

# APPRENTICESHIP IN HIGHER EDUCATION – PROSPECTS AND CHALLENGES

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## Abstract

Apprenticeship is one of the oldest, yet most popular forms of training which is at the interface of work and learning. It combines “the world of education and the world of work”. The present Indian education system is looking to introduce apprenticeships in the New Education Policy. This paper aims to explore the challenges and the opportunities faced by higher education institutions in India. The research is based on the primary data analysis using qualitative approach and attempts to gather thoughts of academic leaders in higher education institutions pertinent to apprenticeship model implementation. The research can provide the insights towards the vocational education implementation at higher education level in turn to support the sustainable livelihood.

**Keywords:** Apprenticeship, New Education Policy (NEP), vocational education, sustainable livelihoods

## INTRODUCTION

Apprenticeship, as a time-honored practice, has been an integral part of India's education and skill development landscape for centuries. Rooted in the Guru-Shishya tradition, apprenticeship has evolved over time to provide invaluable experiential learning opportunities for both students and working professionals. This age-old practice offers a unique blend of theoretical knowledge and practical training, enabling individuals to acquire essential skills, enhance their employability, and contribute effectively to the workforce. In recent years, apprenticeship programs in India have gained renewed momentum and significance due to the country's focus on skill development and the need to bridge the gap between education and industry requirements. The Indian government, along with various industry bodies and training organizations, has taken proactive measures to promote apprenticeships as a viable pathway for individuals to gain relevant skills, experience, and enhance their career prospects.

The impact of apprenticeship programs on students and working professionals has been transformative. For students, apprenticeships provide an opportunity to apply theoretical concepts learned in classrooms to real-world scenarios. By working alongside experienced mentors and industry experts, they gain practical skills, industry-specific knowledge, and a deep understanding of the demands and challenges of their chosen field. Apprenticeships empower students to make informed career choices, as they witness firsthand the day-to-day operations, work culture, and intricacies of different industries. Working professionals, on the other hand, often turn to apprenticeships as a means to upskill, reskill, or explore new career avenues. Apprenticeships offer them a chance to acquire advanced skills, broaden their knowledge base, and stay relevant in an ever-changing job market. These programs not only enhance their professional capabilities but also provide networking opportunities and exposure to emerging trends and technologies. Apprenticeships act as a stepping stone for professionals seeking career transitions, enabling them to gain practical experience in a new field and make informed decisions about their future career paths.

The impact of apprenticeships extends beyond individual learners, positively influencing industries and the economy as a whole. By fostering a skilled and competent workforce, apprenticeships contribute to industry growth, productivity, and innovation. Employers benefit from the direct involvement of apprentices, who bring fresh perspectives, enthusiasm, and a willingness to learn. The hands-on experience gained through apprenticeships also increases the employability of individuals, reducing the gap between the skills demanded by the industry and those possessed by job seekers.

Apprenticeship programs in India play a pivotal role in shaping the careers of students and working professionals alike. By providing a practical learning experience, these programs enable individuals to acquire relevant skills, enhance their employability, and contribute effectively to the workforce. With their far-reaching impact on individuals, industries, and the economy, apprenticeships continue to be a vital component of India's education and skill development ecosystem.

## LITERATURE REVIEW

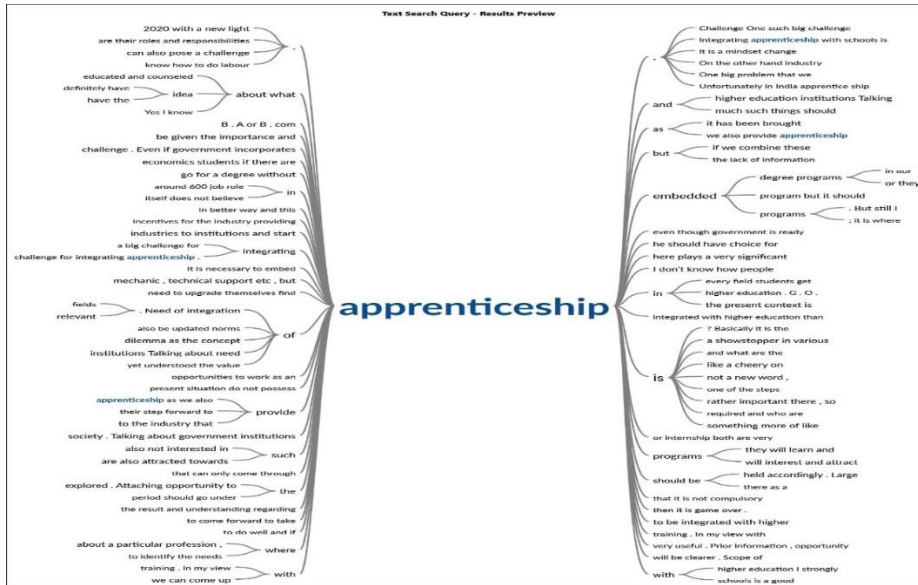
**Paul Ryan (1998);** is apprenticeship better? a review of the economic evidence, Journal of Vocational Education & Training, this paper studies that the merits of apprenticeship can be considered from two standpoints, according to whether it is viewed as vocational education or job training. In the first case, the relevant comparison is to full-time vocational schooling; in the second, to the youth labour market, including employment, unemployment and labour market programs. Economic evidence on both comparisons is reviewed, based primarily upon subsequent labour market outcomes for participants along the two routes. This paper has reviewed economic evidence on the effectiveness of apprenticeship as a medium of vocational preparation. The primary source of economic information has been micro econometric studies of the labour market outcomes experienced by ex-apprentices relative to young people taking different routes to work and skill. Although such evidence has become the staple of economic evaluation, its limitations are typically either overlooked or regarded as insuperable. This paper adopts a pragmatic approach, seeking to determine what such evidence is worth, and supplementing it with evidence from international comparisons and sector-level studies of economic performance.

**Rebecca Quew-Jones 2022 Enhancing apprenticeships within the Higher Education curriculum – an Action Learning and Action Research study.** This research examines the use of action learning (AL) to advance higher education (H.E.) apprenticeships through collaboration between university providers (UP) and employers. Members of AL seek to deal with complexity by bridging the gap between management education provided by a work-based learning (WBL) apprenticeship program and transferring to the trainees' workplace. The planning, doing, observing, and reflecting cycle was followed systematically by the set members.

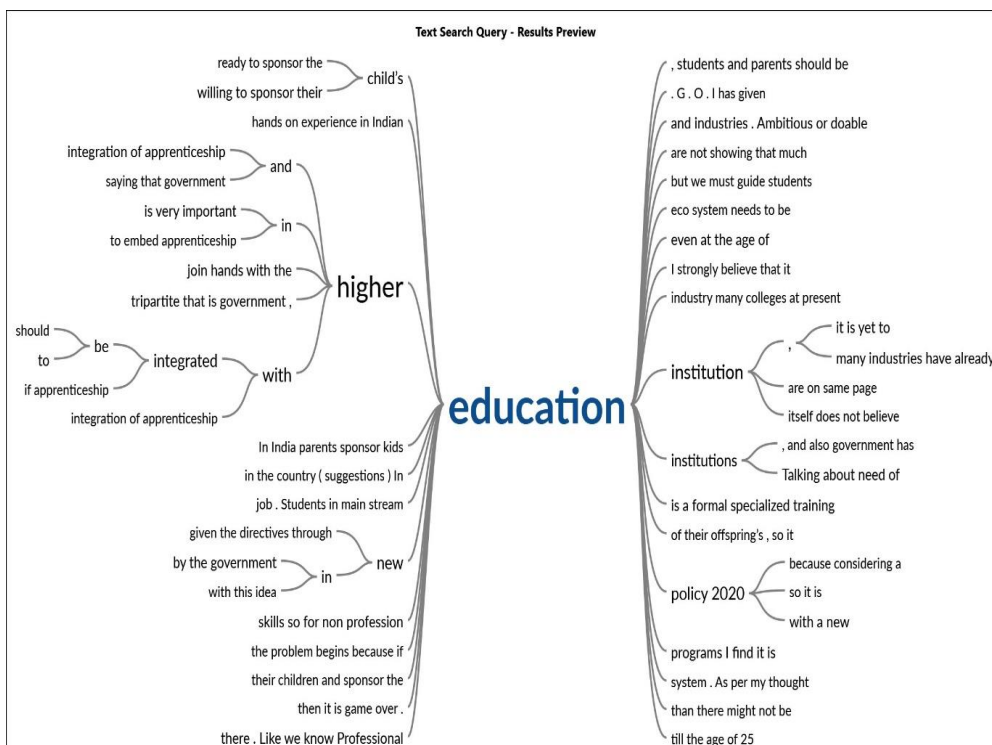
This exemplifies how AL, as a technique, helps apprenticeship ambassadors and UPs in their efforts to better the apprenticeship curriculum by using inquiry and critical reflection to address complicated challenges. The research aim is to enhance the apprenticeship curriculum through employer collaboration. This research study is classified under four sections. First, a literature review of different approaches to work-based learning (WBL) and AL identifies the initial inquiries. Second, the method of action learning is discussed. Third, findings are shared from the action phase. Finally, an initial discussion of recommendations is provided, highlighting future learning. This study examines the effectiveness of using action learning sets to collaborate with several companies represented by ambassadors in order to help university providers bridge the gap between management education (more than employer training) and work-based delivery by the apprentice. A mutual concern is that underdeveloped curricula, with little collaboration, potentially decrease the opportunity for apprenticeships as a viable route to authentic learning thus lessening impact and value. The purpose of this research is to make a difference to practice, a pragmatic approach where reality is the consequence of group ideas. This research emphasises on practical outcomes or support actions. The approach to theory development will be inductive using AR. The data were analyzed by the author using Braun and Clarke's (2006) six-stage thematic approach. The limitation the study was although the possible political elements were acknowledged; there were no evident power disparities. At less advanced stages, there was no representation from apprenticeship employers. The study was further constrained by the need for objectivity on the part of the facilitator and practitioner-provider. The AL approach allowed for cycles of action, reflection and collaboration to take place, and it proved to be a useful vehicle to develop collaboration between Ups and employers. It offered the opportunity to address immediate issues and to overcome longer-term problems. In conclusion this was a small group, which is a limitation of this study, so sharing and collaborating with our wider ambassador community is proposed to extend the benefits to less experienced apprenticeship employers but also to determine the best practices to support managers in WBL practice.

**Mohan Siriwardena, Andrew Ross, Andrew Abbott and Anupa Manewa, Apprentice Perception On Work Based Learning Preliminary Observation.** In this study mainly the researchers have involved a tripartite agreement involving student apprentice, employer and the university this program was introduced in UK few years back. the result focuses on the preliminary observation that is in past few years what is the rate of employment through this apprentice program and what all challenges are faced by students employers or even the university, the expectation of this scheme is that it will facilitate work based learning, a collaborated development user friendly and informative system full access of database should be included to overcome the difficulties that are faced by the Tripartite. to study has made an effort to enlighten the purpose and requirement of the degree apprentice scheme among apprentice employers and the university. this research study at concluded that the degree apprenticeship program is unpopular in the country as there is lack of information amongst the parties the system and the execution of the strategy have proved to fail but there are chances for the significant growth and development of the scheme by providing better understanding and communicating the need for work based learning findings in this research painted a mixed picture and explicit evidence of implementation with someone seems to be sketchy. The preliminary observation stated that progress is required for work based learning and according to the respondents they found it to be quite challenging to do work and studies together. Concluding that the practicality of degree apprentice ship scheme is somewhat lacking now but have great scope for development as well as success.



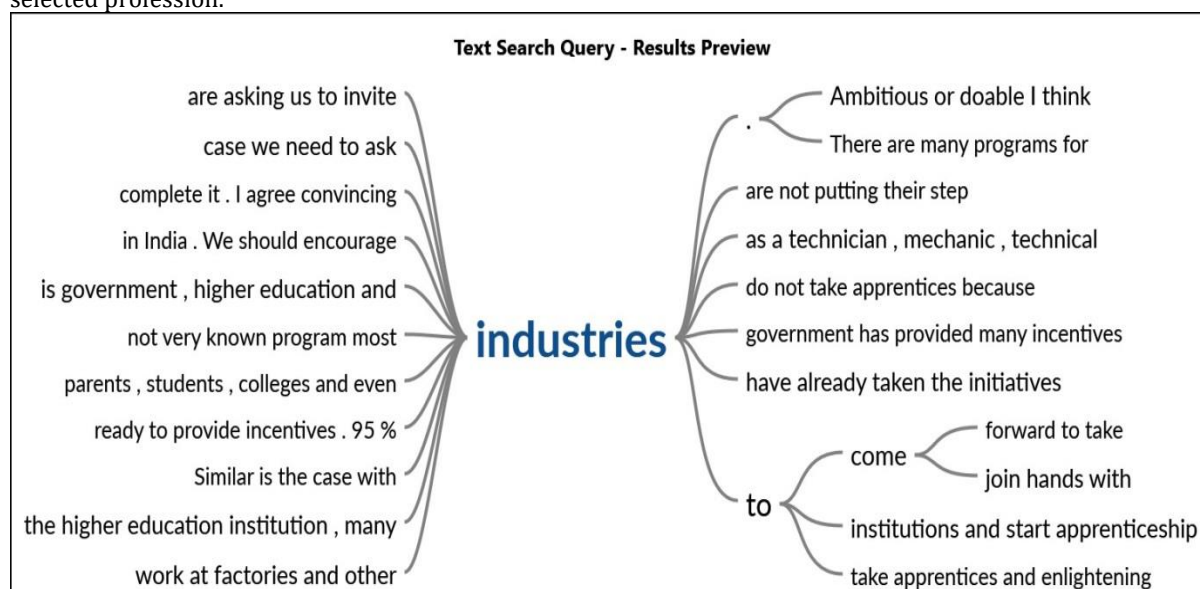


According to the results it can be analysed that apprenticeship which came with NEP 2020 with a new light it mentioned the rules and responsibility of government to promote Apprenticeship program, this can also pose a challenge to execute the program. Parents and students should be educated and counselled regarding what apprenticeship is its meaning how it could be beneficial for their children's career. even government is incorporating students with degree to go for apprentice so that they can have better career opportunities apprenticeship also provides incentive for the industry and integrating apprenticeship with institutions really be helpful for the aspirants and also industries should be motivated to adopt this apprenticeship culture there are lot of challenges for integrating app intention with education there should be a proper support from the tripartite. Present situation do not possesses to work as an apprentice apprenticeship though can provide opportunities but people are not aware about the programs. There is a need to update norms as there is dilemma in the concept of apprentices' institution or talking about the need of apprenticeship though they have understood the value of it but there is certain communication gap between tripartite. students are really attracted towards practical work and earning money even though parents are ready to sponsor their child education but students still want to earn and learn this is what apprentices has given to them helps them to attract greater opportunity even though there are various complications in embedding it with the higher education institutions government is taking steps to further smoothening of the process of apprenticeship is basically a shows topper in various fields.



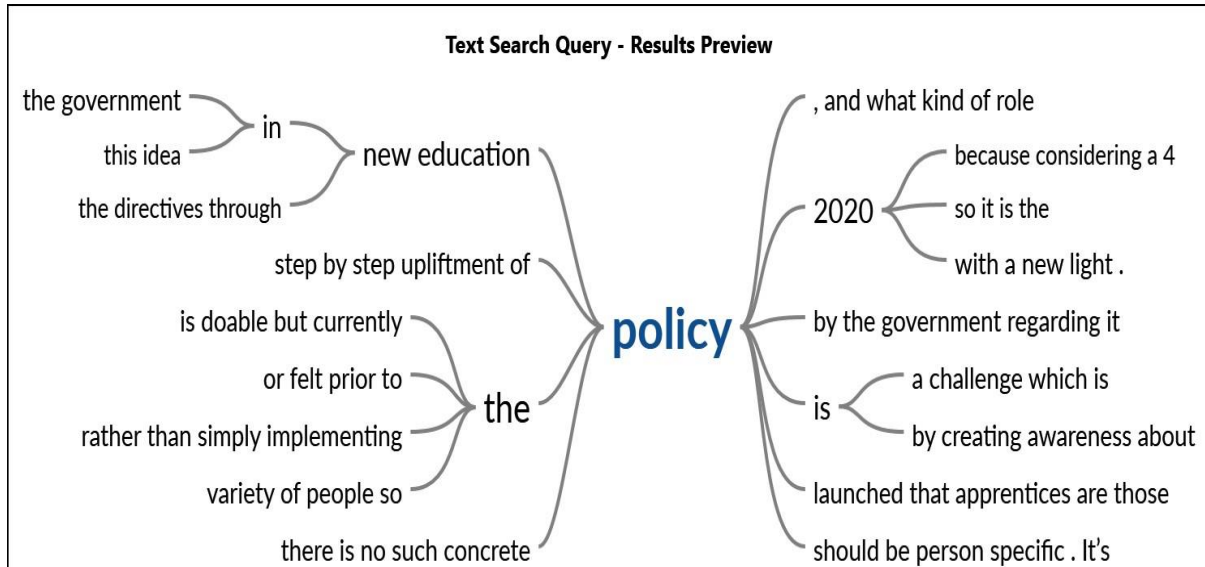
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Integrating schooling with apprenticeship is a effective way to offer individuals with hands on experience in their chosen subject at the same time as additionally acquiring formal education. Many dad and mom are ready to sponsor the schooling of their youngsters. This may consist of masking tuition charges or offering other economic support. Employers who are inclined to sponsor their apprentices can help make sure that individuals have the sources they need to reach both their schooling and their apprenticeship. Integrating apprenticeship with formal schooling can provide individuals with a nicely-rounded schooling that mixes sensible level in with theoretical know-how. Through providing hands-on revel in in the, apprenticeship can help individuals broaden competencies which can be immediately applicable to their chosen subject. The government can play an essential position in assisting and selling apprenticeship programs. By offering investment, resources, and regulatory assist, the authorities can help make certain that individuals have get entry to excellent apprenticeship opportunities. Embedding apprenticeship in the training machine can assist make certain that people have get entry to to those opportunities early of their career. This can assist put together individuals for achievement of their selected subject and offer a pipeline of skilled workers for employers. Partnerships among the government, employers, and training establishments can help ensure that apprenticeship applications are effective and sustainable. Via working collectively, those stakeholders can offer individuals with superb apprenticeship opportunities that meet the desires of each employers and apprentices. A good way to successfully integrate schooling with apprenticeship, it's far crucial to involve both college students and mother and father within the system. This will assist ensure that people are nicely-informed and stimulated to pursue apprenticeship opportunities. The government of India has identified the importance of apprenticeship and has taken steps to promote and guide these applications. Integrating schooling with apprenticeship is both formidable and conceivable. At the same time as it is able to require big attempt and funding, the blessings of providing individuals with realistic experience and formal training are clear. At the same time as some people may not be absolutely aware of the blessings of apprenticeship, it is crucial to train and tell students and parents approximately those possibilities. If you want to efficiently integrate education with apprenticeship, it's miles important to offer guidance and help to college students. This could encompass career counseling, mentorship, and other forms of assistance to assist individuals identify and pursue apprenticeship opportunities. Growing a robust ecosystem that helps apprenticeship is crucial for success. This will include partnerships among authorities, training institutions, and industry to provide individuals with outstanding apprenticeship opportunities. Apprenticeship is not confined to individuals just beginning their career. Individuals of all ages can gain from apprenticeship opportunities, offering them with the capabilities and experience essential to succeed in their chosen subject. The speaker strongly believes that integrating training with apprenticeship is essential for getting ready individuals for achievement in their selected profession.

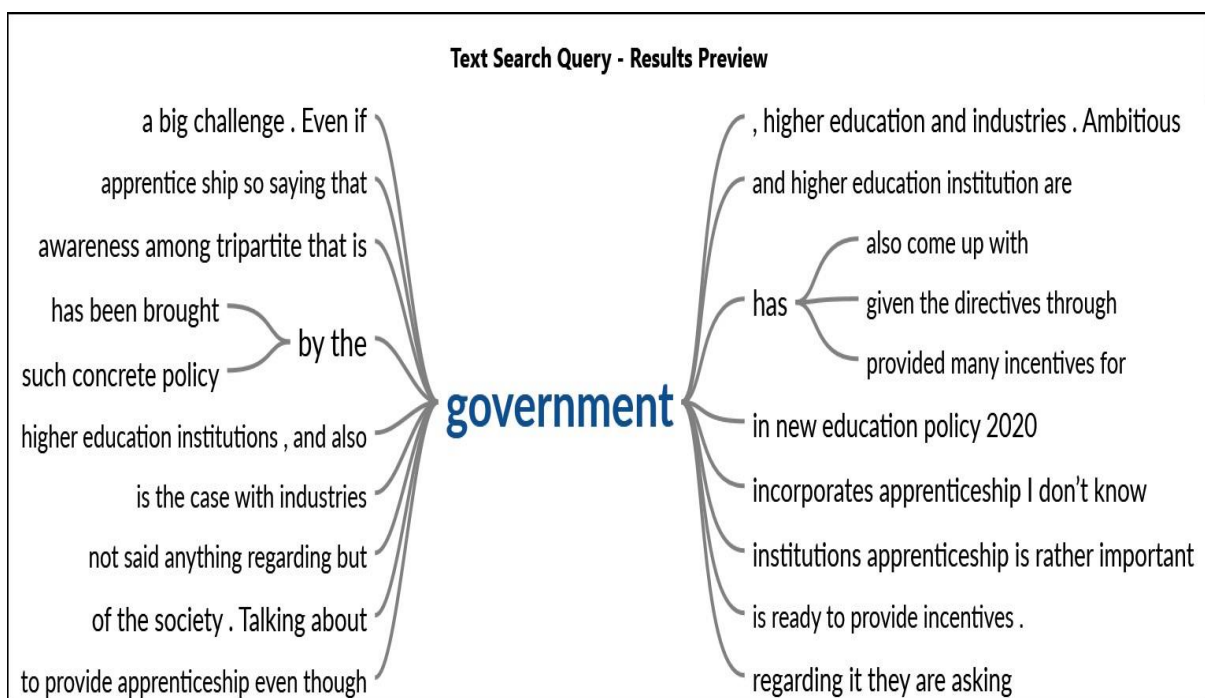


Industries in India are somewhat less interested in the apprenticeship program because apprenticeship cost is borne by the industry itself but there is lack of awareness about the government incentives. Industries are willing to take apprentices but are not willing to start an apprenticeship programs in collaboration with higher education institutions which is the need of an hour. here counseling is the most crucial part to successfully implement apprentices in industries because without the information of the pros and cons of a particular program or policy it is impossible to implement it successfully parents students teachers and industry themselves should be made aware about the consequences of hiring an apprentice. Industry starting the apprenticeship program there will be immense numbers of job opportunities for the young adults and it could tackle the problem of unemployment in the country.

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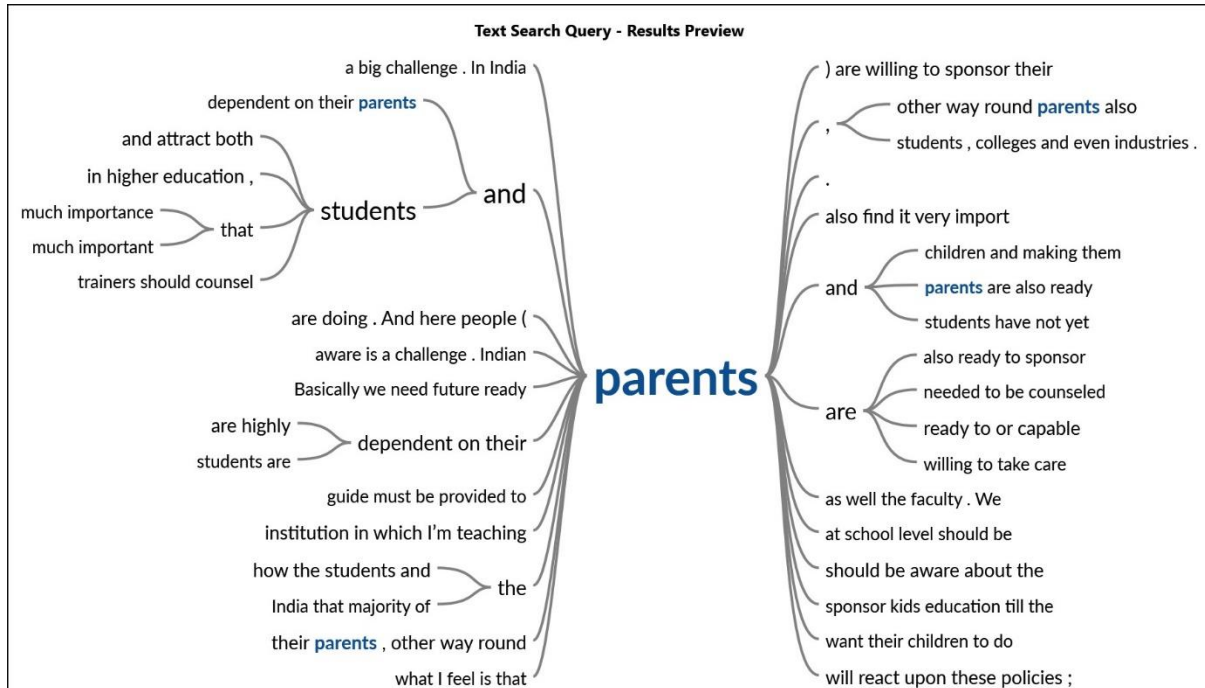


The Government of India brought a new education policy in 2020 where apprenticeship was given significant importance the policy is this step by step upliftment of Indian youth from an unskilled workforce to a skilled workforce still there are many ideas and directive that seems to be unrealistic but with proper planning and implementation they could become realistic. Concrete structure is yet to be formed because the policy is somewhat in the dilemma this policy can only work when the allotment of resources and the information is done properly among government itself, the higher education institutions, parents and the students. Apprenticeship is itself a challenging task, to embed it with education is somewhat uncanny now, but it could become a doable thing in future by creating awareness about the opportunities about the working of apprenticeship programs about the dimensions the and horizons in the careers.

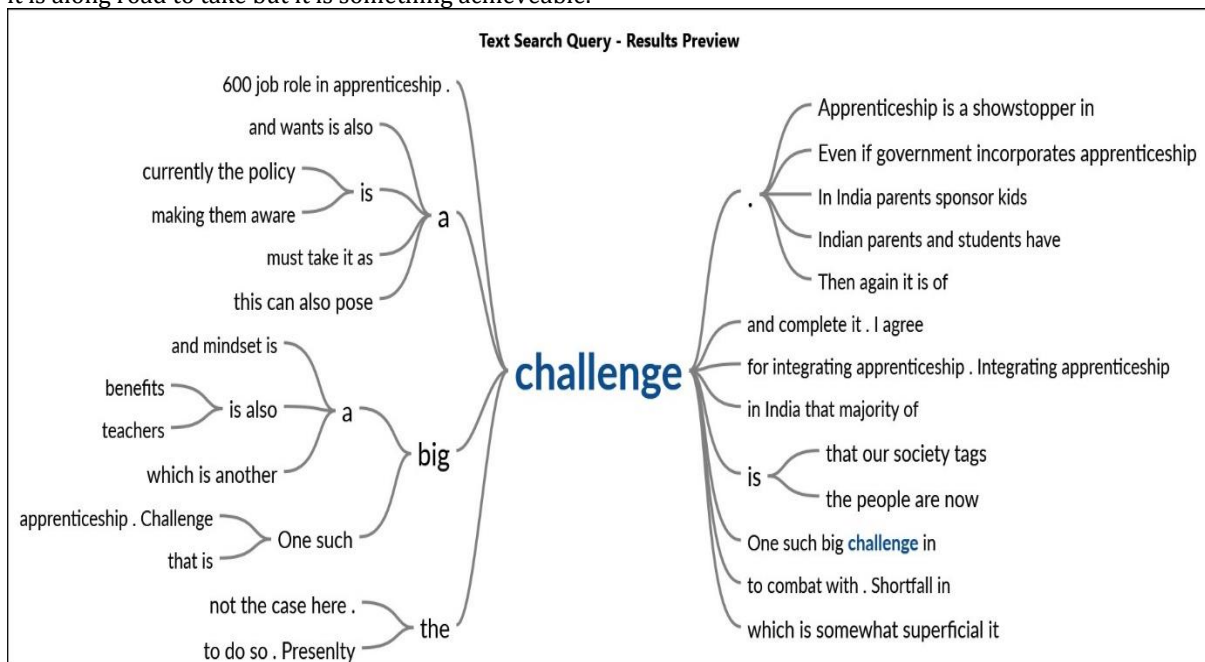


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According to the analysis it has been seen that the mentality of Indian parents is that first study then work not learn while you earn or own while you alone it is very important to change this typical thought. even at the of 25 or 26 parents are ready to sponsor their child education because the feel degree is very important before starting a job eventually degree is important but developing skill is also very important and this drawback could be corrected with the help of Apprenticeship program. parents of school going students should be counseled thoroughly so that the dimensions that their child can explore is open white in front of their eyes. parents should be made aware that their child needs to be independent at the young age to understand their capabilities. so at school level parents and children should be made up aware about the apprenticeship and its benefits though it is a very big challenge in India to change the mind set of the people especially Indian parents it is along road to take but it is something achievable.



The major challenge that the policy of apprenticeship program faces is the mindset of Indian society towards apprenticeship they considered it as a lowly job profile even though government has established 600 job role in the apprenticeship embedded program but the awareness about this program is very limited. Another challenge is to provide symmetrical information to industries higher education institutions parents as well as the students. Incorporating apprentice with higher education institution itself is a major step some of the institutions have already considered the program but many of them still haven't adopted it.

## CONCLUSION

This study shows that skills and degree go hand in hand, that is skill without degree and degree without skill might narrow down the job opportunities in the market. The above models carried out by other countries has increased the number of skilled workers, India being the largest population but yet it lacks skilled labors, if a good model is formed we can be the number 1 supplier of skilled work force. In India, young people who will soon be entering the labor market constitute the largest segment of the demographic structure. The value idea that this paper suggests is that promoting more apprenticeship training program will not only expand the effectiveness of education and training and enhance productivity, but it will also integrate many workers who prefer learning-by-doing and the earning-when-learning. Apprenticeships can be a valuable part of an employee's career development within an organization, as they offer the opportunity to learn new skills, gain practical experience, and receive mentorship from experienced professionals. The important role that higher education institutions can play in apprenticeship programs, by providing expertise, bridging the gap between vocational and academic education, promoting innovation, enhancing recognition and status, and providing opportunities for personal and professional development. They underscore the need for continued collaboration and partnership between higher education institutions, industry, and other stakeholders, in order to maximize the potential of apprenticeship programs for enhancing skills, employability, and economic growth. They also underscore the importance of continued efforts to improve the quality and effectiveness of apprenticeship programs, in order to maximize their potential for enhancing the skills and employability of participants, and contributing to economic growth and development.

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