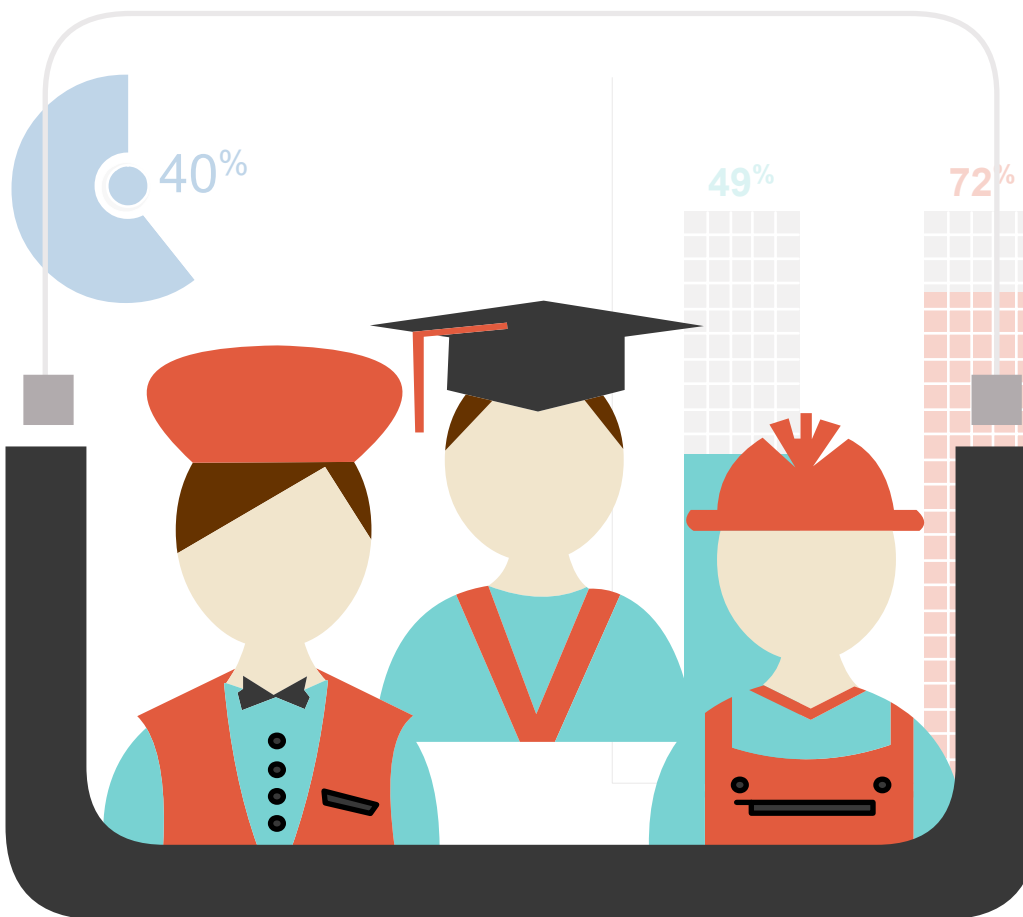
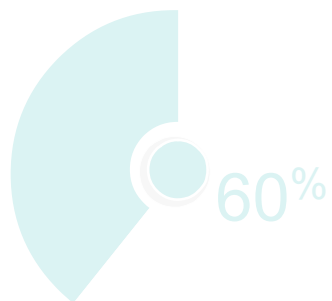


# Apprenticeship Outlook Report



Forecast  
for CY :  
Jan 2022–  
Jun 2022

41% 49% 72%

6-month  
forecasts for  
apprentice hiring  
based on  
employer  
sentiment

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## About - The Apprenticeship Outlook



- Agriculture & Agrochemicals
- Automobile & Ancillaries
- Beauty & Wellness
- BFSI
- Construction & Real Estate
- FMCG & D
- Health & Pharmaceuticals
- IT / ITeS
- Logistics
- Retail
- Telecommunication

### Sectors covered

- Travel & Hospitality
- Media and Entertainment
- Apparel & Textiles
- Engineering
- Ecommerce
- Electrical & Electronics
- Education



- Ahmedabad
- Bengaluru
- Chandigarh
- Chennai
- Delhi
- Hyderabad
- Kochi
- Kolkata
- Lucknow
- Mumbai
- Indore

### Cities Covered

- Nagpur
- Coimbatore
- Pune



- Manufacturing**
- Engineering
- Automobile & Ancillaries
- FMCG & D
- Health & Pharmaceuticals
- Apparel & Textiles
- Electrical & Electronics

- Services**
- Beauty & Wellness
- BFSI

### Industry classification

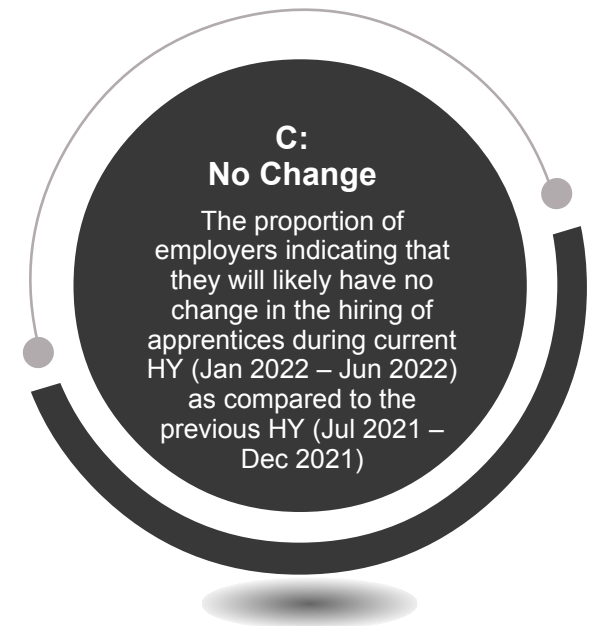
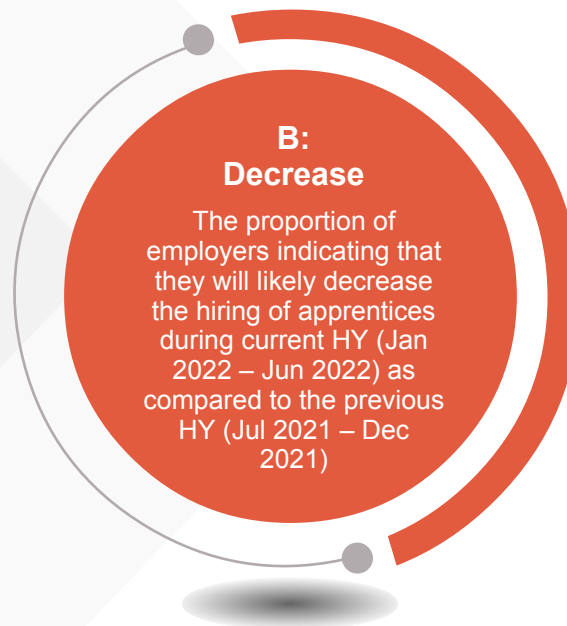
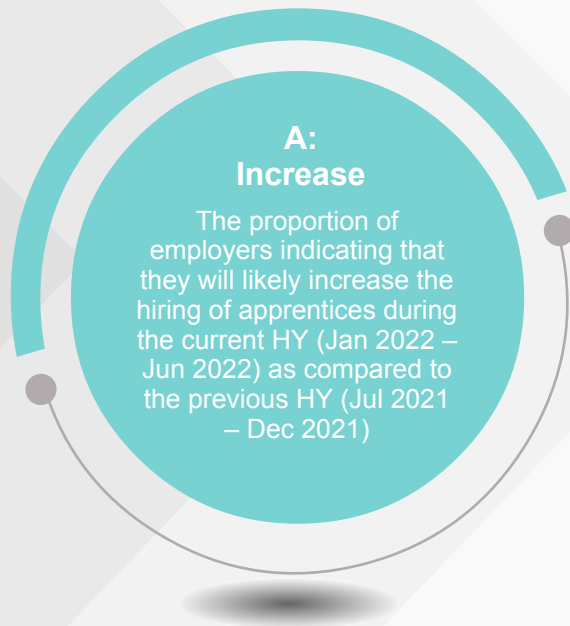
- Construction & Real Estate
- IT/ITeS
- Logistics
- Retail
- Telecom
- Travel & Hospitality
- Media and Entertainment
- Ecommerce
- Education

- Agriculture**
- Agriculture & Agrochemicals

## Methodology - The Apprenticeship Outlook

### Net Apprenticeship Outlook (NAO) → (A) minus (B)

(computed based on responses given by 553 respondents who anticipate hiring in the current HY Jan–Jun, 2022: Total responses: 871)



*All other findings are reported as percentages of total respondents at the respective levels of analysis.*

## Key Findings

The Net Apprenticeship Outlook (NAO) soars to **56%** for the current HY (Jan – Jun 2022) – an increase of **11%** over the previous HY. This change is substantial compared to the previous HY (**4%**) and to a year before (**8%**).

During the current HY **72%** employers are likely to increase their hiring of apprentices. This has increased from **64%** in the previous HY and **58%** in Jan – Jun 2021.

### Highlights

#### Sectors:

Despite the recent Omicron wave as many as 10 out of a total of 18 sectors improve their outlook by **10%** or more for the HY. Engineering records the highest NAO (82%) for the HY, followed by Automobile & Ancillaries (**74%**) and Retail (**70%**). Automobile and Agriculture witness the most significant HY-on-HY growth (**16%** and **15%** respectively) amongst all sectors, followed by Telecommunication, Logistics & Engineering (**14%** HY-on-HY growth) each.

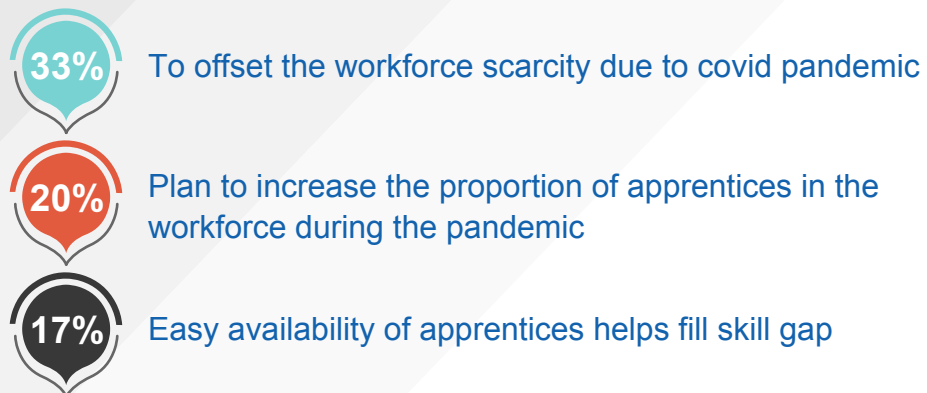
#### Business size:

Large businesses ramp up NAO of **80%**, **20%** growth followed by Medium-sized businesses (NAO of **58%**, **16%** growth). Small businesses (NAO of **32%**, **9%** growth).

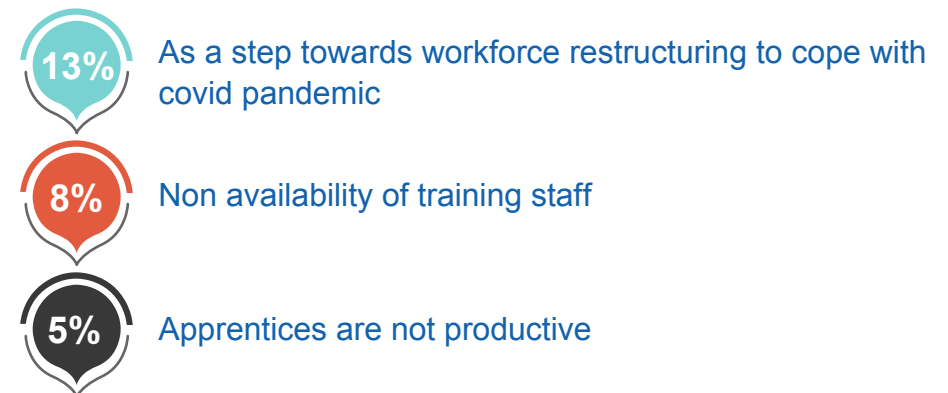
#### Cities:

Chennai tops with **75%** NAO (a **10%** growth) followed by Ahmedabad with **72%** (**3%** growth) and Delhi with **70%** (**12%** growth).

### Top 3 reasons for employers to increase hiring of apprentices



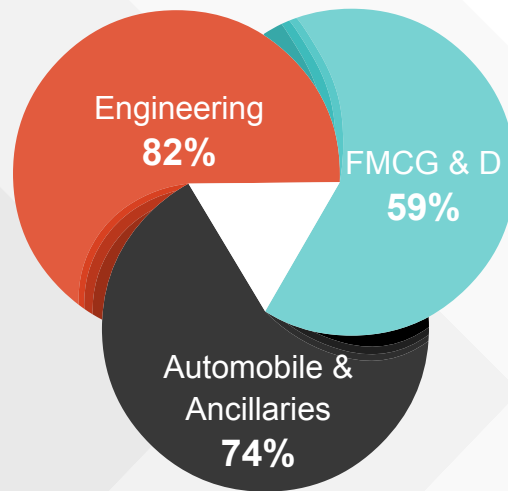
### Top 3 reasons for employers to decrease hiring of apprentices



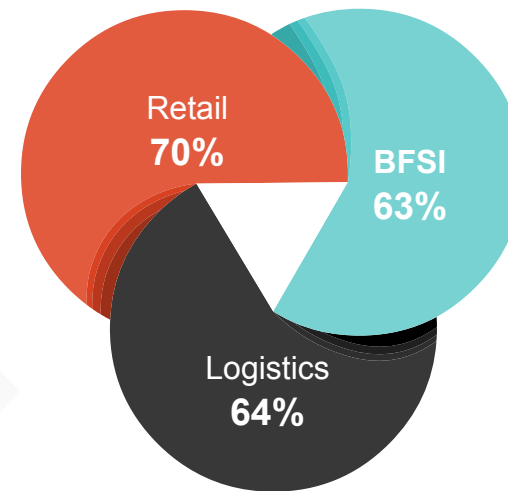
## Key Findings

### Key areas of hiring during Jan – Jun 2022

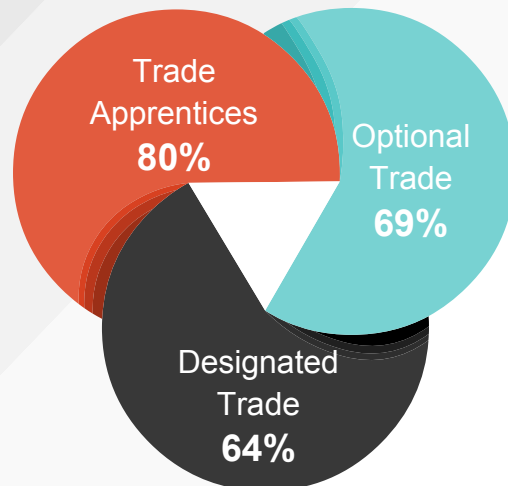
The top three sectors across the Manufacturing Industry



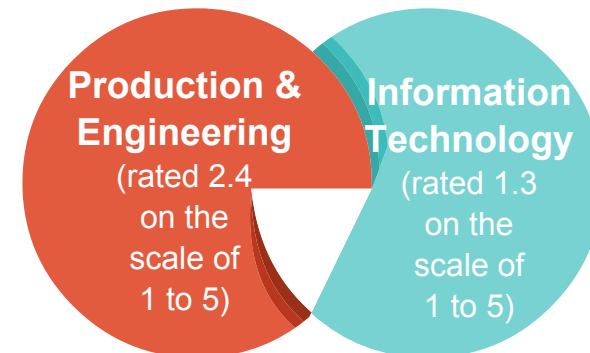
The top three sectors in Services Industry



Top category of apprentices



Top functional domain(s) where the apprentices are likely to be hired the most in the next 6 months

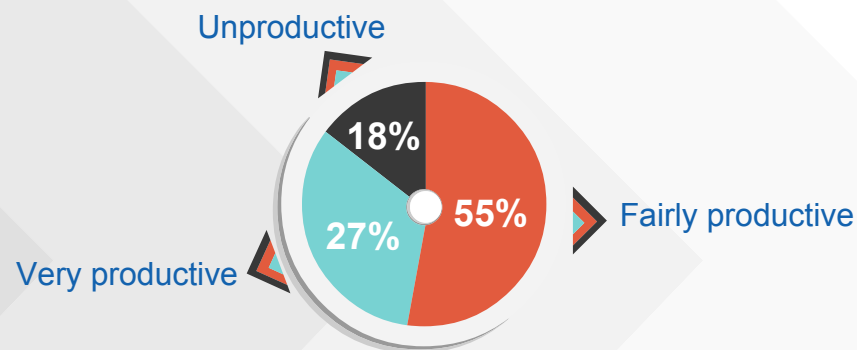


Note: All %'s are NAO for the current Half Year

## Key Findings

### Insights on current apprentice hiring

#### Employer perception of productivity levels of apprentices engaged



#### Gender preferences of employers

- Employer preference of male vis-à-vis female candidates (**57%** and **28%** respectively) in the current HY, as compared to **36%** and **32%** during the previous HY. The rest of the employers (**15%**) have no gender preferences.
- Preference for female candidates is most in Coimbatore(**50%**), Hyderabad (**40%**) and Mumbai (**34%**)
- Kochi with a **50%** NAO and Kolkata with **48%** have no gender preference

#### Preferred Skills - Top three

##### Technical Knowledge



##### Willingness to learn

##### Remote / Hybrid Work

#### Challenges in hiring apprentices

- **30%** of the employers indicate jobseekers preferring employment over apprenticeships as the topmost hiring challenge in the current HY (Jan – Jun 2022)
- The second most challenging aspect expressed by employers is Compensation related (**28%**)
- The third challenging expressed by employers is Mobilizing resources (**25%**)

## More Findings

### Median Stipends paid to apprentices engaged (per month)

- Trade Apprentices: employers likely to pay INR Rs.16,100
- Graduate Apprentices: employers likely to pay INR Rs.22,000
- Designated Trade: employers likely to pay INR Rs.12,100
- Degree Apprentices: employers likely to pay INR Rs.22,300
- Optional Trade: employers likely to pay INR Rs.8,800

### NAO Key highlights – HY comparisons between Jan – Jun 2022 and Jul – Dec 2021

- NAO levels: Jul – Dec 2020 : **33%** -> Jan – Jun 2021 : **41%** -> Jul – Dec 2021 : **45%** -> Jan – Jun 2022: **56%**
- Key hiring challenge in the current HY (Jan – Jun 2022): Jobseekers preferring employment over apprenticeships, as per 30% of the employers surveyed. Previous HY: Compensation related issues (26%).
- More employers (increase from 50% to 61%) find apprentice hiring a convenient process for the current HY.

### Job Profiles and Degree Apprenticeship Trends

- Data Analytics Executives (**23%**, under Graduate Apprentices), Production Apprentices (**20%**, under Trade Apprentices) and Maintenance Technician-Electrical (20%, under Designated Trade Apprentices) are the most sought after job profiles for the current HY.
- Employers who hired Degree Apprentices rank them fairly highly on all the three parameters surveyed for: Trainability (**4.67**), Productivity (**4.13**) and Return on Investment (**3.83**), on a base of 5.
- A majority (**61%**) of the employers who hired Degree Apprentices perceive that the Return on Investment from this category is greater than 51%.





# **Net Apprenticeship Outlook (NAO)**

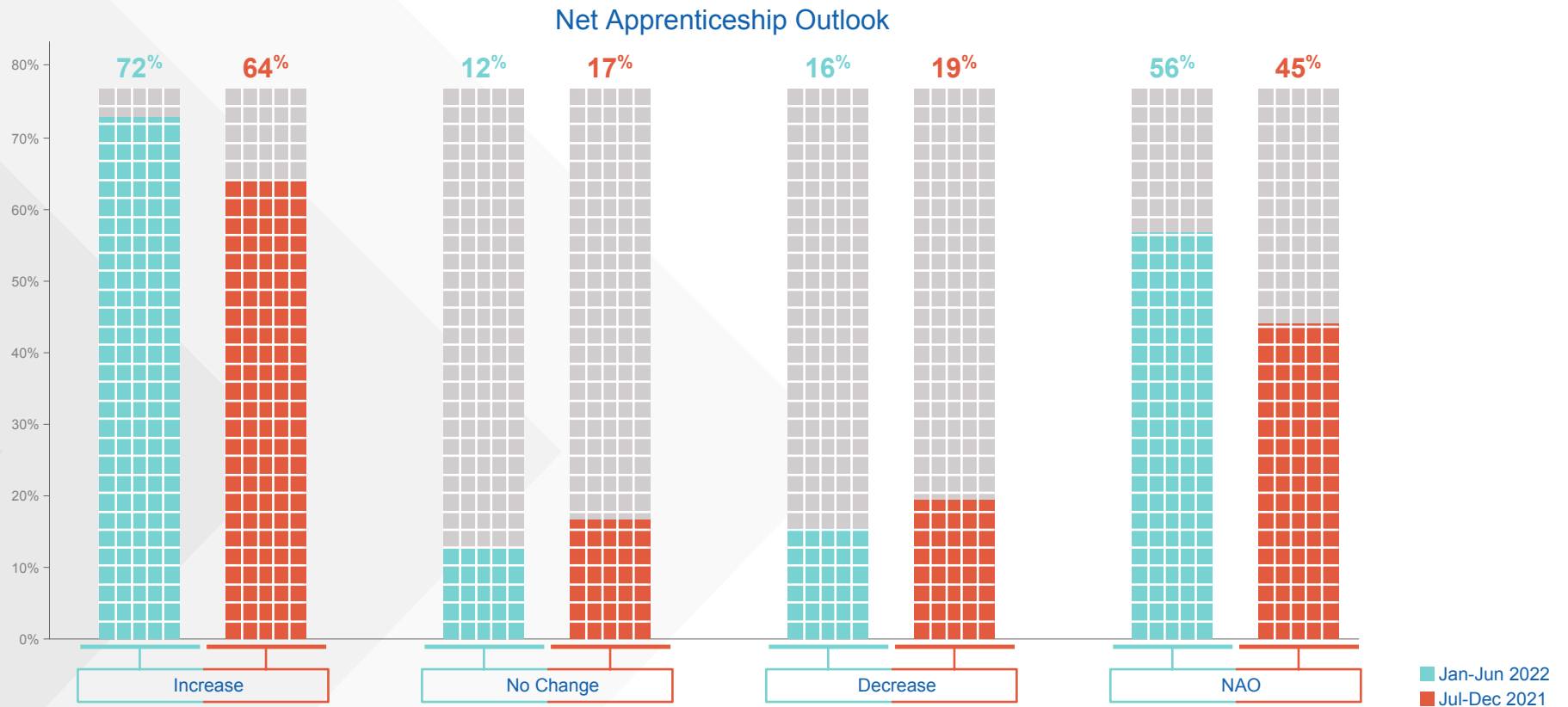
## **Employers Hiring Sentiment**

(Jan 2022– Jun 2022)



# Net Apprenticeship Outlook (NAO)

Overview [forecast for HY : Jan 2022- Jun 2022]



“ The **11%** increase in the Net Apprenticeship Outlook for the current HY – to **56%** – is due to **8%** more employers foreseeing an increase in hiring of apprentices, and **3%** less employers foreseeing a decrease in hiring.

The substantial jump in the outlook indicates that employers have reposed even more faith in apprenticeships as a preferred vehicle to develop skilled talent within a relatively short period of time.

”

## Net Apprenticeship Outlook (NAO)

Reasons for the increase and decrease in the hiring during Jan 2022- Jun 2022



“Employers are inducting apprentices to augment their workforce during the pandemic (**53%** responses), and are able to fill the skill gap thanks to easy availability of apprentices (**17%**). On the other hand, **13%** of the employers are decreasing apprentice hiring to cope with challenges imposed by the pandemic, **8%** are doing so since training staff is unavailable and **5%** because they believe apprentice are not productive.”

# Net Apprenticeship Outlook (NAO)

## NAO Highlights [forecast for HY : Jan 2022 – Jun 2022] – Sectors and Cities Ranking

### Ranking of Sectors

#### Engineering

Jan-Jun, 2022: 82%

Jul-Dec, 2021: 68%

#### Automobiles & Ancillaries

Jan-Jun, 2022: 74%

Jul-Dec, 2021: 58%

#### Retail

Jan-Jun, 2022: 70%

Jul-Dec, 2021: 58%

#### Apparel & Textiles

Jan-Jun, 2022: 37%

Jul-Dec, 2021: 41%

#### Beauty & Wellness

Jan-Jun, 2022: 27%

Jul-Dec, 2021: 32%

#### Travel & Hospitality

Jan-Jun, 2022: 24%

Jul-Dec, 2021: 27%



### Ranking of Cities

#### Chennai

Jan-Jun, 2022: 75%

Jul-Dec, 2021: 65%

#### Ahmedabad

Jan-Jun, 2022: 72%

Jul-Dec, 2021: 69%

#### Delhi

Jan-Jun, 2022: 70%

Jul-Dec, 2021: 58%

#### Lucknow

Jan-Jun, 2022: 47%

Jul-Dec, 2021: 79%

#### Chandigarh

Jan-Jun, 2022: 37%

Jul-Dec, 2021: 43%

#### Indore

Jan-Jun, 2022: 28%

Jul-Dec, 2021: 34%

### Ranking of Cities

The NAO has seen a significant increase (between **7%** and **14%**) across sectors in the current HY (Jan – Jun 2022) compared to the previous HY (Jul – Dec 2021). Engineering topped among the sectors at an NAO of **82%**, whereas Travel & Hospitality recorded the lowest NAO (**24%**). Chennai recorded the highest NAO (**75%**) among the cities while Indore recorded the lowest NAO (**28%**).

# Net Apprenticeship Outlook (NAO)

NAO Highlights [forecast for HY : Jan 2022 – Jun 2022] – Apprenticeship Categories and Business Size Ranking

## Ranking of Apprentice Category

### Trade Apprentices

Jan-Jun, 2022: 80%

Jul-Dec, 2021: 54%

### Optional Trade

Jan-Jun, 2022: 69%

Jul-Dec, 2021: 49%

### Designated Trade

Jan-Jun, 2022: 64%

Jul-Dec, 2021: 36%

### Graduate Apprentices

Jan-Jun, 2022: 51%

Jul-Dec, 2021: 36%

### Degree Apprentices

Jan-Jun, 2022: 10%

Jul-Dec, 2021: 00%



### Large

Jan-Jun, 2022: 80%

Jul-Dec, 2021: 60%

### Medium

Jan-Jun, 2022: 58%

Jul-Dec, 2021: 42%

### Small

Jan-Jun, 2022: 32%

Jul-Dec, 2021: 23%

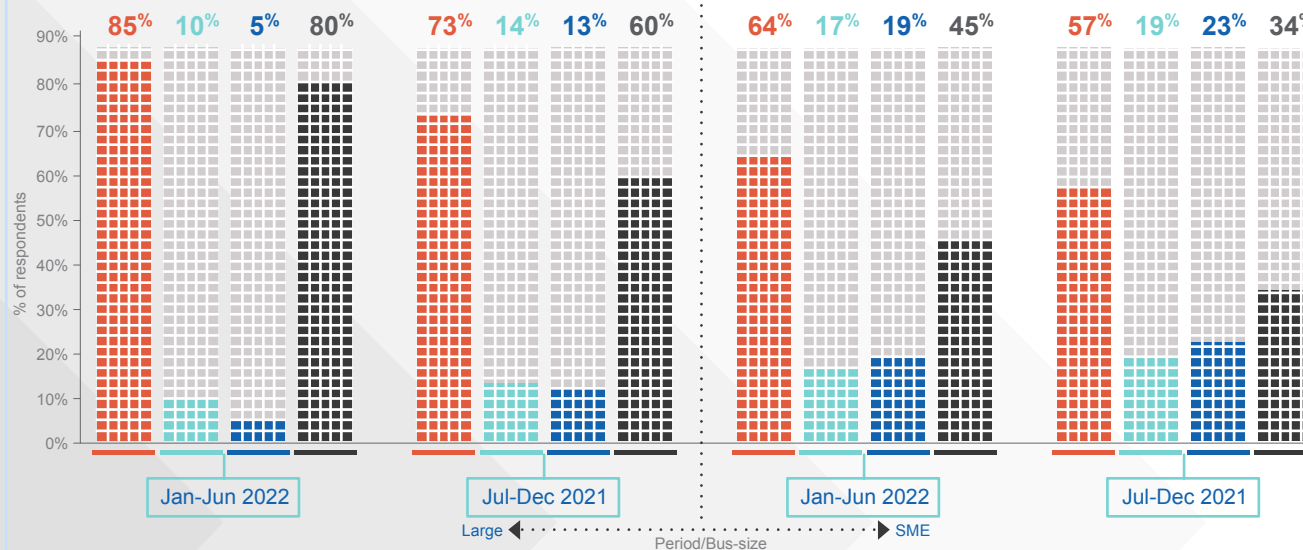
## Ranking of Business Category

“ Trade Apprentice witnessed a NAO growth of **26%** in the current HY compared to the previous HY. Degree Apprentices have quickly clocked a **10%** surge since their recent inception. The Net Apprenticeship Outlook sees substantial increase across Small, Medium and Large businesses in the Jan– Jun 2022 HY as compared to the previous HY. Large businesses, among business categories, (**20%** NAO growth) witnesses the biggest jump in outlook since the previous HY. ”

## NAO Highlights – Large business vs SMEs

Net Apprenticeship Outlook (HY Jan 2022–Jun 2022) – Large Vs SME: A Comparison with HY Jul 2021–Dec 2021

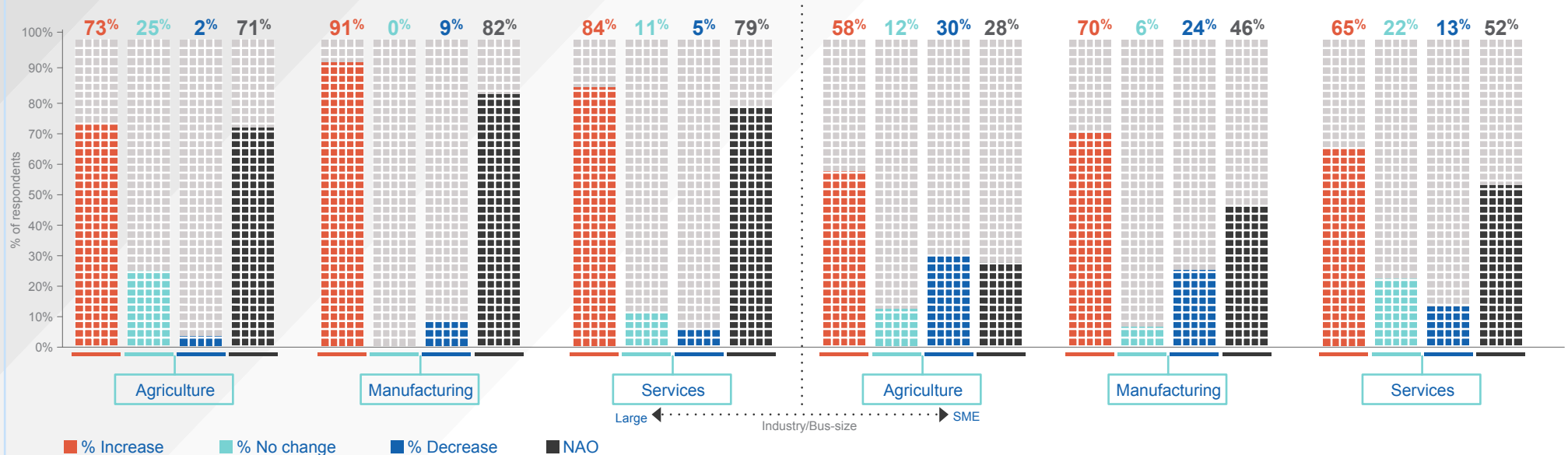
### NAO-LARGE-VS-SME



Large businesses witness NAO of **80%** in the current HY, growing **20%** since the previous HY. SMEs witness a growth of 11% in the current HY (NAO: **45%**) when compared to previous HY (NAO: **34%**). Large businesses in the Manufacturing industry witness the highest NAO (**82%**) while SMEs in the Service sector witness the highest NAO (**52%**).

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Net Apprenticeship Outlook (NAO)-Industry-wise: NAO Highlights [forecast for HY: Jan 2022–Jun 2022]



Source: Valuvox Survey of Apprenticeship Hiring Trends, Dec 2021 – Jan 2022 | Total number of respondents: 871 | The above computation is based on responses given by 553 respondents who anticipate hiring in the current HY (Jan-Jun, 2022)

## Net Apprenticeship Outlook (HY Jan 2022 – Jun 2022) - Sectors




A Comparison with HY Jul 2021–Dec 2021

	Leaders	HYs	% Increase	% No Change	% Decrease	NAO
	Engineering	Jan-Jun, 2022 Jul-Dec, 2021	85 79	12 10	3 11	82 68
	Automobile & Ancillaries	Jan-Jun, 2022 Jul-Dec, 2021	82 76	10 6	8 18	74 58
	Retail	Jan-Jun, 2022 Jul-Dec, 2021	81 74	8 10	11 16	70 58
	Logistics	Jan-Jun, 2022 Jul-Dec, 2021	72 63	20 24	8 13	64 50
	BFSI	Jan-Jun, 2022 Jul-Dec, 2021	70 67	23 18	7 15	63 51
	IT/ITES	Jan-Jun, 2022 Jul-Dec, 2021	71 66	18 20	11 14	60 52
	FMCG & D	Jan-Jun, 2022 Jul-Dec, 2021	73 74	13 4	14 22	59 52
	ECommerce	Jan-Jun, 2022 Jul-Dec, 2021	73 67	12 13	15 20	58 47
	Health & Pharmaceuticals	Jan-Jun, 2022 Jul-Dec, 2021	67 62	21 23	12 15	55 47
	Telecommunication	Jan-Jun, 2022 Jul-Dec, 2021	61 52	30 34	9 14	52 38
	Agriculture & Agrochemicals	Jan-Jun, 2022 Jul-Dec, 2021	64 73	21 9	15 18	49 34

“ The top 3 sectors with highest hiring prospects in the current HY, are Engineering (NAO: **82%**), Automobile and Ancillaries (NAO: **74%**, highest HY-on-HY growth) followed by Retail (NAO: **70%**). ”

## Net Apprenticeship Outlook (HY Jan 2022 – Jun 2022) - Sectors

A Comparison with HY Jul 2021–Dec 2021


	Laggards	HYs	% Increase	% No Change	% Decrease	NAO
	Construction & Real Estate	Jan-Jun, 2022	60	20	20	40
		Jul-Dec, 2021	62	19	19	43
	Media & Entertainment	Jan-Jun, 2022	60	18	22	38
		Jul-Dec, 2021	53	21	26	27
	Apparel & Textiles	Jan-Jun, 2022	55	27	18	37
		Jul-Dec, 2021	62	17	21	41
	Education	Jan-Jun, 2022	62	9	29	33
		Jul-Dec, 2021	57	7	36	21
	Beauty & Wellness	Jan-Jun, 2022	57	13	30	27
		Jul-Dec, 2021	61	10	29	32
	Electricals & Electronics	Jan-Jun, 2022	52	21	27	25
		Jul-Dec, 2021	46	26	28	18
	Travel & Hospitality	Jan-Jun, 2022	47	30	23	24
		Jul-Dec, 2021	45	37	18	27

“ Some of the laggard sectors actually seeing a **10%+** increase in NAO speaks for the positivity prevalent in the market for apprenticeship hiring. Just about four sectors see a dip in the NAO among the laggards. ”



## Net Apprenticeship Outlook (HY Jan 2022 – Jun 2022) - Metro

A Comparison with HY Jul 2021–Dec 2021

	Metro	HYs	% Increase	% No Change	% Decrease	NAO
	Chennai	Jan-Jun, 2022	81	13	6	75
		Jul-Dec, 2021	74	17	9	65
	Delhi	Jan-Jun, 2022	78	14	8	70
		Jul-Dec, 2021	68	23	10	58
	Bengaluru	Jan-Jun, 2022	71	20	9	62
		Jul-Dec, 2021	67	18	15	52
	Mumbai	Jan-Jun, 2022	68	19	13	55
		Jul-Dec, 2021	59	16	25	34
	Kolkata	Jan-Jun, 2022	59	22	19	40
		Jul-Dec, 2021	52	51	29	23
	Hyderabad	Jan-Jun, 2022	63	12	25	38
		Jul-Dec, 2021	56	36	31	25

“More metro city-based employers anticipate an increase in their apprentice hiring for the current HY compared to the previous. Chennai has the highest NAO (**75%**) among the metro cities followed by Delhi (**70%**). Hyderabad on the other hand, has the lowest NAO (**38%**).”

## Net Apprenticeship Outlook (HY Jan 2022 – Jun 2022) – Non Metro



A Comparison with HY Jul 2021–Dec 2021

	Non Metro	HYs	% Increase	% No Change	% Decrease	NAO
	Ahmedabad	Jan-Jun, 2022	81	10	9	72
		Jul-Dec, 2021	75	19	6	69
	Kochi	Jan-Jun, 2022	70	10	20	50
		Jul-Dec, 2021	61	13	26	35
	Lucknow	Jan-Jun, 2022	69	9	22	47
		Jul-Dec, 2021	83	13	4	79
	Pune	Jan-Jun, 2022	60	23	17	43
		Jul-Dec, 2021	50	28	23	27
	Chandigarh	Jan-Jun, 2022	60	17	23	37
		Jul-Dec, 2021	64	15	21	43
	Nagpur	Jan-Jun, 2022	61	12	27	34
		Jul-Dec, 2021	50	28	23	27
	Indore	Jan-Jun, 2022	60	8	32	28
		Jul-Dec, 2021	59	16	25	34
	Coimbatore	Jan-Jun, 2022	59	7	34	25
		Jul-Dec, 2021	50	20	30	20

“ Among non-metros, Ahmedabad tops the NAO chart (72%) for the current HY followed by Kochi with NAO (50%). Coimbatore is at the bottom of the chart with a NAO of 25%. ”

## Net Apprenticeship Outlook (HY Jan 2022 – Jun 2022) – Business Size

A Comparison with HY Jul 2021–Dec 2021

	Business Size	HYs	% Increase	% No Change	% Decrease	NAO
	Large	Jan-Jun, 2022	85	10	5	80
		Jul-Dec, 2021	73	14	13	60
	Medium	Jan-Jun, 2022	74	10	16	58
		Jul-Dec, 2021	64	13	22	42
	Small	Jan-Jun, 2022	54	24	22	32
		Jul-Dec, 2021	47	29	24	23

Large businesses report the strongest hiring outlook (**80%**), growing **20%** HY-on-HY. Medium businesses anticipate promising hiring momentum with a growth of **16%** in their NAO in this HY (**58%**) compared to the previous HY (**42%**). Although small businesses reported the lowest NAO of **32%** this HY, their hiring intentions have gone up by **9%** compared to the previous HY.

# Net Apprenticeship Outlook (HY Jan 2022 – Jun 2022) – Category of apprentices

A Comparison with HY Jul 2021–Dec 2021

	Apprentice Category	HYs	% Increase	% No Change	% Decrease	NAO
	Trade	Jan-Jun, 2022	84	12	4	80
		Jul-Dec, 2021	70	24	16	54
	Optional Trade	Jan-Jun, 2022	74	21	5	69
		Jul-Dec, 2021	63	23	14	49
	Designated Trade	Jan-Jun, 2022	78	8	14	64
		Jul-Dec, 2021	60	16	24	36
	Graduate Apprenticeship	Jan-Jun, 2022	67	17	16	51
		Jul-Dec, 2021	58	20	22	36
	Degree Apprenticeship	Jan-Jun, 2022	46	18	36	10
		Jul-Dec, 2021	0	0	0	0

Sample size for Degree Apprentices: 57. Of these 26 respondents will increase hiring and 20 will decrease hiring.

Trade (80%) and Optional Trade (69%) category apprentices witness highest NAO during the current HY. Degree Apprenticeship makes a debut with an impressive 10% NAO in the current HY.



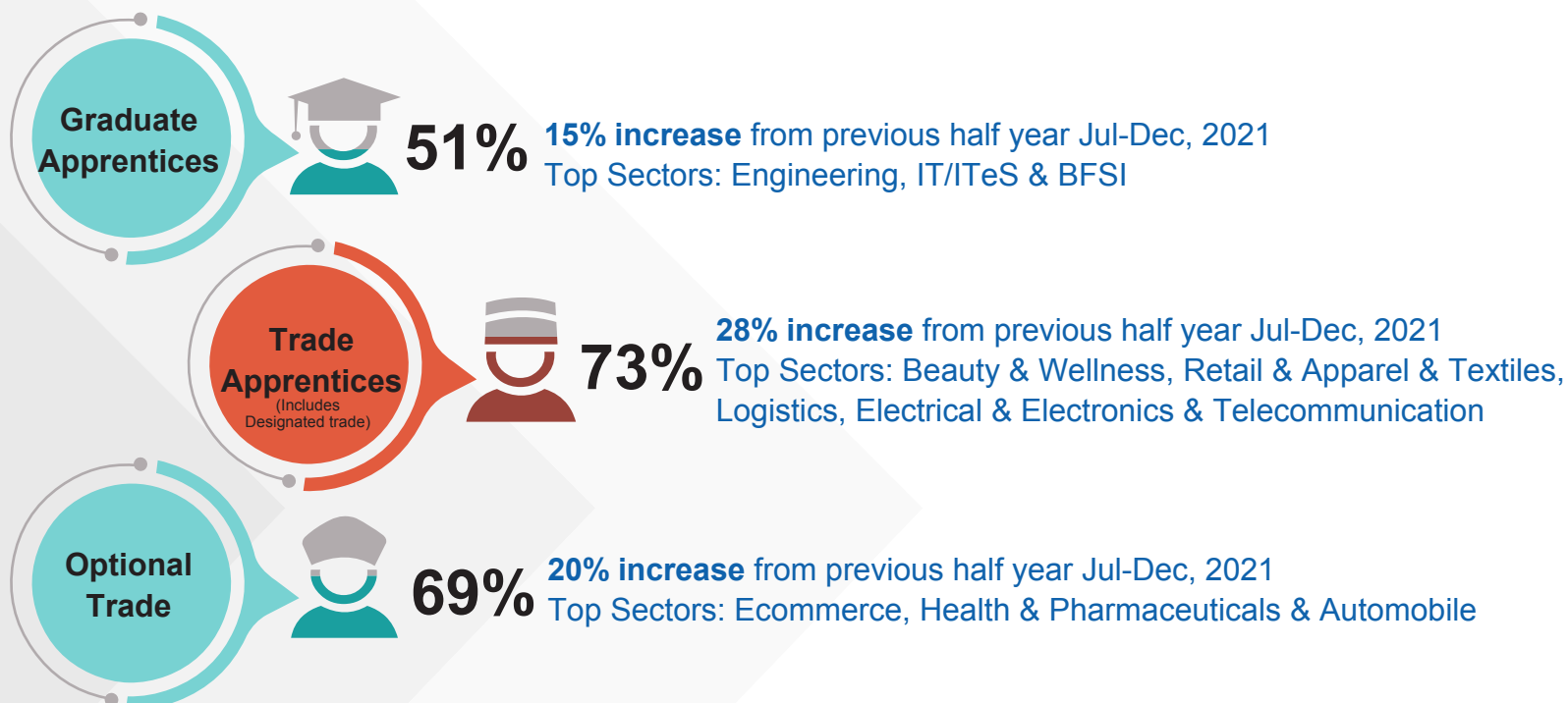
## **Apprenticeship Outlook - Key areas of hiring**

Employer's Hiring Sentiment  
(Jan 2022– Jun 2022)



# The Apprenticeship Outlook

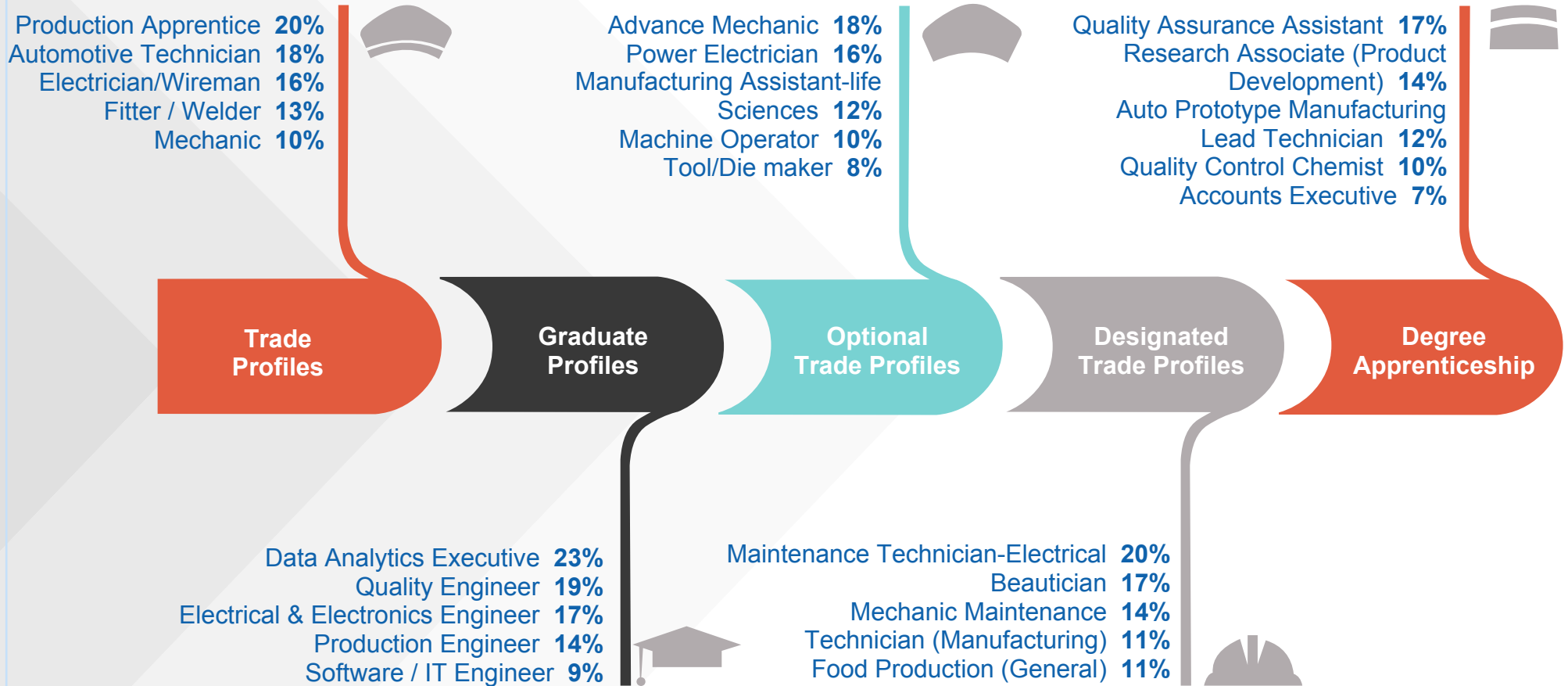
Top Categories [forecast for HY-1: Jan 2022 – Jun 2022] HY Comparison



“Trade apprentices (NAO: **80%**) continue to be employers' most preferred category of apprentices in the current HY (Jan – Jun, 2022) as well, with an increase of **26%** from the previous HY (Jul-Dec, 2021). Optional trade (NAO **69%**) is the second most preferred category and has grown **20%** in outlook, HY-HY.”

# The Apprenticeship Outlook

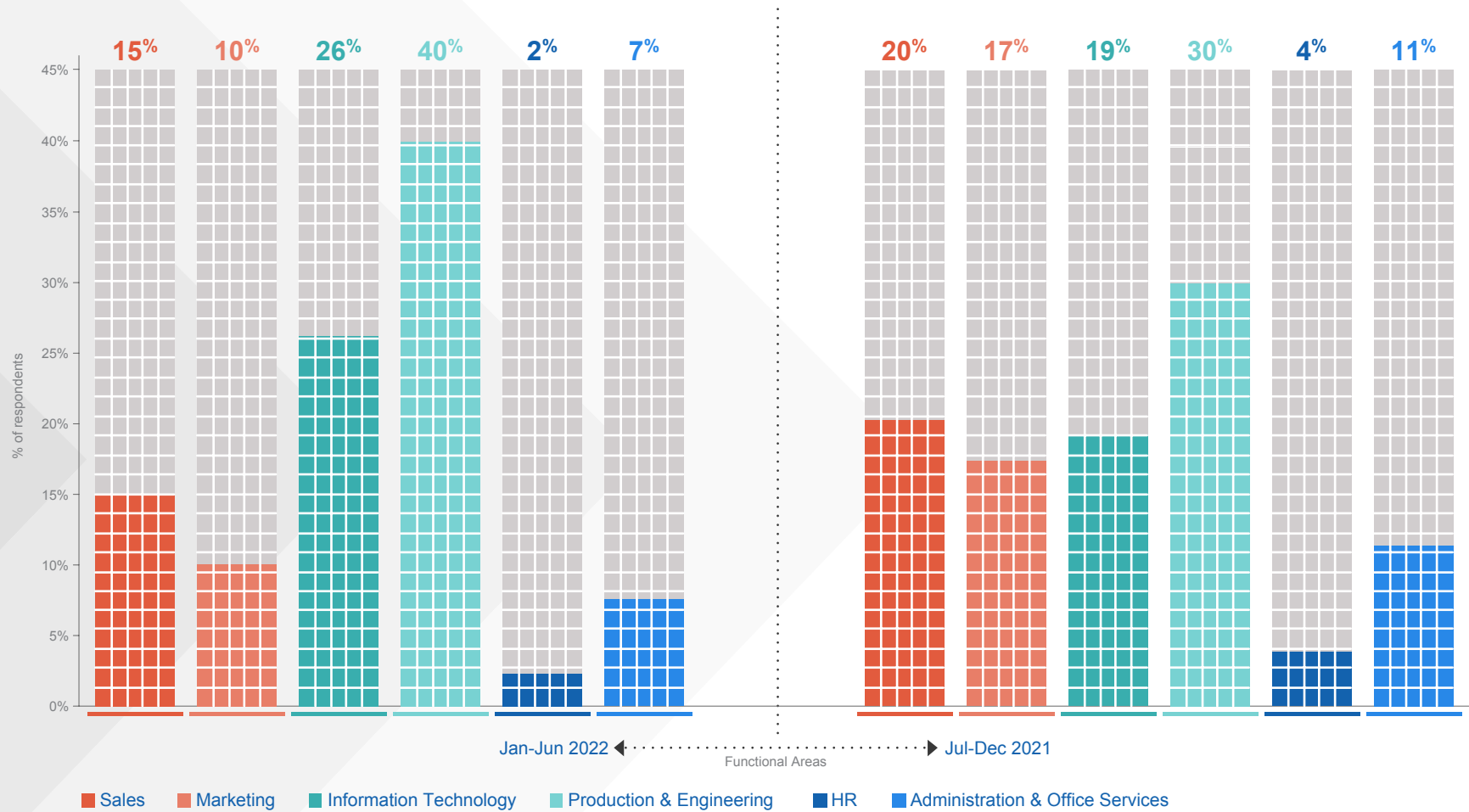
Top Job profiles [forecast for HY-1: Jan 2022 – Jun 2022]



“Data Analytics Executives (23%, under Graduate Apprentices), Production Apprentices (20%, under Trade Apprentices) and Maintenance Technician-Electrical (20%, under Designated Trade Apprentices) are the most sought after job profiles for the current HY.”

# The Apprenticeship Outlook

Functional Area [forecast for HY-1: Jan 2022 – Jun 2022] HY Comparison



“ Production & Engineering (40% of all employers) and Information Technology (26%) witness higher outlook levels in the current HY (Jan – Jun, 2022). The other sectors witness lower outlook levels between 2% to 7% in the current HY. ”

Source: Valuvov Survey of Apprenticeship Hiring Trends , Dec 2021 – Jan 2022 | Total number of respondents: 871 | The above computation is based on responses given by 553 respondents who anticipate hiring in the current HY (Jan-Jun, 2022)



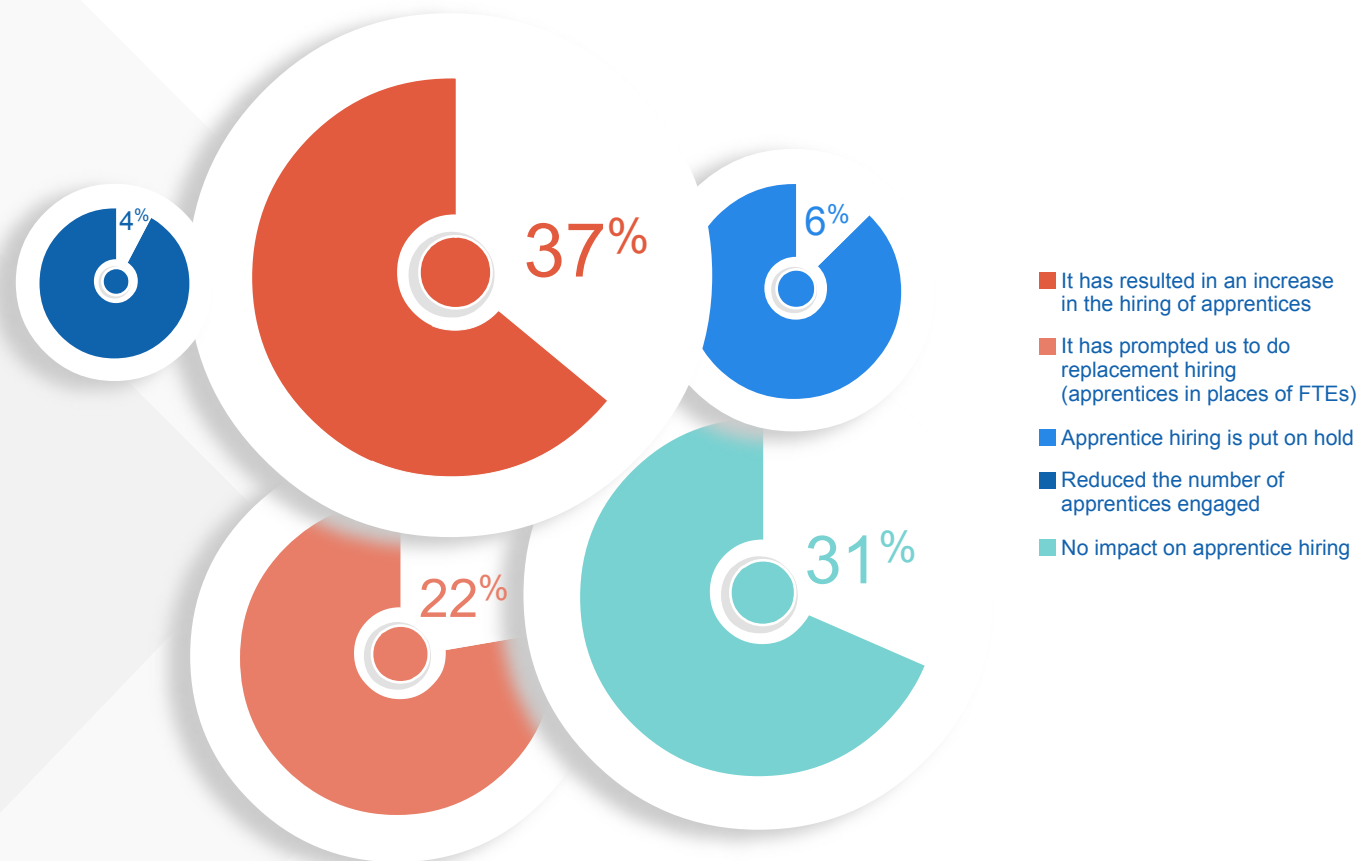


## Apprentice hiring More Insights



## Impact of Covid-19 on Apprentice Hiring

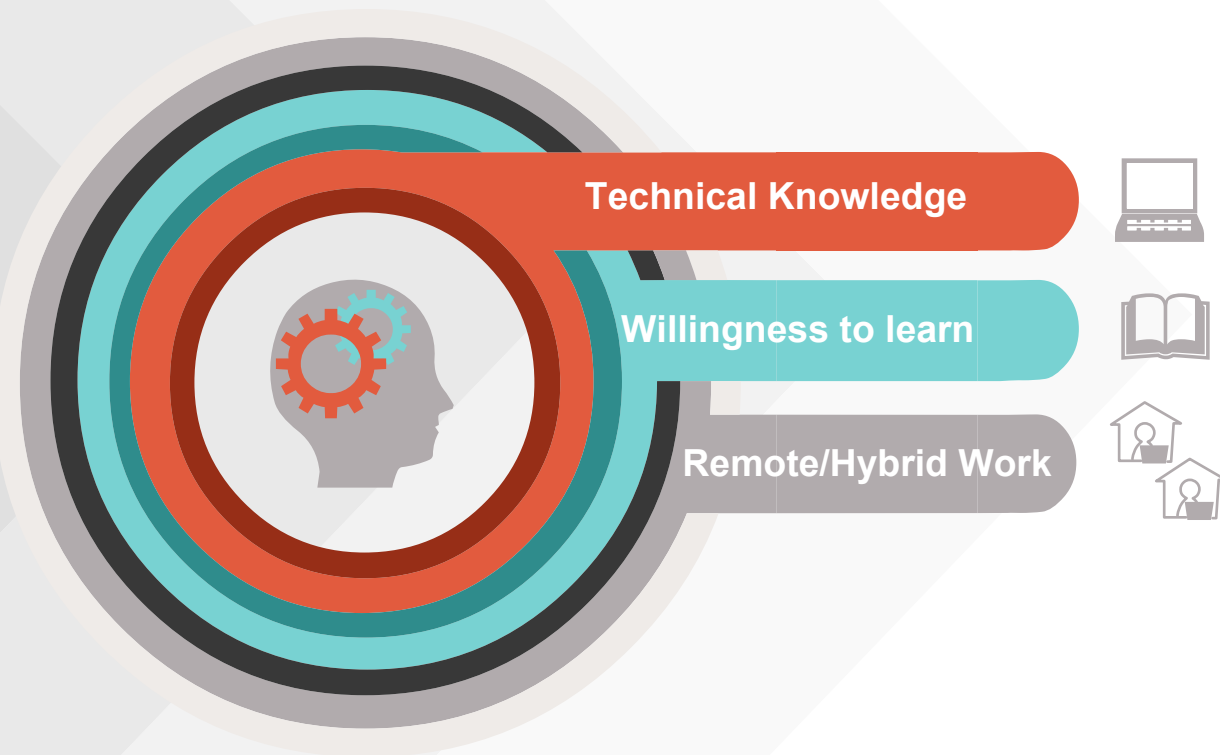
Has Covid-19 impacted apprentice hiring



“The most popular response – from **37%** of all employers – is that the pandemic has resulted in an increase in the hiring of apprentices. Also, more than a fifth of all employers surveyed (**22%**) say that the pandemic has induced them to replace FTEs with apprentices. On the other hand, **31%** do not think the pandemic has had any effect – positive or negative – on apprentice hiring.”

## Top Skills Requirements

Top three skills employers look for while hiring apprentices



Top three skills – Industry-Wise

### Manufacturing

- Technical knowledge
- Interpersonal
- Team work



### Services

- Persuasion
- Remote/Hybrid Work
- Technical knowledge



### Agriculture

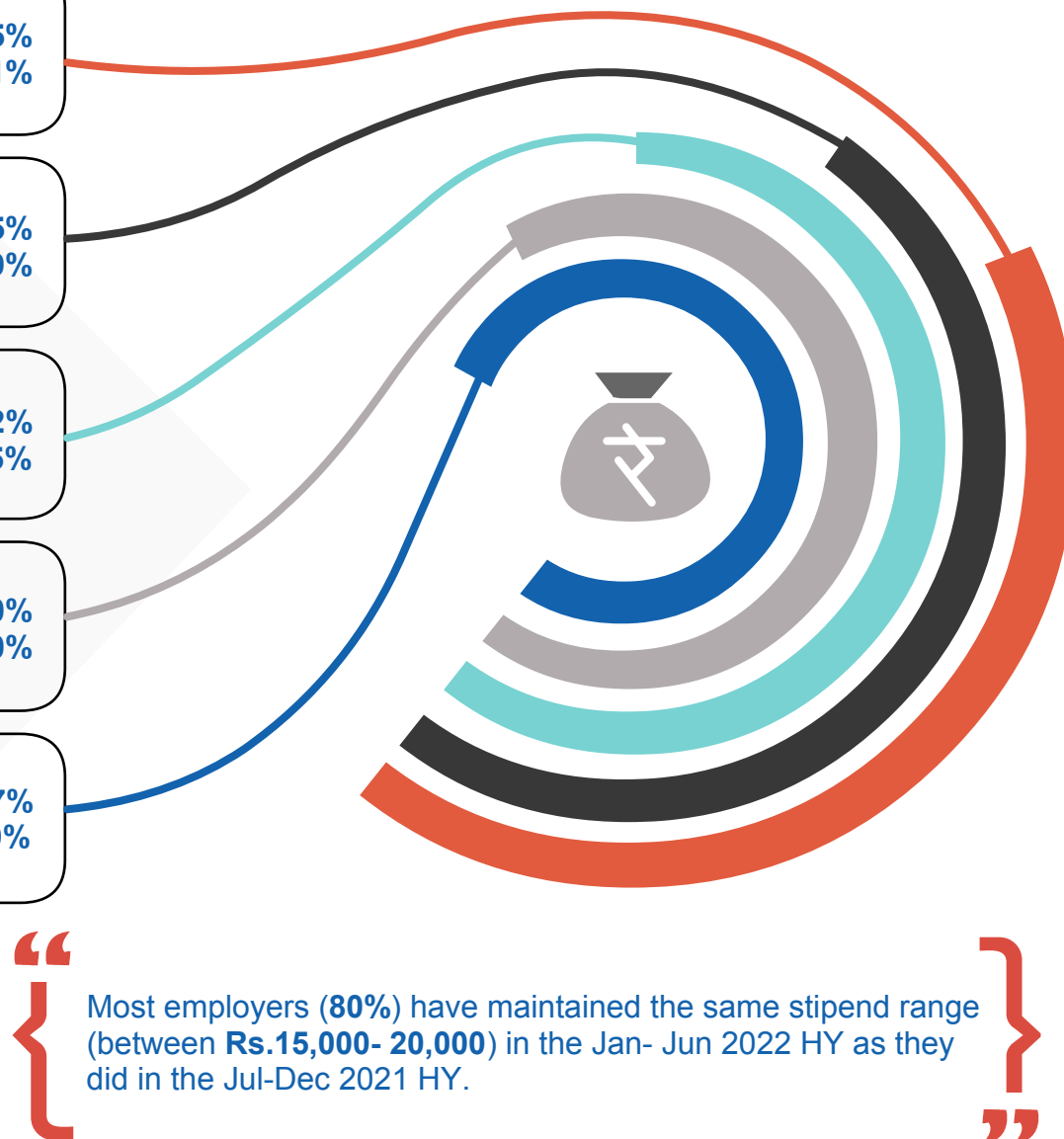
- Willingness to learn
- Physical fitness
- Remote/Hybrid Work



## Top Stipend Pay-outs By Category (HY Comparison)

<b>Trade Apprentices</b>	Jul-Dec, 2021: Rs.15,000 - Rs.20,000 <b>25%</b> Jan-Jun, 2022: Rs.15,000 - Rs.20,000 <b>41%</b>
<b>Graduate Apprentices</b>	Jul-Dec, 2021: Rs.15,000 - Rs.20,000 <b>25%</b> Jan-Jun, 2022: Rs.20,000 - Rs.25,000 <b>19%</b>
<b>Designated Trade</b>	Jul-Dec, 2021: Rs.8,000 - Rs.12,000 <b>22%</b> Jan-Jun, 2022: Rs.10,000 - Rs.15,000 <b>25%</b>
<b>Degree Apprentices</b>	Jul-Dec, 2021: Rs.15,000 - Rs.20,000 <b>30%</b> Jan-Jun, 2022: Rs.20,000 - Rs.25,000 <b>20%</b>
<b>Optional Trade</b>	Jul-Dec, 2021: Rs.10,000 - Rs.15,000 <b>27%</b> Jan-Jun, 2022: Rs.8,000 - Rs.10,000 <b>29%</b>

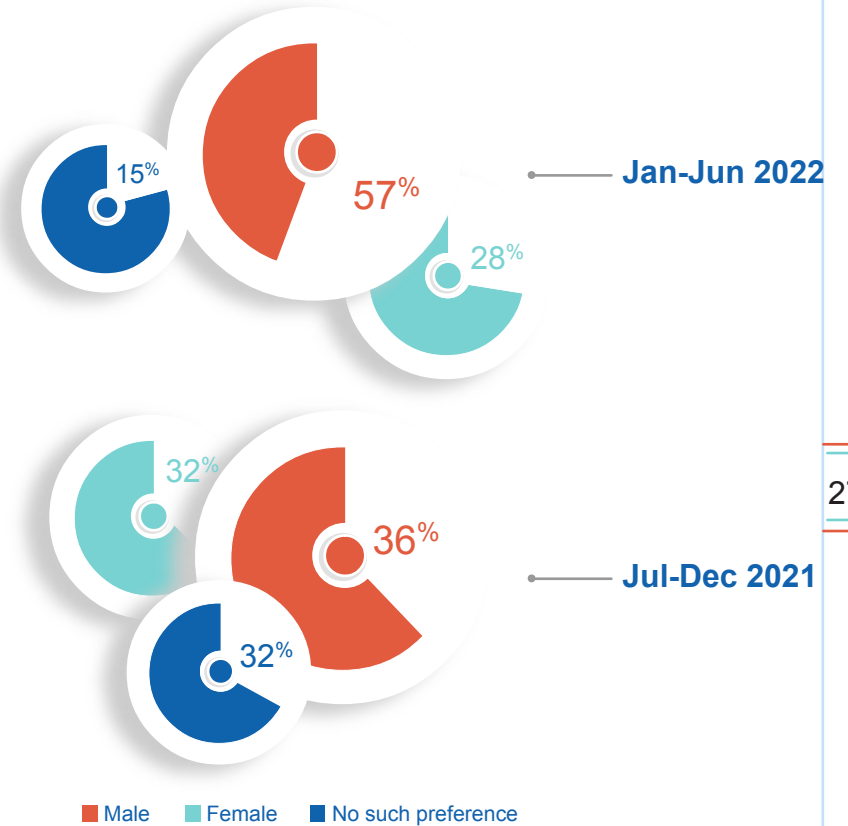
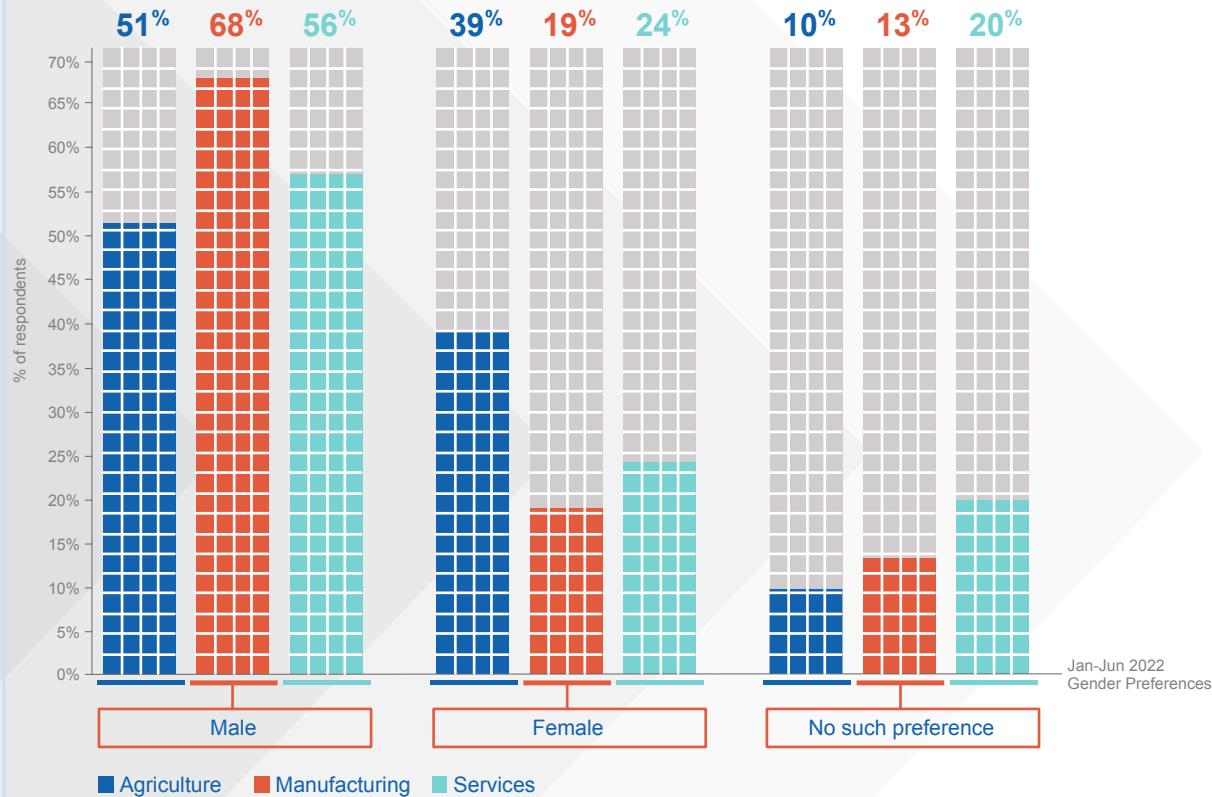
All figures are in Rs/month.



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## Gender Preference in Apprentice Hiring

### Overall and by Industry (HY Comparison)

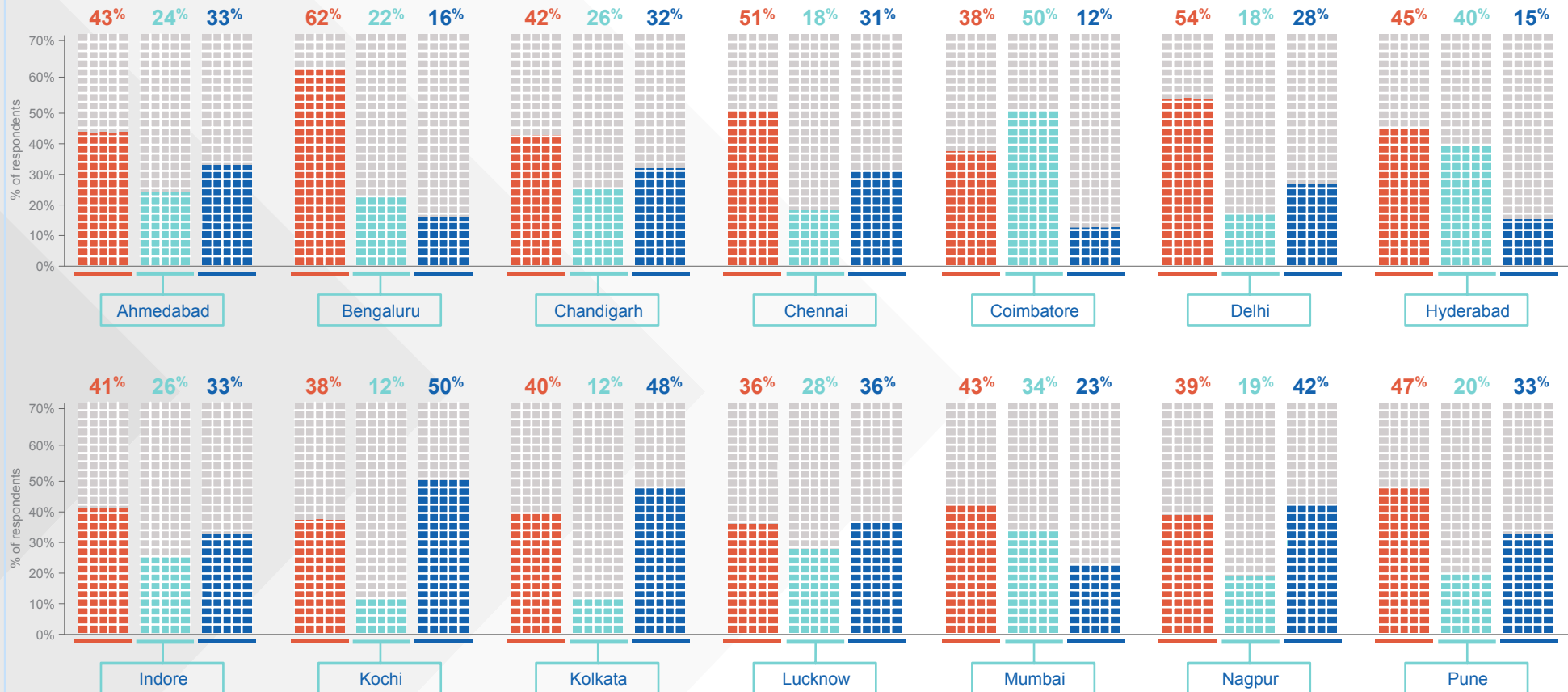


- “
- The gender gap has widened drastically this HY compared to the previous HY, with male candidates being preferred by **21%** more employers.
  - Across the three industries, male candidates are preferred by marginally higher proportions of employers compared to female candidates by **9%** to **49%**.
- ”

Source: Valuvox Survey of Apprenticeship Hiring Trends , Dec 2021 – Jan 2022 | Total number of respondents: 871 | The above computation is based on responses given by 553 respondents who anticipate hiring in the current HY (Jan-Jun, 2022)

## Gender Preference in Apprentice Hiring

### Across cities - Overall



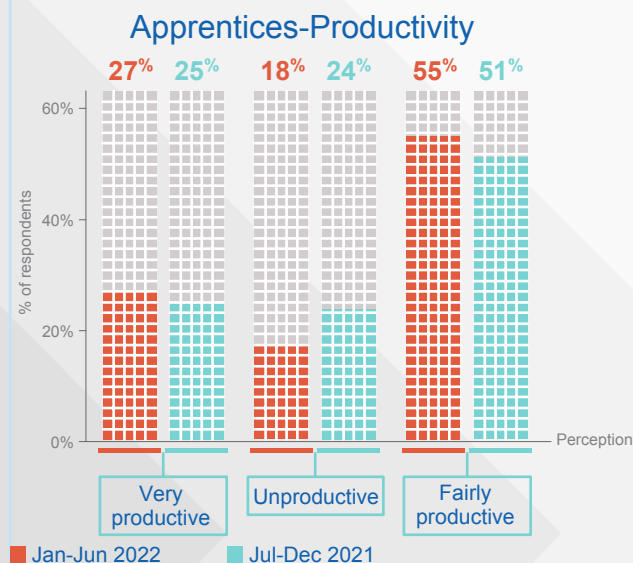
The substantially higher preference for male candidates is thanks to Bengaluru (62%), Delhi (54%) and Chennai (51%). In Coimbatore (50%), gender preference is more female centric. However, Kochi (50%), Kolkata (48%) and Nagpur (42%) emerge as model cities with no specific gender preferences.

Male Female No such preference

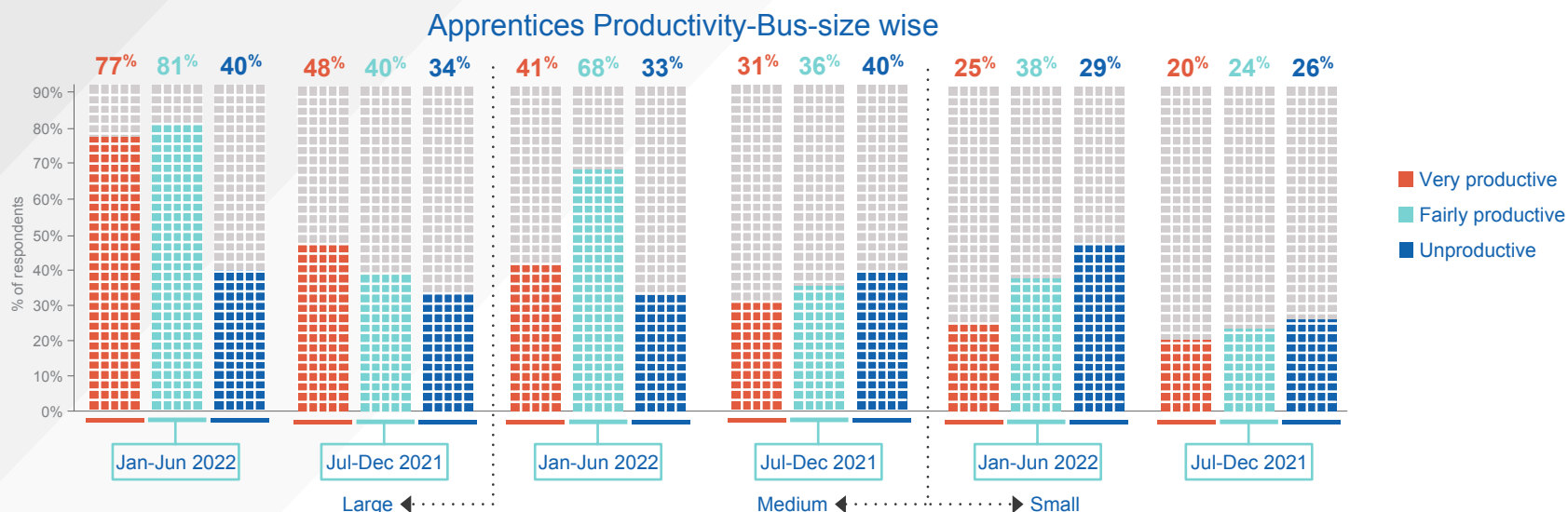
Source: Valuvox Survey of Apprenticeship Hiring Trends, Dec 2021 – Jan 2022 | Total number of respondents: 871 | The above computation is based on responses given by 553 respondents who anticipate hiring in the current HY (Jan-Jun, 2022)

# Employer Perception of Apprentice Productivity

## HY Comparison



- Employer perception of apprentices being “very productive” has increased across categories, with large businesses (**77%**) seeing the highest increase of **29%**.
- More businesses across categories rate apprentices to be “fairly productive” in the current HY (**55%**) compared to the previous HY (**51%**). This favourable perception is now shared by twice the proportion of large businesses (**81%**) as compared to the previous HY.
- Medium sized businesses have undergone a significant trend-shift with **68%** of the employers perceiving apprentices as “fairly productive” in this HY, compared to **40%** perceiving them as “unproductive” in the previous HY.

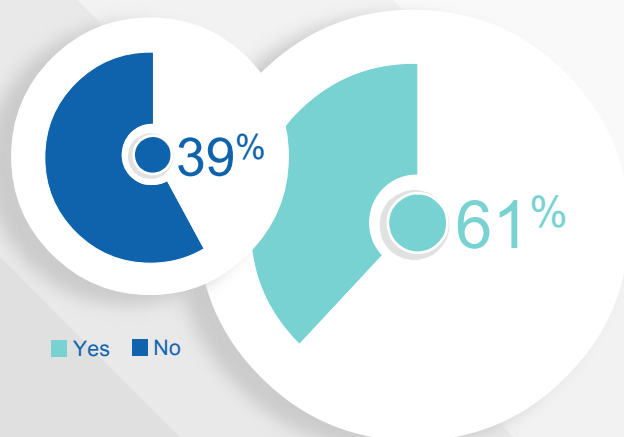


Source: Valuvon Survey of Apprenticeship Hiring Trends , Dec 2021 – Jan 2022 | Total number of respondents: 871 | The above computation is based on responses given by 553 respondents who anticipate hiring in the current HY (Jan-Jun, 2022)

# Challenges in hiring apprentices HY Jan 2022-Jun 2022

## HY Comparison

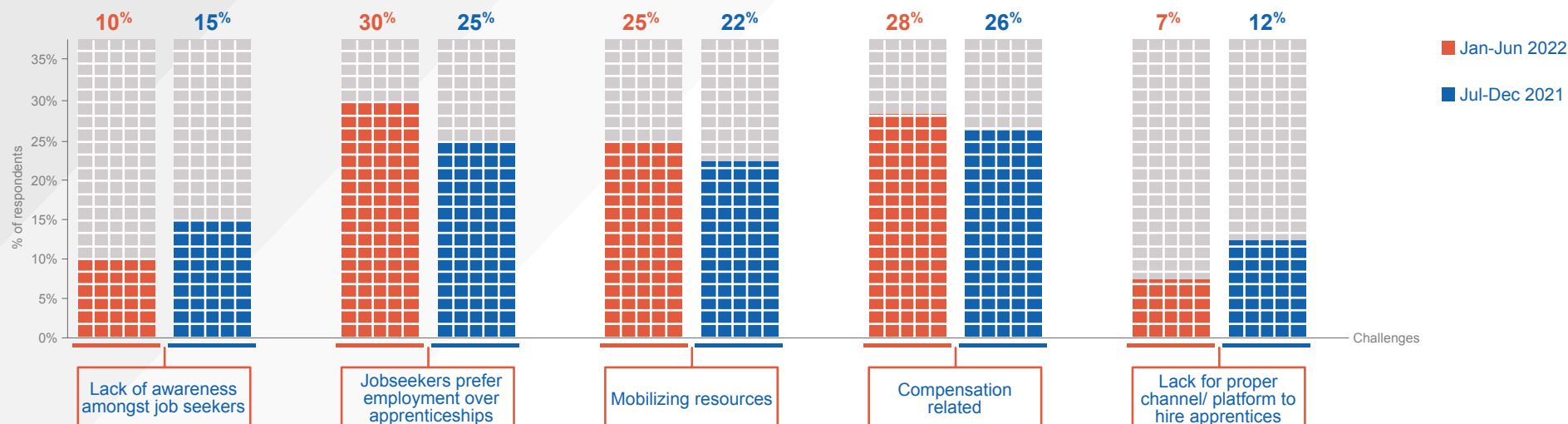
Was the hiring process convenient?



“**61%** of the employers find the apprentice hiring process to be convenient, and the remaining **39%** find it to be inconvenient. The topmost hiring challenge in Jan-Jun 2022 is that jobseekers prefer employment over apprenticeships (**30%**) followed by compensation related concerns (**28%**) and resource mobilization (**25%**).”

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## Challenges in hiring apprentices



Source: Valuvox Survey of Apprenticeship Hiring Trends , Dec 2021 – Jan 2022 | Total number of respondents: 871 | The above computation is based on responses given by 553 respondents who anticipate hiring in the current HY (Jan-Jun,2022)





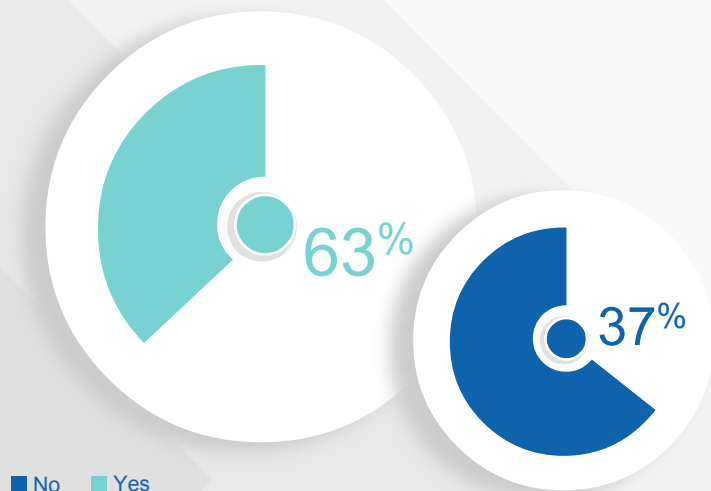
## Current Scenario of Apprenticeship Program in India



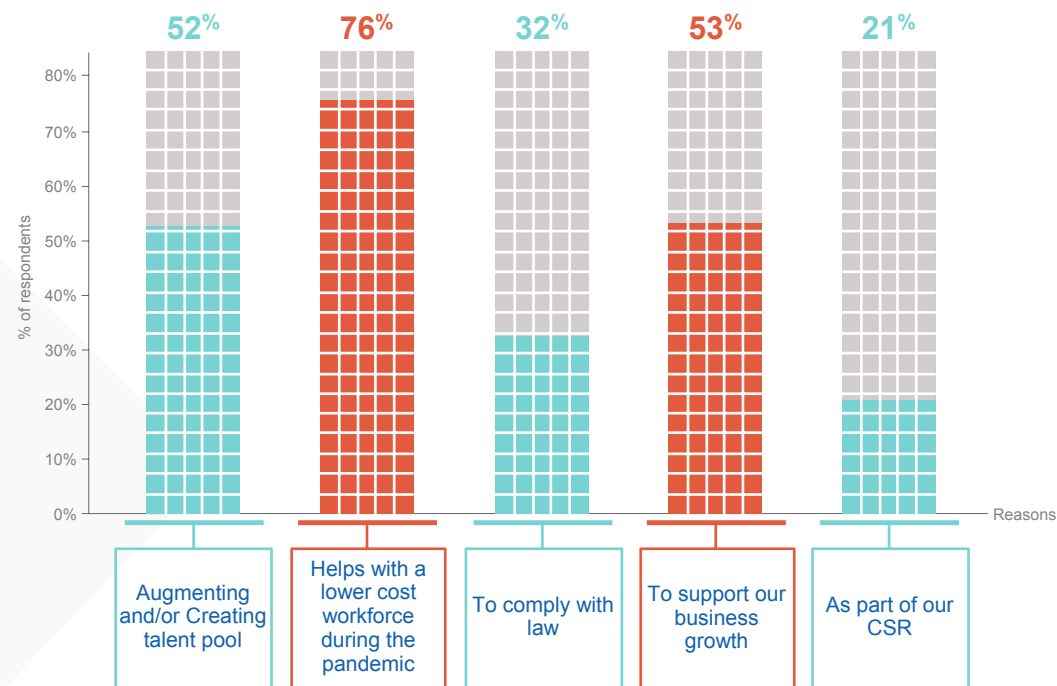
# Apprentice Engagement

## Implementation of apprenticeship programs by employers

### Engaging apprentices?

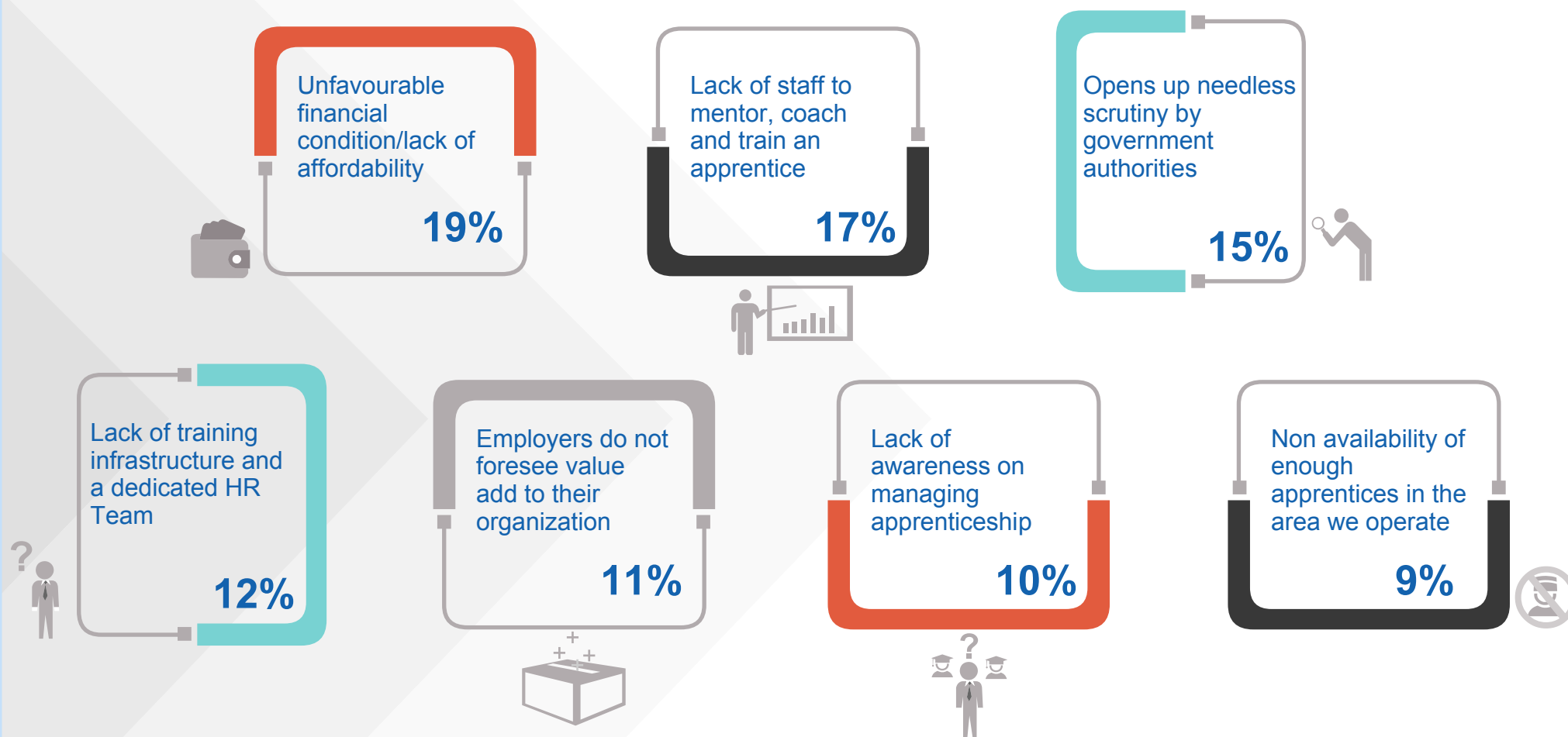


### Reasons for engaging apprentices



“During Jan – Jun 2022, **63%** of the gross total number of employers surveyed are willing to engage apprentices whereas **37%** of the employers do not intend to engage apprentices. The topmost reason for engaging apprentices is that the apprenticeship mode helps make the workforce cost efficient during the pandemic (**76%**).”

## Why Companies are reluctant to hire apprentices?



“Top reasons discouraging employers from hiring apprentices are unfavorable financial condition/lack of affordability (19%), lack of staff to mentor, coach and train an apprentice (17%) and that the process opens up needless scrutiny by government authorities (15%).”



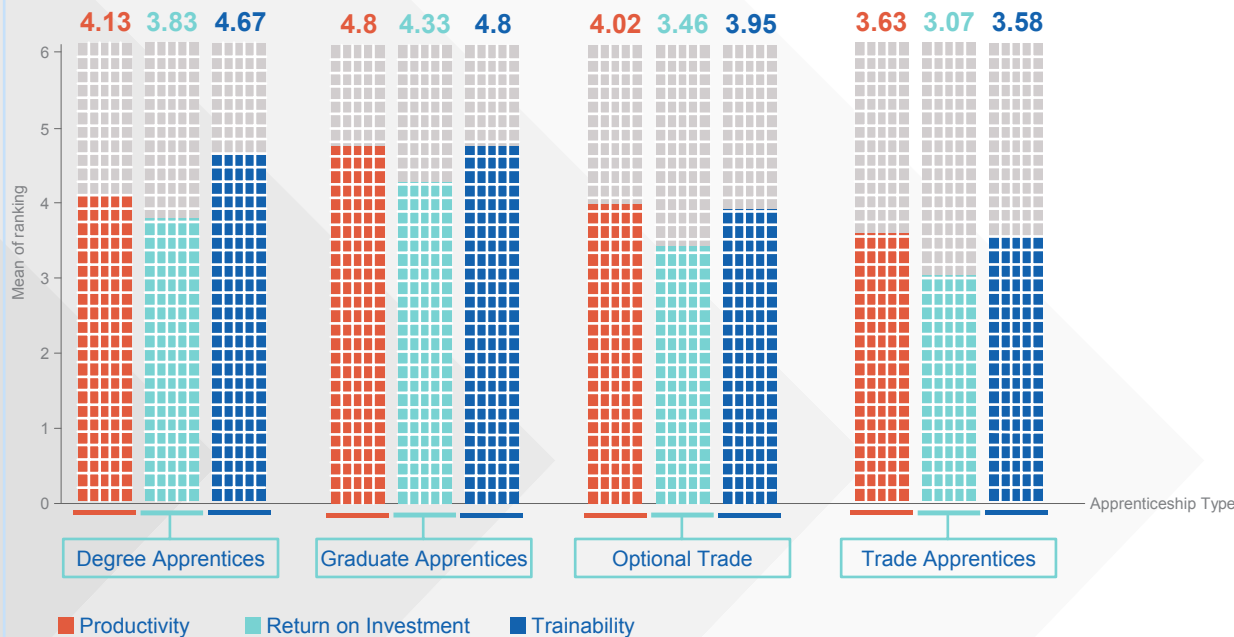
# Degree Apprenticeships

## Performance and Return on Investment



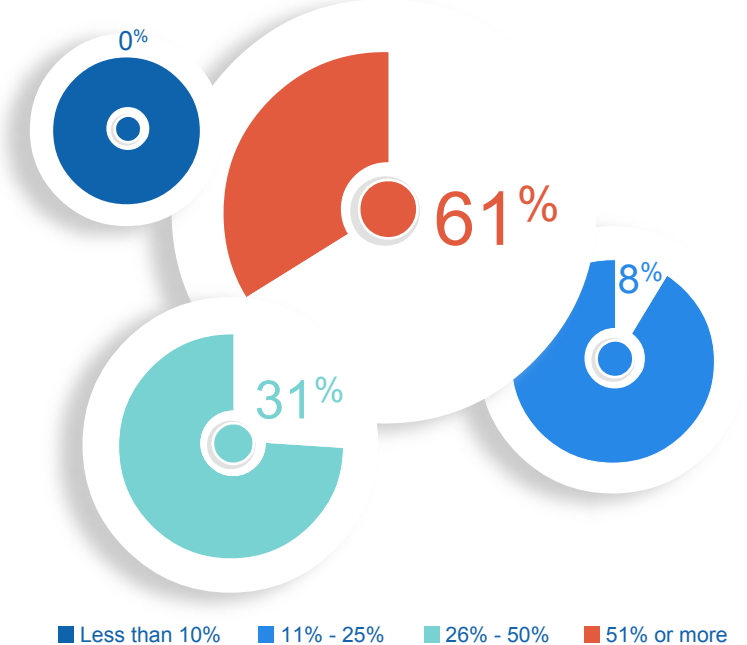
## How employers rank Degree Apprentice performance

Employer Ranking: Degree Apprentices versus Others



Sample size for Degree Apprentices: 57 respondents

Return on Investment for Degree Apprentices



Despite the recent introduction of Degree apprenticeships employers who hired them choose to rank it fairly high on all the three parameters surveyed for. The highest mean rank score accorded to Degree Apprentices is for Trainability (**4.67** on a base of **5**). On all three counts employers rank Degree Apprentices second only to the top-ranked Graduate Apprentices. A majority (**61%**) of the employers who hired Degree Apprentices perceive that the Return on Investment from this category is greater than **51%**.



## Annexure

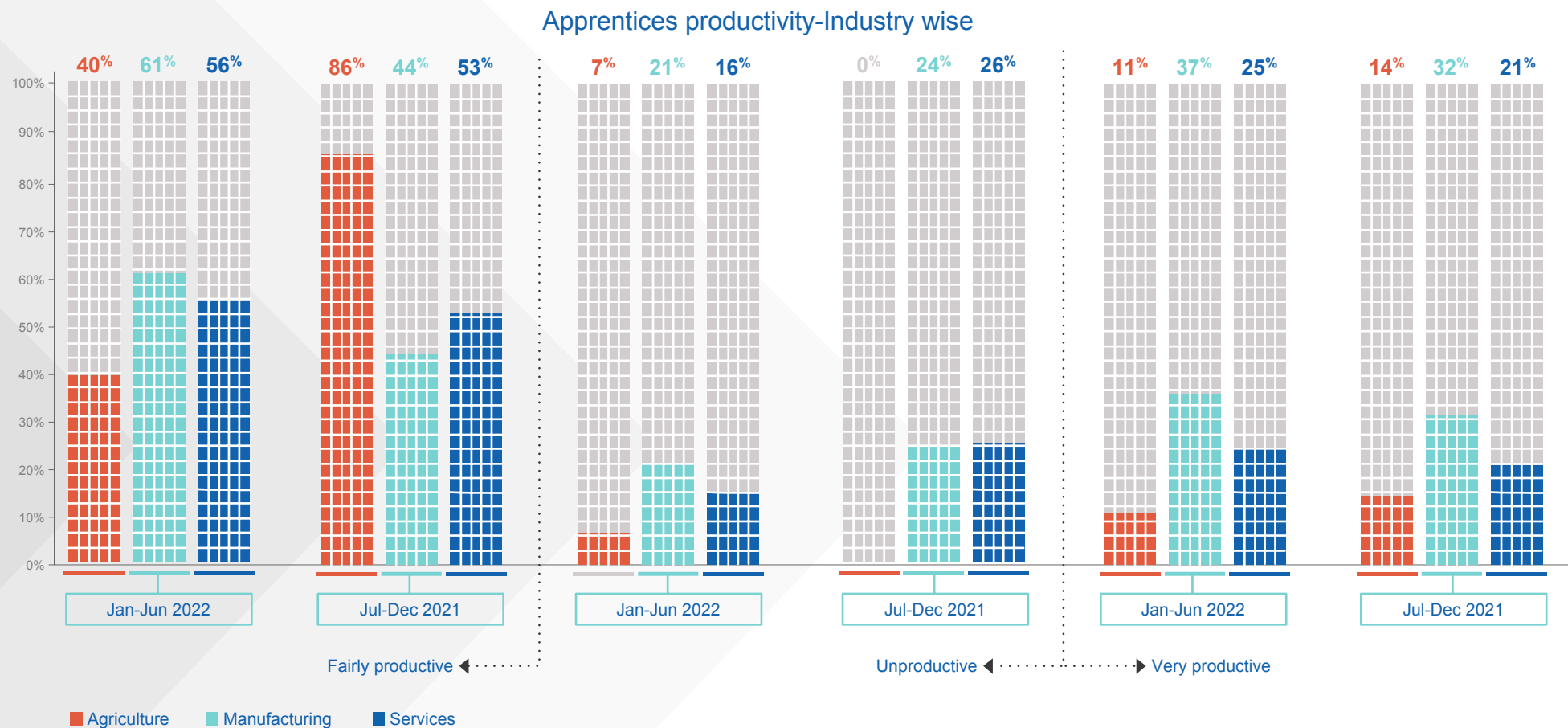
Research Methodology

Sample Design

Bibliography



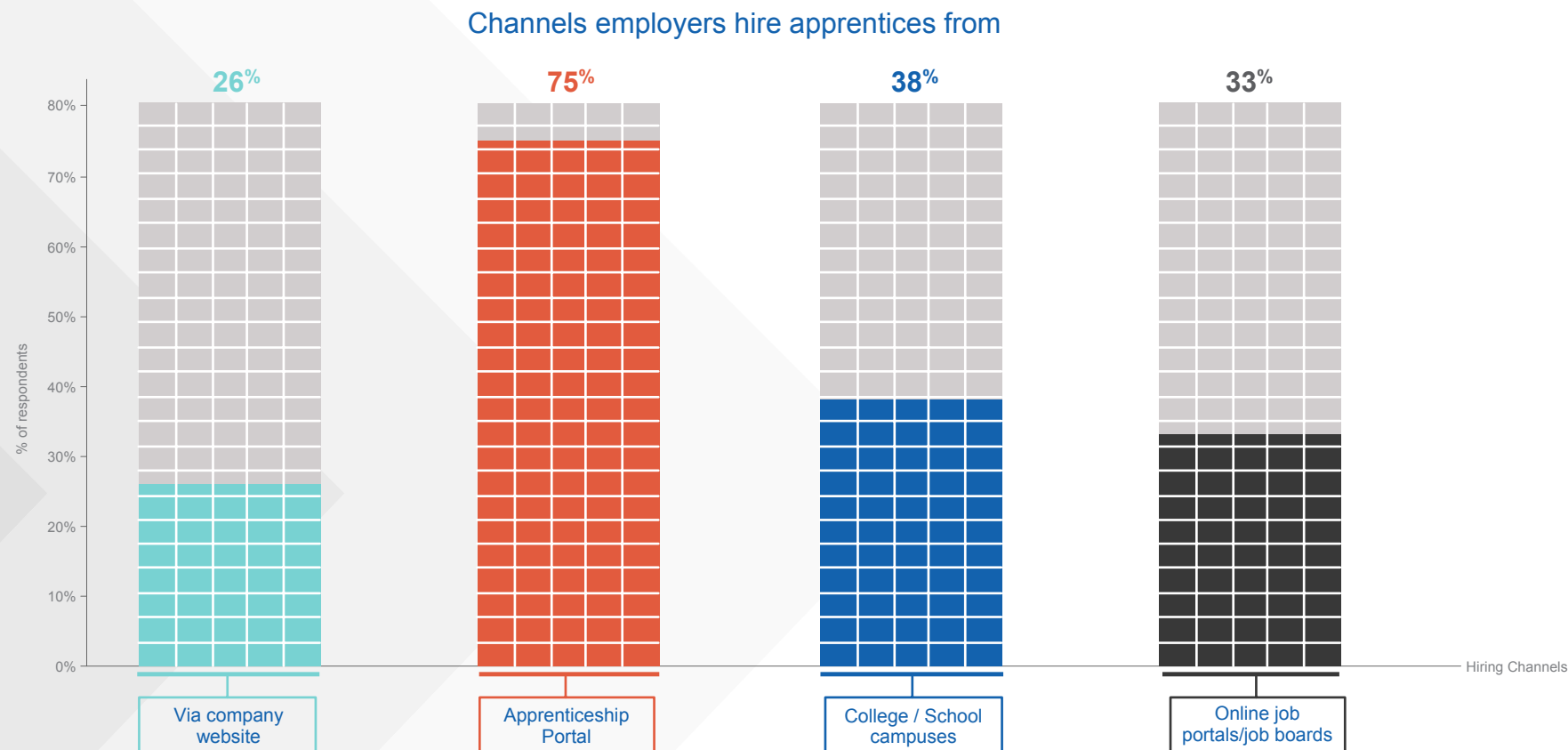
## Employer Perception of Apprentice Productivity- Industry Wise



“  
**37%** of employers from the Manufacturing sector find apprentices to be very productive in this HY, which is a **5%** increase from the previous HY, while **61%** of apprentices are reported to be fairly productive, the highest in this HY. Agricultural sector observes a dip in productivity (**3%** to **46%**) in this HY despite being the most productive sector in the previous HY (**86%**).  
 ”

Source: Valuvor Survey of Apprenticeship Hiring Trends , Dec 2021 – Jan 2022 | Total number of respondents: 871 | The above computation is based on responses given by 553 respondents who anticipate hiring in the current HY (Jan-Jun, 2022)

## Employer Perception of Apprentice Productivity- Industry Wise



“ The Apprenticeship Portal is the most popular channel through which employers hire apprentices. Most employers make use of multiple channels to hire apprentices. ”



## Estimated numbers likely to be hired during Jan 2022 – Jun 2022

### Average number of apprentices by category

Trade Profiles	Estimated number of hiring
Production Apprentice	28
Electrician/Wireman	24
Fitter / Welder	21
Mechanic	18
Computer Operator and Programming Assistant	15
Housekeeping	13
Plumber	10
Helper	9
Carpenter	8
Steward	7
Machinist	5

Graduate Apprenticeship	Estimated number of hiring
Data Analytics Executive	24
Quality Engineer	19
Electrical & Electronics Engineer	16
Production Engineer	12
Software / IT Engineer	10
Automobile Engineer	6

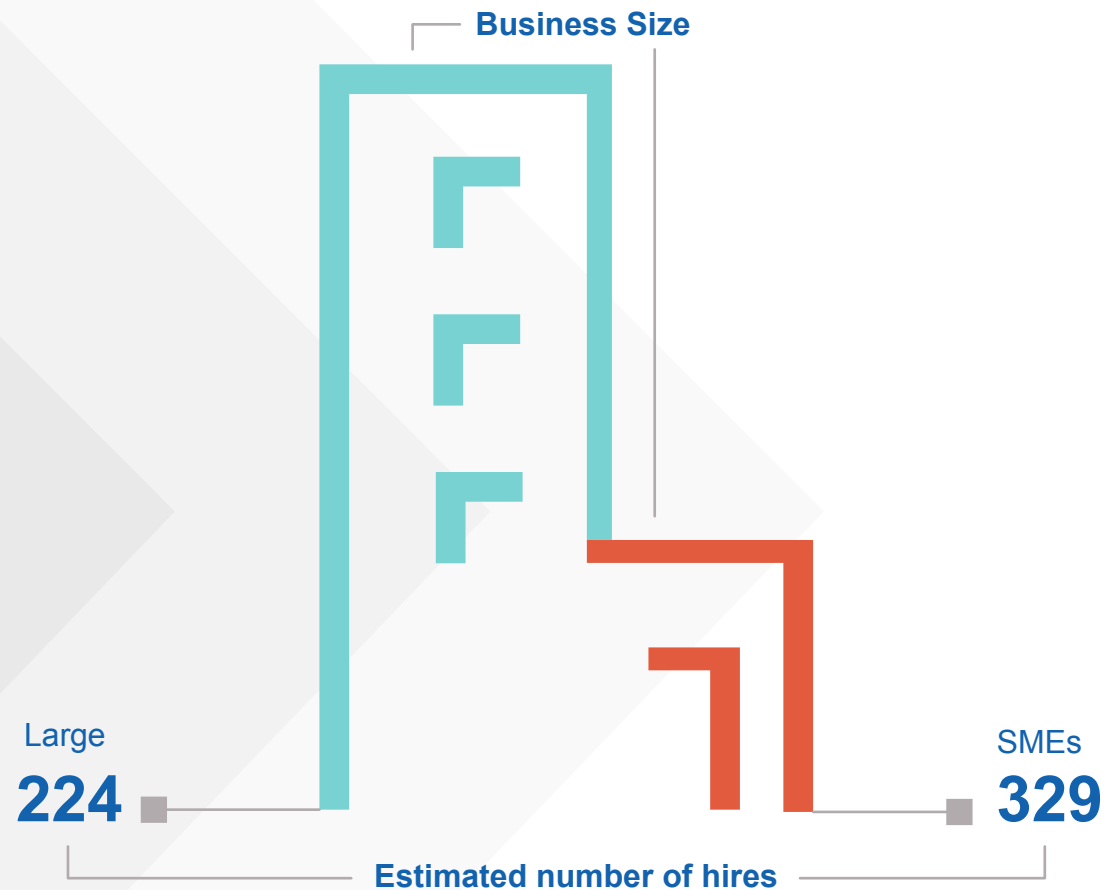
Optional Trade	Estimated number of hiring
Advance Mechanic	20
Power Electrician	16
Manufacturing Assistant-life Sciences	12
Machine Operator	10
Tool/Die maker	7

Designated Trade	Estimated number of hiring
Maintenance Technician-Electrical	22
Beautician	18
Mechanic Maintenance	14
Technician (Manufacturing)	9
Food Production (General)	4

Degree Apprenticeship	Estimated number of hiring
Quality Assurance Assistant	18
Research Associate (Product Development)	15
Automotive Prototype Manufacturing Lead Technician	12
Quality Control Chemist	10
Accounts Executive	6

## Estimated numbers likely to be hired during Jan 2022 – Jun 2022

Average number of apprentices by Business Size



## Research Methodology

### Sample Design

Random stratified sampling technique was used to identify respondents for the survey. **Respondent Selection**

Target respondents for the study were HR Managers, HR head, Business owners or directors (for small companies).

### Data Collection

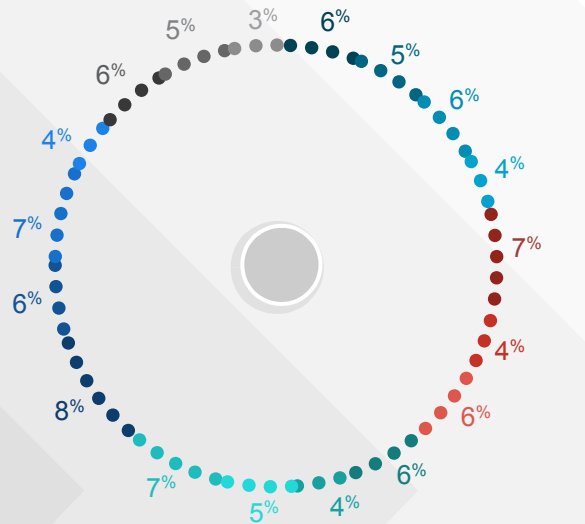
The survey instrument was then administered to the target respondents using the valuvox® mobile survey application. Please refer the following section named 'Sample Distribution' for details on city and business size-wise breakup of the sample.

### Data Analysis

**Data Analysed using statistical methods and techniques. The Major tools used are MS Excel and Python.**

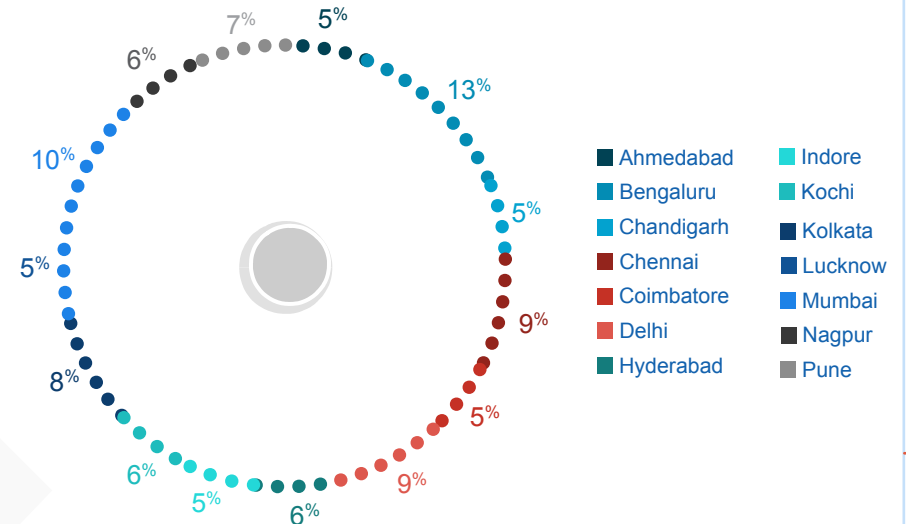
## Sample Design

Respondents who have apprenticeship program – by sector



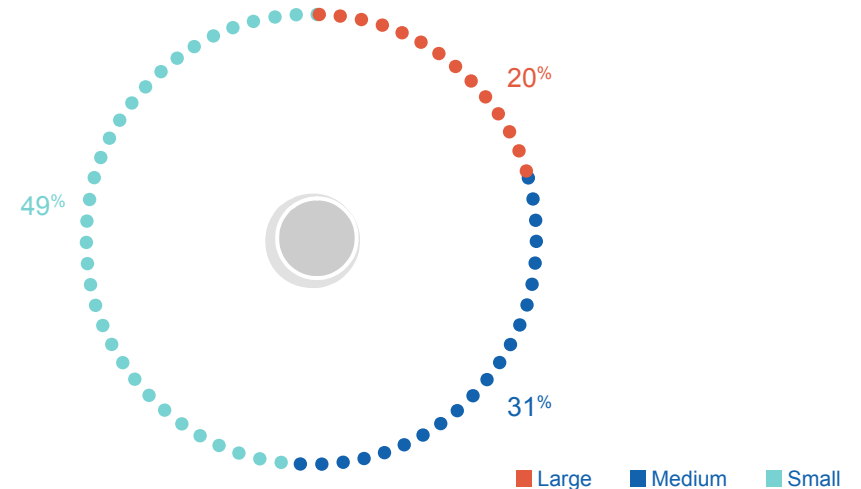
- Agriculture & Agrochemicals
- Apparel & Textiles
- Automobile & Ancillaries
- Beauty & Wellness
- BFSI
- Construction & Real Estate
- Ecommerce
- Education
- Electrical & Electronics
- FMCG & D
- Health & Pharmaceuticals
- IT / ITeS
- Logistics
- Engineering
- Media and Entertainment
- Retail
- Telecommunication
- Travel & Hospitality

Respondents who have apprenticeship program – by City



- Ahmedabad
- Bengaluru
- Chandigarh
- Chennai
- Coimbatore
- Delhi
- Hyderabad
- Indore
- Kochi
- Kolkata
- Lucknow
- Mumbai
- Nagpur
- Pune

Respondents who have apprenticeship program –by Business Size



- Large
- Medium
- Small

## Sample Design

### Respondents Sector & City

Sector & City	Agriculture & Agro-chemicals	Apparel & Textiles	Automobile & Ancillaries	Beauty & Wellness	BFSI	Construction & Real Estate	eCommerce	Education	Electrical & Electronics	FMCG & D	Health & Pharmaceuticals	IT / ITeS	Logistics	Manufacturing	Media & Entertainment	Retail	Telecommunication	Travel & Hospitality
Ahmedabad	2	2	1	1	2	1	2	2	1	1	3	2	2	3	1	2	1	1
Bengaluru	4	4	3	3	5	3	5	4	4	4	4	9	3	3	3	4	4	2
Chandigarh	2	2	2	1	1	1	1	1	2	3	2	2	2	2	1	2	2	1
Chennai	2	2	3	1	3	3	4	3	2	2	3	6	2	4	1	4	2	2
Coimbatore	2	1	2	1	2	1	2	2	1	1	2	2	1	3	1	1	2	1
Delhi	3	2	3	2	4	3	4	2	1	2	4	4	2	2	3	2	3	2
Hyderabad	2	1	2	1	3	1	2	2	2	2	2	4	1	2	2	3	2	1
Indore	1	1	1	1	2	1	2	2	1	1	2	2	2	3	1	1	2	1
Kochi	3	1	1	2	2	1	1	3	1	2	2	1	3	2	1	2	2	1
Kolkata	2	3	2	2	4	2	3	2	1	2	3	4	2	3	1	2	3	2
Lucknow	2	1	3	1	2	1	2	2	1	1	2	2	2	2	1	1	2	1
Mumbai	3	2	3	2	5	2	3	4	3	2	5	5	4	4	3	3	3	2
Nagpur	2	2	3	1	3	1	3	2	1	2	2	1	2	3	1	2	2	1
Pune	4	3	3	2	2	2	1	2	1	2	2	3	4	2	2	2	2	1

## Sample Design

### Respondents by City & Business size

City / Business size	Large	Medium	Small
Ahmedabad	5	8	17
Bengaluru	16	23	32
Chandigarh	4	7	19
Chennai	10	15	24
Coimbatore	5	9	14
Delhi	12	15	21
Hyderabad	8	11	16
Indore	5	8	14
Kochi	7	9	15
Kolkata	9	13	21
Lucknow	4	9	16
Mumbai	13	18	27
Nagpur	5	11	18
Pune	8	10	22

## Bibliography

Ministry of Skill Development and Entrepreneurship NAPS portals

[www.apprentice.gov.in](http://www.apprentice.gov.in), <https://apprenticeshipindia.org>

Ministry of Human Resource Development NATS [mhrdnats.gov.in](http://mhrdnats.gov.in)

