N. Jumle  
Director,  
Board of Apprenticeship Training (Western Region)  
ATI Campus, Sion, Mumbai
47. Shri.H.S.Kalra  
Additional Apprenticeship Advisor  
State Apprenticeship Advisor U.T,  
Chandigarh

48. Shri Arun Kumar  
Deputy State Apprenticeship Advisor  
State Apprenticeship Advisor U.T, Chandigarh
49. Shri.S.M.Ejaz Ahmed  
Director  
Board of Practical Training (ER)  
Block-EA, Sector-I Salt Lake City,  
Kolkata-64
50. Ms. Nidhi Trehan  
Joint Director Apparel Made Ups  
Apparel House, Gurgaon
51. Shri. Anil Sehwal  
Asst. Manger-HR  
Tata Consultant Services Ltd  
PTI Bldg., 4<sup>th</sup> Floor, Parliament Street, New Delhi

Other officers who attended the meeting:

52. Shri J.P. Meena  
Joint Director of Training  
D.G.E.T, Ministry of Labour & Employment,  
Shram Shakti Bhavan,  
Rafi Marg, New Delhi-110001.
53. Shri Satish Kumar  
Assistant Director of Training  
D.G.E.T, Ministry of Labour & Employment,  
Shram Shakti Bhavan, Rafi Marg, New Delhi-110001
54. Shri Anil Kumar  
Training Officer  
D.G.E.T, Ministry of Labour & Employment,  
Shram Shakti Bhavan, Rafi Marg, New Delhi-110001
55. Shri Shammi Jha  
Training Officer  
D.G.E.T, Ministry of Labour & Employment,  
Shram Shakti Bhavan, Rafi Marg, New Delhi-110001



## Apprenticeship Scheme in India

### — Our Vision

8<sup>th</sup> April, 2015

15

## Present Scenario

- ❖ Framework in place since 1961
- ❖ 2.84 lakh apprentices against 5.31 lakh seats (54%)
- ❖ China (2 crore), Japan (1 crore), Germany (30 lakh)
- ❖ About 80% are trade apprentices
- ❖ Out of which 82% ITI pass outs
- ❖ Women only 4%, SC : 13%, ST : 6%, Minorities : 4%
- ❖ Person with Disabilities only 1%

16



- ❖ To reach 20 lakh apprentices in five years
- ❖ Will resolve catch 22 situation of work ↔ experience
- ❖ Make it more inclusive, cater to drop outs
- ❖ Higher employability; Work based learning is best

### **Initiatives:**

- ❖ Amendments to Act, Apprentice Protsahan Yojana
- ❖ Stipend revision, curricula revamp
- ❖ Budget Announcement : Apprentice Institutes for Women

17

## **Challenges Still Remain**

- ❖ Not considered aspirational by youth
- ❖ Viability for MSMEs : Basic Training, Accident Compensation
- ❖ Long duration of training
- ❖ Difficulties for rural youth, women, drop outs
- ❖ Weak Institutional capacity of Implementing Agencies
- ❖ Cumbersome processes
- ❖ Assessment process for Optional Trades

18



- Turkey : Full stipend for six month OJT, Insurance Premium
- Germany : Public funded mentors for disadvantage youth
- France : Financial incentives to MSMEs
- Russia : Integration with secondary schooling
- Brazil : Public funding to MSMEs for academic training
- USA : Career pathways through college networks

## Proposed Interventions

- ❖ National awareness campaign for 2 years
- ❖ Support to MSMEs : insurance, capacity building, incentives
- ❖ Public funded national programme for basic training
- ❖ Support / preparatory programmes for disadvantaged/ drop outs
- ❖ Shorter duration : Rebates, modular approach in NSQF
- ❖ Work with MHRD : Permeability in higher education  
: Integration of WBL in courses
- ❖ Capacity building of States, Portal based approvals
- ❖ RPL based assessment for optional trades