Engaging with employers in emerging economies: India
A snapshot in 2012 and 2015

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To review international good practice in apprenticeships and workplace learning in a range of countries (developed and developing);

To identify success factors to develop recommendations and key principles for a ‘model’ apprenticeship system;

To recommend options for future development of the Indian apprenticeship system, to be presented to stakeholders at a national meeting in New Delhi.

*Problem: Indian system was very small for the population, in a limited range of occupations, and in an economy that is mostly informal. The system was very bureaucratic, with severe penalties for employers.*
The project’s method: Phase 1. International learnings on apprenticeship

- **Country case studies** on 11 countries’ apprenticeship systems, written to a specified format by a team of country experts, validated by in-country academic and government experts;

- **Cross case analysis** of the country case studies including a summary of the issues, strengths and weaknesses;

- Development of a **framework for a model apprenticeship system**, including the identification of key features grouped under the headings engagement, quality, outcomes, and public policy implications.
Principles for a model system: Government structures and social partners

- Government policy addresses employment and training issues;
- Relative responsibilities of different levels of government clearly defined;
- Rigorous qualifications that are regularly updated;
- A systematic process for adding new qualifications;
- Good data systems;
- All major social partners represented at all levels of the system.
Affordances for employers

- Financial incentives for enterprises subject to satisfactory performance;
- Public funding for training providers;
- Discounted – but liveable – wages for apprentices;
- Support for employers especially SMEs;
- Provision of suggested workplace curriculum;
- Easily available system for information eg Ellis Chart in Canada;
- Third party entities such as Australia's Group Training Organisations.
Affordances for apprentices

- A recognised qualification and an onward pathway;
- A good chance of successful completion;
- A good chance of permanent employment at the end of the contract;
- Provision of off the job training at a good training provider alongside apprentices from other companies;
- Opportunity to switch employers for good reason;
- Learning support and case management.
Expansion risks

- Potential quality problems;
- Employers may not be aware of responsibilities;
- Completion rates may be low at first;
- Establishment in new occupations could lead to low-quality curriculum;
- Temptation to establish ‘differently-badged ‘systems’;
- Inadequate buy-in from stakeholders.
Phase 2: Options for India

- ‘Flexible standardisation’
- Four groups of options
  1. Simplify access
  2. Improve training quality
  3. Harmonise the system
  4. Increase participation
- The informal system: Problem or opportunity?

National workshop accepted some recommendations and rejected others
Outcomes of the project

Establishment of small high-level working party by DGET, Ministry of Labour and Employment, based on the options paper.

Parts of report used by ILO Geneva to feed into G20 meeting on youth unemployment – September 2012.

World Bank pilot projects 2013
Three years on: What has changed in India? (OECD LEED project)

A new context

- ‘Make in India’ (boosting manufacturing)
- ‘Skill India’ (rapid increase in skill levels)

Extensive employer representations about the apprentice system

e.g. FICCI (Federation of Indian Chambers of Commerce and Industry), CII (Confederation of Indian Industry)
Apprenticeship

Apprentice Protsahan Yojana scheme:

- Increase trades covered.
- Share the apprentice stipend between employers and the government.

- Web-based portal for managing the system.
- Promotion via Post Offices and Youth Clubs.
- Extra incentives for SMEs to take on apprentices.
Apprenticeship Act revisions: Main features that please employers

- The removal of requirements for percentage of apprentices, allowing for flexibility and business forecasting;
- The removal of the threat of imprisonment for breaches of the legislation;
- The central registration portal;
- Change is incremental rather than radical.
Indian changes: Possible applications for Australia

- Web portals easily accessible for all parties and purposes;
- Stipend for apprentices less than minimum wage;
- Shared stipend for up to two apprentices at each employer; government share paid directly to apprentice;
- Requirement for employers to develop policies for employing ex-apprentices;
- Special provisions for SMEs;
- Possibility of out-sourcing in-house training;
- Use of existing networks to promote apprenticeships e.g. Post Offices, Youth Clubs.
Contacts

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- *The 2012 project reports are available on the ILO web site*

- Co-authors: The late Associate Professor Ros Brennan Kemmis, Charles Sturt University; and ten international experts