

**MINUTES OF THE NATIONAL WEBINAR ON “INTRODUCTION OF APPRENTICESHIP/INTERNSHIP EMBEDDED DEGREE PROGRAM” HELD ON 24.09.2020**

Board of Practical Training (Eastern Region), Kolkata [BOPT (ER)] under Ministry of Education, Govt. of India conducted a National webinar on implementation of Apprenticeship / Internship Embedded Degree Programs (under the UGC guide lines) in Higher Education Institutions on 24.09.2020 through Webex. Representatives from National Skill Development Council (NSDC), Sector Skill Council (SSC), Students' fraternity, Industry Associations, Establishments/Industries, Universities as well as officials of Ministry of Education and Boards of Apprenticeship / Practical Training attended the meeting.

The list of participants is attached with this Minutes.

The meeting started with Saraswati Vandana.

At the outset, Shri S.M.Ejaz Ahmed, Director, BOPT (ER) and coordinator of the Webinar welcomed all the dignitaries in the webinar and stated in brief the purpose of organizing the webinar.

Dr. Manish Kumar, CEO & MD, NSDC chaired the meeting and started his key note address by introducing the NSDC and its role in the Skill Development Program and further shared his experiences. He emphasized on the importance of Apprenticeship Training considering the facts of fast changing labour market, change in mode of interaction and communication skill, rapid change in technology and the look out of the industries to transform its wealth for upgradation of the technology to meet the present requirement. He pointed out that in order to capitalize on India's remarkable demographic dividend, it is essential not only to improve the quality of education, but also to make the students employment eligible through apprenticeship training program. He spoke about the well-developed system in Germany. He mentioned that a significant part of unemployed youth in India are the students. Students unemployment issue is also to be addressed through Apprenticeship / Internship Embedded Training program.

CEO of many Sector Skill Councils (SSCs) attended the program and put up their views and suggestions. CEO of SSCs belonging to Logistics, Media & Entertainment and Retailers Association Skill Council of India (RASCIS) have already partnered with the Higher Education Institutions (HEIs) offering such degree program as well as industries offering Internship/Apprenticeship Training. They shared their experiences highlighting the challenges faced during the implementation of the program. They mentioned that the extent of implementation is however limited to few institutions only and it needs to be further scaled up. One of the important challenges they expressed is regarding the migration of students to complete the Internship / Apprenticeship training in industries which are mostly located far away. They further expressed that the program is required to be properly advertised to attract the students and parents.

Students, who are currently en-rolled in such degree programs and have undergone / undergoing Internship / Apprenticeship Training shared their views. Most of the students have spoken very high about the format of this degree program and expressed their happiness over gaining practical experience through On Job Training (OJT).

Representatives of Industry-Association such as FICCI, ASSOCHAM and CII presented their views and suggestions based on their past experiences. They mentioned that –

- Availability of facilitator in HEIs for better connectivity between students and industries for the purpose of training and subsequent placement.
- Designing of the course curriculum by the HEIs in consultation with industries.
- Ministry of Education (MoE) through its Regional Boards of Practical / Apprenticeship Training to work in association with Ministry of Skill Development & Entrepreneurship (MSDE) through their SSCs for arranging OJT.



- Increased awareness among the students' community through Universities and other stake holders by conducting programs and advertising through other platform so as to increase the brand image of Apprenticeship. A day may be celebrated at National Level as Apprenticeship Day.
- Creation of documentary to show case the high career graph as a professional achieved by apprentices in local and international market.
- HEIs to do ground work before implementing the courses. The decision on the type of courses may be taken based on the nature of industries located in and around the area, high potential sectors for training and employment etc.
- Coverage of all intern/apprentices appropriately under insurance is highly needed.

Dignitaries from various industries of about fifty one (51) attended the webinar. About sixteen (16) dignitaries representing different industries having presence countrywide presented their views and suggestions as mentioned below:-

- Representatives from Industry highly appreciated the move and welcomed this embedded degree program and assured that they will provide the required support to make the program a grand success.
- Most of the training establishments during their presentation deliberated that they have well-structured system of online as well as off line training platform existing in their industries for their own employees as well as interns/apprentices.
- The training period in any particular year of course may be at least of six months duration.
- Many of the industries are paying stipend to such interns/apprentices. If the number of intern/apprentices is scaled-up, Govt. support in terms of stipend for sustainability of the intern/apprentices is required.
- A strong academia and industry connect through a dedicated faculty is needed.
- The HEIs and the Industries located in and around are to play important role to develop and run such degree program maintaining the demand and supply chain. All stake holders such as HEI, BOPT/BOATs and industries are to prepare a clear, distinct and sustainable process flow in order to make the program successful.
- The present restriction of 10% apprentices engagement criteria under Rule 7(B) of The Apprenticeship Rule 2015 may be increased to at least 30% in order to accommodate all categories of apprentices.
- Service Sector industries including teaching institutions are also to come forward and produce good faculties through such degree programs.

Vice Chancellors / Registrars of about Ninety four (94) Universities from different regions of the country attended the webinar. About 32 Vice Chancellors / Registrars from different HEIs presented their views and suggestions as mentioned below:-

- The implementation of Internship/Apprenticeship Embedded Degree Program is a win-win situation for all the stake holders.
- It is a game changer move introduced by Govt. of India under NEP 2020.
- Some of the Universities are already running one or more such course with excellent outcome.



- With the introduction of such degree program, the challenges in regards to lateral and vertical mobility is likely to be resolved to a great extent. Govt. of India may support this program through structured awareness campaign on different platform.
- Implementation of a well-structured training program as a part of OJT for intern/apprentices is must for which a 3<sup>rd</sup> stake holders such as BOPT/BOAT may be involved to restrict HEIs from viewing OJT as a part of course completion requirement in awarding degree to the students.
- HEIs to formulate Strategic Advisory Committee for designing and developing appropriate course curriculum by involving industry experts.
- HEIs to form clusters to get coordinated industry support in implementing such degree courses.
- HEIs to conduct SWOT analysis before deciding the courses.
- Govt. of India to provide financial support, may be through BOPT/BOATs for supporting conduct of OJT for students. Regional Centers of Excellence as a model is to be developed in the country.
- The course curriculum should not only aim for producing employable graduates but for generation of self-employment also.
- The mapping of the skill requirements during OJT must consider the potential of employment not only in local but foreign labour market too.
- A long term counseling program for parents is to be planned and implemented for dissemination of correct information about such degree program leading to elimination of ill feeling among the parents.
- Universities to depute dedicated personnel for hand holding of the students for the purpose of smooth conduct of OJT every year. BOPT/BOATs to run a single portal for Apprenticeship and Internship.
- More such webinar is to be conducted to give a wider publicity about such program.
- Govt. of India to provide stipendiary support to the students to complete their OJT in industries which are mostly located far away from their places of residence.
- The Directors of Regional Boards at the last presented their views and discussed the proposed process flow depicting the roles and responsibility of different stake holders viz. HEIs, Industries, BOPT/BOATs, SSCs and Students.
- All the participants were happy to see the process flow and mentioned that the process flow (attached with the Minutes) may be adopted and will be reviewed time to time.
- Few of the HEIs expressed their hardship in conducting such Internship/Apprenticeship program for their students due to lack of support from the industries and expressed their desire that Govt. to provide the necessary fund.

Shri S.M. Ejaz Ahmed, Director, BOPT (ER) presented the summary of the meeting and Shri P.N. Jumle, Director, BOAT (WR), Mumbai gave away Vote of Thanks. The meeting concluded at 5:35 PM.

Dated: Kolkata, The 24<sup>th</sup> September, 2020

**Apprenticeship/ Internship Embedded Degree Program  
Roles & Responsibility (Process Flow)  
(As per UGC guide lines)**

**Objectives**

1. To improve the employability of students pursuing Undergraduate level general degree Programme.
2. To focus on outcome-based learning in degree programmes.
3. To promote active linkage between the higher education system and industry, non-commercial and commercial enterprises/organisations.

<b>Sl. No</b>	<b>Item</b>	<b>HEI Responsibility</b>	<b>Industry Responsibility</b>	<b>BOPT Responsibility</b>	<b>SSC Responsibility</b>	<b>Student Responsibility</b>
1	<b>Syllabus Framing (Theory)</b>	Preparation of Syllabus and getting necessary approval	NIL	NIL	NIL	NIL
2	<b>Syllabus Framing (OJT)</b>	Consult with Industry/ SSC/BOPT for framing OJT syllabus in conformity with available NOS and QP or tailor made to an industry requirement. HEI must sign an MOU with specific industry for Training.	To help HEI in framing OJT syllabus and providing training.	To help HEI in framing the syllabus.	To help HEI in framing the syllabus.	NIL
3	<b>Admission of Students</b>	Design the admission process and implement	NIL	NIL	NIL	Eligible students apply and take admission in the course

Sl. No	Item	HEI Responsibility	Industry Responsibility	BOPT Responsibility	SSC Responsibility	Student Responsibility
4	<b>Class work (Theory)</b>	HEI has to arrange	NIL	NIL	NIL	Students need to attend theory Classes in the HEI campus.
5	<b>OJT initiation</b>	HEI, to initiates the training after completion of admission formalities in the web portal.	Industry get informed and prepare necessary infrastructure for training	NIL	NIL	NIL
6	<b>Conduct OJT</b>	NIL	(a). Industry create contract agreement through portal (or otherwise where students are engaged outside BOATs) for all students individually. (b). Industry provides training as per the syllabus or guidelines pre-designed and approved.	To approve all such contract agreements after verification where the students are engaged through BOAT.	To approve all such contract agreements after verification where the students are engaged through SSC.	(a) Students to accept the contract agreement created by industry through portal. (b) Students take training in the premises of the industry.

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7	<b>OJT-Assessment</b>	Join hands with industry in recording the assessment.	Industry assess the student and update the performance in the web portal or manually. Industry may take support of SSC and BOPT if necessary.	As per the terms of apprenticeship evaluation of the college, the skill assessment sheet is prepared by industry or BOAT which becomes part of the Degree certificate.	As per the terms of apprenticeship evaluation of the college, the skill assessment sheet is prepared by industry or SSC which becomes part of the Degree certificate.	Students need to sit for assessment.
8	<b>Degree Completion</b>	HEI issues the final pass certificate along with Skill Assessment Sheet.	NIL	NIL	NIL	Student receives the Degree certificate along with Skill assessment sheet issued by BOPT.

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