

Apprenticeship Outlook Report

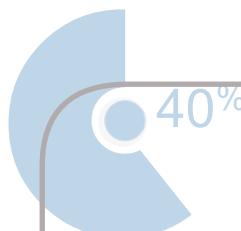


More Sector Coverage

6 Key Sectors in Focus

Degree Apprenticeship

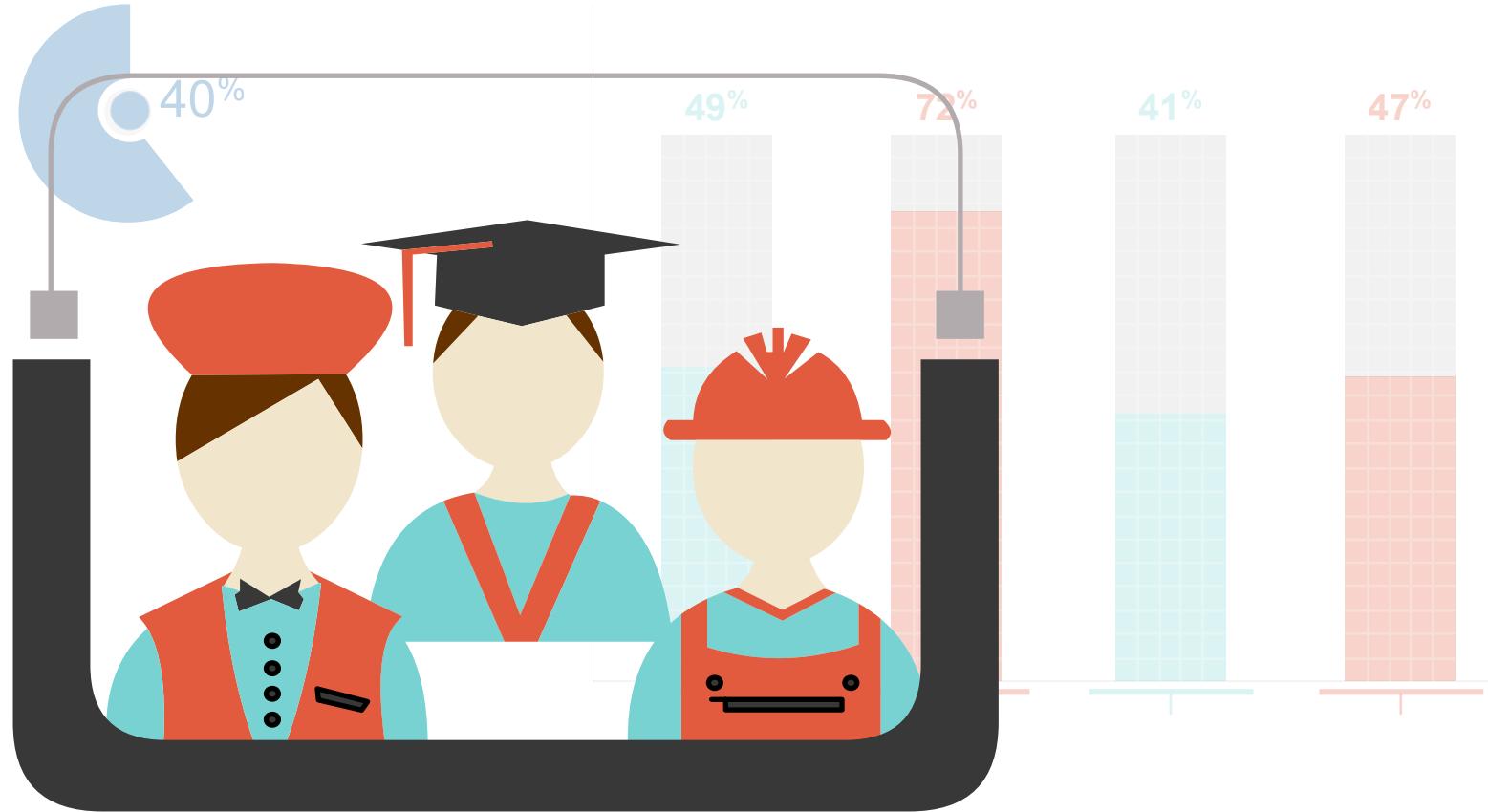
60%



40%

Forecast for CY :
Jul 2022 – Dec 2022

6-month forecasts
for apprentice
engagement based
on employer
sentiment



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Net Apprenticeship Outlook by sector, city, apprentice category & business size (Jul 2022– Dec 2022)			
Apprenticeship Outlook Report			



Key Sectors-in-Focus

- Automobile & Ancillaries
- BFSI
- FMCG & D
- IT / ITeS
- Engineering & Industrial
- Electrical & Electronics

Other Sectors

- Agriculture & Agrochemicals
- Aerospace & Aviation
- Beauty & Wellness
- Construction & Real Estate
- Healthcare
- Handicrafts & Jewellery
- Infrastructure & Capital Goods
- Logistics
- Life Sciences
- Power & Energy
- Retail
- Telecommunication
- Travel & Hospitality
- Media and Entertainment
- Apparel & Textiles
- Ecommerce & Tech Products
- Education
- Services including Repair & Maintenance

Enhanced sector composition for select sectors

Engineering & Industrial

- Rubber, Hydrocarbon, Paints & Coatings, Iron & Steel, Fittings, Leather, Mining

Beauty and Wellness

- Beauty, Fitness & Leisure

Education

- Education, Sports, Physical Education

Infrastructure & Capital Goods

- Infrastructure Equipment, Capital Goods

Travel & Hospitality

- Tourism & Hospitality, Foods and Beverages

Handicrafts and Jewellery

- Gem & Jewellery, Handicrafts & Carpet

01

Industry Classification



Industry Classification

Manufacturing

- Engineering & Industrial
- Automobile & Ancillaries
- FMCG
- Healthcare
- Apparel & Textiles
- Electrical & Electronics
- Infrastructure & Capital Goods
- Power & Energy
- Aerospace & Aviation
- Handicrafts & Jewellery

Services

- Beauty & Wellness
- BFSI
- Construction & Real Estate
- IT/ITES
- Logistics
- Retail
- Telecommunication
- Travel & Hospitality
- Media and Entertainment
- Ecommerce & Tech Products
- Education
- Life Sciences
- Services including Repair & Maintenance

Agriculture

- Agriculture & Agrochemicals

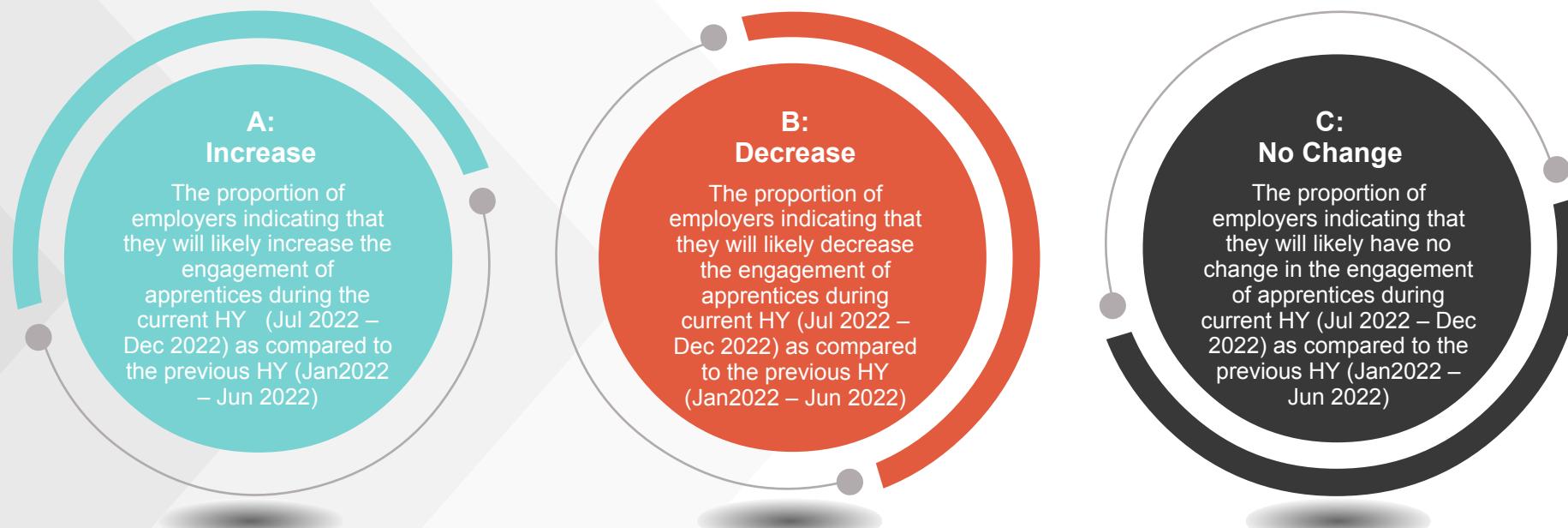
Cities Covered

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

Methodology - The Apprenticeship Outlook

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

(Computed based on responses given by 621 respondents who anticipate apprentices engagement in the current HY Jul–Dec, 2022.
Total responses: 789)



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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 **69%** for the current HY (Jul – Dec 2022) – an increase of **13%** over Jan – Jun 2022, the steepest over the last two years. It is marked by unprecedented increase in NAO growth for certain sectors and cities.

During the Jul – Dec 2022 HY, **77%** employers are likely to increase their engagement of apprentices (from **72%** in Jan – Jun 2022).

Highlights

Sectors:

- › 12 sectors (out of 24) improve their outlook (NAO) by **10%** or more for the Jul – Dec 2022 HY.
- › 4 of the 6 new sectors clock NAOs of more than **70%**.
- › Electrical & Electronics records the highest NAO (**92%**) for the HY, followed by Aerospace & Aviation (88%) & Engineering & industrial (**87%**).
- › Electrical & Electronics (**92%**), Beauty & wellness (**75%**) and Travel & hospitality (**70%**) and witness the biggest surges in NAO for the current half year.

Business size:

- › Medium-sizes businesses top the NAO (**72%**) with an increase of **15%** from the previous HY.
- › Small businesses witness an overwhelming **38%** growth in NAO to **70%**.

Cities:

- › Pune and Hyderabad lead with NAO of **80%** and **77%** (**37%** and **39%** growth respectively), followed by Coimbatore (**39%** growth to **77%**).

Employers who foresee an increase in engagement of apprentices

Top 3 reasons

- 51% Business growth
- 33% Plan to increase the proportion of apprentices in the workforce during the pandemic
- 27% For real time skill availability

Employers who foresee a decrease in engagement of apprentices

Top 3 reasons

- 72% Apprentices are less productive than expected
- 55% Continue to find apprenticeship engagement system cumbersome
- 40% As a step towards post-pandemic workforce restructuring, and Non availability of apprentice training staff

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Key Findings

Key sectors in focus

Employers from 3 of 6 sectors in focus have a significantly higher intent of engaging apprentices.

NAO



BFSI

Engineering & Industrial

Electrical & Electronics



% of the employers foresee an increase

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Key Findings

Key sectors in focus



BFSI



Engineering &
Industrial



IT/ITes

say that more than **50%** of apprentices engaged, complete their training,

Overall **73%** of the employers believe that more than **50%** of the apprentices engaged complete their training

Top reasons for the planned increase in apprentices' engagement

Government measures
to simplify
apprenticeship system

Business growth

34%
employers from
Electricals & Electronics

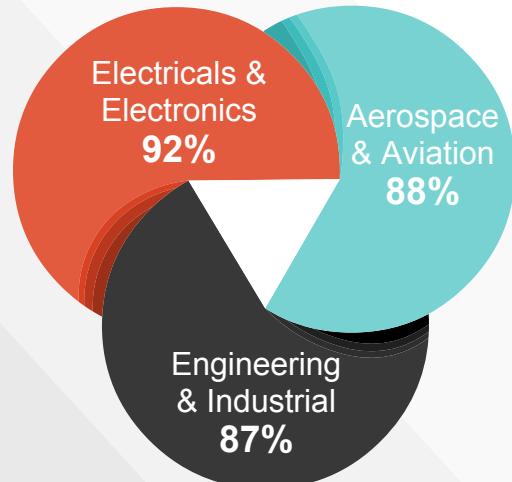
25%
employers from
BFSI

22%
employers from
Engineering & Industrial

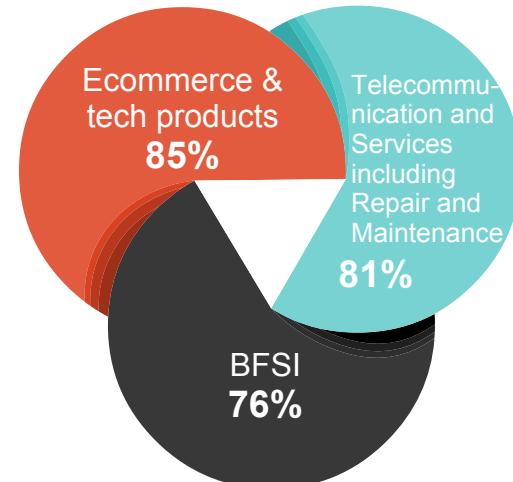
Plan to increase apprentices
in workforce post pandemic

Key Findings

The top three sectors across the Manufacturing Industry

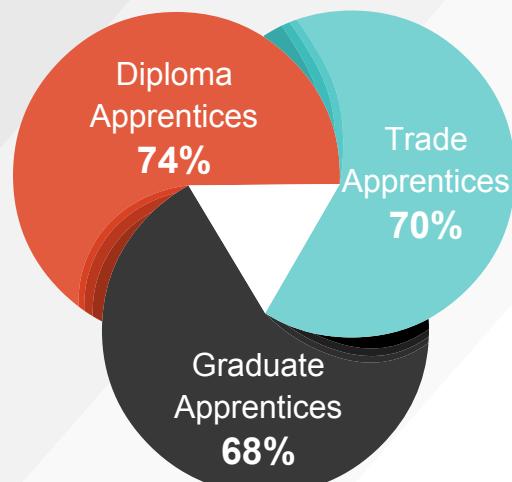


The top three sectors across the Services Industry

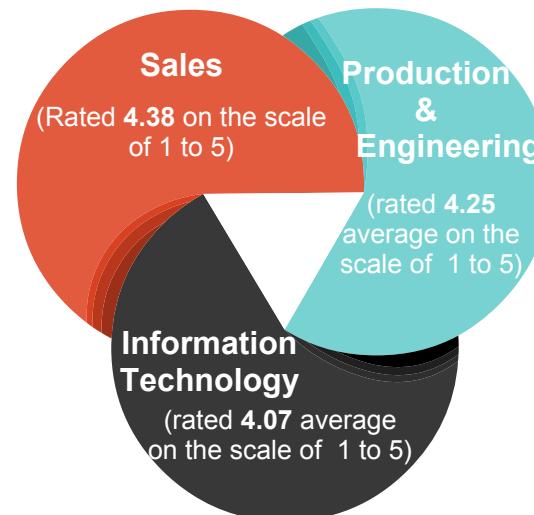


Key areas of apprentices' engagement during Jul – Dec 2022

Top category of apprentices



Top functional domain(s) for apprentices engagement



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

Key Findings

Insights on the current state of apprentice engagement

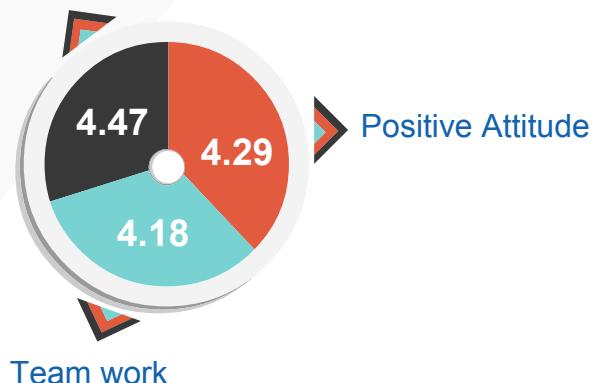
Gender preferences of employers

- Employer preference of male vis-à-vis female candidates in the current HY (**29%** & **20%** respectively) as compared to (**57%** and **28%** respectively) in the previous HY.
- About **49%** of the employers have no gender preferences.
- Preference for male candidates is most in Coimbatore and Nagpur (**40%** each),
- 58%** of the employers in Chennai, **57%** in Delhi and **56%** in Indore have no specific gender preference in apprentice engagement.

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Top Workplace Aspects Preferred workplace aspects - Top three

Workplace Conduct



Ratings on a scale of 5

Stipend ranges paid to apprentices engaged (per month)

- Trade: Regular Apprenticeship: **37%** employers likely to pay INR Rs.10,000 – Rs.15,000
- Trade: Degree Apprenticeship: **28%** likely to pay INR Rs.12,000– Rs.15,000
- Graduate Apprentices: **30%** likely to pay INR Rs.20,000 – Rs.25,000
- Designated Trade: **42%** likely to pay INR Rs.10,000 - Rs.15,000
- Optional Trade: **31%** likely to pay INR Rs.10,000 – Rs.15,000

NAO Key highlights – HY-on-HY comparison

- NAO levels: Jan – Jun 2021: **41%** -> Jul – Dec 2021: **45%** -> Jan – Jun 2022: **56%** ->Jul-Dec 2022: **69%**

Job Roles across apprenticeship categories

- Mechanical Engineer (**27%**, under Graduate Apprentices), Machinist (**17%**, under Trade Apprentices), Mechanic (**18%**, under Optional/Designated Trade Apprentices), and Machine Operator (**13%** under Diploma) are the most sought after job roles for the current HY.
- The preferred job category for degree apprenticeship are IT (**22%**), Customer relation (**13%**) and Data analysis (**12%**)



Net Apprenticeship Outlook (NAO)

Employers' Sentiment

(Jul 2022– Dec 2022)

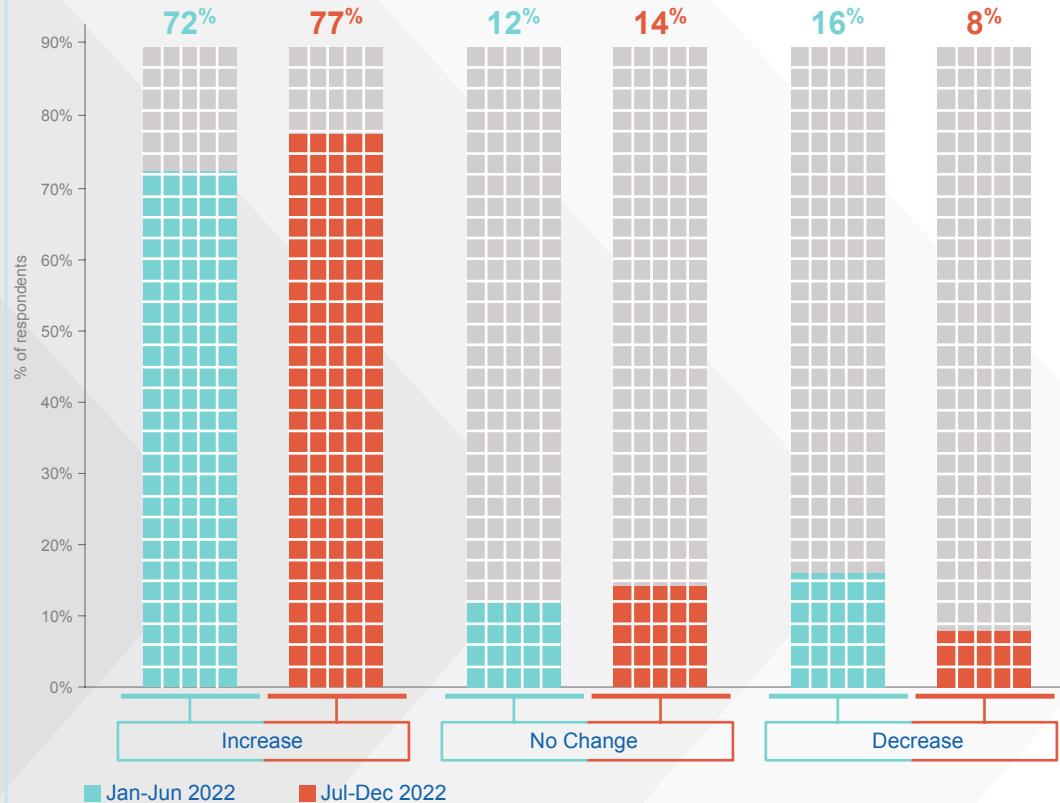


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Net Apprenticeship Outlook (NAO)

Overview [forecast for HY: Jul 2022- Dec 2022]

Employers foresee an increase & decrease in apprentices' engagement



Net Apprenticeship Outlook Jan-Jun, 2022 vs Jul-Dec, 2022



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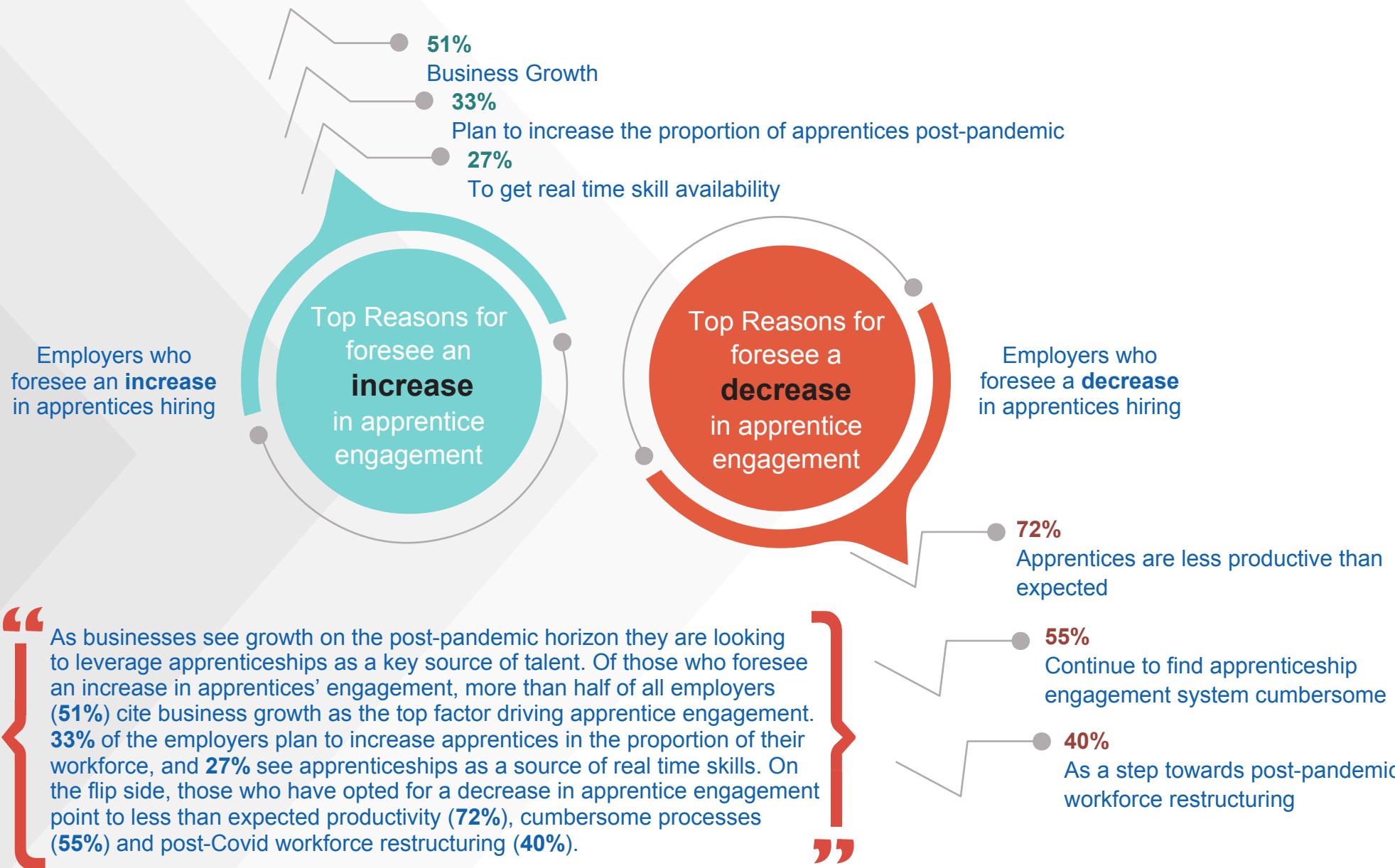
“ The Net Apprenticeship Outlook for the Jul – Dec 2022 period (**69%**) sees an increase of **13%** from the previous HY. This two-year high outlook comes on the back of increases seen during Jan – Jun 2022 (**11%**) and Jul – Dec 2021 (**4%**). **”**

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Apprenticeship Outlook Report

Net Apprenticeship Outlook: Jul – Dec 2022

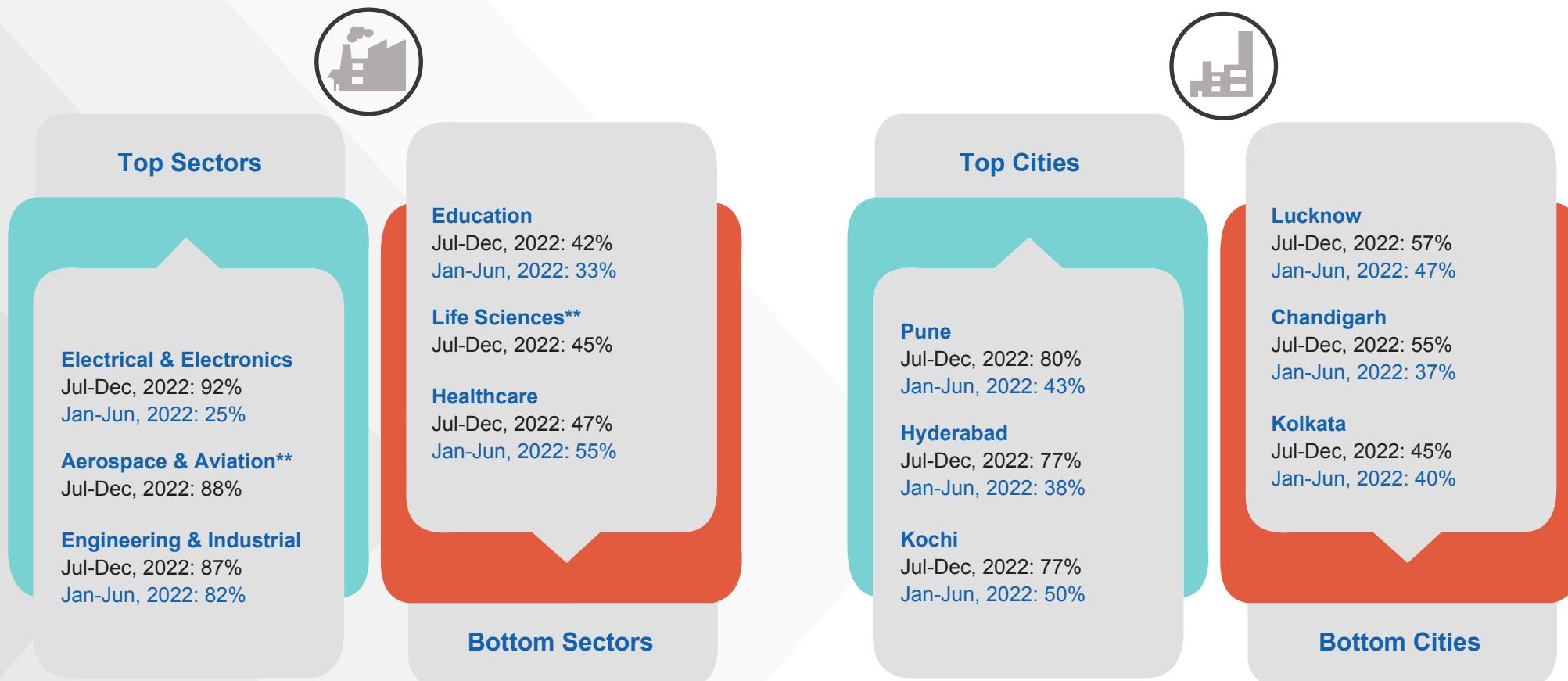
Reasons for the increase and decrease in the engagement during Jul 2022- Dec 2022



Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Net Apprenticeship Outlook: Jul – Dec 2022

Top and Bottom Sectors and Cities



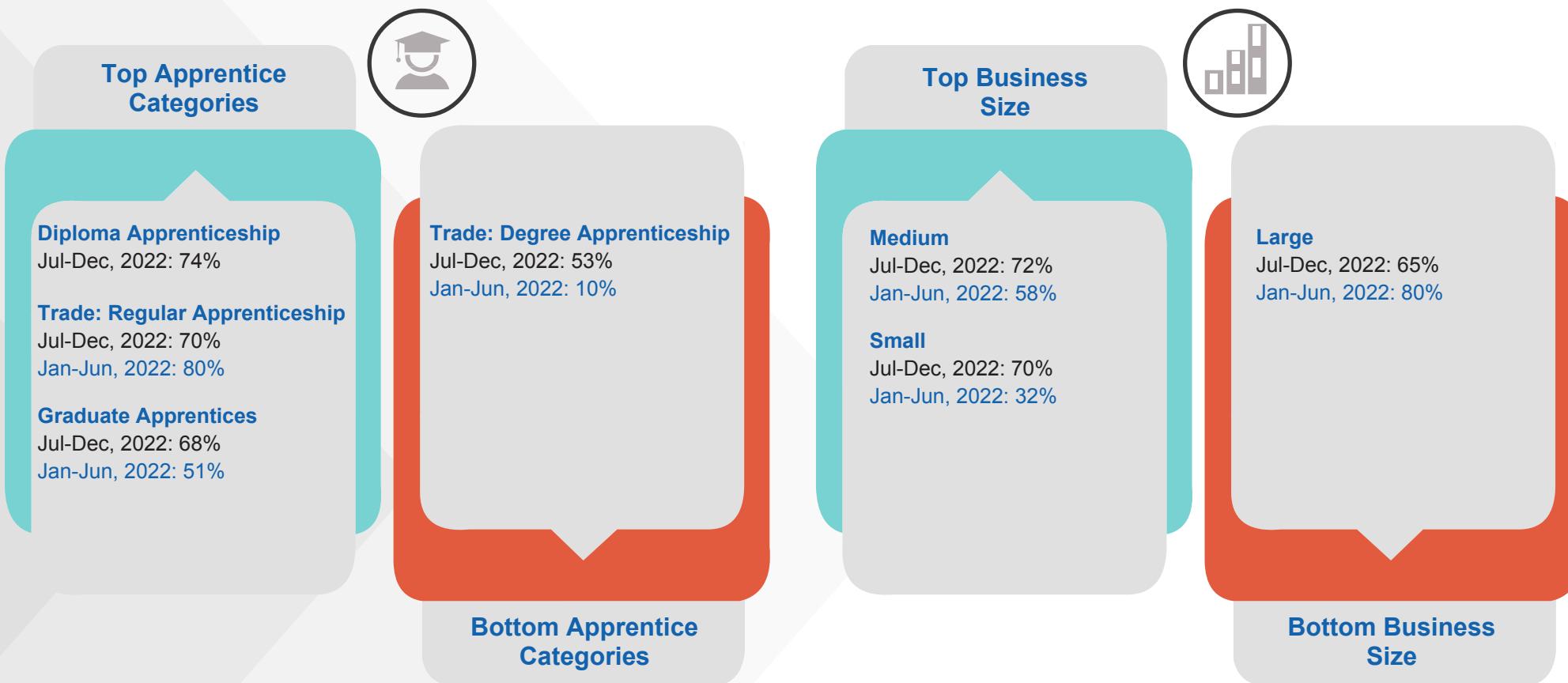
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With industrial activity and manufacturing output growing at a frenetic **20%** on a month-on-month basis (IIP, May 2022), and passenger volumes to airports rising to unprecedented levels, the sectors that see the highest NAO are those that are riding this spurt in business growth. Electrical & Electronics, with the highest NAO (**92%**, up from a meagre **25%**), Aerospace and Aviation (**88%**) and Engineering & Industrial (**87%**, up from **82%**) are driving talent demand in the form of apprentices. Pune and Hyderabad top NAO (**80%** and **77%**) this HY, up from their NAO of **43%** and **38%** respectively.

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Net Apprenticeship Outlook: Jul – Dec 2022

Apprentice Categories and Business Size



Small businesses are the most optimistic and report a doubling of NAO for Jul – Dec 2022, to **70%** up from **32%**. The NAO for Medium sized organizations is at a similar **72%**, up substantially from **58%** in the previous HY. Large businesses are less optimistic though, with a marginally lower NAO of **65%** - a significant fall from **80%** in the previous HY. While Diploma Apprentices are the most preferred by employers, Degree Apprenticeships, although appearing as a Bottom NAO category, recorded a sharp increase to **53%** up from **10%** in the previous HY. This denotes a nascent need for better qualified talent. Trade and Graduate apprenticeship categories followed close on the heels of the Diploma category with NAOs of **70%** and **68%** respectively.

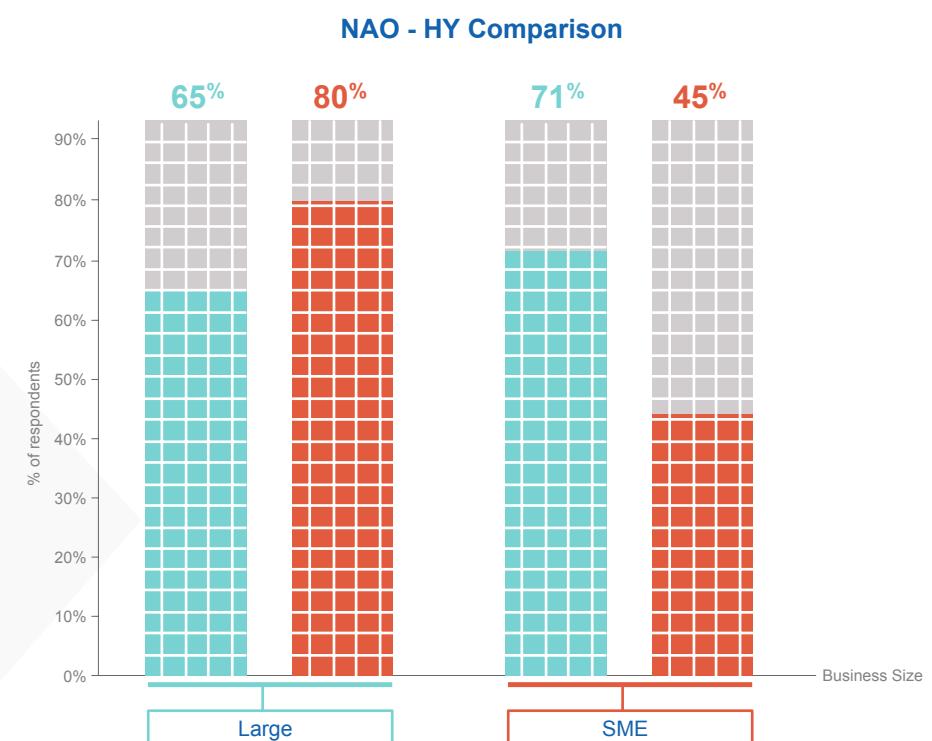
Source: Valuvox Survey of Apprenticeship Hiring Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate hiring in the current HY (Jul-Dec , 2022)

NAO Highlights – Large Business vs SMEs

A comparison with HY Jan – Jun 2022

Net Apprenticeship Outlook (HY Jul 2022–Dec 2022)

Large vs SME



“ SMEs (71% NAO, up from 45%) outperformed Large businesses (65% NAO, down from 80%). 78% of the SME employers are inclined to engage more apprentices this HY, a tad more than the 76% Large businesses who are likely to engage more apprentices. **”**

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Apprenticeship Outlook Report



Key Sectors in Focus: Employers' Engagement Outlook (Jul 2022– Dec 2022)

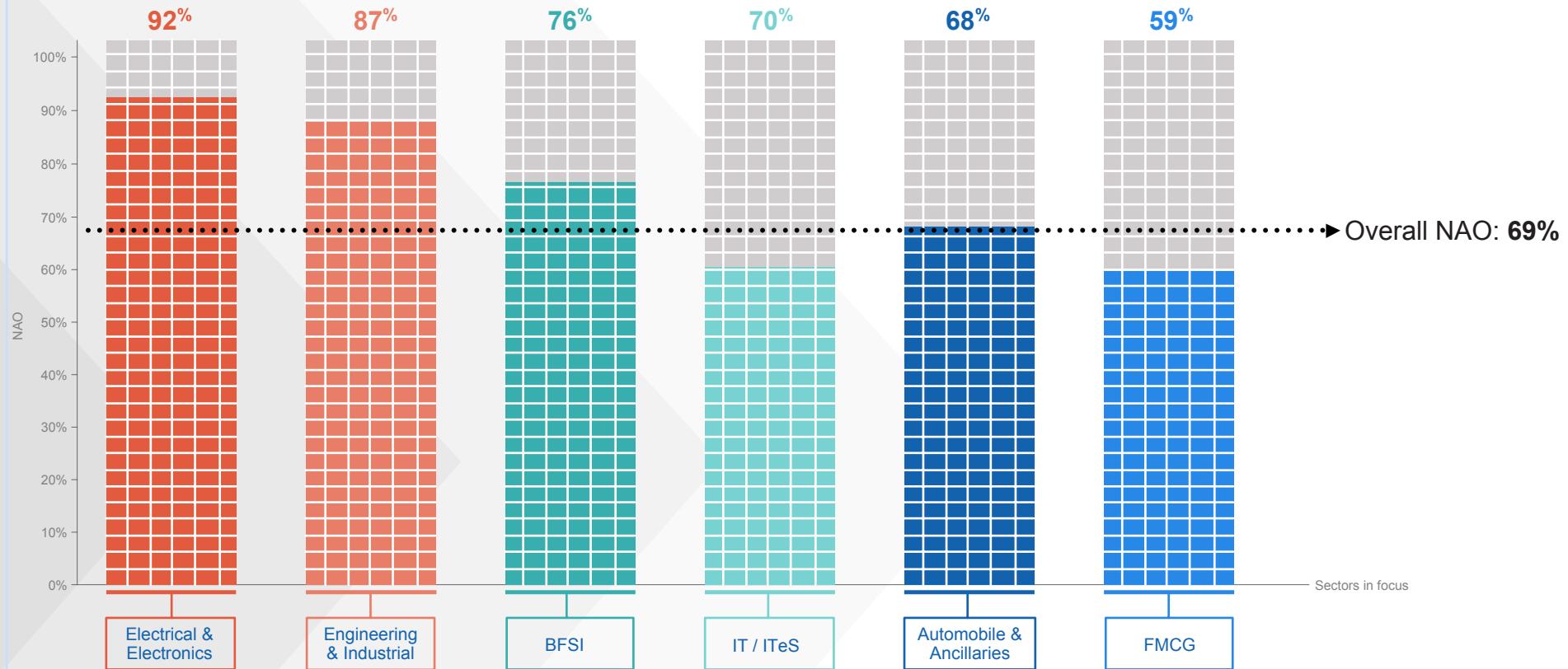


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Employers' Engagement Outlook: Jul – Dec 2022

Key sectors in focus vs Overall NAO

NAO for sectors in focus Vs Overall NAO



Key sectors in focus

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“ The top three key sectors in focus beat the overall NAO by significant margins. With a charge led by Electrical & Electronics (NAO: 92%), Engineering & Industrial (NAO: 87%) and BFSI (NAO: 76%), four of the six key sectors in focus do better than the overall set of 24 sectors.

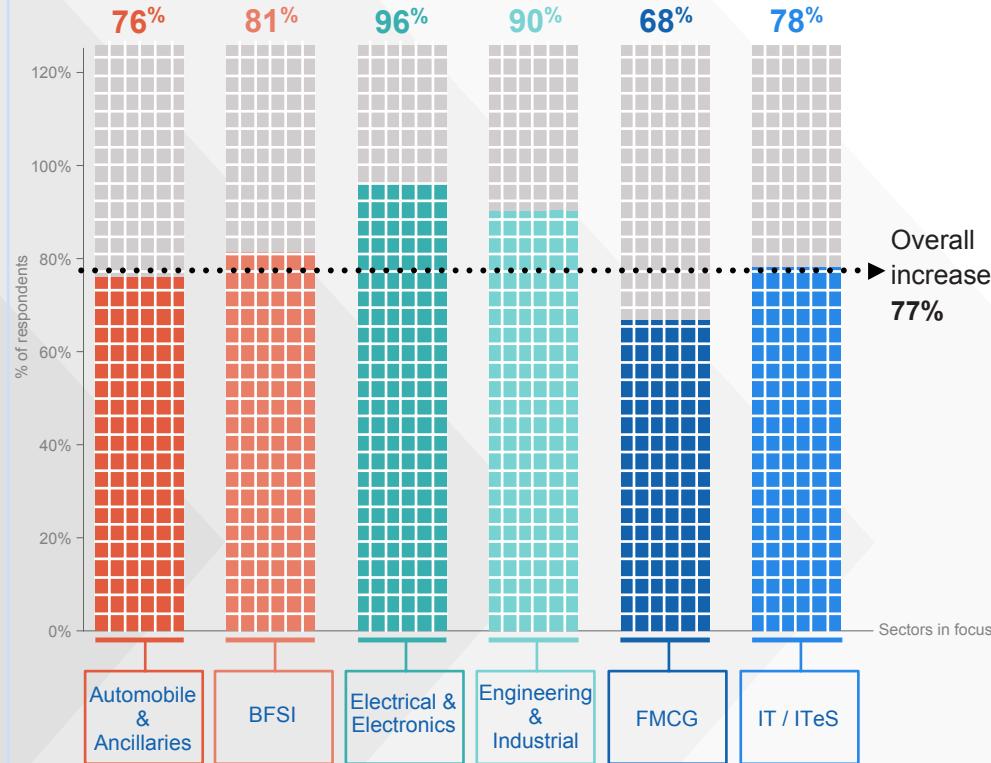
NAO: Net Apprenticeship Outlook

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

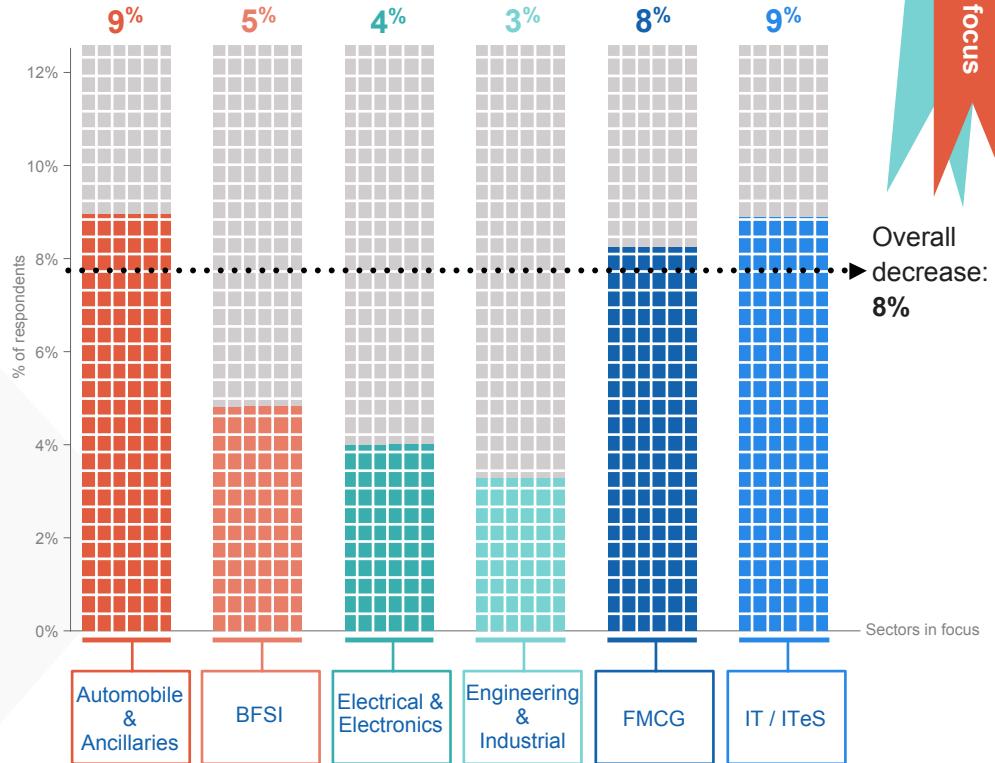
Employers' Engagement Outlook: Jul – Dec 2022

Increase / Decrease in apprentices' engagement: Key Sectors

Hiring likely to increase



Hiring likely to decrease



Key sectors in focus

Overall decrease: 8%

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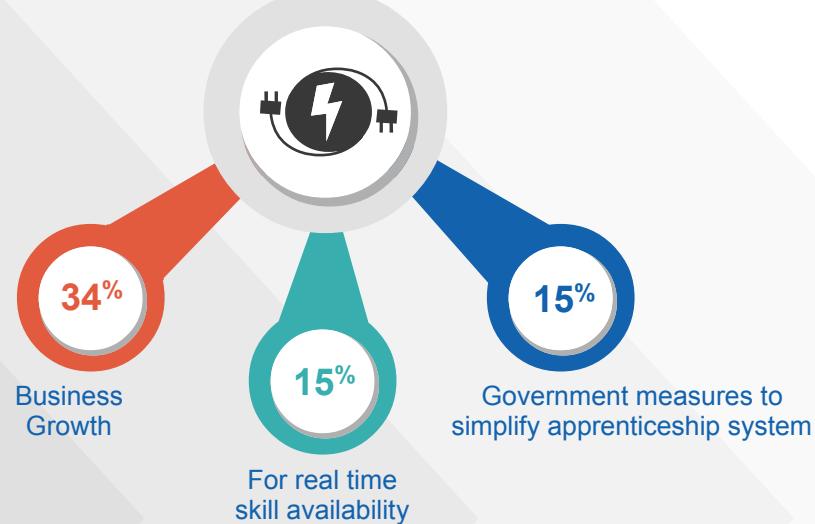
The key sectors in focus, in general, outperform the remaining sectors on the likelihood of employers increasing apprentice engagement. Four of the six key sectors have a higher proportion of employers intending to increase their engagement of apprentices than the overall average. On the other hand, three key sectors also report plans to reduce apprentice engagement by about the same proportion as the overall average.

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

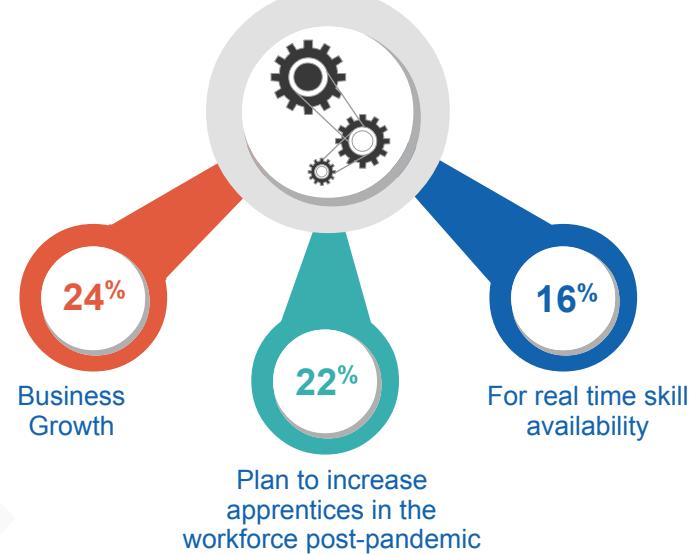
Employers' Engagement Outlook: Jul – Dec 2022

Top three reasons for likely increase in apprentices engagement

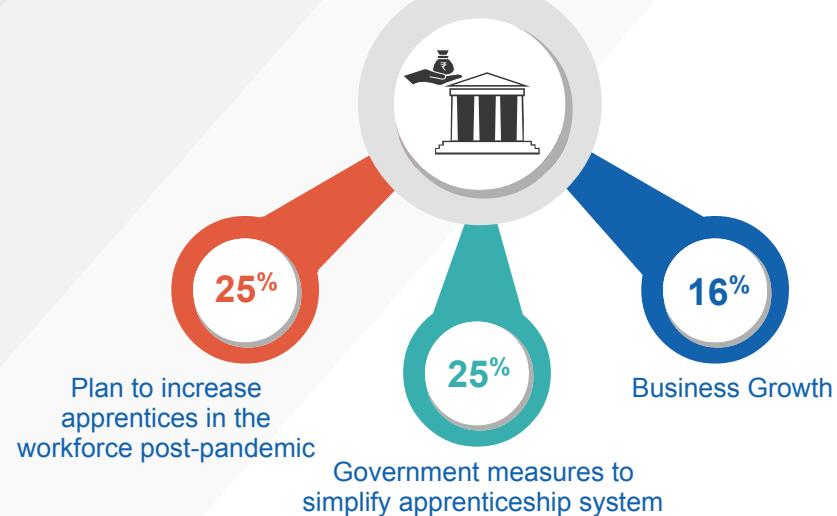
Electrical & Electronics



Engineering & Industrial



BFSI



Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Net Apprenticeship Outlook by Sector, City, Apprentice Category & Business Size (Jul 2022– Dec 2022)



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Net Apprenticeship Outlook (HY Jul – Dec 2022) - Sectors

A Comparison with HY Jan 2022 – Jun 2022 – Key Sectors

Key sectors in focus

		HYs	% Increase	% No Change	% Decrease	NAO
Electrical & Electronics	Electrical & Electronics	Jul-Dec, 2022	96	0	4	92
		Jan-Jun, 2022	52	21	27	25
Engineering & Industrial	Engineering & Industrial	Jul-Dec, 2022	90	7	3	87
		Jan-Jun, 2022	85	12	3	82
BFSI	BFSI	Jul-Dec, 2022	81	14	5	76
		Jan-Jun, 2022	70	23	7	63
ITeS	ITeS	Jul-Dec, 2022	78	13	9	69
		Jan-Jun, 2022	71	18	11	60
Automobile & Ancillaries	Automobile & Ancillaries	Jul-Dec, 2022	76	15	9	67
		Jan-Jun, 2022	82	10	8	74
FMCG	FMCG	Jul-Dec, 2022	68	24	8	60
		Jan-Jun, 2022	73	13	14	59

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“

- The Electrical & Electronics sector tops the list with highest NAO (**92%**) in the current HY. It reports a surge of **67%** in NAO, the highest surge in this HY by any sector, in comparison to the previous HY.
- This is followed by the Engineering & Industrial sector with an NAO of **87%**. The remaining sectors in focus report a NAO of more than **60%** indicating an overall positive outlook

”

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Net Apprenticeship Outlook (HY Jul – Dec 2022) - Sectors

A Comparison with HY Jan 2022 – Jun 2022

	Leaders	HYs	% Increase	% No Change	% Decrease	NAO	
	Aerospace & Aviation**	Jul-Dec, 2022	92	–	4	4	88
	Ecommerce & tech products	Jul-Dec, 2022	89	–	7	4	85
	Services including repair & maintenance**	Jul-Dec, 2022	73	—	12	15	81
	Telecommunication	Jul-Dec, 2022	81	—	19	0	81
	Telecommunication	Jan-Jun, 2022	61	—	30	9	52
	Infrastructure & capital goods**	Jul-Dec, 2022	87	–	7	6	80
	Beauty & Wellness	Jul-Dec, 2022	88	–	4	8	75
	Beauty & Wellness	Jan-Jun, 2022	57	—	15	5	27
	Power & energy**	Jul-Dec, 2022	72	—	28	0	72
	Agriculture & Agrochemicals	Jul-Dec, 2022	80	—	9	10	71
	Agriculture & Agrochemicals	Jan-Jun, 2022	64	—	21	15	49
	Travel & Hospitality	Jul-Dec, 2022	80	—	10	10	70
	Travel & Hospitality	Jan-Jun, 2022	47	—	30	23	24

Sectors with higher NAO - "Leaders"

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- “
- ▶ The Aerospace & Aviation sector, a new addition to the sector list, leads the non-key sectors with an NAO of 88%. The sector is globally understaffed in the Covid aftermath and finds apprentices to be a significant source of filling the skill gap.
 - ▶ Two more new additions - Services including repair & maintenance and Power & Energy - report remarkably high NAOs of 81% and 72% respectively. Household and office services have revived post-Covid. India being the the third-largest producer and second-largest consumer of electricity worldwide energy sector is seeing the materialization of substantial untapped potential for apprentice engagement.
- ”

**: New sectors added in the current HY

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Net Apprenticeship Outlook (HY Jul – Dec 2022) - Sectors

A Comparison with HY Jan 2022 – Jun 2022

	Laggards	HYs	% Increase	% No Change	% Decrease	NAO
	Media and Entertainment	Jul-Dec, 2022	76	16	8	68
		Jan-Jun, 2022	60	18	22	38
	Retail	Jul-Dec, 2022	67	33	0	67
		Jan-Jun, 2022	81	8	11	70
	Construction & Real Estate	Jul-Dec, 2022	74	13	13	61
		Jan-Jun, 2022	60	20	20	40
	Handicrafts & Jewellery**	Jul-Dec, 2022	60	35	5	55
		Jan-Jun, 2022	—	—	—	—
	Apparel & Textiles	Jul-Dec, 2022	64	24	12	52
		Jan-Jun, 2022	55	27	18	37
	Logistics	Jul-Dec, 2022	66	17	17	49
		Jan-Jun, 2022	72	20	8	64
	Healthcare	Jul-Dec, 2022	63	21	16	47
		Jan-Jun, 2022	67	21	12	55
	Life Sciences**	Jul-Dec, 2022	65	16	19	45
		Jan-Jun, 2022	—	—	—	—
	Education	Jul-Dec, 2022	68	5	27	41
		Jan-Jun, 2022	62	9	29	33

Sectors with lower NAO - "Laggards"

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“

- Some of the laggard sectors actually seeing a **20%+** increase in NAO (viz, Media & Entertainment, Construction & Real Estate) speaks for the positivity prevalent in the market for apprenticeship engagement.
- As a debutante in the sector list, the Handicraft & Jewellery sector reports an impressive NAO of **55%**. With gold rates getting more competitive by the month and retail consumption growing healthily, the sector is witnessing substantial demand for retail staff and seems to be set to fulfill the demand with apprentice engagement. Life Sciences, is another debutante with a healthy NAO of **45%**. Logistics and Healthcare are the only sectors reporting a dip in the NAO among the laggards.

”

**: New sectors added in the current HY

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Net Apprenticeship Outlook (HY Jul – Dec 2022) - Metro

A Comparison with HY Jan 2022 – Jun 2022

	Metro	HYs	% Increase	% No Change	% Decrease	NAO
	Hyderabad	Jul-Dec, 2022	81	15	4	77
		Jan-Jun, 2022	63	12	25	38
	Delhi	Jul-Dec, 2022	76	16	8	68
		Jan-Jun, 2022	78	14	8	70
	Chennai	Jul-Dec, 2022	75	14	11	64
		Jan-Jun, 2022	81	13	6	75
	Bengaluru	Jul-Dec, 2022	73	17	10	63
		Jan-Jun, 2022	71	20	9	62
	Mumbai	Jul-Dec, 2022	72	17	11	61
		Jan-Jun, 2022	68	19	13	55
	Kolkata	Jul-Dec, 2022	68	9	23	45
		Jan-Jun, 2022	59	22	19	40

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“ More metro city-based employers anticipate an increase in their apprentice engagement for the current HY compared to the previous. Hyderabad has the highest NAO (70%) among the metro cities. Though Mumbai has lowest NAO (61%), it is on the back of a significant 6% growth in the current HY as compared to previous HY. ”

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec, 2022)

Apprenticeship Outlook Report

Net Apprenticeship Outlook (HY Jul – Dec 2022) – Non-metro

A Comparison with HY Jan 2022 – Jun 2022

	Non Metro	HYs	% Increase	% No Change	% Decrease	NAO	
	Pune	Jul-Dec, 2022	84	—	12	4	80
		Jan-Jun, 2022	60	—	23	17	43
	Kochi	Jul-Dec, 2022	83	—	11	6	77
		Jan-Jun, 2022	70	—	10	20	50
	Coimbatore	Jul-Dec, 2022	79	—	19	2	77
		Jan-Jun, 2022	59	—	10	34	25
	Nagpur	Jul-Dec, 2022	79	—	15	6	73
		Jan-Jun, 2022	61	—	12	27	34
	Indore	Jul-Dec, 2022	79	—	12	9	70
		Jan-Jun, 2022	60	—	8	32	28
	Ahmedabad	Jul-Dec, 2022	71	—	18	11	60
		Jan-Jun, 2022	81	—	10	9	72
	Lucknow	Jul-Dec, 2022	74	—	9	17	57
		Jan-Jun, 2022	69	—	9	22	47
	Chandigarh	Jul-Dec, 2022	69	—	17	14	55
		Jan-Jun, 2022	60	—	17	23	37

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“ Among non-metros, Pune tops the NAO chart (80%) for the current HY followed by Kochi & Coimbatore, each with NAO (77%). Except Ahmedabad which witnesses a dip in NAO in current HY (NAO: 60%) compared to previous HY, all other non metro cities witness a surge in NAO. ”

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec, 2022)

Net Apprenticeship Outlook (HY Jul – Dec 2022) – Business Size

A Comparison with HY Jan 2022 – Jun 2022

	Business Size	HYs	% Increase	% No Change	% Decrease	NAO
	Medium	Jul-Dec, 2022	79	—	13	8
		Jan-Jun, 2022	74	—	10	16
	Small	Jul-Dec, 2022	75	—	20	5
		Jan-Jun, 2022	54	—	24	22
	Large	Jul-Dec, 2022	76	—	13	11
		Jan-Jun, 2022	85	—	10	5

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“ Medium and Small sized businesses report the strongest outlook (72% and 70% respectively), with Small businesses doubling the apprentices engagement momentum with 38% growth in NAO. Large businesses witness a dip in NAO (65%) in current HY when compared to NAO in the previous HY(NAO: 80%) likely due to already filled apprenticeship pipelines. ”

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Net Apprenticeship Outlook (HY Jul – Dec 2022) – Apprentice Category

A Comparison with HY Jan 2022 – Jun 2022

	Apprentice Category	HYs	% Increase	% No Change	% Decrease	NAO
	Trade (Regular Apprenticeship)	Jul-Dec, 2022	77	16	7	70
		Jan-Jun, 2022	84	12	4	80
	Trade (Degree Apprenticeship)	Jul-Dec, 2022	73	7	20	53
		Jan-Jun, 2022	46	18	36	10
	Graduate Apprenticeship	Jul-Dec, 2022	75	18	7	68
		Jan-Jun, 2022	67	17	16	51
	Diploma Apprenticeship	Jul-Dec, 2022	80	14	6	74

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“ The Trade-Degree Apprentice category, a relative upstart in the apprenticeship domain has gained significant traction since its inception. This HY it receives a shot in the arm with a **43%** surge in NAO to hit **53%**. Better qualifications and a post-Covid favour found by tech-enabled roles lend superior value to this category of apprentices. The Diploma Apprenticeship category, on the other hand, makes a stellar debut with an NAO of **74%** . ”

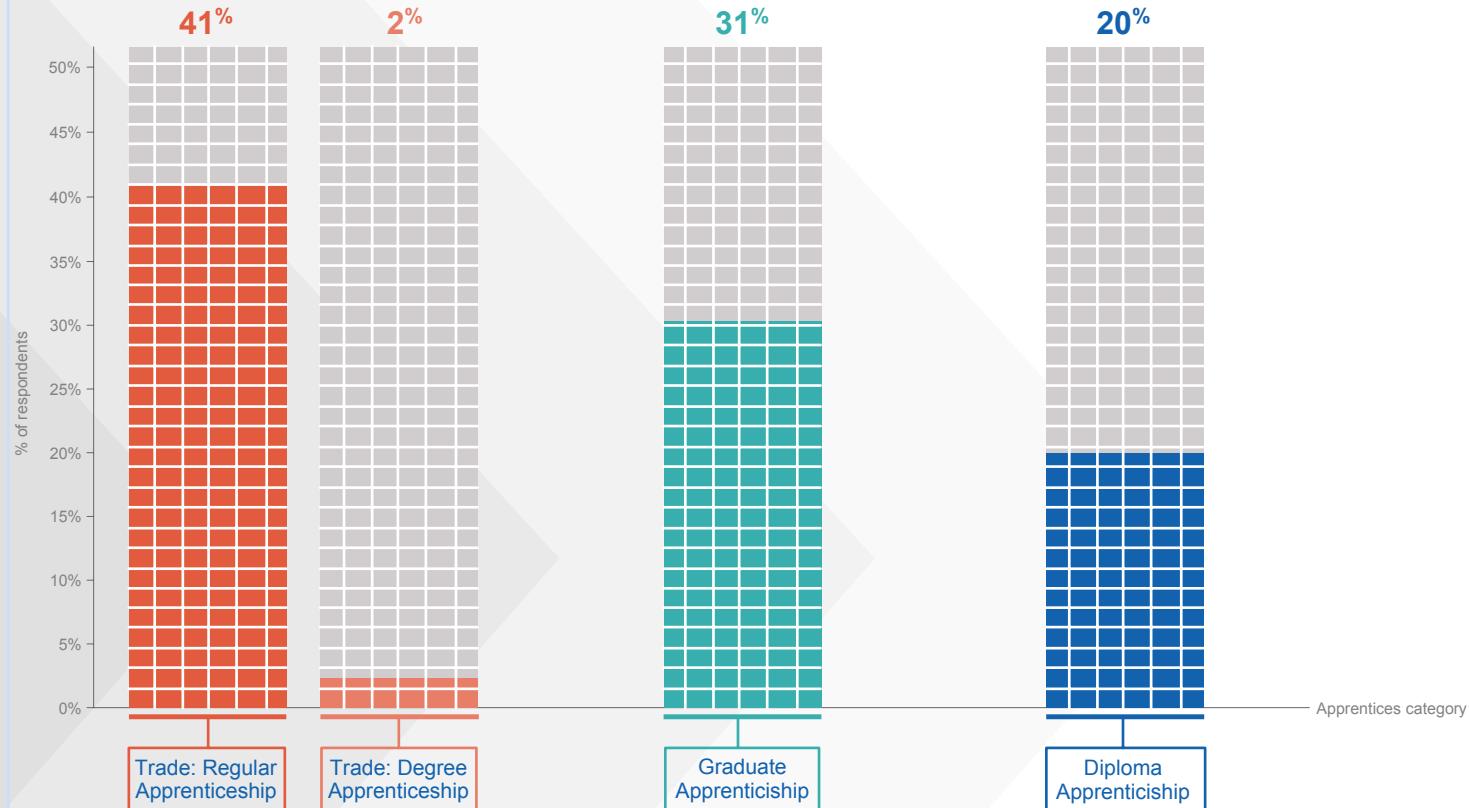
Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Apprentice Engagement by Category and Function (Jul 2022– Dec 2022)



Apprentices' Engagement – by Category

Employers preference for apprentice category: Jul-Dec, 2022



Trade apprentices (Regular) continue to be the employers' most preferred category of apprentices in the current HY (Jul-Dec 2022) as well. Of the employers who want to engage apprentices **41%** of them are inclined to do so in Trade: Regular Apprenticeship category and **2%** of them want to engage apprentices in Trade: Degree Apprenticeship category. The proportion of employers looking to engage apprentices in Graduate (**31%**) and Diploma (**20%**) categories are comparatively relatively lower.

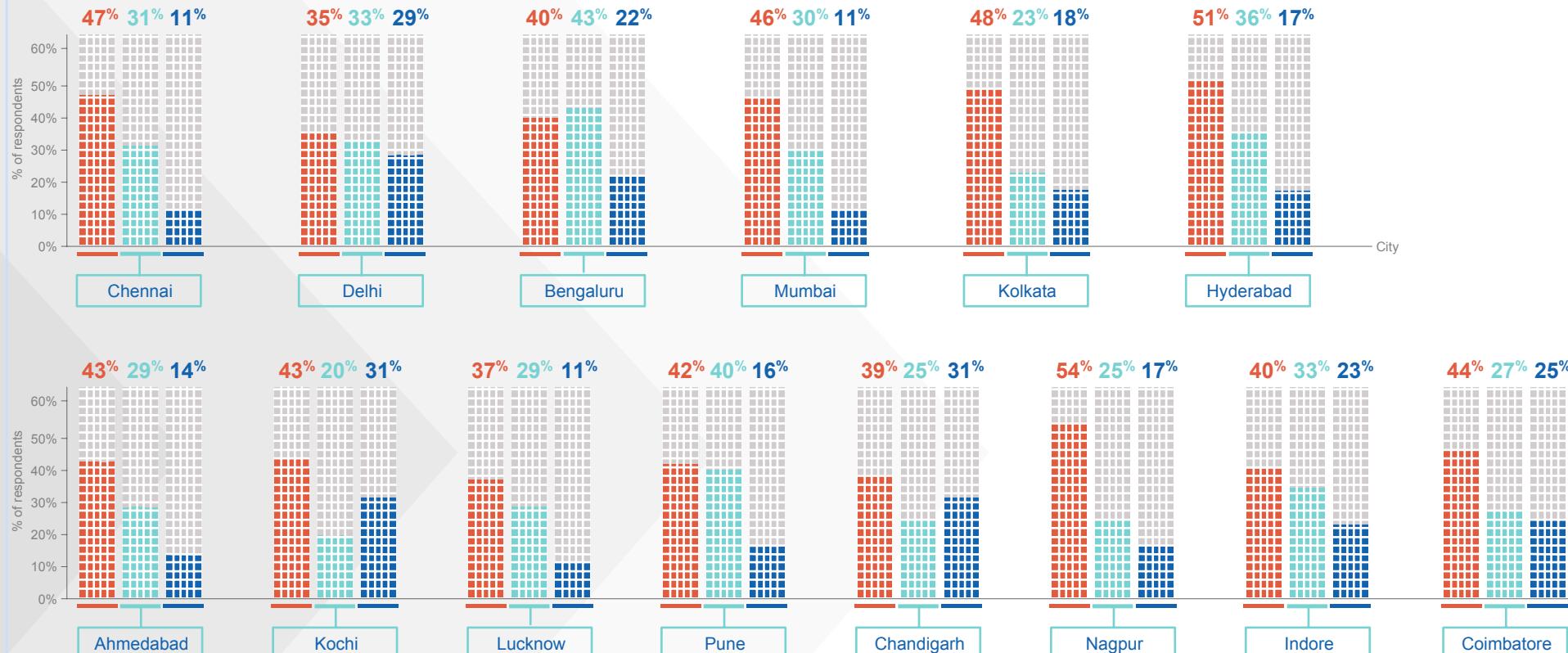
Note: The percentage may add to more than hundred percent as each respondent is allowed multiple responses

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Apprentices' Engagement – by Category

Metro versus Non-metro

Apprentice engagement across cities: Jul-Dec, 2022



- Trade Apprenticeship
- Graduate Apprenticeship
- Diploma Apprenticeship

Overall trade apprentices are preferred by 41% of the employers. Some cities have a relatively higher representation for the same. More than half employers in Nagpur (54%) and Kolkata (48%) are likely to be engaging Trade apprentices in the next six months. In Bangalore, marginally more employers will be engaging Graduate apprentices (43%) than Trade apprentices (40%). Kochi (31%) and Chandigarh (31%) will witness significant number of Diploma apprentices being engaged in the next six months.

Note: The percentage may add to more than hundred percent as each respondent is allowed multiple responses

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Apprentices' Engagement – by Trade Category

Apprentice engagement in trade category across cities: Regular apprenticeship vs Degree apprenticeship

Jul-Dec, 2022



Metro



Non-Metro

31

■ Trade: Regular apprenticeship

■ Trade: Degree apprenticeship

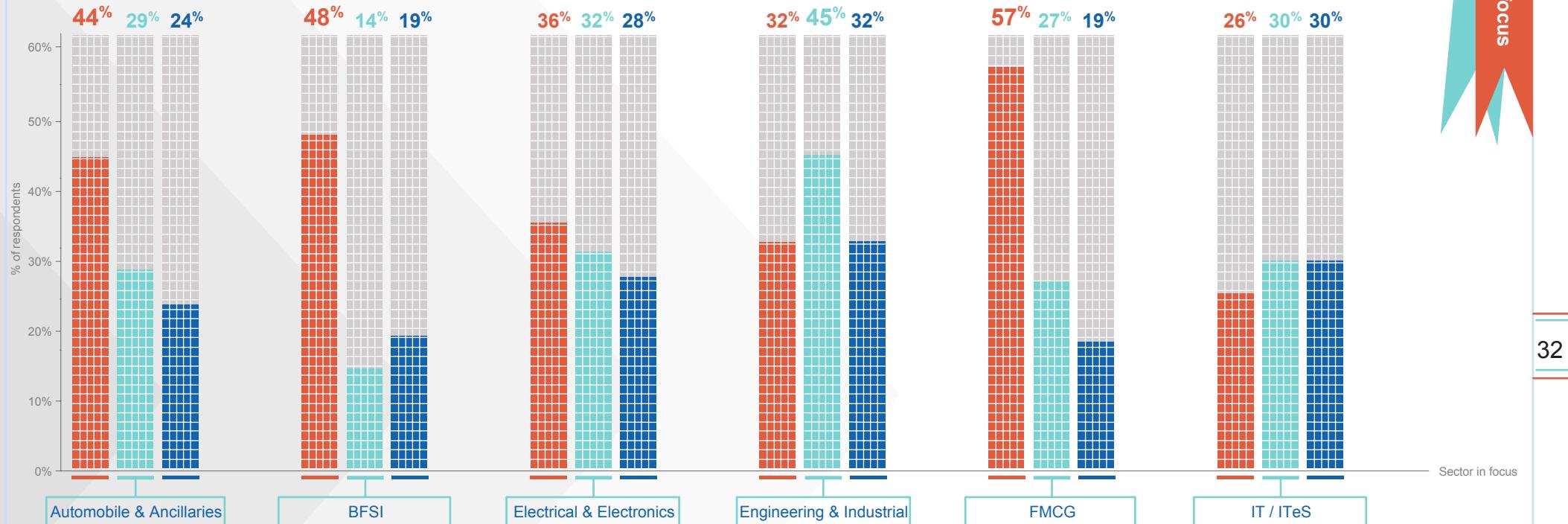
“ The relatively new Trade: Degree Apprenticeship category has quickly garnered popularity across a host of cities – notably in Mumbai (10%) and Bengaluru (8%) among metros, and in Chandigarh (15%) and Pune (11%) among non-metros. **”**

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Apprentices' Engagement – by Category

Key sectors

Apprentice engagement across sector in focus: Jul-Dec, 2022



Trade apprentices are the most sought after across almost all sectors the current HY. More than half of the FMCG employers (57%) would be engaging Trade Apprentices. Employers in the Engineering & Industrial sector, however, would be engaging more Graduate apprentices (45%) than Trade (32%). IT/ITeS sector employers would also be engaging marginally more Graduate apprentices and Diploma apprentices (30% each), than Trade apprentices (26%).

■ Trade Apprenticeship

■ Graduate Apprenticeship

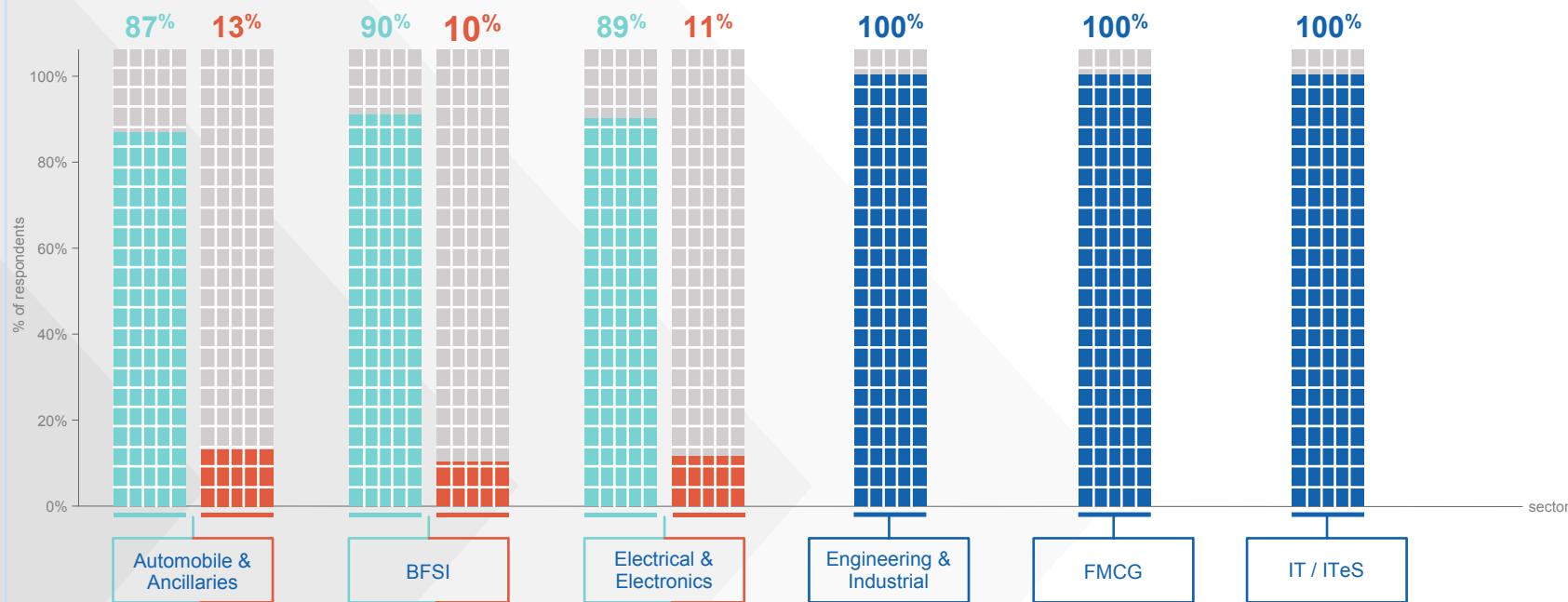
■ Diploma Apprenticeship

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Apprentices' Engagement – by Trade Category

Apprentice engagement in trade category across sector in focus: Regular apprenticeship vs Degree apprenticeship

Jul-Dec, 2022



“ Three of the six key sectors in focus have fairly significant penetration of the Trade: Degree Apprenticeship category – Automobile & Ancillaries (13%), Electrical & Electronics (11%) and BFSI (10%). ”

■ Trade: Regular Apprenticeship

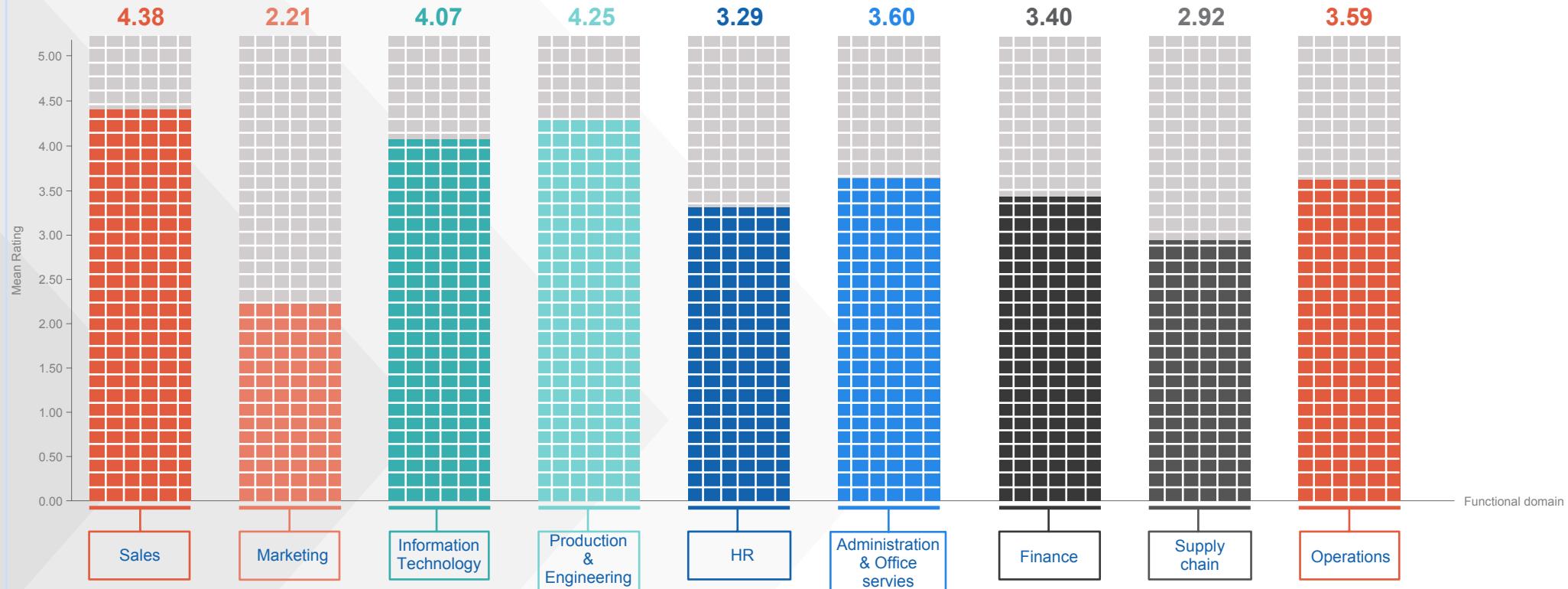
■ Trade: Degree Apprenticeship

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Apprenticeship Outlook Report

Apprentices' Engagement – by Function

Employers' Rating: Preferred functional domain for engaging apprentices, Jul-Dec, 2022



“ This HY, employers seem to be considering the Sales function to be the most important in terms of engaging apprentices (rated this **4.38** on a scale of 5). Production & Engineering (**4.25**) and Information Technology (**4.07**) follow on the heels of the Sales function. Marketing (**2.21**) & Supply chain (**2.92**) are rated the least in terms of engaging importance. **”**

Rated on the scale of 1 to 5 where 1 stands for "least important" & 5 stands for "most important"

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)



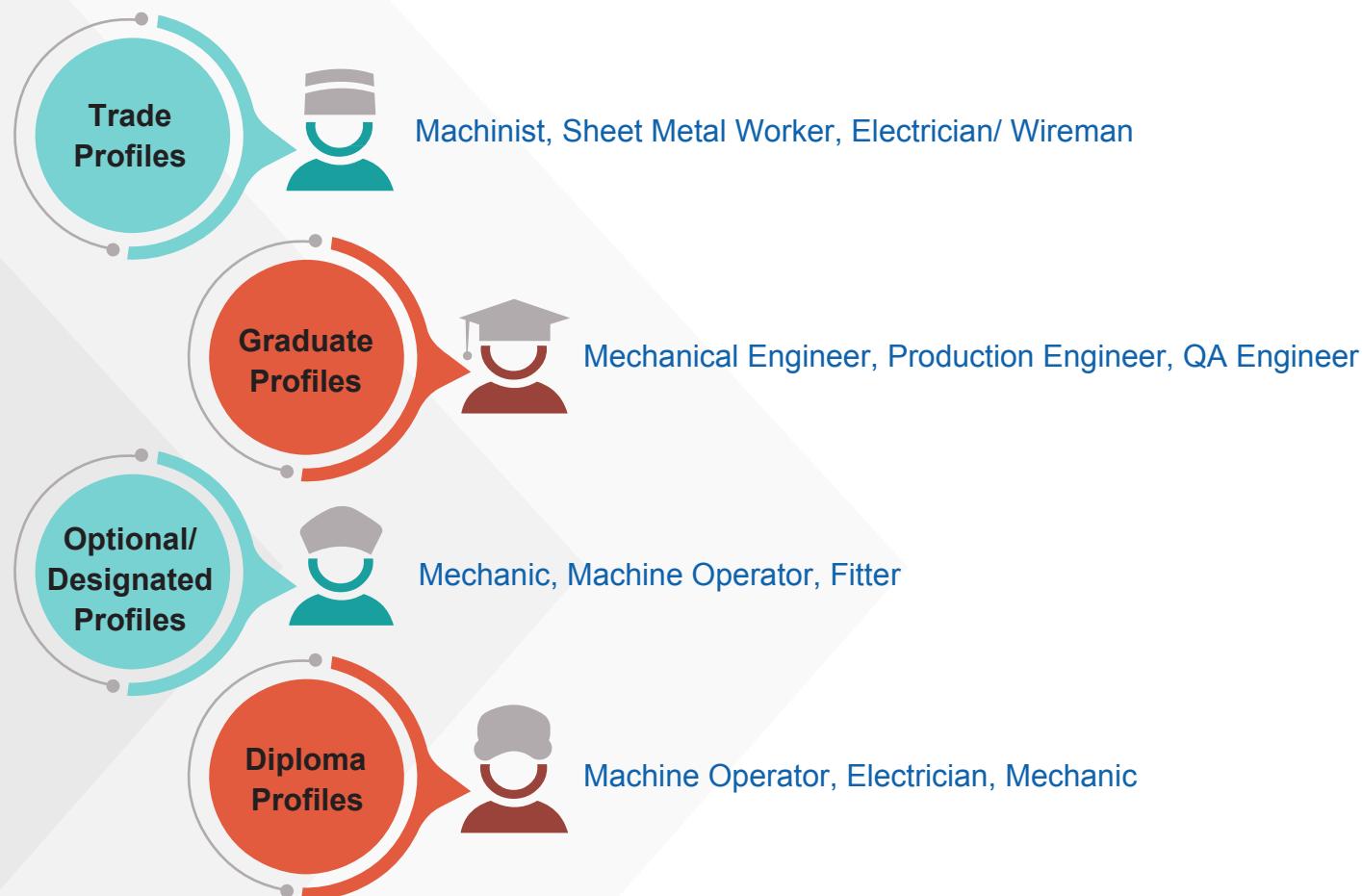
Job Roles Across Apprenticeship Categories (Jul 2022– Dec 2022)



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The Apprenticeship Outlook

Top 3 Job profiles [forecast for HY-2: Jul 2022 – Dec 2022]

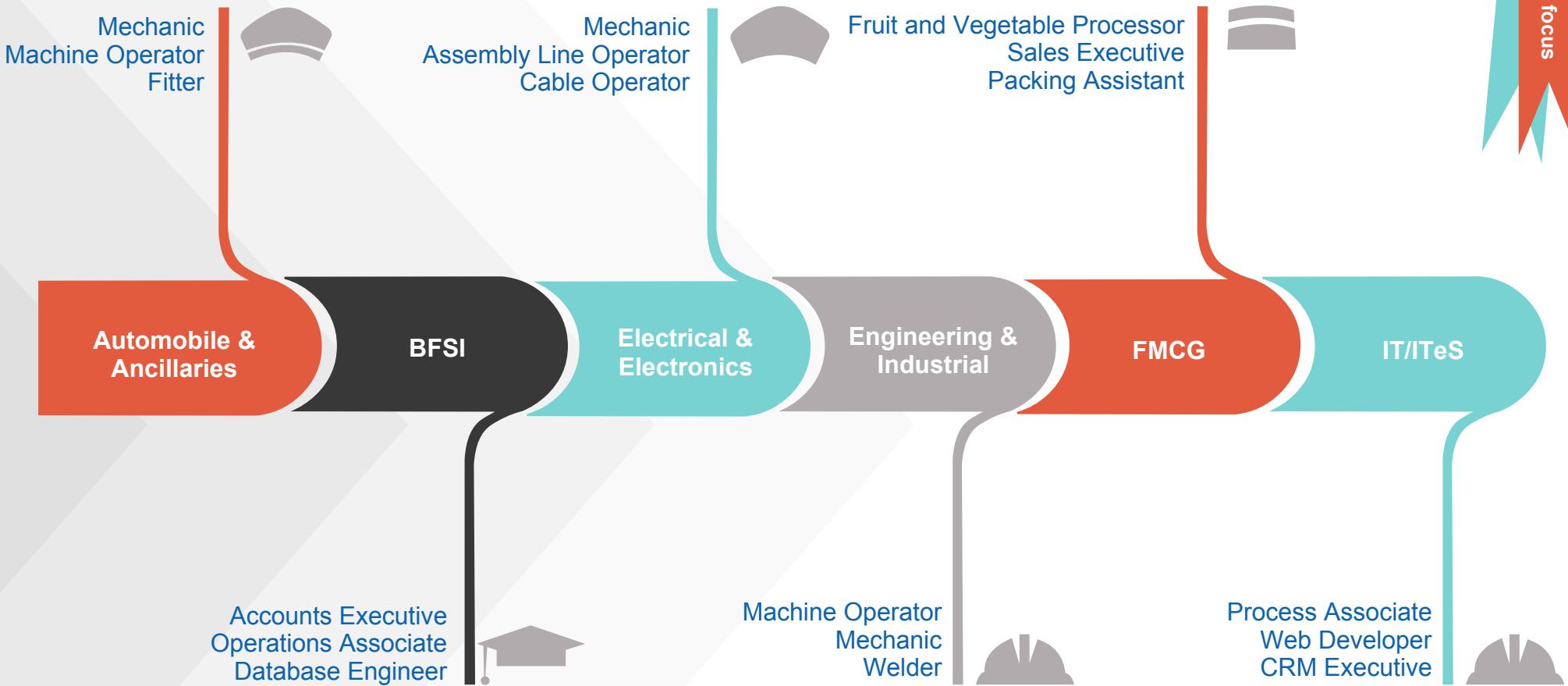


36

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

The Apprenticeship Outlook

Top 3 roles in Optional/Designated apprenticeships – Key Sectors



Source: Valuvox Survey of Apprenticeship Hiring Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate hiring in the current HY (Jul-Dec , 2022)

The Apprenticeship Outlook

Top 3 roles in Graduate & Trade apprenticeships – Key Sectors

Graduate apprentices

Electrical & Electronics Engineer
Mechanical Engineer
QA Engineer

Engineering & Industrial

Sales & Marketing Executive
QA Specialist
Production Engineer

Automobile & Ancillaries

Software / IT Engineer
HR Executive
Electrical & Electronics Engineer

Electrical & Electronics

IT / ITeS

Trade apprentices

Sheet Metal Worker
Fitter / Welder
Electrician / Wireman

Automobile & Ancillaries

CNC Programmer Cum Operator
Machinist
Electrician / Wireman

Electrical & Electronics

Retail Trainee Associate
Production Apprentice
Housekeeping

BFSI

Computer Operator and Programming
Assistant
Housekeeping
Helper

Key sectors in focus

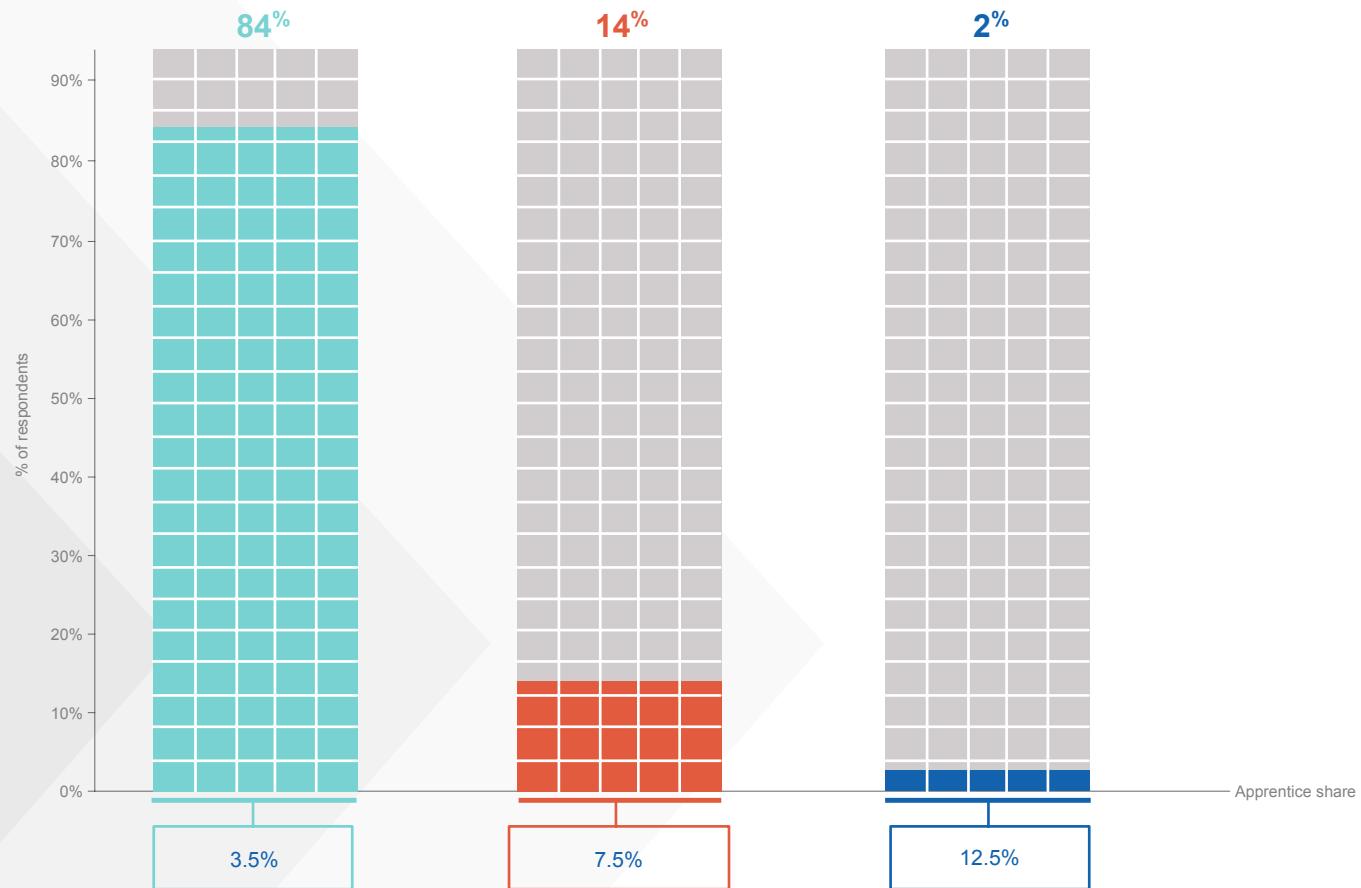
38

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Engagement of Apprentices and Reasons for Engagement



Apprentices Share in the Workforce

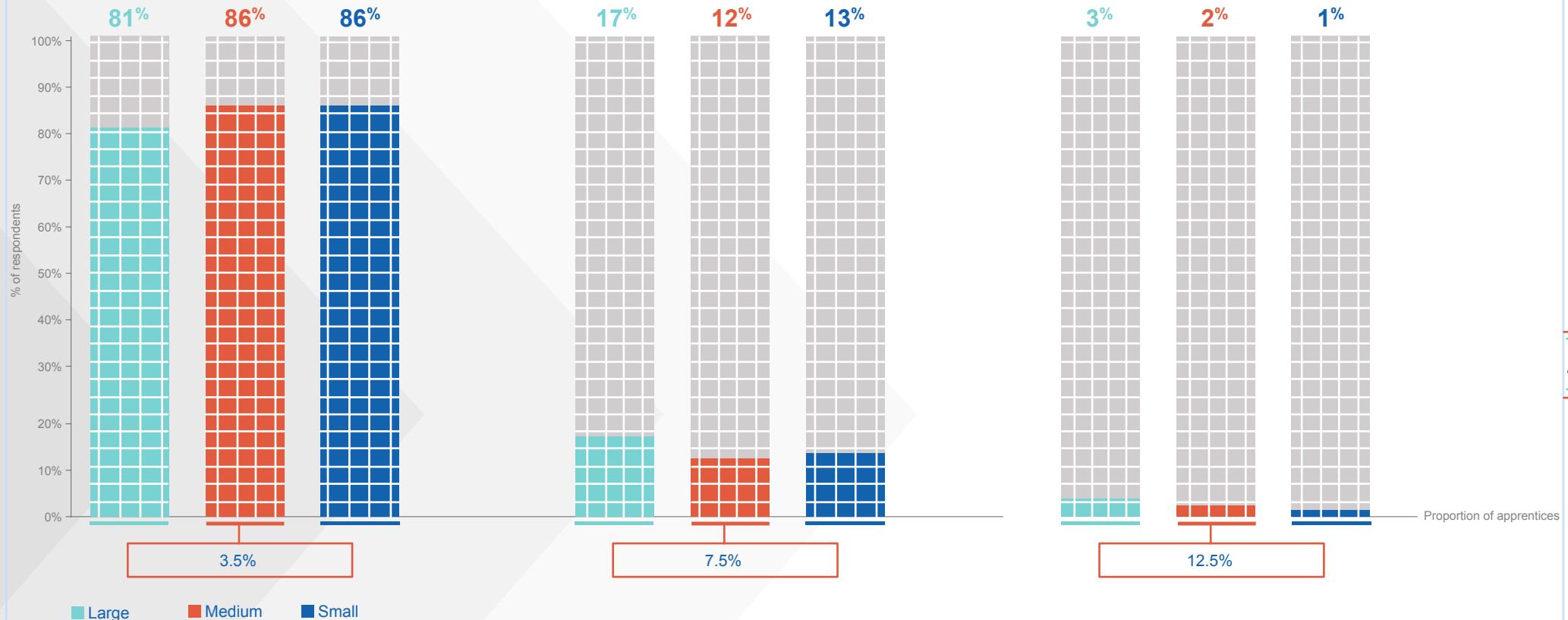


“ A vast majority of employers (84%) have apprentices constituting 3.5% of their workforce, and for 14% of the employers, apprentices constitute 7.5% of the workforce. ”

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Apprentices Share in the Workforce - by Business Size

Proportion of apprentices constituted in workforce: Business size wise

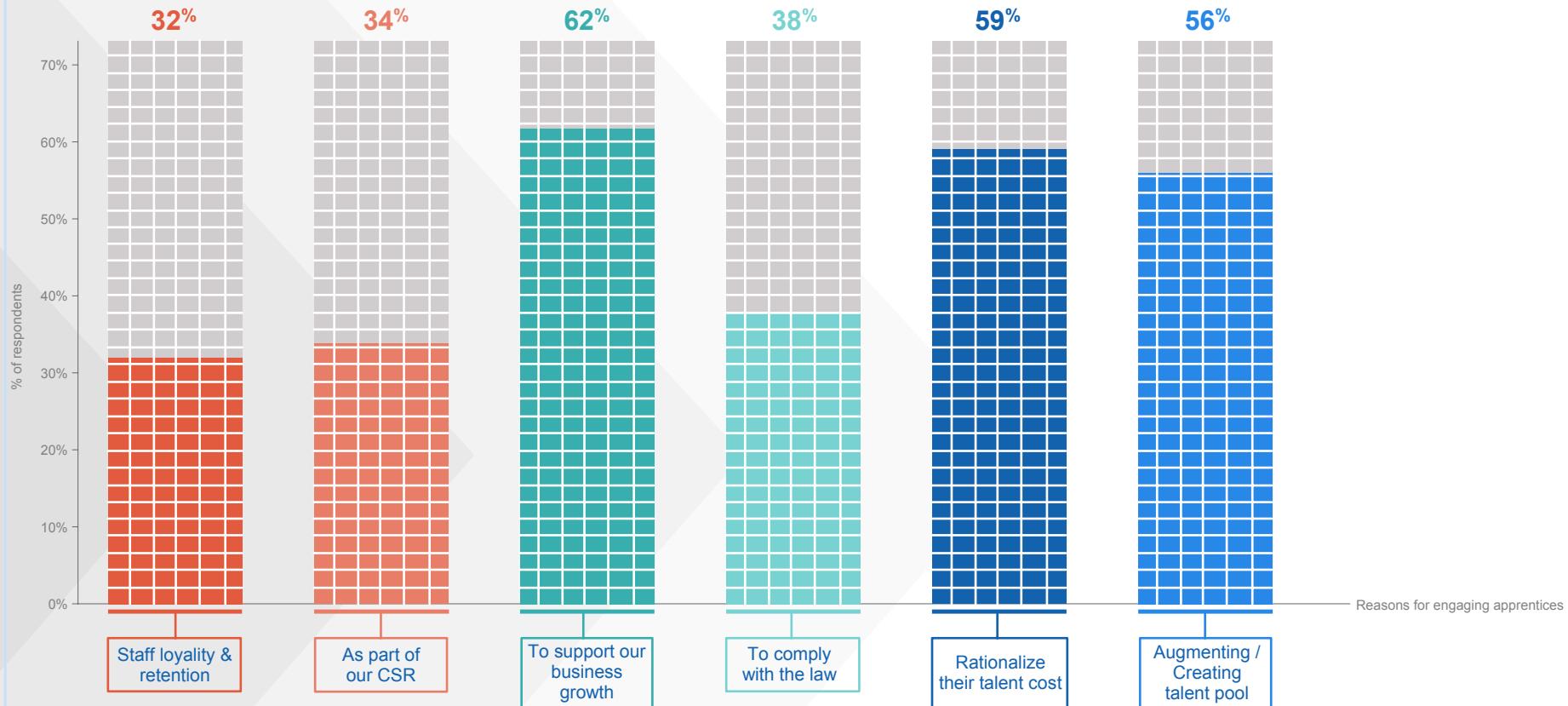


As with the overall scenario, apprentices constitute 3.5% of the workforce in case of a majority of the employers across Large (81%), Medium (86%) and Small (86%) sized businesses. A far smaller proportion of employers – 17% of Large, 12% of Medium and 13% of Small sized businesses – have apprentices constituting 7.5% of their workforce.

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Reasons for Apprentices' Engagement

Reasons for apprentices' engagement

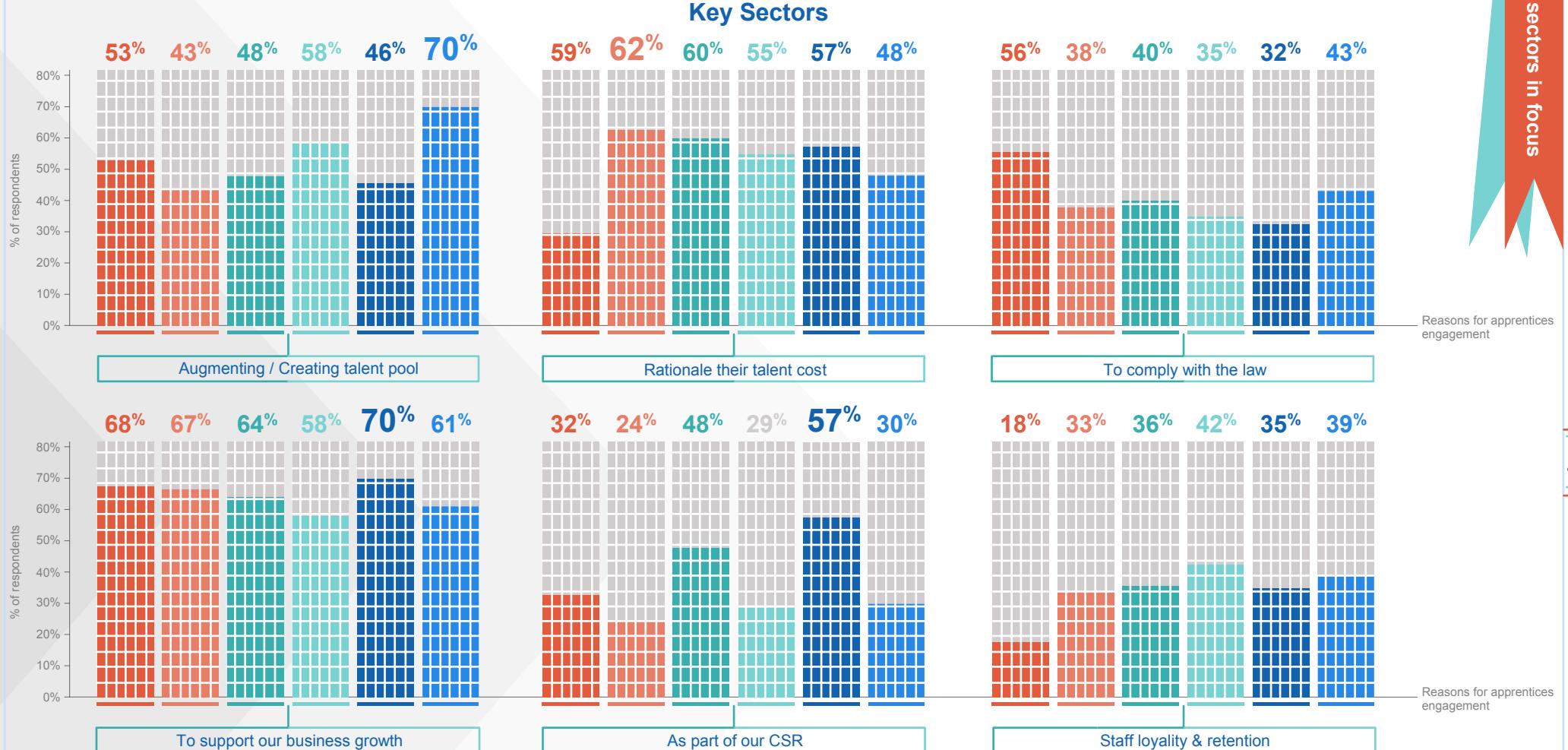


“ Majority of the employers (62%) believe that increase in apprentices engagement will facilitate their business growth. A major proportion of these (59%) also believe that apprentice engagement will enable them with a more cost efficient workforce and facilitate in creating a talent pool (56%). ”

Note: The percentage adds up to more than hundred percent as each respondent were allowed multiple responses

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Reasons for Apprentices' Engagement

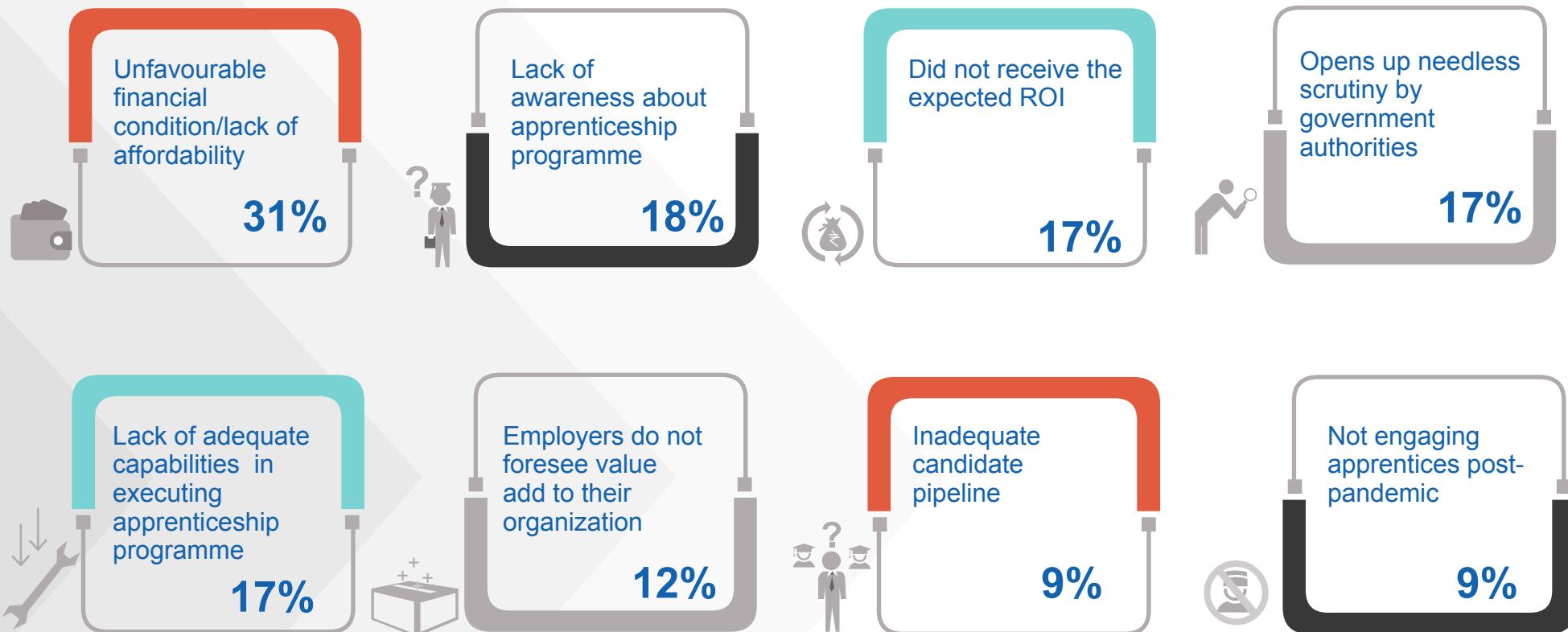


- Automobile & Ancillaries
- BFSI
- Electrical & Electronics
- Engineering & Industrial
- FMCG
- IT / ITeS

“ Of the sectors in focus, majority of the employers (more than 60% from each) seem to share a similar opinion that they intend to engage apprentices to support business growth. This is relatively higher in case of FMCG as about 70% of the employers believe so. This is followed by another significant reason that apprentices engagement can facilitate a cost efficient workforce and can facilitate in creating a talent pool. **”**

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Reasons Cited by Employers who do not wish to Engage Apprentices



44

“Top reasons cited by those employers who shy away from engaging apprentices are: unfavorable financial condition/lack of affordability (31%), lack of awareness on apprenticeship programme (18%) and not obtaining expected ROI (17%). For a minor 9% of the employers, the proposition no longer seems to work and they are unwilling to engage apprentices post-pandemic. **”**

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)



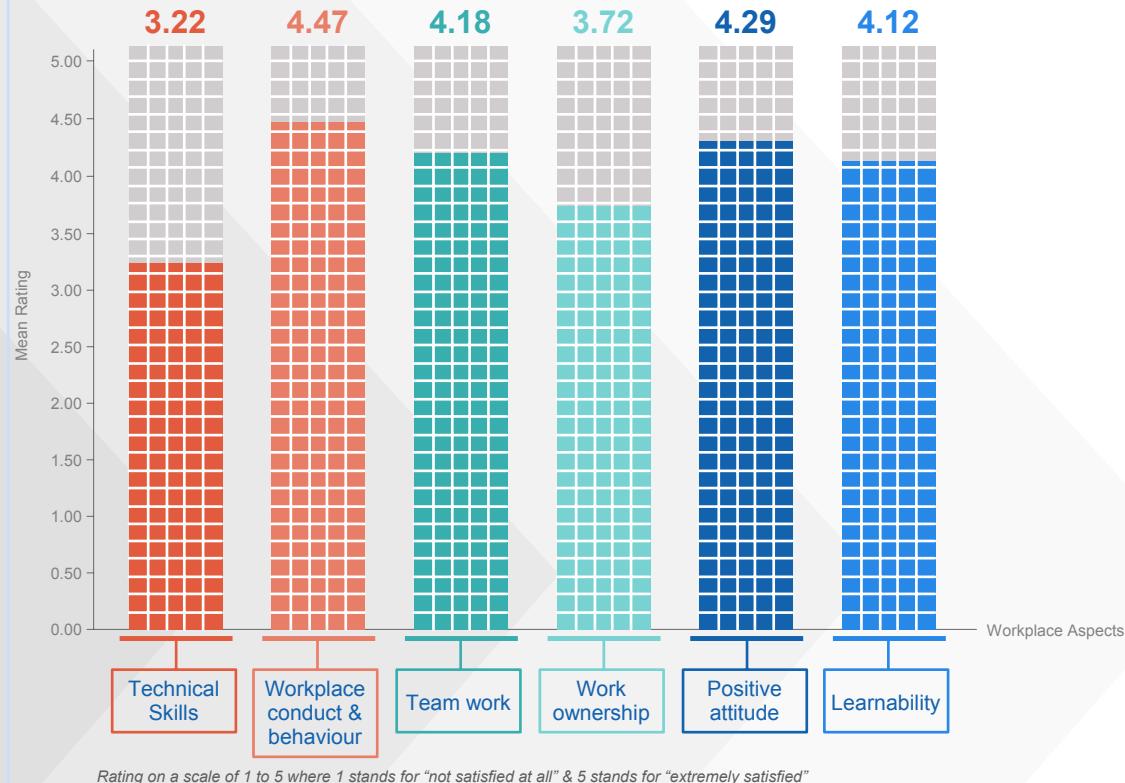
Apprentices Engagement: More Insights



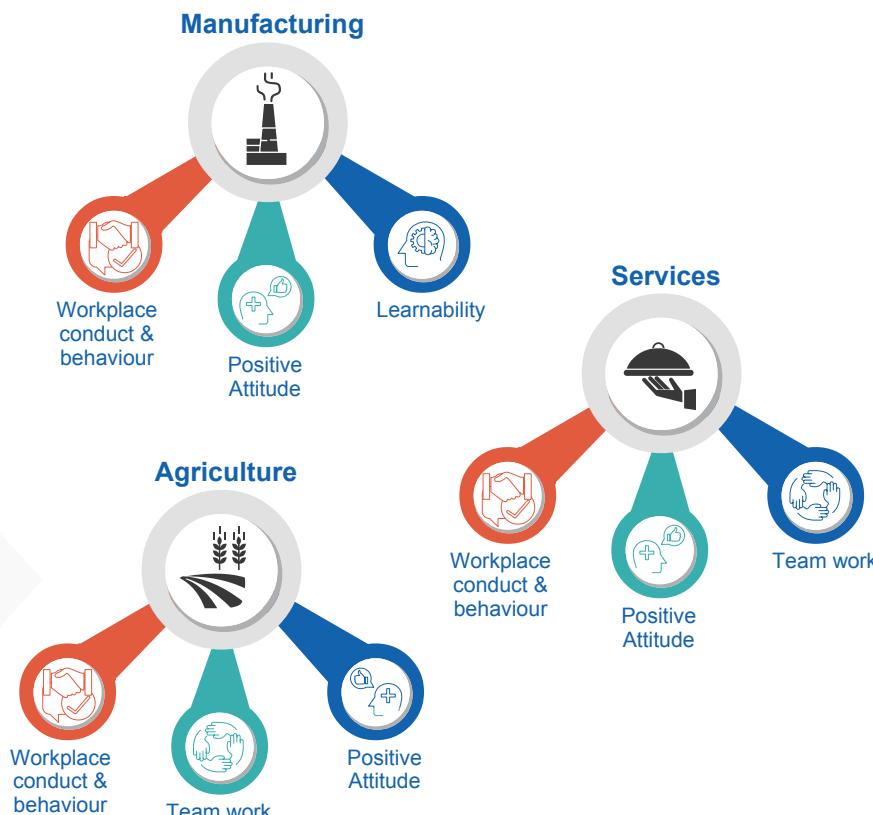
45

Top Characteristics of Apprentices Absorbed

Employer ratings: workplace characteristics of apprentices absorbed



Top three characteristics – by Industry



46

“ Top 3 characteristics that employers are most satisfied with from full time employees who were previously apprentices are Workplace conduct & behavior (rated 4.47 on a scale of 5), Positive attitude (rated 4.29 on a scale of 5), Team work (rated 4.18 on a scale of 5). ”

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Top Characteristics of Apprentices Absorbed

Key sectors

Key sectors in focus

	Sectors	Technical Skills	Workplace conduct & behaviour	Team work	Work Ownership	Positive attitude	Learnability
	Automobile & Ancillaries	3.21	4.41	4.32	3.74	4.26	4.85
	BFSI	3.57	4.29	4.38	3.67	4.05	4.38
	Electrical & Electronics	3.16	4.60	4.28	3.68	4.32	4.08
	FMCG	3.49	4.62	4.08	3.81	4.38	4.27
	IT/ITeS	2.96	4.39	4.57	3.91	4.26	4.30
	Engineering & Industrial	2.65	4.29	4.45	3.39	4.19	4.23
	Overall	3.22	4.47	4.18	3.72	4.29	4.12

Rated on the scale of 1 to 5 where 1 stands for "not satisfied at all" & 5 stands for "extremely satisfied"

47

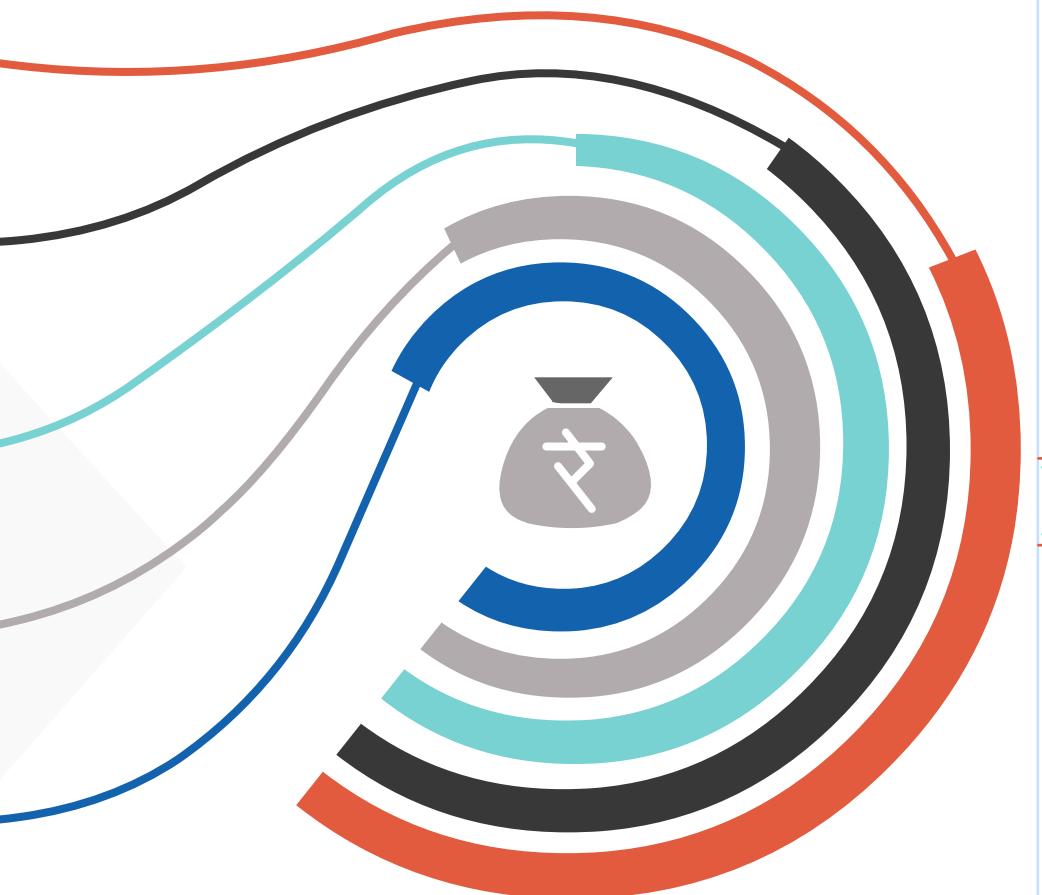
“ The FMCG sector reports a higher rating for apprentices, on most workplace characteristics, than the other key sectors in focus. IT/ITeS employers rate their apprentices marginally lower (**2.96** on a scale of 5) on Technical skills compared to all other key sectors. However, the sector fares marginally better on Team Work (**4.57** on a scale of 5) and Learnability (**4.30** on a scale of 5). All other sectors are more or less in tandem in their ratings across workplace characteristics displayed by apprentices. **”**

Note: Mean rating has been applied against each workplace aspects

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Top Stipend Pay-outs

By Category (Y-o-Y Comparison)

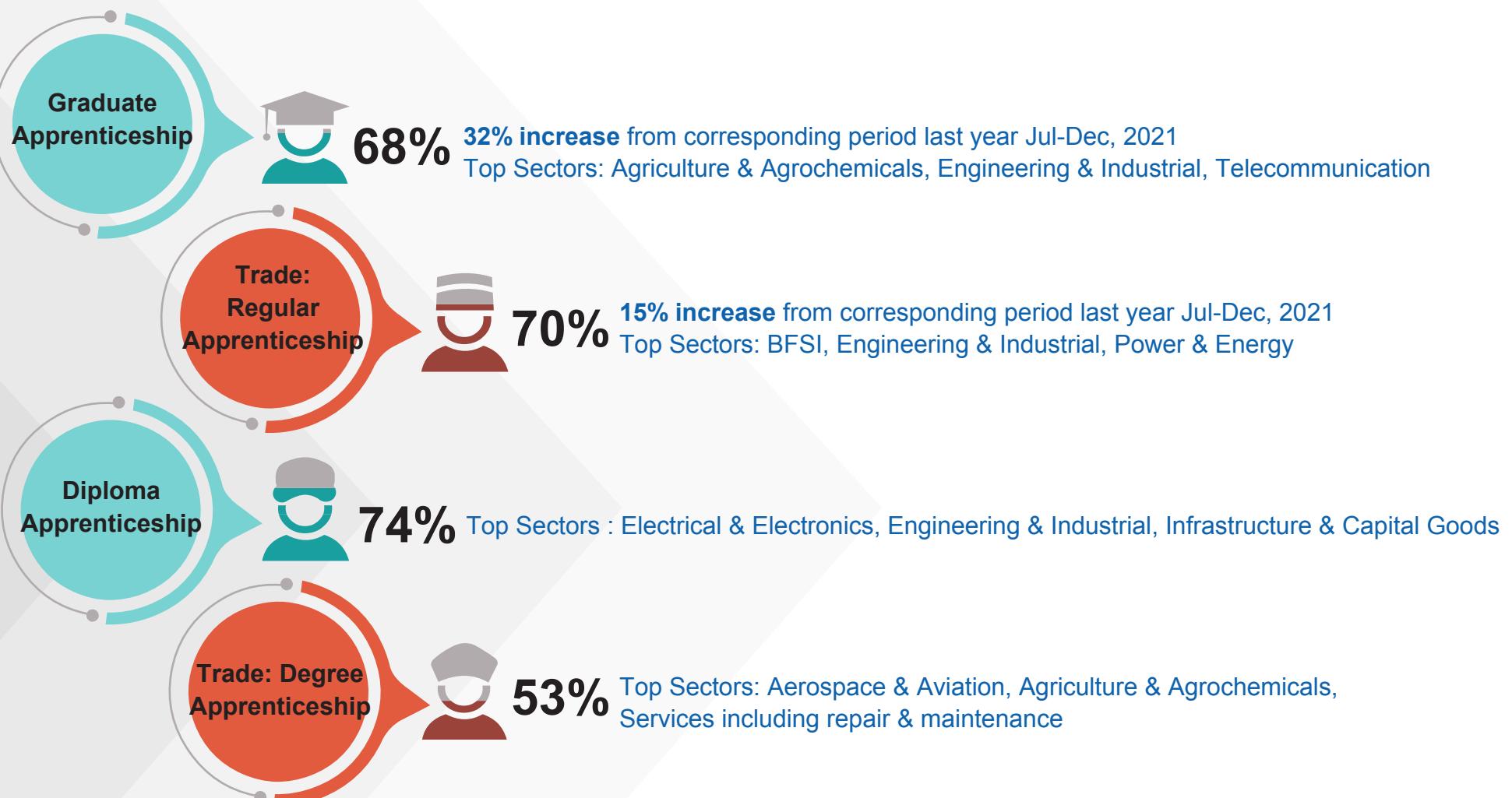


48

“ Stipends in Jul-Dec 2022 are likely to stay at the same levels as they were a year ago – during Jul-Dec 2021. However, the stipend for Graduate apprenticeships has increased. **”**

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Top Outlook Categories – Y-o-Y Comparison



Diploma apprentices (NAO 74%) emerge as the category of apprentices with the highest NAO for the current HY (Jul-Dec 2022). Trade (NAO 70%), and Graduate apprentices (NAO 68%) appear to be the close second and third.

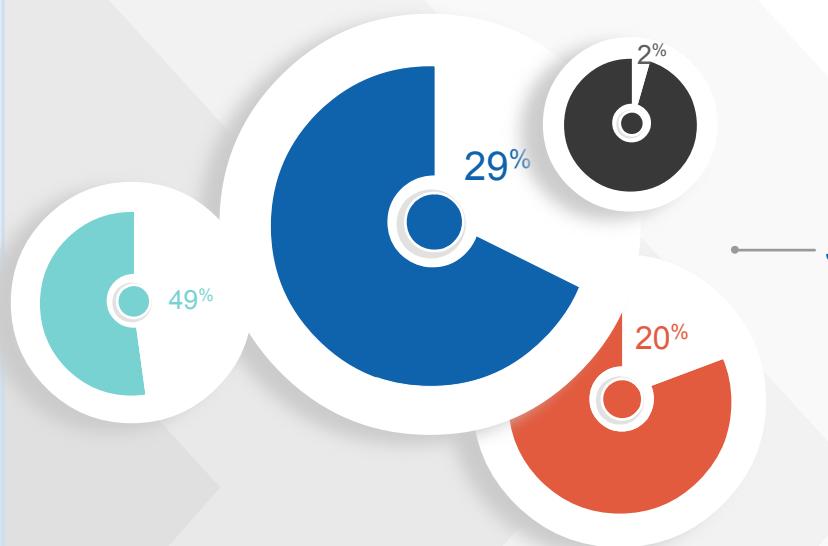
NAO: Net Apprenticeship Outlook

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

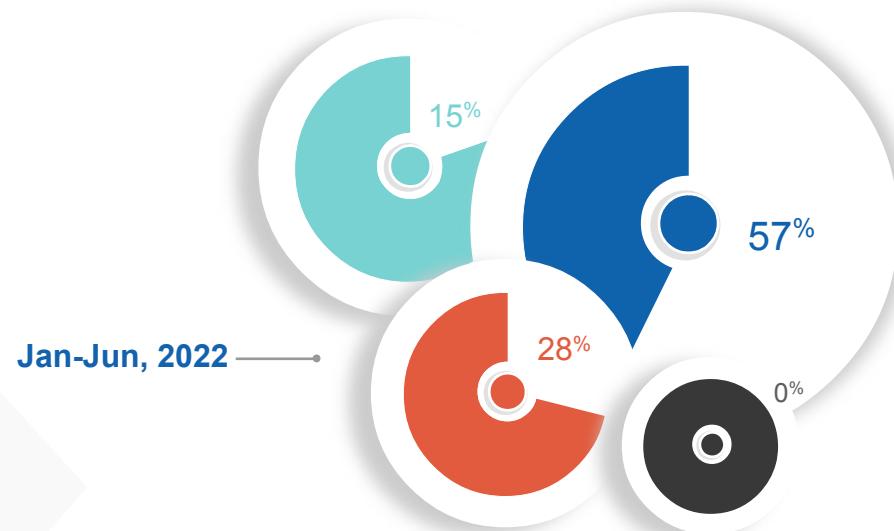
Gender Preference in Apprentice Engagement

Overall

Gender preference in apprentices engagement



Jul-Dec, 2022



Jan-Jun, 2022

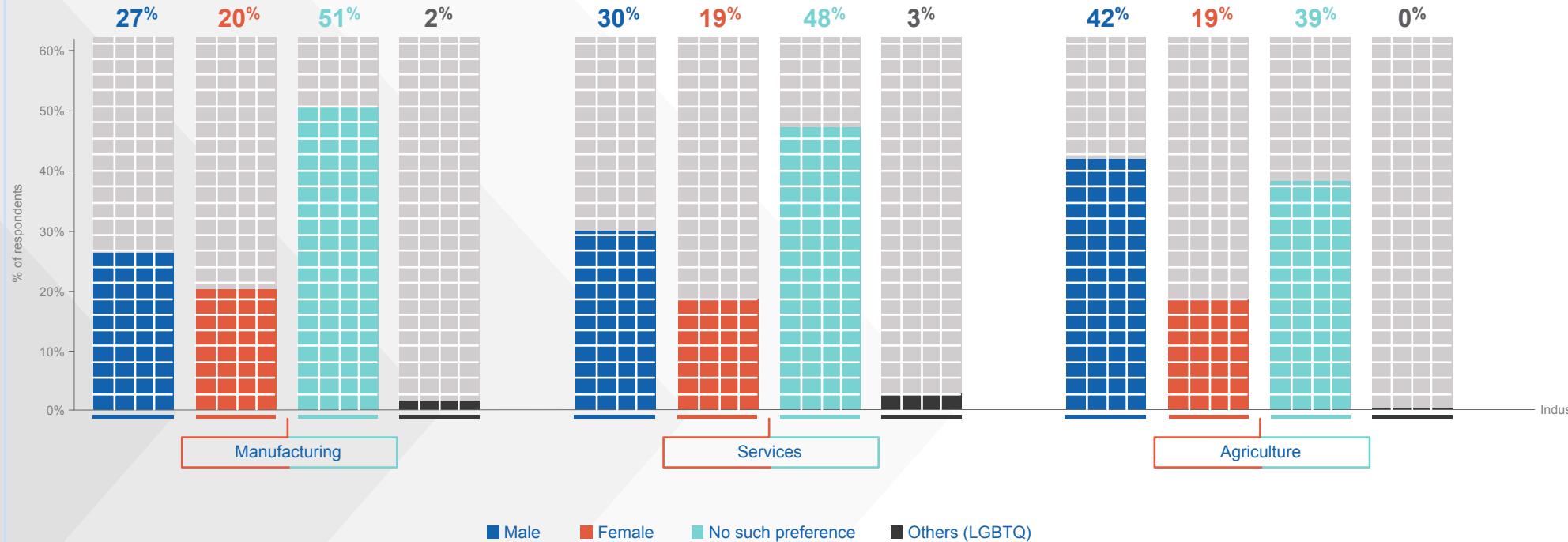
■ Male ■ Female ■ No such preference ■ Others (LGBTQ)

The gender preference gap has reduced drastically this HY compared to the previous HY, with male candidates being preferred by only 9% more employers than those who prefer to engage female candidates. A substantial proportion of employers (49%) exhibit gender neutrality with respect to apprentices engagement.

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Gender Preference in Apprentice Engagement

Industry-wise

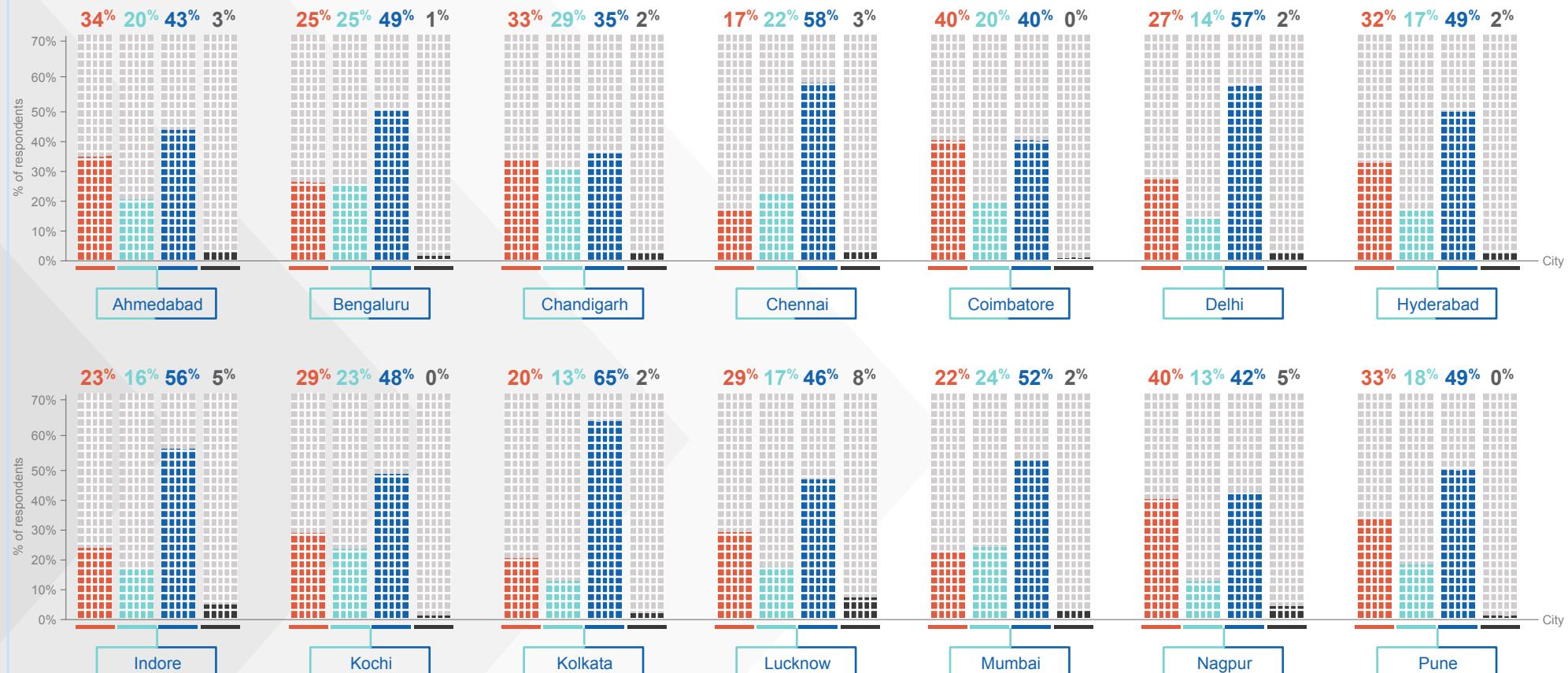


“ Gender neutrality in apprentice engagement is evident amongst employers across industries as well. Manufacturing exhibits the highest level of gender neutrality (51%), followed closely on its heels by the Services industry (48%). The Agriculture industry has significant gender bias with two out of every five employers (42%) preferring to engage male candidates, and a relatively low 39% exhibiting gender neutrality. ”

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Gender Preference in Apprentice Engagement

City-wise

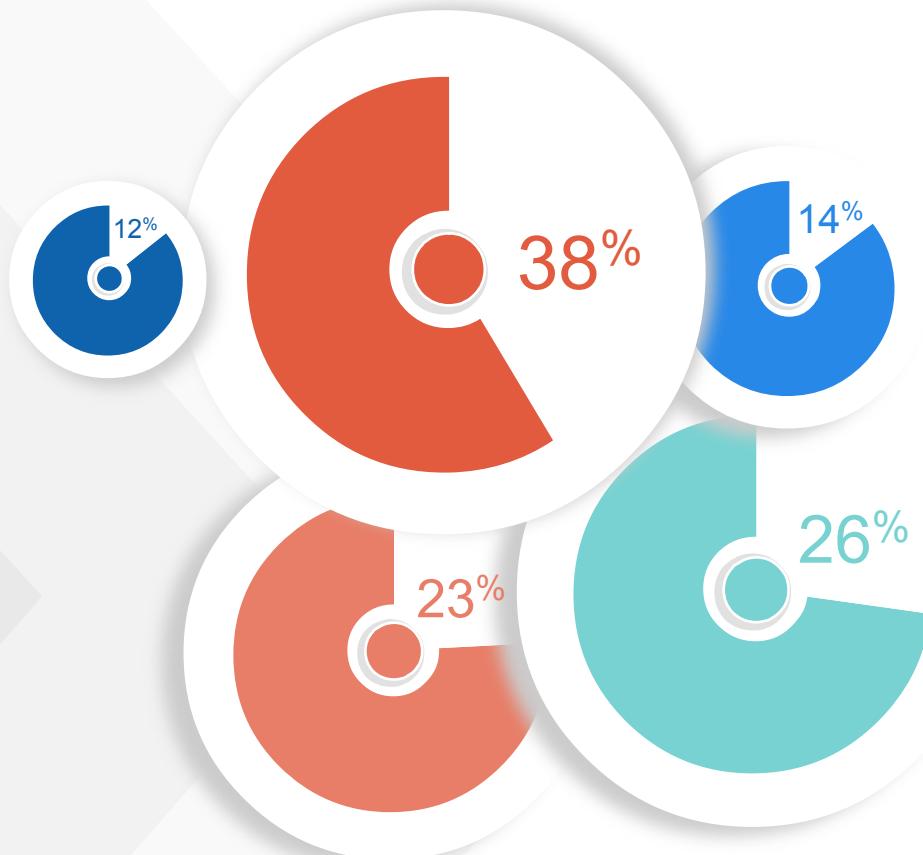


“ Chennai (58%), Kolkata (65%) and Delhi (57%) emerge as model cities with substantial proportions of employers exhibiting no specific gender preferences. A bias for engaging male candidates is conspicuous in case of Nagpur (40%), Coimbatore (40%) and Ahmedabad (34%). ”

■ Male ■ Female ■ No such preference ■ Others (LGBTQ)

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789 | The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Post-Covid Impact on Apprentice Engagement



- It has resulted in an increase in the engagement of apprentices
- It has resulted in more cost effective resource management via apprentices engagement
- No impact on apprentice engagement
- Apprentice engagement is put on hold
- Reduced the number of apprentices engaged

53

“ Engagement of apprentices has increased post-Covid for as many as 38% of all employers. For a significant 26% of the employers surveyed, the aftermath of Covid has prompted employers for a more cost effective mode via apprentices engagement. On the other hand, 23% report no post-Covid impact whatsoever. ”

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

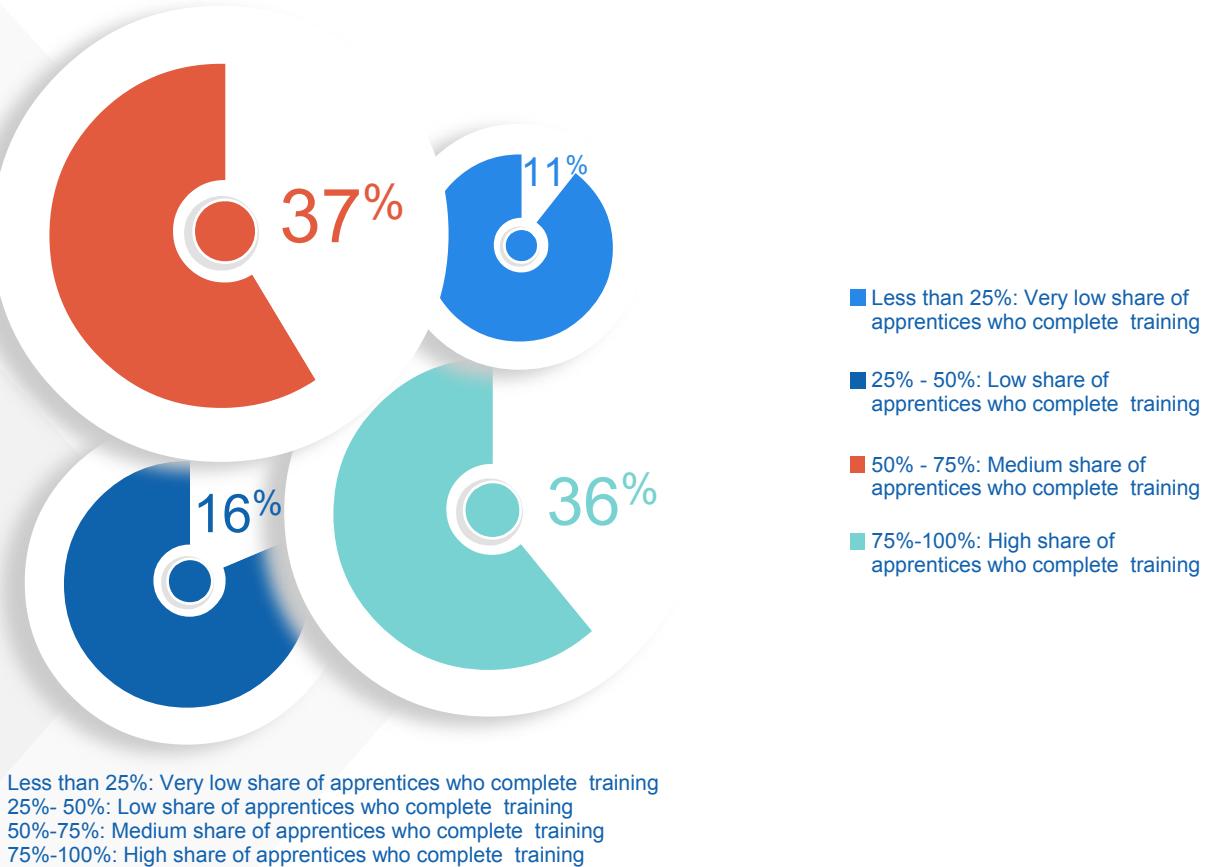


Training Completion and Apprentice Absorption

54

Proportion of Candidates Completing Training

Proportion of candidates who complete apprenticeship training



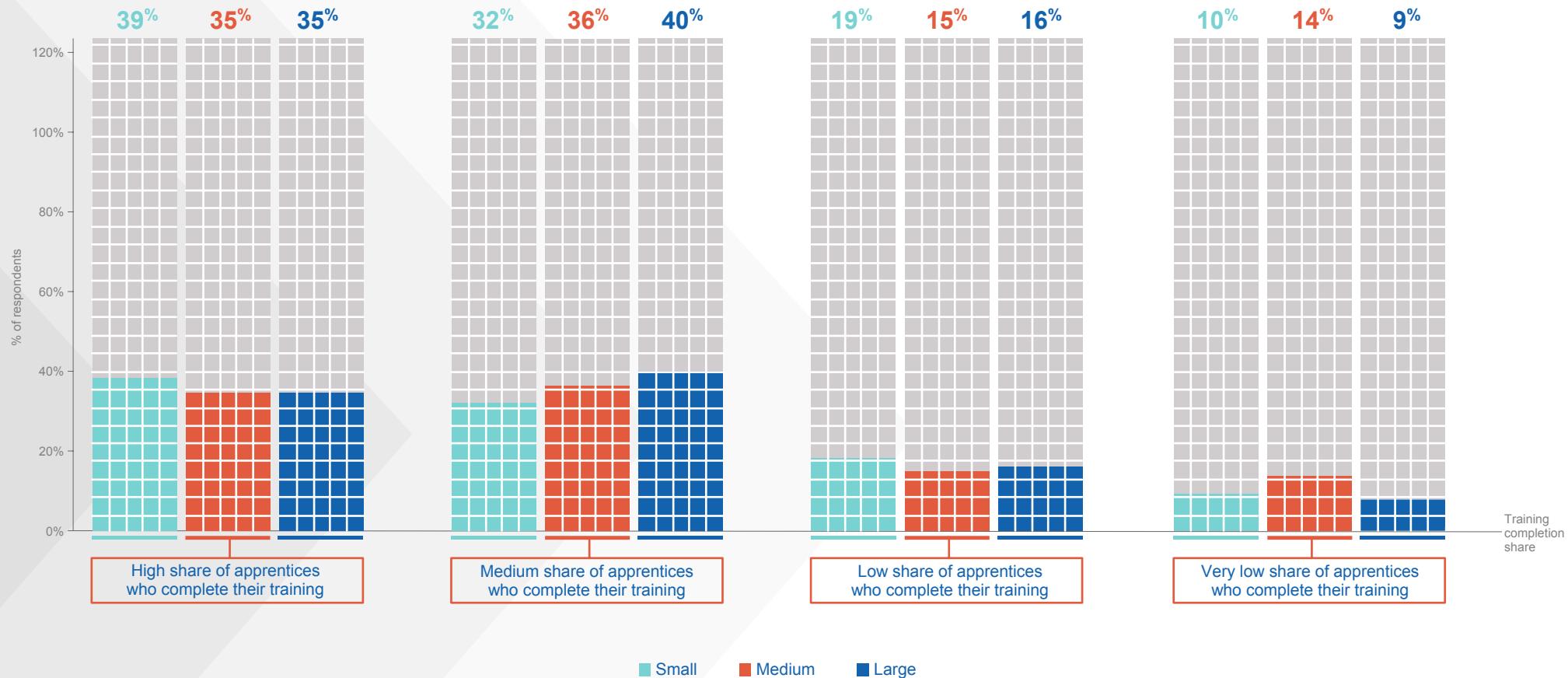
55

“ Majority, three-fourths of all employers (73%) report that more than half of all candidates whom they engage, complete their apprenticeship training. Only about 11% of the employers surveyed report that, of the apprentices whom they engage, less than 25% of them complete training. ”

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Proportion of Candidates Completing Training: Business-size wise

Proportion of candidates who complete apprenticeship training: Business-size



Less than 25%: Very low share of apprentices who complete training
 25%- 50%: Low share of apprentices who complete training
 50%-75%: Medium share of apprentices who complete training
 75%-100%: High share of apprentices who complete training

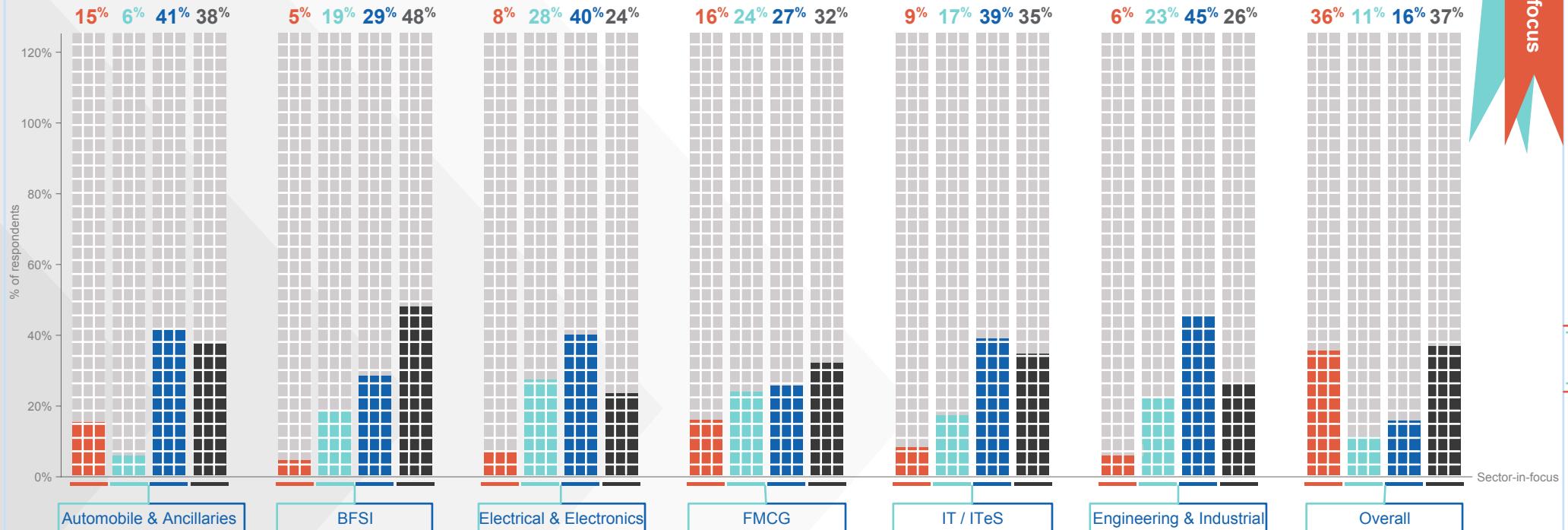
Nearly **40%** employers from small business size suggest that more than **75%** of the candidates whom they engage complete their training. About **35%** employers from each medium and large business size express the same.

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Proportion of Candidates Completing Training

Key sectors

Proportion of candidates completing training: Key sectors



Less than 25%: Very low share of apprentices who complete training
 25%- 50%: Low share of apprentices who complete training
 50%-75%: Medium share of apprentices who complete training
 75%-100%: High share of apprentices who complete training

Very low share of apprentices who complete their training
 Low share of apprentices who complete their training
 Medium share of apprentices who complete their training
 High share of apprentices who complete their training

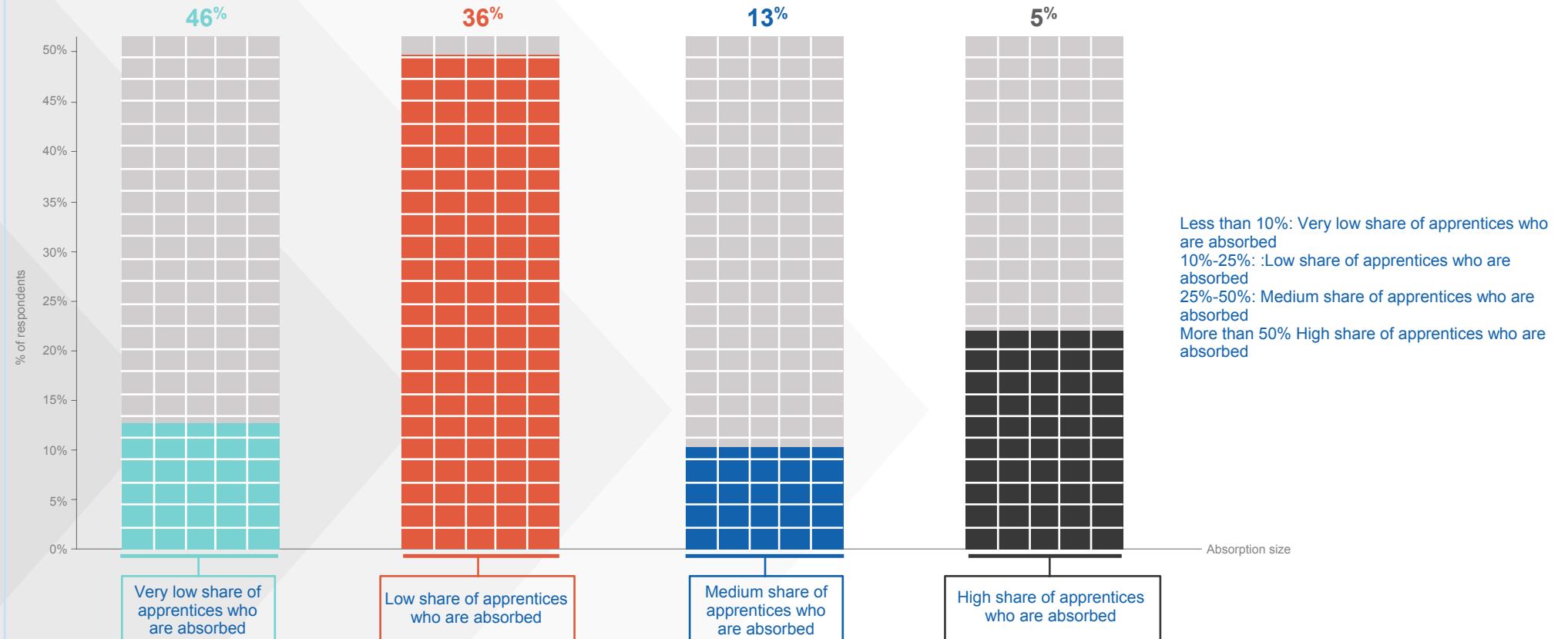
Low share of apprentices who complete their training
 High share of apprentices who complete their training

Nearly three-fourths of all employers belonging to the key sectors report that more than **50%** of the apprentices they engage compete training. Within this group, **48%** of the BFSI employers and **38%** of the Automobile & Ancillaries employers see **75%-100%** apprentices successfully complete training.

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Proportion of Candidates Absorbed on Training Completion

Proportion of candidates being absorbed on training completion



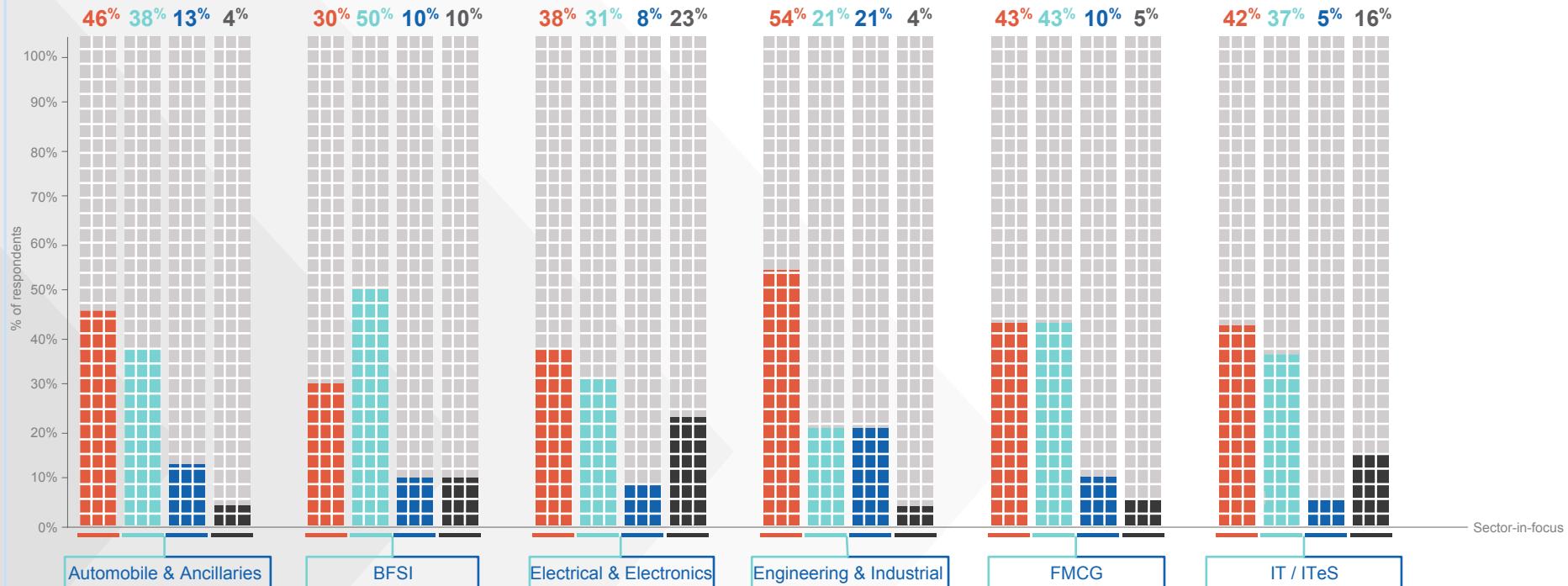
A high proportion of employers report that more than half of all candidates they engage, complete their apprenticeship training. However, just about 5% of the respondents report that 50% of the candidates get absorbed on training completion. It calls for imparting in-demand skill training and establishment-academia collaboration to facilitate relevant training and promote degree apprenticeship. About half of the respondents (50%) report that the apprentices who complete training, less than 10% or between 10% -25% of them get absorbed.

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Proportion of Candidates Absorbed on Training Completion

Key sectors

Proportion of candidates being absorbed on training completion: key sector in focus



Less than 10%: Very low share of apprentices who are absorbed
 10%-25%: Low share of apprentices who are absorbed
 25%-50%: Medium share of apprentices who are absorbed
 More than 50%: High share of apprentices who are absorbed

Very low share of apprentices who are absorbed
 Low share of apprentices who are absorbed
 Medium share of apprentices who are absorbed

High share of apprentices who are absorbed

The absorption rate trends do not seem to be as good as training completion size of candidates. 16% employers from IT / ITeS and 23% from Electrical & Electronics express that apprentices whom they engage, more than 50% of them get absorbed on training completion. The same is shared by 10% of the employers from BFSI sector.

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789 | The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)



Degree Apprenticeships

Bridge to Narrow India's Skill Gap



60

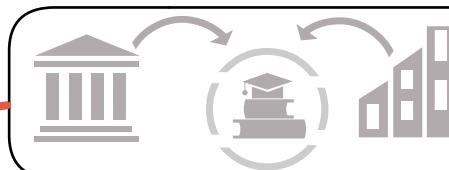
Apprenticeship Outlook Report

A Perfect Blend of Skilling and Academics

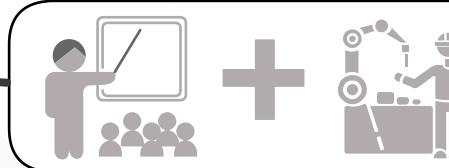
Degree Apprenticeship



A blend of a degree programme tailored to a specific role or industry and the framework of on-job training that come with an apprenticeship.



Programs co-designed by universities, inputs from employer



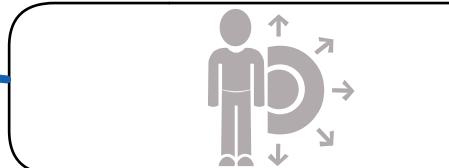
Learning from university faculty and skills training via the apprenticeship journey



A viable financing model for higher education



Valuable work experience via on the job training while learning



Opportunity for candidates to learn several workplace relevant soft skills

Data sources: 1) Reimagining Employability for the 21st century, TeamLease Degree Apprenticeship, JustJobs Network and Skill India, August 2022 2) ROI on apprenticeship, TeamLease Skills University, 2021

A Vital Role in Accomplishing the NEP Vision

NEP(2020) vision

Impart high quality 21st century employability skills
Increase overall GER from 27% to 50% by 2035

via credit based degree apprenticeship



Create a supply chain of relevant talent by partnering with Higher Education Institutes (HEI).



Improve talent engagement by supporting higher education for their potential future employees.

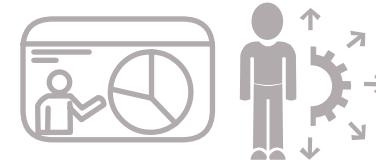


Benefits of adopting credit based apprenticeship embedded Degree Program

Develop job ready youth resulting in real time talent availability.



Ensuring productivity through structured training mechanisms

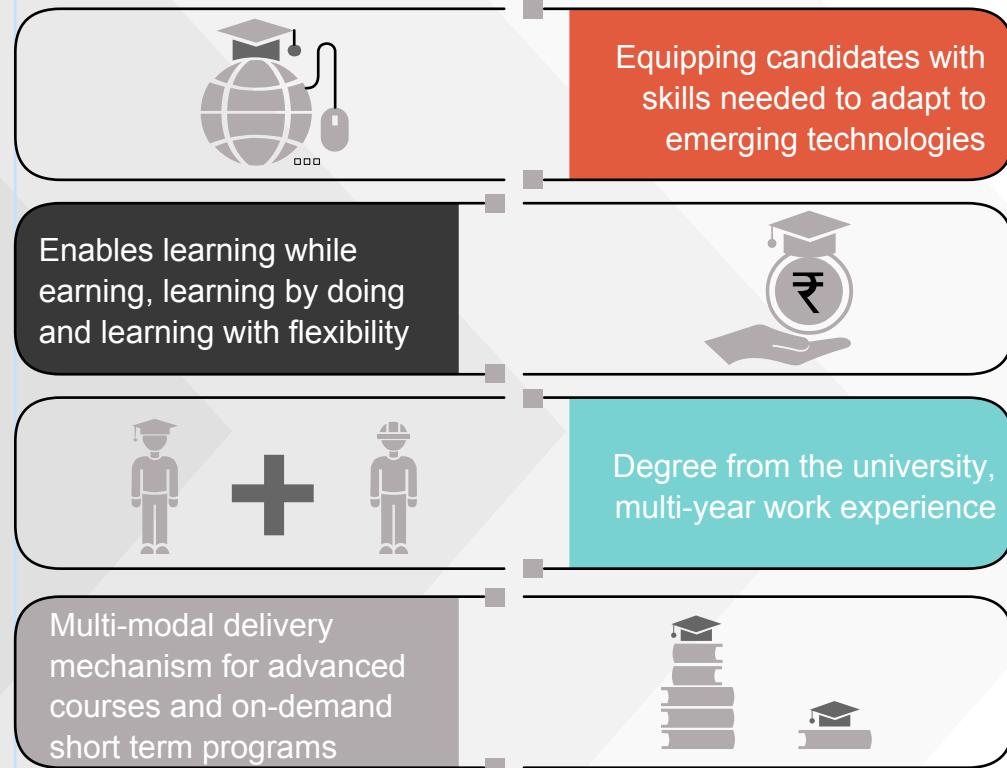


NEP: National Education Policy

Data sources: 1) Reimagining Employability for the 21st century, TeamLease Degree Apprenticeship, JustJobs Network and Skill India, August 2022 2) ROI on apprenticeship, TeamLease Skills University, 2021

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Degree Linked Apprenticeships Narrow India's Skills Gap

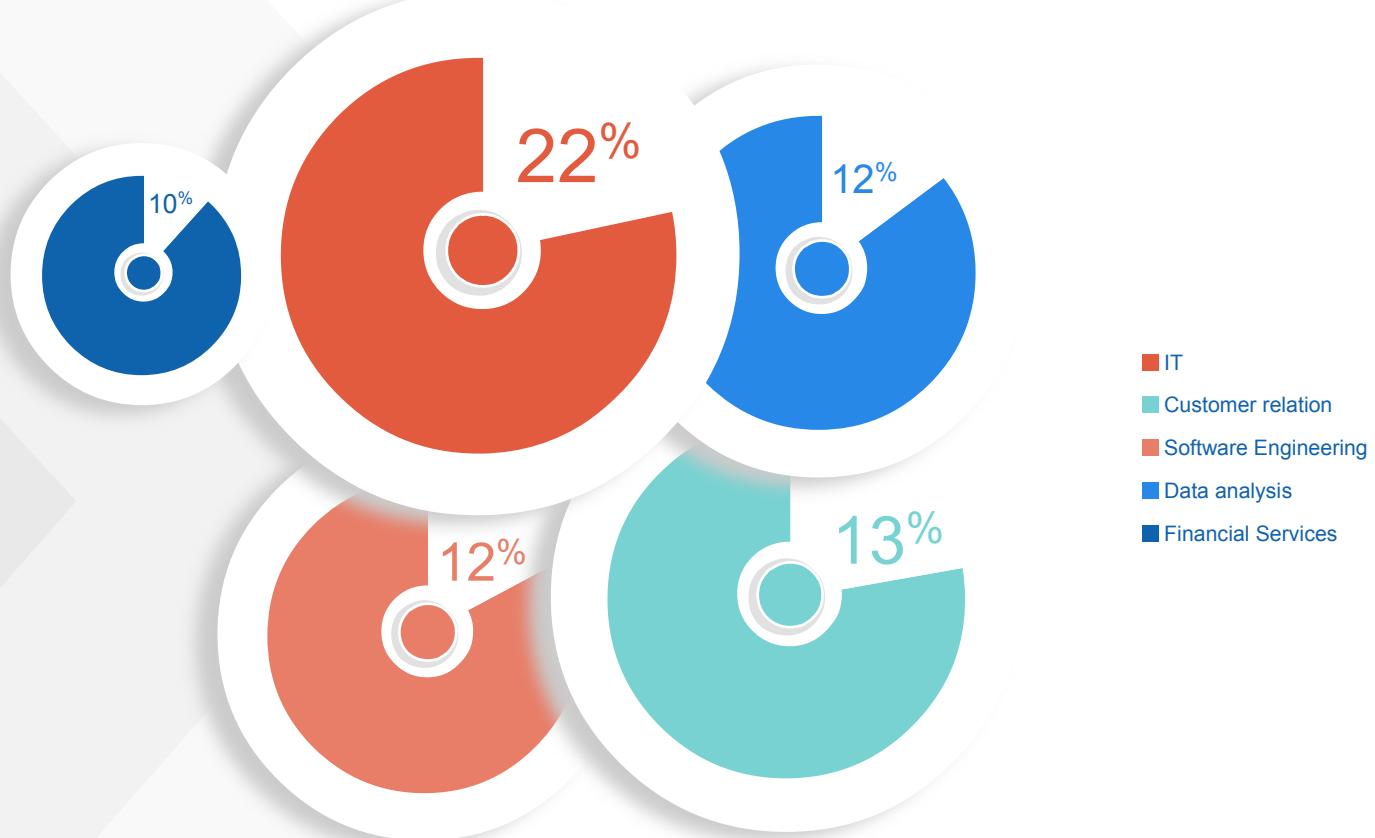


Ways to promote degree linked apprenticeships

- Industry-academia collaboration for in-demand skill training
- Apprenticeship-embedded online degree programs by universities / colleges
- Government facilitation of training programmes on the shop floor
- University-apprenticeship alignment to ensure employability

Preferred Job Category for Engaging Apprentices in Degree Apprenticeship: Jul - Dec 2022

Top skills in degree apprenticeship



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Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 53 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

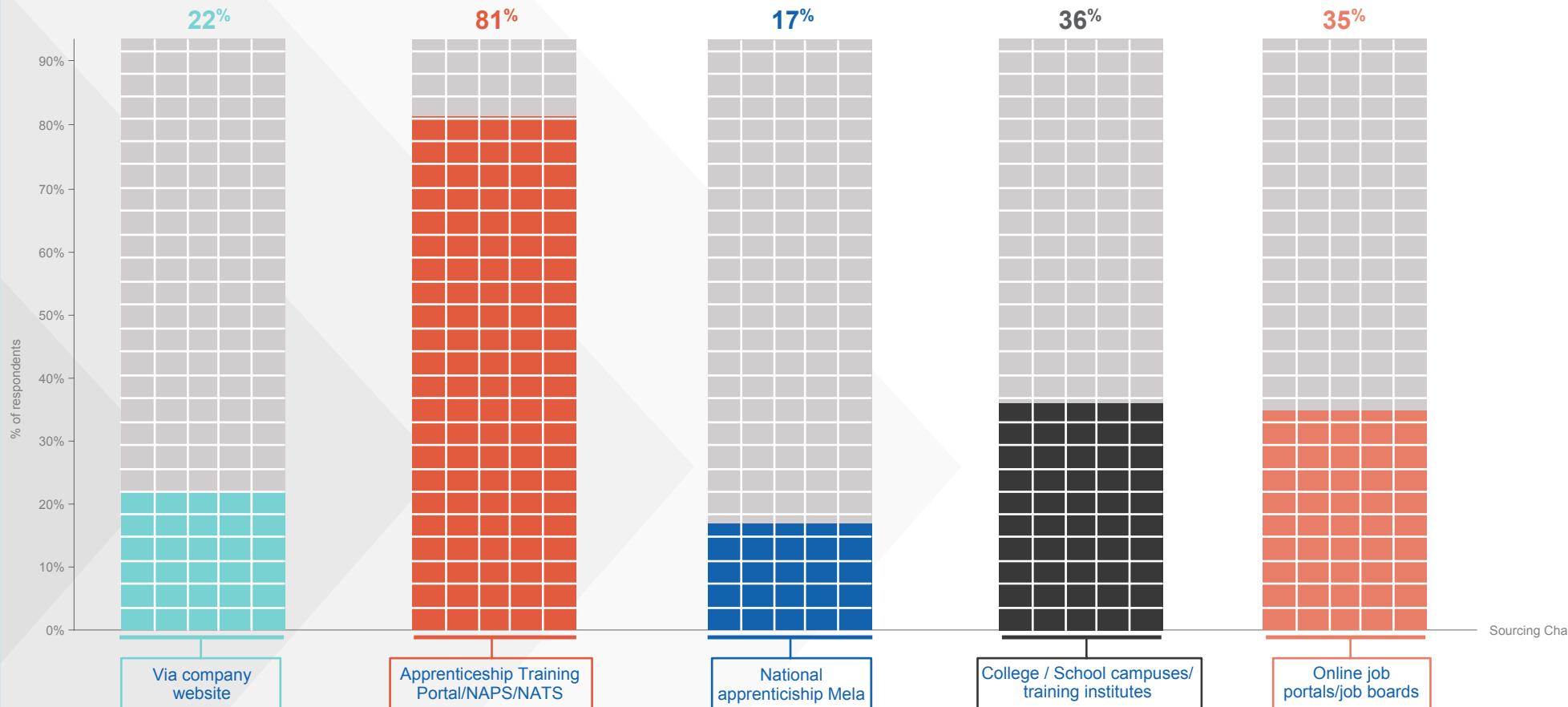
Annexure

Research Methodology
Sample Design
Bibliography



Employer Preferred Channel of Engaging Apprentices

Channels employers engage apprentices from



The Apprentice Training Portal and College/School campuses/training institutes are the most popular channels through which employers (81%) engage apprentices. Online job portal/job boards are also considered by a significant number of employers in engaging apprentices.



Note: The percentage adds up to more than hundred percent as each respondent is allowed multiple responses

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

Estimated Numbers Likely to be Engaged During Jul 2022 – Dec 2022

Trade Apprentices Job Roles	Estimated number of engagement
Machinist	30
Sheet Metal Worker	18
Electrician/Wireman	17
Retail Trainee Associate	13
Foundryman	11
Fitter/Welder	10
Mechanic	9
Production Apprentice	8
Helper	7
Draughtsman	7
CNC Programmer Cum Operator	6
Steward	6

Graduate Apprentices Job Roles	Estimated number of engagement
Mechanical Engineer	29
Production Engineer	14
QA Engineer	13
Electrical & Electronics Engineer	13
Software / IT Engineer	11
Accounts Executive	7
Sales & Marketing Executive	6
Civil Engineer	6
Automobile Engineer	6

Diploma Trade Job Roles	Estimated number of engagement
Machine operator	10
Electrician	6
Mechanic	6
Quality Control Inspector	5
Tailor	4
Beautician	4
Helper	4

Optional/Designated Trade Job Roles	Estimated number of engagement
Mechanic	54
Machine Operator	31
Fitter	17
Beautician	17
Sales & Marketing Executive	16
Assembly Line Operator	12
Service Executive	9
Fashion Designing Assistant	7

Source: Valuvox Survey of Apprenticeship engaging Trends , Jul 2022 – Dec 2022 | Total number of respondents: 789| The above computation is based on responses given by 621 respondents who anticipate engaging in the current HY (Jul-Dec , 2022)

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.

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Data Analysis

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

Sample Design

Sector	Total Respondents
Agriculture & Agrochemicals	31
Aerospace & Aviation	25
Apparel & textiles	25
Automobile & Ancillaries	34
Beauty & Wellness	20
BFSI	21
Construction & Real Estate	23
Ecommerce & Tech Products	27
Education	22
Electricals & Electronics	25
Engineering & Industrial	31
FMCG	37
Handicraft & Jewellery	20
Healthcare	19
Infrastructure & Capital goods	25
IT/ITeS	23
Life Sciences	31
Logistics	29
Media & Entertainment	25
Power & Energy	25
Retail	15
Services including repair & maintenance	27
Telecommunication	31
Travel & hospitality	30

Business Size	Total Respondents
Small	112
Medium	237
Large	272

City	Total Respondents
Ahmedabad	35
Bengaluru	63
Chandigarh	51
Chennai	36
Coimbatore	48
Delhi	49
Hyderabad	47
Indore	43
Kochi	35
Kolkata	40
Lucknow	35
Mumbai	46
Nagpur	48
Pune	45

Total Respondents: 621 Employers

Bibliography

Ministry of Skill Development and Entrepreneurship NAPS portals

www.apprentice.gov.in, <https://apprenticeshipindia.org>

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