



PROVIDING SKILL TRAINING TO APPRENTICES UNDER CSR, BY APPRENTICE TRAINING SCHOOL (ATS)





EXECUTIVE SUMMARY

As per the Apprentices Act -1961 and rules/ policies framed thereunder, Industries having employee strength 30, it is obligatory for them to engage apprentices minimum 2.5% and maximum 15%. Hence any expenditure on Apprenticeship over and above 2.5% i.e. minimum mandate, can be booked under CSR funding. Accordingly, skill training of apprentices is being undertaken by MDL through its Apprentice Training School (ATS), as per the guidelines provided by Govt. time to time.

In order to assess the effectiveness of the aid project, MDL has entrusted the task of impact assessment of CSR activities to AFC India on 19 January 2021.

As per the list of apprentices provided by ATS department of MDL in the year 2017-18. ATS has trained 99 apprentices covering 4 different major trades namely Fitter, Pipe Fitter, Carpenter and Fitter Structural. Of which a sample of 16 apprentices (i.e., approx. 15%) is prescribed for the study and all 4 different trades were selected.

The following are the key findings, conclusions, and recommendations from the study:

1. A sample of 16 apprentices was selected, comprises majority from 25-27 age group with 78.85%, followed by 21.15% from age group 28-30 years of age.
2. During impact assessment study, no female apprentices was present. However total 10 (10.10%) female apprentices have been trained by ATS under fitter and pipe fitter trade.
3. The percentage of ITI and 10th pass trained persons is 37.5% each and the balance of 18.75% is 12th pass. It is significant to note that around 6.25% are from graduates who were trained under this program. These graduates are mainly trained in Fitter trade.
4. The study on post stratification indicates that 100% of the trained apprentices are still unmarried.
5. Study found that all apprentices are trained during 2017-2018 and the average batch size is 20 apprentices,
6. There are 4 major trades selected by the apprentices and study is conducted from trainees of all trades under the skill training taken up by ATS. It was found that, majority of the apprentices opt for training in Pipe fitter trade with 39.44% followed by 23.94% in fitter and fitter structural trade each.
7. 68.5% apprentices replied that they have got placement in companies after completion of the training program.
8. 87.5% of the trainees responded that a placement cell was available at the ATS for guidance.
9. 100% apprentices stated that there is required infrastructure and instruments available at training center/workshop.
10. All trained apprentices reported that after completion of the respective skill training, they gained the confidence to work in the companies.



11. 40% apprentices stated that they continued their jobs at MDL after completion of apprenticeship.
12. All apprentices were in receipt of stipend for the entire duration of training as per the norms decided.
13. All apprentices are reported that they have good career after completing this skill improvement training.
14. Cent 100% believe that there is enhancement of the soft and hard skills like knowledge of trades, understanding of the subject, basic computer skills, drawing skills etc. when compared before training.
15. Cent 100% believe that there is a positive change in standard of living when compared before training.
16. Majority i.e., 56.25% apprentices are working in the various companies in Mumbai. Below that i.e., 31.25% of the apprentices are becoming entrepreneur (like run own service center, care units etc.). And 12.5% are searching a job; as during Pandemic they lost their jobs.
17. 87.50% apprentices stated that the point of views of their family and community has been changed in a positive way after getting a placed in company or by starting their own business.
18. Based on the current status i.e., activity in which apprentices were involved has been analyzed for information on monthly earnings and around 14 were reported. The average monthly income is Rs. 16,169/- per person.
19. ATS may provide carrier counselling or hand-holding support to apprentices for 6 months to 1 year so that trainees can get information about various opportunities in Gov. and Non gov agencies and organizations.



PROVIDING SKILL TRAINING TO APPRENTICES UNDER CSR





I. PROJECT PROFILE

1.1. CURRENT STUDY: PROVIDING SKILL TRAINING TO APPRENTICES UNDER CSR

As per the Apprentices Act -1961 and rules/ policies framed thereunder, Industries having employee strength 30, it is obligatory for them to engage apprentices minimum 2.5% and maximum 15%. Hence any expenditure on Apprenticeship over and above 2.5% i.e. minimum mandate, can be booked under CSR funding. Accordingly, skill training of apprentices is being undertaken by MDL through its Apprentice Training School (ATS), as per the guidelines provided by Govt. time to time.

Skill training for apprentices is being undertaken through the Apprentice Training School (ATS) department of MDL, as per the guidelines provided by Govt. time to time. on a continuous basis. For the year 2017-2018, a total of 99 apprentices have been trained under four different trades. As per MDL CSR policy, Impact Assessment conducted by an external independent agency after completion of the Project, hence this study has been conducted through AFC India Ltd.

The development of human resources is crucial for the industrial development of any nation. Up-gradation of skills is an important component of Human Resource Development. Training imparted in institutions alone is not sufficient for the acquisition of skills and needs to be supplemented by training at the workplace. The Apprentices Act, 1961 was enacted with the prime objective to utilize fully the facilities available in the industry for imparting practical training to meet the requirements of skilled manpower for the industry. Initially, the Act covered the apprenticeship training for the trade Apprentices and subsequently amended in 1973, 1986, and 2014 to bring the Graduates, Technician, Technician (Vocational), and Optional Trade Apprentices respectively under its purview.

All India Trade Tests (AITT) for trade apprentices are conducted by the National Council of Vocational Training (NCVT) twice a year (October/ November and April/May). National Apprenticeship Certificates (NAC) are awarded to those who pass the AITT. NAC is recognized for employment under Govt./Semi-Government departments/ organization.

The stipend amount per apprentices has provided as per the Apprentice Act and Govt. notification time to time.

Imparting Skill Training To 99 Apprentices under CSR Fund		
Sr. No	Particulars	INR Lakhs
1	Stipend Amount First Year @Rs. 6500 per person/month for 99 Student	77.22
2	Stipend Amount Second Year @Rs. 7500 per person/month for 99 Student	89.10
3	Stipend Amount Third Year @Rs. 8500 per person/month for 99 Student	100.98
	Total	267.3

The duration for whole process of Skill Training Programme to the apprentices is to be completed in 3 years



Objectives/ Expected outcome:

- i. The successful trainees will get an industry recognized certification for the trade.
- ii. Successful trainees likely to be absorbed in private/public enterprises.
- iii. Successful trainees may start self-employment venture.

1.2. SKILL DEVELOPMENT PROGRAMME DETAILS OF ATS

As per statutory norms, MDL is running ATS to train 2.5% of the total workforce as an apprentice. However, in the last few years, MDL decided to utilize the facilities & resources of ATS for training of additional number of youths. All the recurring expenses for these additional youths are being borne under CSR. As a result, more than 400 additional youths were trained in different trades from ATS. The stipend of these students (over and above the statutory norms) is being paid from the CSR of MDL.

Under the impact assessment study, a total of 7 batches were covered between April 2016 to April 2019 covered a total of 99 apprentices. The trade-wise details of the covered apprentices are given below.

Sr. No	Trade	No. of Batches	Gender		
			Male	Female	Total
1	Fitter	2	25	6	31
2	Pipe Fitter	2	31	4	35
3	Fitter Structural	1	14	-	14
	Fitter Structural Ex ITI	1	10	-	10
4	Carpenter	1	9	-	9
	Total	7	89	10	99
	Percentage		89.90	10.10	100.00

As per the information provided by ATS total employment done is 64.70%.



II. SAMPLE PROFILE

The focus of the primary survey was to capture the current situation when compared to before training/ Skill Development. The data provides quantifiable information on the programme benefits.

2.1 SAMPLING PLAN

As per the list of apprentices provided by the ATS department of MDL in the year 2017-18. ATS has trained 99 apprentices covering 4 different major trades namely Fitter, Pipe Fitter, Carpenter and Fitter Structural.

Of which a sample of 16 apprentices (i.e., approx. 15%) is prescribed for the study and all 4 different trades were selected. The sample profile is discussed in subsequent sections.

2.2 SAMPLE BY AGE AND TRADE

A sample of 16 apprentices was selected, comprising a majority from the 25-27 age group with 78.85%, followed by 21.15% from the age group 28-30 years of age. Similarly, majorly (31.25%) of the sample covered are from Fitter and Pipe Fitter trade. The sample across various trades by age is given below in Table 2.1.

Age	Fitter	Fitter Structural	Pipe Fitter	Carpenter	Total	Percentage
25-27	5	4	3	1	13	78.85%
28-30	-	-	2	1	3	21.15%
Total	5	4	5	2	16	100%
%	31.25%	25.00%	31.25%	12.50%	-	100%

2.3 SAMPLE BY GENDER AND TRADE

During the impact assessment study, no female apprentices have been present. However, a total of 10 (10.10%) female apprentices have been trained by ATS under fitter and pipe fitter trade.

As per the below described table 100% male apprentices have been trained under four different trades.

Gender	Fitter	Fitter Structural	Pipe Fitter	Carpenter	Total
Male	5	4	5	2	16
Female	-	-	-	-	-
Total	5	4	5	2	16

Gender	Carpenter	Fitter	Fitter Structural	Pipe Fitter	Total
Male	31.25%	25.00%	31.25%	12.50%	100%
Female	-	-	-	-	-
Total	31.25%	25.00%	31.25%	12.50%	100%



2.4 SAMPLE BY EDUCATION AND TRADE

The percentage of ITI and 10th pass trained persons is 37.5% each and the balance of 18.75% is 12th pass. It is significant to note that around 6.25% are from graduates who were trained under this program. These graduates are mainly trained in Fitter trade. Within Trade, 100% of apprentices who have passed out 10 standards are from fitter structural whereas in fitter trade it is more from ITI pass. Detail of other trades by education status of Trainees is given in Table 2.3.

Education Level	Fitter	Fitter Structural	Pipe Fitter	Carpenter	Total No.
8-10	-	4	1	1	6
11-12	-	-	2	1	3
ITI	4	-	2	-	6
Graduate	1	-	-	-	1
Total	5	4	5	2	16
Education Level	Fitter	Fitter Structural	Pipe Fitter	Carpenter	Total %
8-10	-	100.00%	20.00%	50.00%	37.50%
11-12	-	-	40.00%	50.00%	18.75%
ITI	80.00%	-	40.00%	-	37.50%
Graduate	20.00%	-	-	-	6.25%
Total	100.00%	100.00%	100.00%	100.00%	100.00%

2.5 SAMPLE BY MARITAL STATUS AND TRADE

The study on post stratification indicates that 100% of the trained apprentices are still unmarried. Trade wise details are given in Table 2.4.

Marital Status	Fitter	Fitter Structural	Pipe Fitter	Carpenter	Total	%
Married	-	-	-	-	-	-
Unmarried	5	4	5	2	16	100%
Total	5	4	5	2	16	100.0%



III. IMPACT ASSESSMENT

The main purpose of the Apprentices Act is to provide practical training to technically qualified persons in various trades. The objective is promotion of new skilled manpower. The scheme is also extended to engineers and diploma holders. The Act has got added importance in view of thrust of present Government on training and employment generation. As per basic scheme of the Apprentices Act, every employer is required to provide training to apprentice [section 8 of the Act]. The appointment of apprentices may be for designated trade or optional trades. In addition to designated trade, an employer is free to have optional trades. He himself can design syllabus for such optional trades.

The employer is required to provide training facilities to apprentices. The employer is required to pay minimum stipend to apprentice. The number of apprentices to be trained will be based on number of workers employed in that industry, directly or indirectly (i.e., direct employment or through contractor). The period of training for each designated trade has been specified. The apprentice should have specified educational qualification and minimum physical fitness as specified. Employer is required to enter Apprenticeship Contract with Apprentice. The contract is required to be registered with Apprenticeship Adviser. Hours of work and leave of apprentices will be as per the discretion or policy of the employer. The employer is liable for compensation in case of injury to the Apprentice, as per provisions of Employee's Compensation Act. Labour laws like ESI, PF, Minimum Wages Act, Industrial Disputes Act etc. are not applicable to the apprentices. However, health, safety and welfare regulations as contained in Factories Act, Mines Act etc. Are applicable in respect of apprentices also. After the training, the trade apprentice may appear for the test (on optional basis) conducted by National Council. The employer is not bound to offer employment to the trainees after their training period is over, but can have its own policy for recruiting apprentices who have completed the apprenticeship training. It is not mandatory to offer employment to the apprentices after training. Central Government shall be 'Appropriate Government' for a) Establishments which are operating business or trade from locations situated in four or more States b) Establishments owned, controlled, or managed by Central Government c) Public Sector Companies owned by Central Government. In other cases, State Government will be the 'Appropriate Government'.

A. Technical Education, Skill and Training

As per the Govt. directives, industries/establishments are permitted to utilize their social corporate responsibility (CSR) fund for apprentices training which includes expenditure on basic training and stipend payable at apprentices, under Apprentices Act 1961.

Industries having employee strength 30 it is obligatory for them to engage apprentice's minimum 2.5% and maximum 15%, hence any expenditure on Apprenticeship over and above 2.5% i.e., minimum mandate as per the apprentice's act, can be booked under CSR funding.



3.1 BATCH YEAR AND SIZE

The study found that all are trained during 2017-2018 and the average batch size is 20 apprentices. Details are given in Table 3.1 and 3.2.

Batch Start Year	No. of Apprentices interviewed	Ave. No of Apprentices per batch
2015-2018	7	17
2016-2019	9	23
Total	15	20

Trainee Trade	No. of Apprentices interviewed	Ave. No of Apprentices per batch
Fitter	5	17
Fitter Structural (Ex. ITI)	4	17
Pipe Fitter	5	28
Carpenter	12	9
Total	16	19

There are 4 major trades selected by the apprentices and study is conducted from trainees of all trades under which achievement of skill training had taken up by ATS. The majority of the apprentice's sample was undertaken training in Pipe fitter trade with 39.44% followed by 23.94% in fitter and fitter structural trade each. Trade wise trainees interviewed are given in Figure 3.1.

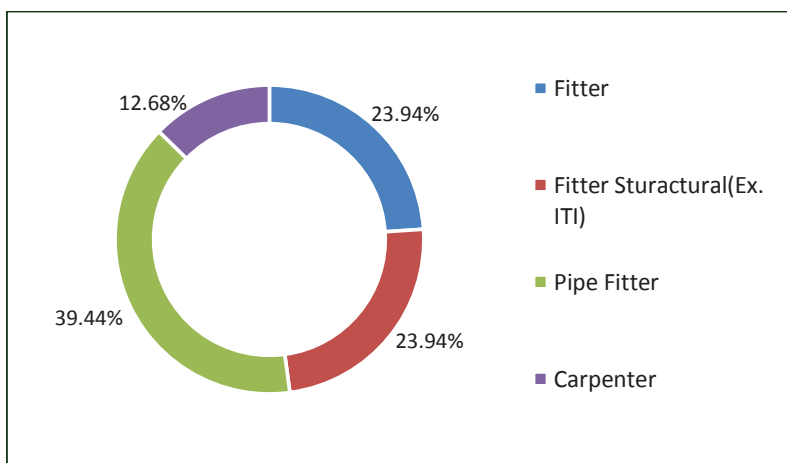


Figure 3.1: Trade-wise Trainees Covered

3.2 WORKSHOP

All the apprentices were fresh and attended the training for the first time on specified trades i.e., fitter, fitter structural, carpenter, and pipe fitter. Cent percent of trainees have participated in the workshop conducted during the training period and mentioned that ethics of the workshop is maintained specifically time management and discipline.



B. Placement /Block placement Training

This section is designed to know the extent of placement facilities exists in the training Institute.

3.3 AVAILABILITY OF PLACEMENT CELL

68.5% apprentices replied that they got placement in companies after completion of the training program. 87.5% of the trainees responded that the placement cell is available at the ATS for guidance. 100% apprentices stated that there is required infrastructure and instruments available at training center/workshop. All trained apprentices reported that after completion of the respective skill training, they gained the confidence to work in the companies. 6 (40%) apprentices stated that they continued their jobs at MDL after completion of apprenticeship.

Also, all cent percent trainee reported that the following.

- 100% of the Trained apprentices have gained confidence to work in the companies.
- Similarly, all have got confidence to establish self-unit of business/employment.
- Required infrastructure and instruments available at training center/workshop
- 100% trainee optioned that received stipend during the training period.

Table 3.3: Placement blocks and its impact

Particulars	No. of response	%
Had a placement cell in the Institute and approached for placement	16	100.00
Is carrier counselling cell available	14	87.5
Got Placement after successful completion of training	11	68.5
Required infrastructure and instruments available at center	16	100.0
Received stipend	16	100.0
Got confidence to work in the companies	16	100.0
Had confidence to establish self-unit of business	16	100.0
Have you continued your job at MDL after completion of apprenticeship	6	40.00

3.4 CONFIDENCE IN GETTING THE JOB EASILY AFTER COMPLETION TRAINING

All respondents have expressed their confidence that they can get a job easily. But noted that the majority of them now work in different activities rather than trained activities. The current status and future of trainees will be discussed in subsequent sections.

C. Facilities at Training Institutions (ATS)

Facilities and Equipment are environmental factors that are too often neglected considering the fact that it plays an important role in the effectiveness of trainee learning. This opens – up an opportunity for institutions to improve learning and engagement by focusing on proper classroom furniture. Cent percent (100%) reported that the ATS is having facilities like maintenance of Hygiene in all areas, Classroom, lighting and fans, Water facility, Workshop hall. Also found that 5-6 courses are available at ATS.



D. Student Career & Life style

Career and lifespan development theories and skills, including how personal growth and life stages impact individuals trained. Hence, emphasis was also given in studying and understanding career and job choices and personal strategies for career decision-making. Trainee of apprentices was now also become acquainted with print and electronic resources, counseling techniques, and assessment instruments. Vocational education consists basically of practical courses through which one gains skills and experience directly linked to a career in the future. It helps apprentices to be skilled and in turn, offers better employment opportunities.

The analysis of responses received depicts that

- All apprentices are reported that they have a good career after completing this skill improvement training.
- Cent 100% believe that there is an enhancement of the soft and hard skills like knowledge of trades, understanding of the subject, basic computer skills, drawing skills, etc. when compared before training.
- Cent 100% believe that there is a positive change in the standard of living when compared before training.
- Majority i.e., 56.25% of apprentices are working in the companies in Mumbai. Below that i.e., 31.25% of the apprentices are becoming entrepreneurs (like running their own service center, care units, etc.). And 12.5% are searching for a job as, during Pandemic, they lost their jobs.
- Current career status of apprentices trained are given below in Table 3.4

Table 3.4: Current Career Status of Apprentices Trainees

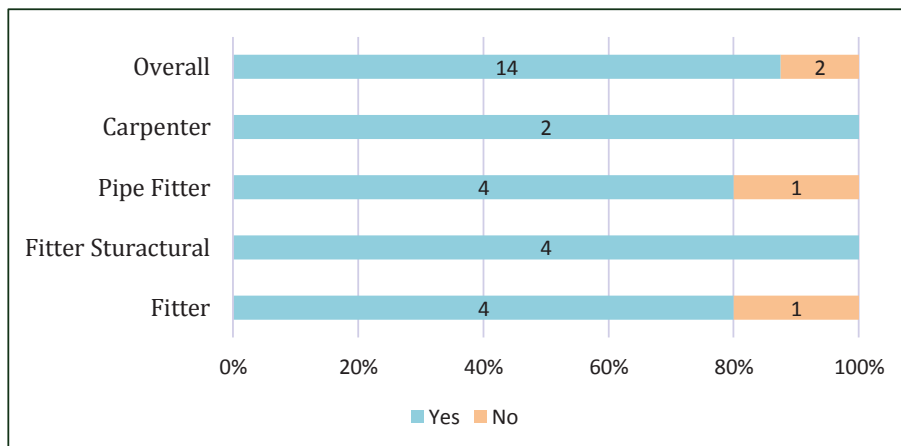
Careers	Fitter	Fitter Structural	Pipe Fitter	Carpenter	Total	%
Working in Company	3	2	3	1	9	56.25
Self-employed/ Entrepreneur	1	2	1	1	5	31.25
Searching Job	1	-	1	-	2	12.5
Total responses	5	4	5	2	16	100%

3.5 POINT OF VIEW OF FAMILY AND COMMUNITY

87.50% of apprentices stated that the point of view of their family and community has been changed in a positive way after getting placed in the company or by starting their own business. Further, it has been stated that trainees are getting enough respect from family members and the community. Balance 12.50% are still in search of a job. Trade wise reported change in point of view of family given in Figure 3.2 below.



Figure 3.2: Change in Point of View of Family and Community



3.6 MONTHLY EARNING INCOME

Based on the current status i.e., activity in which apprentices were involved has been analyzed for information on monthly earnings and around 14 were reported. The average monthly income is Rs.16,169 per person. Trade wise income ranges along with average income is depicted in Table 4.5 below.

Table 4.5: Average Monthly Incomes (INR) of Apprentices

Monthly Income Range	Fitter	Fitter Structural	Pipe Fitter	Carpenter	Overall
8000-14999	12000	10000	12000	-	11333
15000-19999	18000	15000	15000	18000	16500
20000-29999	20000	20000	22701	20000	20675
Overall	16666	15000	16567	19000	16,169

Monthly Income Range	Fitter	Fitter Structural	Pipe Fitter	Carpenter	Overall
8000-14999	1	2	1	-	4
15000-19999	2	1	1	1	5
20000-29999	1	1	2	1	3
Overall	4	4	4	2	14



IV. RECOMMENDATIONS

The primary survey with apprentices trained and analysis of the responses lead to the following conclusions and recommendations/action points emerged based on the FGDs/feedback undertaken by the supervisors/team members suggestions given by Trainees during the study, along with experience of the key staff involved in data collection from the previous cross learning's from similar studies etc.

1. ATS may provide hand-holding support to apprentices for 6 months to 1 year so that trainees can get information about various opportunities in Govt. and Non govt. sector. For that ATS can collaborate with various Govt. and Non govt. agencies and organizations.



Highlighted Case-Studies

Case Study 1 – Trade – Pipe Fitter

Hiten Karunakar Patil is a 30-year candidate living at Mumbai is now pipe fitter at Mazagon Dock Shipbuilders Ltd. Mumbai, because of the collaborative efforts taken by MDL, CSR and ATS, MDL Mumbai.

Hiten is 12th standard passed student from the college of Mumbai.

Hiten's family is a common middle-class family living at Mumbai. His father is a retired private person and his mother is selling the food items. Due to his family's financial condition, he has been worried about his future. However, he wants to do something for his family.

He heard about MDL apprentices' program for the especially 10th, 12th, and ITI students through newspaper. After successful entrance test and interview he join the course of pipe fitter for batch 2016-2019.

As stipend of Rs. 6500 per month for first year has approved under apprentices training program by the MDL, CSR. Hiten abruptly joined the pipe fitter course.

At initial stage of course he feels very disappointed as he didn't know about the pipe fitter. But during the course he learns all basic and advance skills required for good pipe fitter. Also, with the support of the trainers; he learned the skills of communication, drawings, fitting and hence improved his confidence to work anywhere in the field of pipe fitting.

“Thank you ATS MDL and CSR, MDL for conducting apprentices' program for the 10th, 12th and ITI student and making us self-efficient in all way”

Hiten Karunakar Patil

After successful completion of the course; due to his good skills in pipe fitting, he got a job as pipe fitter at “MDL”, Mumbai. Now he got salary of Rs. 22,701 per month. This job makes Hiten self-sufficient and very much confident. Now his family is very happy about the future of Hitesh and point of view of his family and society has been changed.

This job helps him a lot to support himself and his family too. He is very grateful to ATS, MDL and CSR, MDL for their special support.



Case Study 2 – Trade – Carpenter

Prasad Mohan Gharat is a 28-year candidate living at, Palghar, Mumbai is now an entrepreneur, due to the collaborative efforts taken by MDL, CSR and ATS, MDL Mumbai.

Prasad is 10th standard passed student from the school of Palghar. Prasad's family is one of the common middle-class family living at Palghar. His father is working at private company and his mother is house-wife. His family's financial condition was not that strong to educate him further. So, he has been worried about his future, as no one giving a job to him. However, he wants to do something for his family and himself.

"I am very grateful to ATS MDL and CSR MDL for support during the apprentices' program".

Prasad Gharat.

He came to know about the MDL apprentices' program for the especially 10th, 12th, and ITI students through the newspaper. After a successful entrance test and interview, he joined the course of a carpenter for batch 2016-2018.

Since the stipend during the course year had been approved under the apprentices training program by the MDL CSR, Prasad abruptly joined the carpenter course.

During the course, he learns all the skills required for a good carpenter. Also, with the support of the trainers; he learned the skills of cutting, drawing, fitting, etc. and hence improved his confidence to work anywhere in the field of carpenter.

After 2 years he successfully completed his course. Due to his hard-working nature, he used money from received stipend to initiate his own business; and became an entrepreneur. He took small-big orders sometimes contract of carpenter work. He earns a minimum of Rs.18,000 per month. Now in a real way, he became a self-sufficient.

He and his family are very happy about his work.

The apprentices training program helps him a lot to support himself and his family too. He is very thankful to CSR, MDL and ATS, MDL for their belief and support.



V. CONSTRAINTS

1. Some of the candidate/trainees could not be contacted as the PIA's has old contact numbers of the beneficiaries. And it became difficult to contact them.
2. The pandemic condition is one of the constraints for the impact assessment study.