



# Workshop on Making Apprenticeship Aspirational

1st August 2023, 3 PM – 5:30 PM

Subros Ltd. Manesar, Haryana

## Background

FICCI Skill Development Committee (SDC) identified Apprenticeship as one of the important ways to bridge the skill demand gap and promote industry-led skilling. FICCI SDC leadership met the Secretary and other Senior Officials of the Ministry of Skill Development and Entrepreneurship to reinstate its support to MSDE to promote and popularise the National Apprenticeship Promotion Scheme (NAPS) through a series of workshops in identified industrial clusters.

The first workshop of the series of workshops was organized with the support of the Regional Directorate of Skill Development and Entrepreneurship (RDSD&E), MSDE at Subros Limited, Manesar Gurugram on 1st August 2023. The main objective of the workshop is to disseminate the key features and benefits of NAPS to the industry from the automobile cluster present in Manesar and nearby areas. The workshop witnessed over **70 participants** from more than **60 establishments**. Some of the key elements of the workshop were:

- **Address by Mr Sanjay Shivnani, Co-Chair FICCI Skill Development Committee, and Joint President, Corporate HR – Technical Training & HTU, Hindalco Industries Ltd, Aditya Birla Group:** He welcomed all participants on behalf of FICCI and gave the current scenario of Apprenticeship India as compared to countries like Germany, Australia, Japan etc. Also, Mr Shivnani highlighted the role of FICCI in making apprenticeship more industry-friendly through policy reforms.
- **Presentation by Mr Jaishiv Sharma ISDS, Assistant Director, Regional Directorate of Skill Development and Entrepreneurship (RDSDE), National Capital Region (NCR):** In his detailed presentation, Mr Sharma gave a brief introduction of Apprenticeship Act 1961, recent development like formulation of Apprenticeship Rules and other amendments. He highlighted key features and benefits of the National Apprenticeship Promotion Scheme (NAPS) which incentivizes the industry for engaging apprentices.
- **Success Story by Mr Pawan Yadav, DGM-HR, Subros Limited:** Mr Yadav shared his organization's experience of engaging over 10000 apprentices since 2015. He touched upon various benefits and career pathways offered by Subros to apprentices.



- Open Discussion:** A highly engaging session of one and a half hours during which some of the participants shared their views and experiences on engaging apprentices. Also, the participants raised their queries which were addressed by the RDSD&E Officials, Board of Apprenticeship Training (BOAT), Northern Region and FICCI. Some of the key discussion points are listed below:

Query/ Questions	Solution Provided	Way forward / key takeaways
<b>Awareness Related Issues</b>		
How service sector can participate in NAPS	Apart from designated trades establishments from the Service sector can engage apprentices in self-designed (optional trades). RDSD&E officials shared information on some of the already existing popular trades like customer care executive, front office associate etc.	Targeted promotional campaign to be carried out, especially for service sector as this sector has a requirement of large workforce in both regular and temporary category
Making Apprenticeship Aspirational for ITI Students and Youth at Large. It has been observed that ITI students are unaware of the importance and benefits of Apprenticeship Training and prefer jobs over apprenticeship or leave training in between to take up jobs	RDSD&E Officials informed the gathering about the awareness initiatives like Apprenticeship Mela undertaken by MSDE at the ITI level to promote apprenticeship among students.  In order to make aspirational among students MSDE has proposed linking apprenticeship training with National Credit Framework (NCrF)	Degree Courses during apprenticeship training should be promoted and increase acceptability for higher education, government jobs etc.
Can establishments engage apprentices in night shifts?	Yes, establishments can put apprentices over 18 years of age on the night shift by informing the concerned authority in their state.	



<b>Demand Supply-Related Issues</b>		
What measure government has taken to address the demand and supply gap	RDSD&E officials shared that to strengthen the supply side both MSDE & MoE are running regular campaigns to encourage students of ITIs, TVET Institutions and Higher Education Institute (HEI) to register on the apprenticeship portal by respective ministries (NAPS & NATS).	Promote apprenticeship culture in the country by integrating pathways to formal education, higher education
Unavailability of suitable candidates for apprenticeship training	<p>Establishments can select apprentices in the following ways:</p> <ul style="list-style-type: none"> <li>- Directly hiring from the portal from a pool of trained candidates trained from ITIs, TVET Institutes and HEIs</li> <li>- Participate in 'Apprenticeship Mela' organized by both MSDE and MoE</li> </ul> <p>Also, if establishments are not getting the right candidates, they may write to their regional RDSD&amp;Es and BOAT for support in candidate mobilization</p>	
<b>Compliance Related Issues</b>		
How to cover medical issues/ expenses of apprentices as they are exempted from ESI and other social benefits	Apprentices are covered under the workmen compensation act. Also, establishments should take Group Medical Policy for Apprentices.	
Can establishments book their expenses related to engaging apprentices (stipend etc.) through CSR funds	Establishments can book their expenses of Basic Training and Stipend payable to apprentices under CSR funding for over and above the minimum mandate of	



	2.5% of the total workforce as per the apprenticeship act 1961	
Can establishments hire apprentices over 15% (maximum mandate as per apprenticeship act)	No, as engaging apprentices is mandated by the Apprenticeship Act 1961 which does not permit engaging over and above 15% of the total workforce of the establishment	

- Closing and Vote of Thank: FICCI team thanked the entire Subros Management and the Subros Manesar Teams for their support in organizing the workshop and hosting the participants over a networking Hi-Tea.

### A Glimpse from the Workshop





## Annexure 1

### List of Participants

#	Title	First	Last	Designation	Organisation
1	MR	ASHUTOSH	GAUR	AGM HR	NHK SPRING INDIA LTD
2	MR	VIKAS	SHUKLA	CEO	VONE INDIA SERVICES PVT LTD
3	MR	MAHESH	YADAV	MANAGER HR	MEGA RUBBER TECHNOLOGIES PVT LTD.
4	MR	PAWAN	KUMAR	MANAGER	SPINKS INDIA
5	MR	YOGESH	YADAV	DEPUTY MANAGER HR	NHK SPRING INDIA LTD
6	MR	SHRIPAL	SINGH	PLANT HR	FMI AUTOMOTIVE
7	MS	PRIYANKA	GUPTA	ASSISTANT LEAD	AUTOMOTIVE SKILLS DEVELOPMENT COUNCIL
8	MR	PANKAJ	KUMAR	SENIOR EXECUTIVE - HR	AEGIS CUSTOMER SUPPORT SERVICES PRIVATE LIMITED
9	MR	VIJENDRA	MEHTA	ASSISTANT MANAGER – HR	AEGIS CUSTOMER SUPPORT SERVICES PRIVATE LIMITED
10	MR	MUKESH	KUMAR	HR SUPERVISOR	HERO MOTOCORP LTD
11	MR	PRASHANT	PITKE	HEAD APPRENTICESHIP	LABOURNET
12	MR	BIPIN	CHAUDHARY	AREA IN-CHARGE	YSF
13	MR	DHEERAJ	RAWAT	ASSISTANT MANAGER	SUNBEAM LIGHTWEIGHTING SOLUTIONS PVT LTD
14	MR	ANKUANЕК	YADAV	DEPUTY MANAGER	SENIOR INDIA PVT LTD
15	MR	HARISH SINGH	BISHT	RECRUITMENT UTIVE	SANSERA ENGINEERING LIMITED
16	MR	DINESH	MEHRA	ASTT.MGR -MARKETING	MOHINDRA FASTENERS LTD
17	MR	ACHYUT	SHUKLA	MANAGER TA	ERICSSON
18	MS	VENUS	KAISTHA	MANAGER - TALENT ACQUISITION	ERICSSON INDIA
19	MR	RAKESH KUMAR	GUPTA	DEPUTY GENERAL MANAGER	SANSERA ENGINEERING LIMITED
20	MS	RASHI	RAMANI	HEAD - TALENT ACQUISITION & MANAGEMENT	CARE HEALTH INSURANCE LIMITED
21	MR	SUDARSHAN	BELLAMKONDI	HEAD-APPRENTICESHIP	SKILL COUNCIL FOR MINING SECTOR
22	MR	KANCHAN	ROY CHOWDHURY	ENERGY & ENVIRONMENT EXPERT	INDEPENDENT CONSULTANT
23	MR	KRANTI	SUMAN	BRANCH MANAGER	YUVASHAKTI FOUNDATION
24	MS	ESHIKA	JAKHAR	TRAINEE	IAC
25	MR	AZAD	SINGH	MANAGER ADMIN	SHIGAN QUANTUM TECHNOLOGIES LIMITED
26	MR	SURAJ	SHARMA	OPERATION MANAGER	YUVASHAKTI FOUNDATION
27	MR	SIDDHANT	DHALL	OWNER	NARESH RUBBER UDYOG
28	MR	RAJU	PARSAD	ACCOUNTS & STORE INCHARGE	USHA SALES AGENCIES
29	MR	ASHUTOSH	SINGH	QUALITY HEAD	DOORVA PLASTIC



30	MR	TANMAY	SAHNI	MARKETING & SALES HEAD	DOORVA PLASTIC
31	MR	DEEPAK	SAHNI	CEO	USHA SALES AGENCIES
32	MR	AJAY	JHA	ZONAL BUSINESS HEAD	INARA TRAINING AND SKILL DEVELOPMENT ACADEMY
33	MR	PRAVEEN KUMAR	YADAV	MANAGER	SONA BLW PRECISIONS FORGINGS LTD
34	MR	PRASHANT	SWAIN	SR UTIVE	MEGA RUBBER TECHNOLOGIES PVT LTD
35	MR	VIVEK	KUMAR	SR. ENGINEER	ENCO AUTO COMP PVT. LTD. KHUSKHERA
36	MR	MOHANAVELU	M	KEY ACCOUNT MANAGER	SUNDRAM FASTENERS LTD
37	MR	SUSHIL	MALVIYA	DGM-HR	SUBROS LIMITED
38	MR	SUSHIL	MALVIYA	DGM-HR	SUBROS LIMITED
39	MR	RANGANATHA	MISHRA	HEAD - OPERATION	SWASTIKA AUTOMATICS
40	MR	RAJESH	CHAUHAN	AGM	LOGICS AUTO COMPONENTS INDIA PVT LTD
41	MR	SANJAY	SHARMA	CEO	SKILL COUNCIL FOR MINING SECTOR
42	DR	AKHILESH	NIGAM	EX-DIRECTOR & PROFESSOR	UNIVERSITY - ACADEMIA
43	MR	UMAKANT	TIWARI	CEO	E&M GLOBAL
44	MR	SUSHANT	NARANG	MANAGER	CNH
45	MR	K.K	MAHAJAN	ENGINEERING PROFESSIONAL	KSJ TECHNOCRATS
46	DR.	NAMEET	KAUR	CEO	OPERON TECHNOLOGIES
47	MR	SHRIKANT	SHARMA	SR. EXECUTIVE	KRISHNA GRUPO ANTOLIN PVT LTD
48	PROF	SANJNA	VIJ	PROF & DY DIRECTOR, AMITY ACADEMIC STAFF COLLEGE	AMITY UNIVERSITY HARYANA
49	MR	RAMAN	KAPOOR	HEAD - CORPORATE BUSINESS SERVICES	BIRD GROUP
50	MR	R K	KAUL	SR OFF SUPTT	SAIL
51	MR	SANJAY	KAPOORR	DIRECTOR & CO-FOUNDER	IRIS CORPORATE SOLUTIONS PRIVATE LIMITED
52	MR	ASHUTOSH	BHARDWAJ	NA	NA
53	MS	PRATIMA	MITTAL	DIRECTOR	INTERNATIONAL PLACEWELL CONSULTANTS GULF
54	MR	SIDDHARTHA	BANERJEE	LEAD STRATEGIC PARTNERSHIP	MEDHAVI SKILLS UNIVERSITY
55	MR	ANIL	YADAV	HR MANAGER	ATAM AUTOTECH ENGINEERS PVT LTD
56	MR	VISHNU SINGH	SHEKHAWAT	MANAGER HR	MACHINO PLASTICS LIMITED
57	MR	SUNIL	KUMAR	MANAGER	AUM DACRO COATINGS
58	MR	RAKESH	YADAV	AGM -HR	MAXBROS VENTURES INDIA LTD
59	MR	JAGDISH	YADAV	MANAGER	BONY POLYMERS PVT.LTD
60	MR	SANJAY	SINGH	SR MANAGER	ALICON ALLOY LTD
61	MR	NARESH	YADAV	GM- HR & IR	A.G. INDUSTRIES PRIVATE LIMITED
62	MR	SUNIL	SHARMA	GM HR AND COMPLIANCE	PYOGINAM PVT LTD
63	MR	HIMANSHU	BAKSHI	MANAGING DIRECTOR	TE THERMO ELECTRIC COMPANT INDIA PVT LTD



64	MR	SHUBHAM	DHIMAN	HR	TE THERMO ELECTRIC COMPANT INDIA PVT LTD
65	MR	RAMPHAL	RAO	DIVISIONAL MANAGER	RICO JINFEI WHEELS LIMITED
66	MR	PAWAN	YADAV	DGM	SUBROS LTD
67	MR	GAJRAJ	SINGH	ADVOCATE	SANDEEP KAUSHIK & COMPANY
68	MR	RAVINDER	SINGH	PROPRIETOR	RAVINDERA PRECISION COMPONENTS
69	MR	AMIT	KUMAR	SR. MANAGER	L&T ELECTRICAL AND AUTOMATION
70	DR.	SANJAY	AGGARWAL	HEAD STC DELHI	L&T ELECTRICAL AND AUTOMATION
71	MR	ANIL	KUMAR	PARTNER	SR TECHNOLOGY
72	Mr	Saurav	Hans	Founder-CEO	Skill Development Council of India