



1,959
Candidates
Assessed

22+
Districts
Covered

4+
Trades

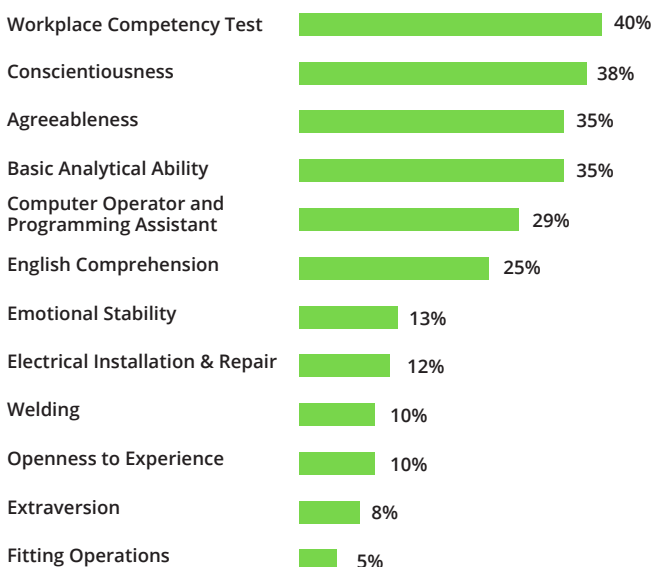
Measuring the impact of Apprenticeship Trainings on Upskilling and Employment outcomes of ITI Candidates in Haryana

About the Study

Aspiring Minds (an SHL company) recently undertook an extensive study of candidate assessments and survey data, for the Govt. of Haryana, and supported by Michael & Susan Dell Foundation. The objective of this study was to understand the impact of the apprenticeship program in Haryana. During this study, about 2,000 apprentices were assessed for a period of six months during their Apprenticeship training. These candidates were selected from a stratified sample of 58+ organizations in Haryana, from a mix of Government & Private, Service & Manufacturing and Small-Medium-Large organizations.

The study has shown that the apprenticeship training program in Haryana in consonance with the Apprentices Act, 1961, is effective in preparing ITI trained candidates for skilled employment. Particularly, the apprenticeship program enhances the job readiness of candidates in their respective field of study.

Improvement in performance of candidates across parameters



Key Findings

Significant improvement in candidate skills at the completion of Apprenticeship trainings

- A 25-35% improvement in candidate performance was observed in the areas of English Language, Analytical Ability and Computer Programming
- Workplace behavioral traits of candidates improved on average by ~ 40%
- Candidates have improved consistently across gender, establishment type and rural-urban groups in all parameters, with slight variations such as:
 - Apprenticeship in **State Govt. run establishments** shows higher positive impact on **Personality traits**
 - Candidates in **Private Sector apprenticeships** demonstrate increased improvement in **Analytical Ability**
- Apprenticeship in **non-manufacturing establishments** has led to significant improvement in **Analytical ability**, and **Personality traits** like Agreeableness and Conscientiousness.

Increased workplace interactions and supervisory support has a significant impact on the performance of apprentices

- More hours spent per day at the workplace (a minimum of 6 hours) and higher number of classroom training sessions (> 40 hours/month) led to improvement in **English language, Workplace skills and behavioural skills** across all industries.
- Assigning a supervisor** to every apprentice, and increased **assistance and regular feedback** from these supervisors has proven to improve Workplace competency and Cognitive ability of the candidates.
- Candidates who **worked closely with their seniors and other team members** showed a more positive improvement in personality traits as compared to those who only worked by themselves or observed others at work.



Candidate Survey Highlights

- **83%** candidates indicated they had been assigned multiple types of technical tasks during their Apprenticeship.
- **More than half** the group said they had learnt and applied new concepts during the Program.
- **90%** of the group confirmed having been assigned a supervisor during their apprenticeship, however about **19%** of the candidates reported never having received any feedback from their supervisors.
- **60%** of the candidates believed that everything they studied at their ITI training was useful in their Apprenticeship Program.

90% candidates rate their overall experience during the Apprenticeship Program as Good or Very Good



Ensure candidates spend regular hours at the workplace during the Apprenticeship

- This study has found that candidates spending at least 6 or more hours in a day at the workplace have shown a more positive improvement in the English language, workplace and behavioral traits.



Assign supervisors to all candidates and ensure regular supervision, guidance, and classroom training sessions

- The frequency with which supervisors assisted and gave feedback to candidates has shown a significant positive effect on candidates' analytical skills and workplace skills.
- Increased time spent by candidates in classroom trainings (more than 40 hours per month) has led to an improvement in Workplace skills.



Deploy regular candidate assessments to better manage their performance in the Apprenticeship Program

- Baseline performance of candidates has shown a clear correlation with their performance during the apprenticeship.
- The frequency with which supervisors conducted skills assessments and provided feedback has had an impact on improvement of candidate workplace skills.



Create more practical, hands-on tasks for candidates in the program than allowing candidates to work by themselves or just observe others at work

- The type of work the candidates performed in the Apprenticeship Program has positively impacted personality traits such as Agreeableness.