

Report- 30th June Webinar

India is a young nation with high population. Being an emerging economy, there is demand for industry ready skilled manpower. A large percentage of workforces keen on joining the industry is not industry ready and that has been one of the primary reason for low employability in the country. In the current situation which has emerged in the country due to COVID 19 outbreak the biggest challenge, we can foresee is the crunch of manpower in the industry.

AIPMA believed that **Apprenticeship** could bridge this gap between demand and supply. Apprenticeship potential in India remains largely untapped. **Apprenticeship model with new provisions has several positives for the employers as well as apprentices. Therefore, AIPMA organised a session on “Apprenticeship – The best way forward to hire workforce”.**

Our expert panellist for the day were: 1.) **Mr. Salil Kumar Sharma**, G.M & Corporate Head- HR,IR,Admin & CSR. Lumax Auto Technologies Limited.

2.) **Mr. Dhruv Mittal**, Leading Apprenticeship Vertical at Eduvantage, Third Party Aggregators.

3.) **Mr. Vasu Sharma**, Apprenticeship Division, NSDC.

The session began with welcome address by the President, AIPMA, Mr. Jagat Killawala. He shared some very significant industry figures with the participants. He said, “Although India’s higher education system contributes about 3.5 lakh engineers and 2.5 million university graduates annually to the workforce, an estimated five million graduates remain unemployed at any given time. India has set a target of skilling 500 million people with employable skills by 2022. Thus apprenticeship will play a crucial role in the task of up-skilling India’s workforce and increasing employability. It can rightly skill the youth and provide them opportunities for self-growth as well as contribute to the country’s economy. Therefore, undoubtedly – irrespective of the industry – investing in an apprenticeship scheme can provide real benefits and contribute to the bottom line of an organisation.

Mr. Vasu Sharma said that while all the other professional programs are supply based, apprenticeship comes across a program which is actually demand based where the industry has come forward and recognised its gaps & therefore believes in training the people to bridge the existing gaps. Mr. Sharma also provided basic knowledge about what apprenticeship actually means and also shed light on the apprenticeship act 1961 for better understanding of the topic. Most importantly Mr. Sharma discussed the Flexible-Discretion to Companies to Design / Plan wherein he highlighted all the aspects required for the same ranging from Band, Flexibility, Design to Self Regulation. He ended his talk by sharing significant facts and figures about Apprenticeship in India today.

Mr. Dhruv Mittal, began by talking about the National Apprentice Promotion Scheme (NAPS), wherein he highlighted important elements of the scheme such as Program Structure, Financial Support, Eligibility, Technology Enabled and the Key Stakeholders of the Scheme. For the industry perspective, Mr. Mittal spoke about the various benefits the employer could get out of apprenticeship scheme. He ended his talk by explaining how the scheme works and its program flow.

Mr. Salil Kumar Sharma, said that due to the ongoing pandemic situation, major labour crunch is expected to occur specially in the Delhi-NCR region which makes NAPS or Apprenticeship as the most useful and handy options. Like earlier, the industry had to depend upon contract labour, but with such models the industry now has trained and skilled labour. It also helps to connect with people who have bandwidth to serve at Pan India basis. The role of skill council too which was not earlier much defined, they have now come forward to help the industry, listen and answer the queries, assessment, documentation etc.

The Webinar was concluded with the Q/A Session by taking various questions from the participants. The questions and queries were very patiently answered by the panellist.