

AMENDMENT APPRENTICES ACT-1961

INFORMATION ABOUT THE ACT-1961

- Expansion of apprenticeship by inclusion of virtual learning modes.
- Permitting use of online mode for imparting training under specific situation.
- Allowing part time apprenticeship. Part time Apprenticeship would be permitted while doing other academic courses under formal education system, provided such apprenticeship is not an integral part of the academic program.
- Permitting Indian companies to send their apprentices abroad for apprenticeship Indian establishments, having offshore sites, can send their apprentices to their own or clients' offshore sites outside India.
- Allowing multiple training venues including training at client/supplier locations or premise of other companies within India.
- Defining role and responsibilities for TPA in Act to relieve the establishments from the burden of paperwork for Apprenticeship.

There are some benefits for Industries, Apprentice & Government/MSDE in India: -

- Address the issue of time constraint which is faced by industry in fulfilling the documentation involved in apprenticeship.
- Addressing the issue of lack of skilled manpower of industry.
- No separate manpower to complete the requisite documentation and compliances.
- Assist small establishments to engage apprentices by providing mobilization support to candidates.

APPRENTICE: -

Counselling support for career progression. Since TPAs are well connected with the other schemes of skill development, these would be able to counsel apprentices and share updated information, which may help apprentices to opt for the best career progression.

Government/MSDE: -

System of effective monitoring of establishments can be setup through TPAs. It is a difficult task to monitor individual establishment on the implementation of apprenticeship. However, as TPAs are directly reporting to MSDE, a mechanism can be established to monitor establishments through a network of TPAs.

SUGGESTIONS: -

India produces worst skilled laborer's or any workforce. Every Tom, Dick and Harry now says he is an MBA and, most of them are horrible because the educational institutes are interested in making money only and they are never interested in creating able youth for country. Vocational training is more important than conventional studies at this moment. Example was Bangladesh. **All apprentices will be paid only by one source. If apprentices are working for a private corporation and that private enterprise is willing to pay stipend, then Government need not pay any stipend to get that apprentice working for that private enterprise. There may be establishments who may not want to impart knowledge to apprentices, in such scenarios Government may provide full stipend not just reimbursement to establishments. For instance, there may be a diamond cutter, a sweet maker or a trucking company who do not want any apprentices because the skill secrets could be used by**

apprentices to start their own businesses. In such scenarios where there is high reluctance towards apprenticeship outside family circles, the departments of apprenticeship of Indian Government may get involved to pay full stipend amount on behalf of a qualified apprentice not just reimbursements under NAPS.

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