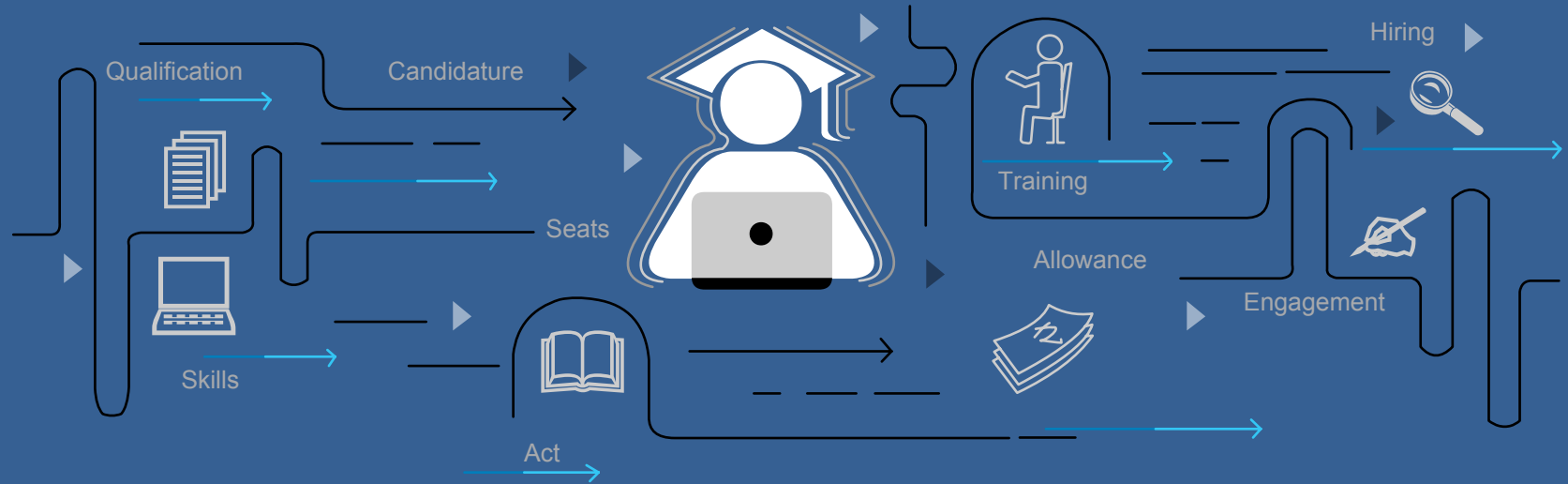


The Apprenticeship Outlook and Index



6-month forecast for apprentice hiring based on employer sentiment
Forecast for CY-2: July 2019 – December 2019

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The Apprenticeship Outlook report contains insights on the current levels of hiring of apprentices and employer sentiment about apprentice hiring for the next 6 months [CY-2: July 2019 – December 2019]. Analysis is based on the historical data of apprentice hiring and findings from a survey of 502 employers across 12 sectors and four regions (South, North, East and West).

The objective of this report is to

Gauge employer sentiment about hiring apprentices over the next 6 months, by sector and by region.

Identify the functional areas, category and job profiles employers plan to hire over the next 6 months.

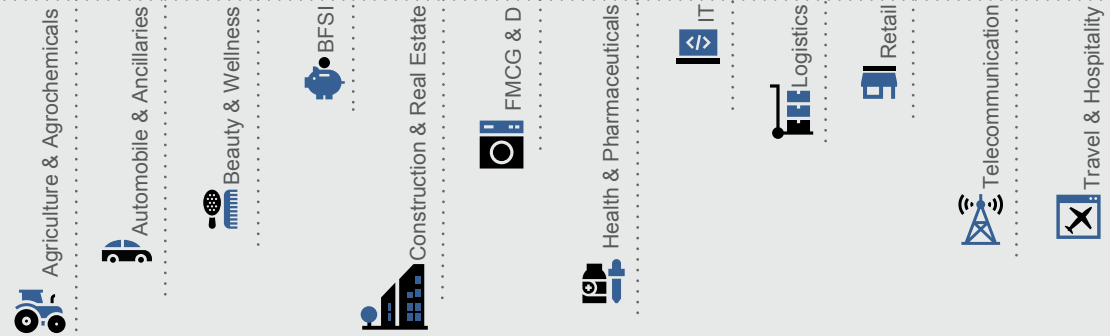
Analyze the trends in stipend payouts.

Analyze current apprenticeship hiring under NAPS (National Apprenticeship Promotion Scheme) and NATS (National Apprenticeship Training Scheme), by city and by sector (data and information mainly from secondary sources).

Reporting convention: how to interpret outlook statistics

The Apprenticeship Outlook is based on the responses from the survey respondents. The Outlook is expressed as a percentage of the total number of respondents.

Sectors covered



Regions Covered

North
Chandigarh, Delhi, Haryana, Punjab,
Rajasthan, UP

West
Chhattisgarh, Goa, Gujarat,
Madhya Pradesh, Maharashtra

South
Andhra Pradesh, Karnataka, Kerala,
Tamil Nadu

East
Assam, Bihar, Jharkhand, Manipur,
Orissa, Sikkim, West Bengal



Definitions

Apprentice	An apprentice is a person who is undergoing apprenticeship training.
Apprentice Hiring	Identifying and hiring an apprentice for a specified tenure and a specified stipend.
Apprenticeship Training	Apprenticeship training refers to a course of training in any industry or establishment. Apprenticeship training consists of basic training (theoretical instructions) and practical on the job training at actual work place.
Engagement of Apprentices	Employers engaging or training the apprentices in their establishment.
Trade Apprentice	A person undergoing apprenticeship training in any designated trade. Candidates should be 8th, 10th, 12th & ITI pass outs for trade apprenticeship training.
Graduate Apprentice	A person who holds a degree in engineering/non-engineering and undergoing apprenticeship training in designated trade
Technician Apprentice	A person who holds a diploma in engineering / non-engineering and undergoing apprenticeship training in designated trade.
Technician (vocational) apprentice	A person who holds certificate in vocational course after the completion of the secondary stage of school education recognised by the All-India Council
Apprentice Act 1961	The Apprentices Act was enacted in 1961. It regulates the programme of training of apprentices in the industry so as to conform to the syllabi, period of training etc. as laid down by the Central Apprenticeship Council and to utilise fully the facilities available in industry for imparting practical training with a view to meeting the requirements of skilled manpower for industry.
Applicants	Candidates who have applied for apprenticeship training.
Seats allocated	Seats reserved for apprentices in the organization
Seats Utilized	Seats reserved for apprentices being filled.
NAPS (National Apprenticeship Promotion Scheme)	NAPS is a Scheme launched by Ministry of Skill Development and Entrepreneurship to provide skill training to ITI students/ Freshers /MES Pass-outs/PMKVY candidates.
NATS (National Apprenticeship Training Scheme)	National Apprenticeship Training Scheme(NATS) is instituted by Board of Apprenticeship Training/Practical Training, Ministry of Human Resource Development, Government of India. It is a National Scheme for providing skill training to Fresh Graduates, Diploma Holders in Engineering and Technology and +2 Vocational pass outs.

Key Findings

Summary of insights
from the employer survey on apprentice hiring

Manufacturing: 40% employers willing to hire apprentices over July 2019 – December 2019

Top Sectors	
Sector	Employers willing to hire apprentices over July 2019 – December 2019
FMCG & D	45%
Automobile & Ancillaries	42%

Services: 42% employers willing to hire apprentices over July 2019 – December 2019

Top Sectors	
Sector	Employers willing to hire apprentices over July 2019 – December 2019
Retail	45%
Travel & Hospitality	44%

Bottom Sectors	
Sector	Employers willing to hire apprentices over July 2019 – December 2019
Health & Pharmaceuticals	29%
Agriculture & Agrochemicals	34%

Bottom Sectors	
Sector	Employers willing to hire apprentices over July 2019 – December 2019
Telecommunications	37%
BFSI	36%

Key Findings

- 17% more respondents are willing to hire apprentices in future and a significant 5% more employers are willing to hire apprentices over the next 6 months [CY-2: July 2019 – December 2019]. Current levels: **36%** | **Forecast: 41%**
- 40% of the employers in the Manufacturing sectors and 42% of the employers in the Services sector are willing to hire apprentices over July 2019 – December 2019
 - Top Sectors (Manufacturing): FMCG & D (45%) and Automobile & Ancillaries (42%)
 - Top Sectors (Services): Retail (45%) and Travel & Hospitality (44%)
 - Bottom Sectors (Manufacturing): Health & Pharmaceuticals (39%) and Agriculture & Agrochemicals (34%)
 - Bottom Sectors (Services): Telecommunications (37%) and BFSI (36%)
- 41% of employers are likely to hire apprentices over the next 6 months and 22% are less likely to engage apprentices
- Trade apprentices(36%)** are likely to be hired most, followed by Graduates and Diploma Technicians.
- Under the Trade category, **Mechanics(31%) and Electricians(30%)** are likely to be hired by most of the employers in the next 6 months.
- Under the Graduate and Diploma categories, the demand is for **Apprentice Mechanical Engineer /Technician(21%), Apprentice Electrical & Electronics Technician(18%)**.
- Under the Vocational technician category, **Mechanical Technician(20%), Electrical Technician(20%) and Lab Technician(17%)** will be likely hired by most of the employers.
- Functional areas like **Production & Engineering(23%), Sales and Marketing(18%) and IT(17%)** are likely to see more hiring.
- Technical Knowledge (24%) and Communication skills(23%)** are the major skill requirements cited by employers.
- Most employers prefer **male candidates** for reasons ranging from physical strength(37%), better performance(28%) and safety and security(25%).
- Majority of employers(72%) pay stipends below **Rs. 12000 per month** with no plans to increase over the next 6 months.
- Government apprenticeship portals(31%) and Job portals(27%)** are the preferred sources of hiring of apprentices.

Key Findings - Summary of Outlook Statistics

Engagement of apprentices

Engagement forecast –	41% (36% currently)
Growth in the engagement –	5%
Growth in engagement in all regions except Eastern region	30-40%

Region wise growth in engagement

Eastern	-14%
Western	32%
Northern	35%
Southern	31%

Profiles in demand

Trade Apprentices

Mechanic	31%
Electrician	30%
Welder	20%

Graduate / Diploma apprentices

Apprentice Mechanical Engineer /Technician	21%
Apprentice Electrical & Electronics Technician	18%
Apprentice Automobile Engineer	17%

Vocational Technicians

Mechanical Technician	20%
Electrical Technician	20%
Lab Technician	17%

Functional Areas

Production & Engineering	23%
Sales & Marketing	18%
Information Technology	17%

Stipend

<8000	34%
8001 – 12000	38%
12000 – 15000	15%

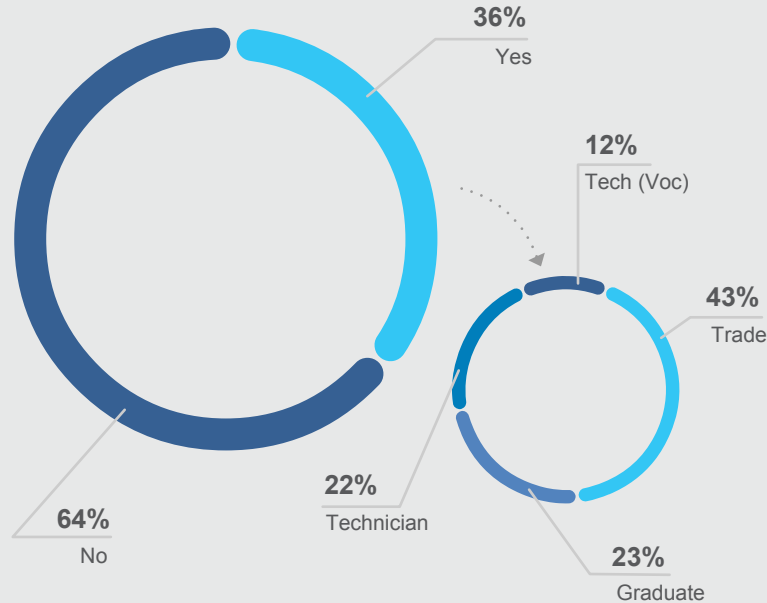
The Apprenticeship Outlook

Topline Measures
from the employer survey on apprentice hiring

The Apprenticeship Outlook - Apprentice hiring

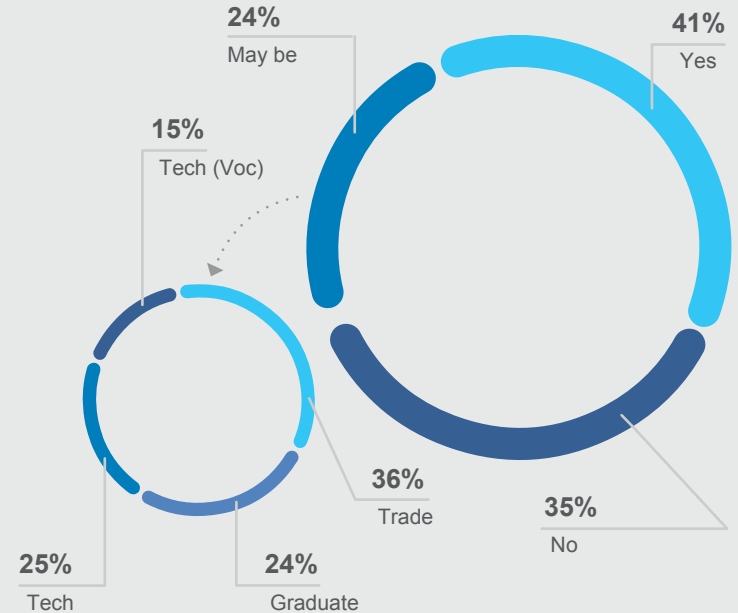
Now and in the next 6 months [forecast for CY-2: July 2019 – December 2019]

Are apprentices being hired now?



36% of the 502 respondents hired apprentices, of which 43% hired Trade apprentices and 23% hired Graduate apprentices.

Will companies hire apprentices over the next 6 months?



41% of the 502 respondents will hire apprentices in the next 6 months, 61% hiring Trade apprentices and Technician apprentices.

	Yes	No	May Hire
Existing Employers	137(76%)	18(10%)	25(14%)
New Employers (new engagements)	68(21%)	158(49%)	96(30%)

17% more respondents are willing to hire apprentices in future; and 5% more respondents are willing to hire apprentices over the next 6 months, compared with the current levels of 36%. Up to 90% of the existing employers are likely to rehire over the next 6 months.

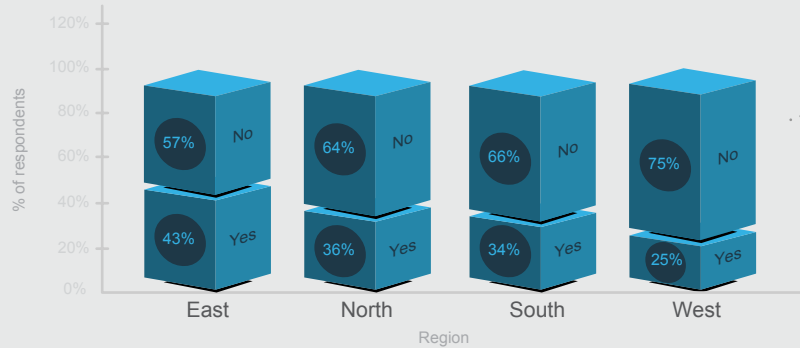
Source: Valuvox Survey of Apprenticeship Hiring Trends, Apr-May, 2019 | Total number of respondents: 502

Sample Size : 502

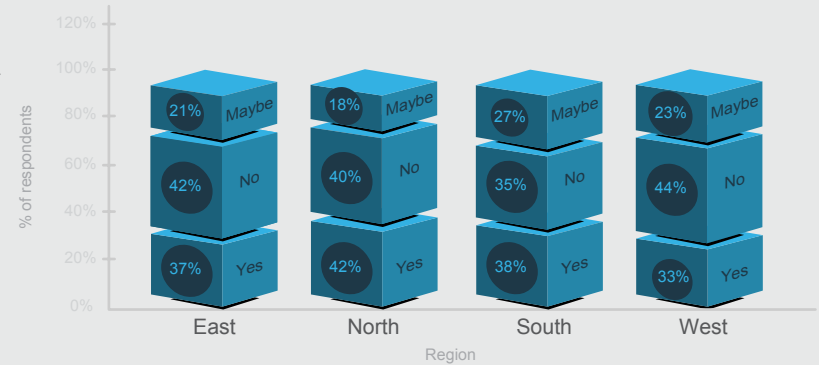
The Apprentice Outlook

by Region [forecast for CY-2: July 2019 – December 2019]

Are apprentices being hired now?



Will companies hire apprentices over the next 6 months?



Region	Yes	No
East	43%	57%
North	36%	64%
South	34%	66%
West	25%	75%

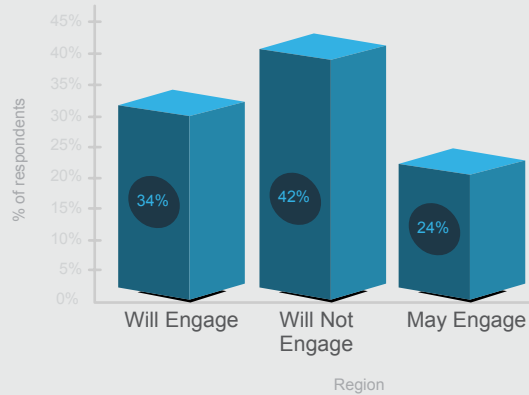
Region	Yes	No	May Engage
East	37%	42%	21%
North	42%	40%	18%
South	38%	35%	27%
West	33%	44%	23%

Western region exhibits the biggest growth in employers' intention to hire apprentices over the next 6 months, followed by the Northern region

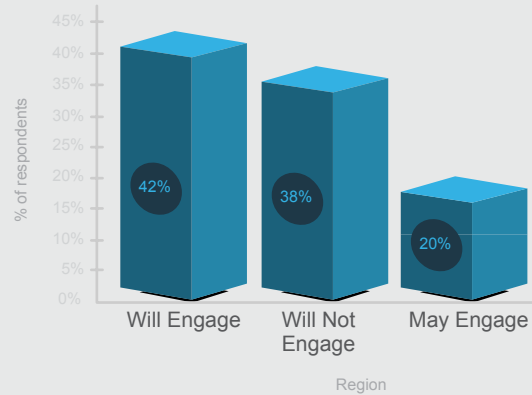
The Apprentice Outlook

by Sector and Region [forecast for CY-2: July 2019 – December 2019]

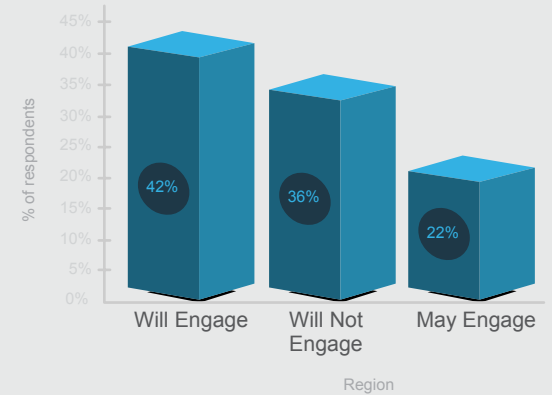
Agriculture



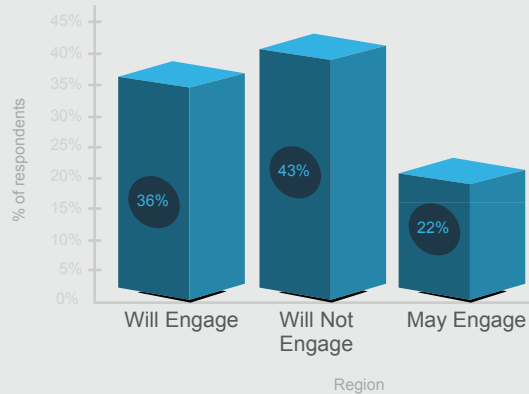
Automobile



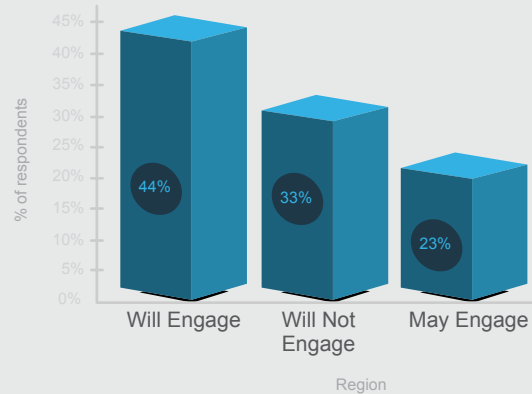
Beauty & Wellness



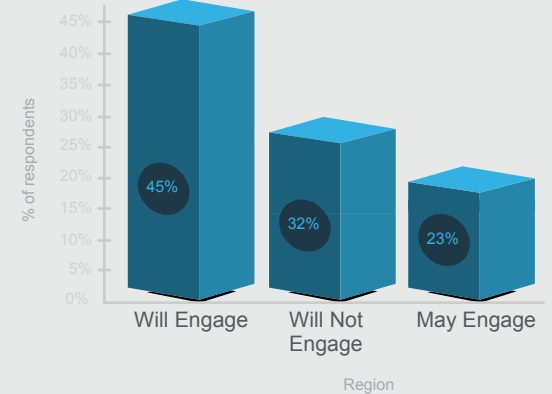
BFSI



Construction & Real Estate



FMCG & D

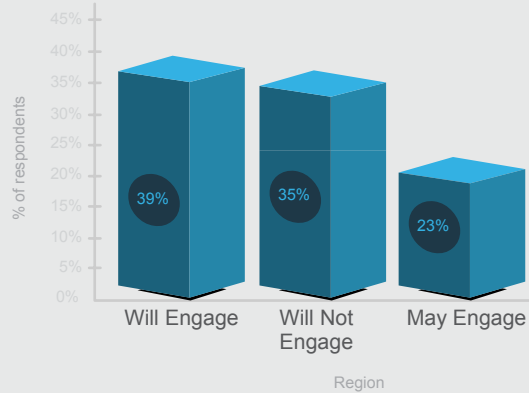


Source: Valuvox Survey of Apprenticeship Hiring Trends, Apr-May, 2019 | Total number of respondents: 502

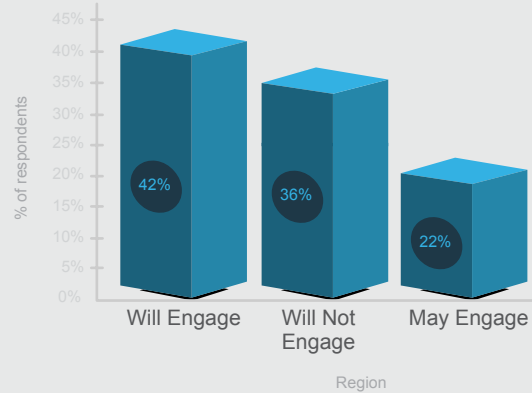
The Apprentice Outlook

by Sector and Region [forecast for CY-2: July 2019 – December 2019]

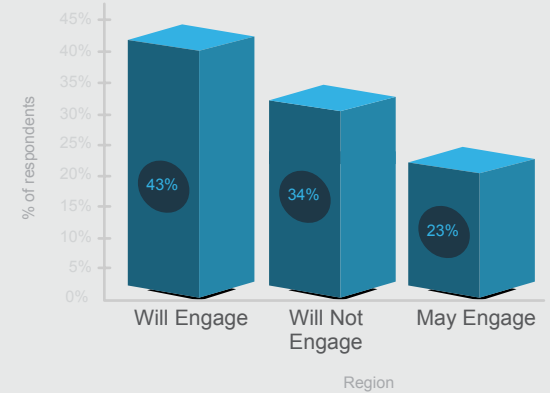
Health & Pharmaceuticals



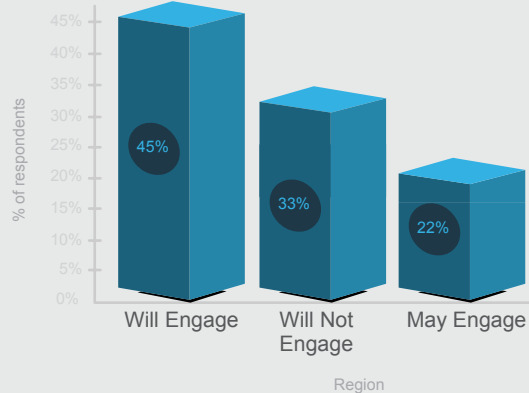
IT & ITeS



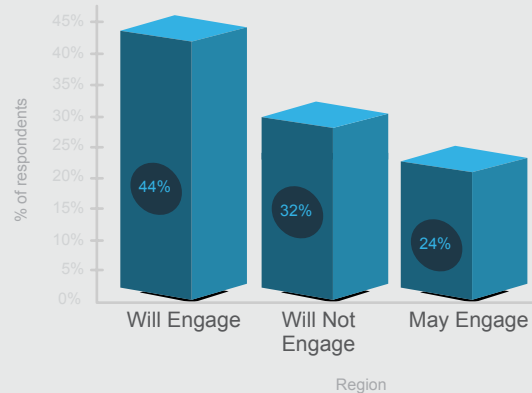
Logistics



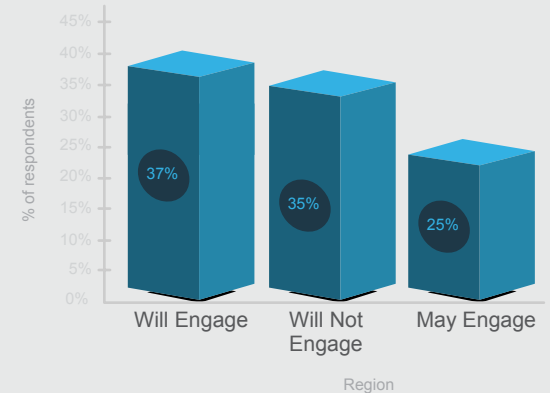
Retail



Travel & Hospitality



Telecommunications



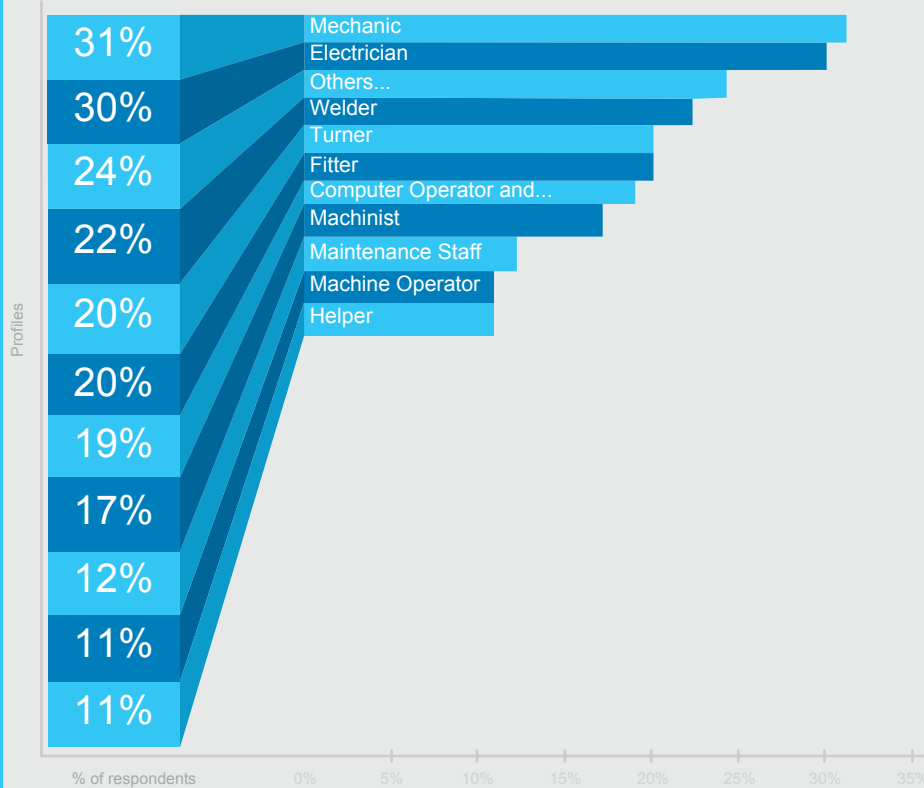
There will likely be a growth in apprentices hired, across sectors in the next 6 months. Top hirers are likely to be the Travel & Hospitality, Retail and FMCG sectors.

Source: Valuvox Survey of Apprenticeship Hiring Trends, Apr-May, 2019 | Total number of respondents: 502

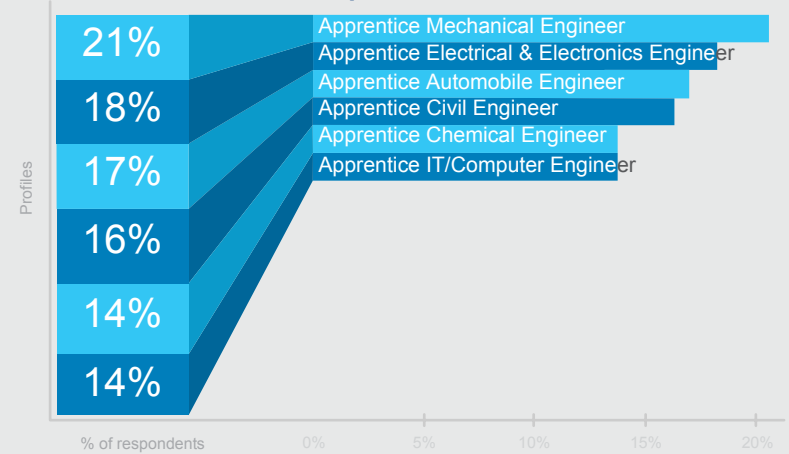
The Apprentice Outlook

by Apprentice Category [forecast for CY-2: July 2019 – December 2019]

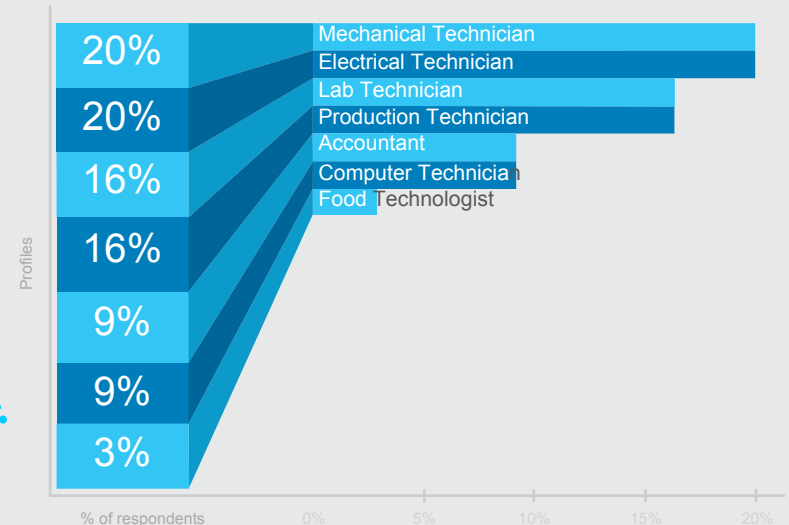
Trade Profiles



Graduate and Diploma Technician Profiles



Vocational Profiles



Profiles likely to be in demand over the next 6 months:

Trade Profiles Mechanic, Electrician

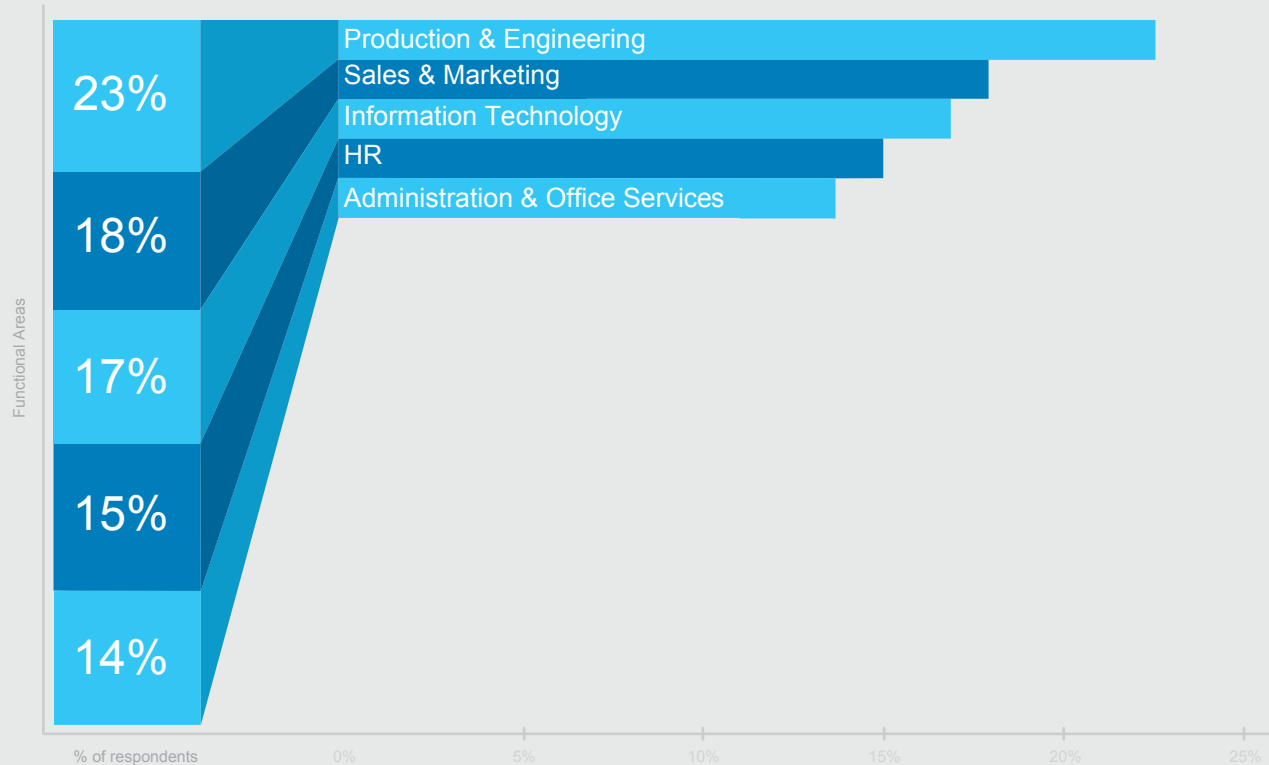
Graduate / Diploma Technician Profiles Apprentice Mechanical Engineer /Technician, Apprentice Electrical & Electronics Technician

Vocational Profiles Mechanical Technician, Electrical Technician, Lab Technician

Source: Valuvox Survey of Apprenticeship Hiring Trends ,Apr-May, 2019 | Total number of respondents: 502 | The above computation is based on 205 responses that are likely to hire apprentices over the next 6 months.

The Apprentices Outlook

by Functional Area [forecast for CY-2: July 2019 – December 2019]



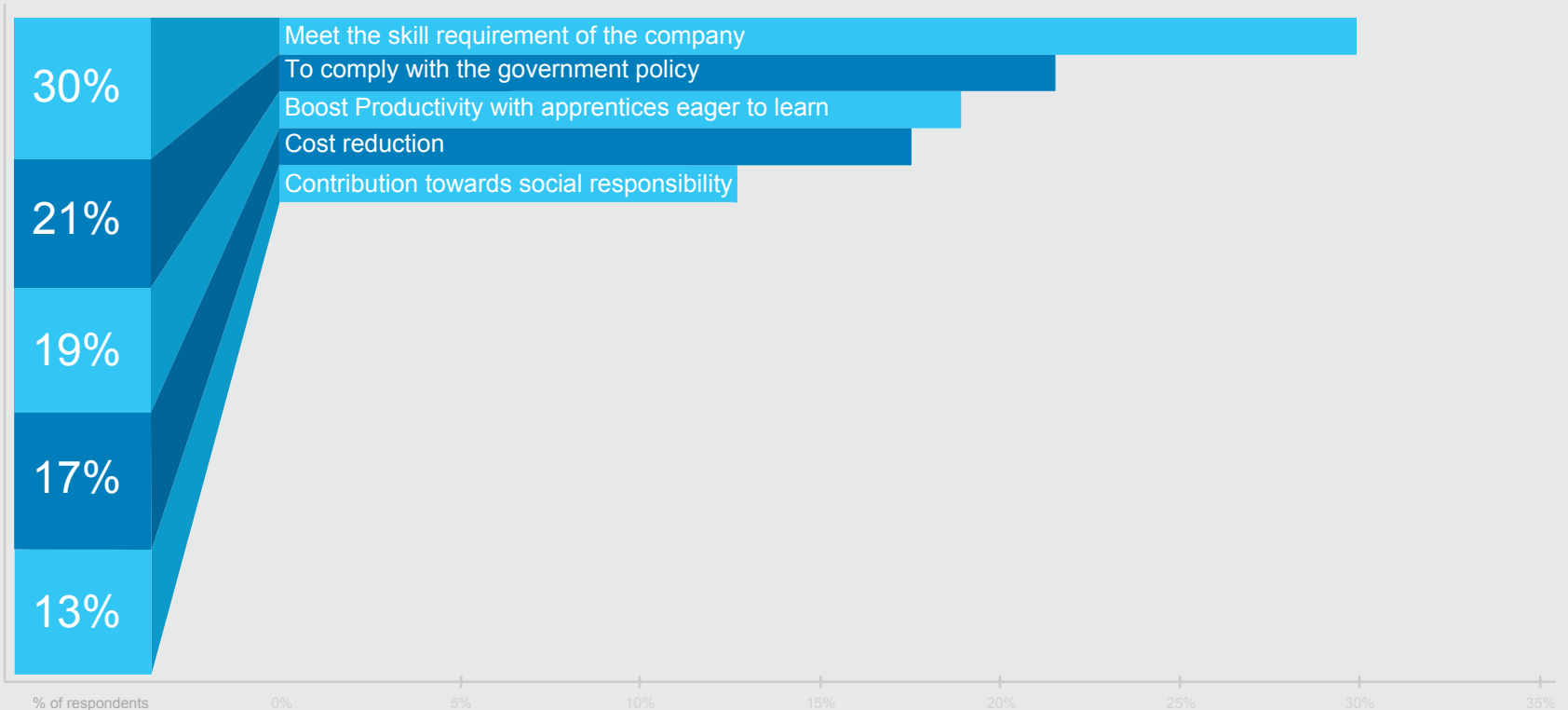
Production & Engineering, Sales & Marketing and IT are the functional areas where hiring sentiment is strong for the next 6 months

Source: Valuvox Survey of Apprenticeship Hiring Trends, Apr-May, 2019 | Total number of respondents: 502 | The above computation is based on 205 responses that are likely to hire apprentices over the next 6 months.

More insights

Employer survey on apprentice hiring

More insights - Why businesses engage Apprentices



Most employers engage apprentices with the purpose of meeting the skill requirement of the company.

Source: Valuvox Survey of Apprenticeship Hiring Trends, Apr-May, 2019 | Total number of respondents: 502 | The above computation is based on 205 responses that are likely to hire apprentices over the next 6 months.

More insights - Duration of the Apprenticeship Program

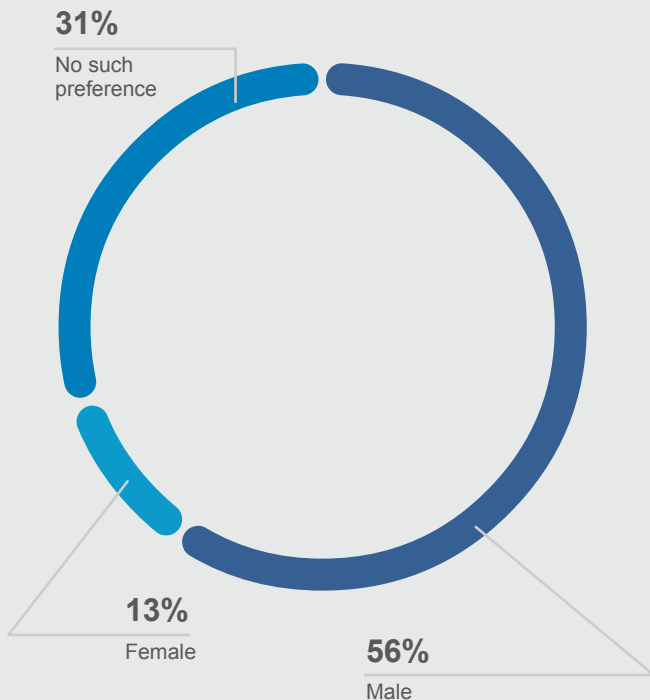


89% of the respondents are likely to hire apprentices for a period of **6 months to 1 year**.

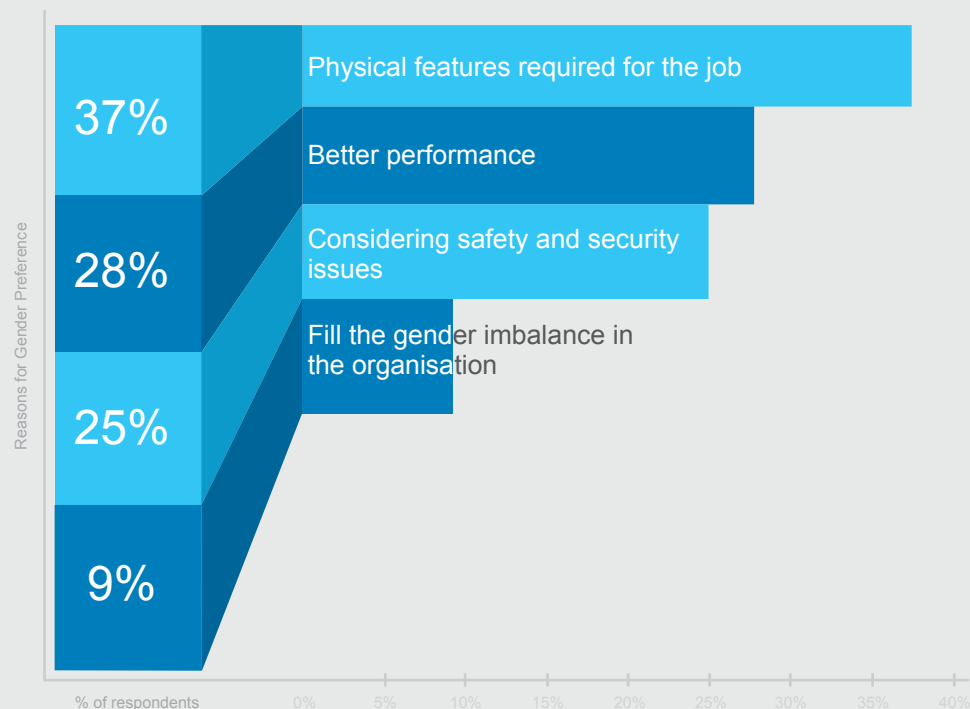
Source: Valuvox Survey of Apprenticeship Hiring Trends, Apr-May, 2019 | Total number of respondents: 502 | The above computation is based on 205 responses that are likely to hire apprentices over the next 6 months.

More insights - Does Gender Preference exist?

Gender Preference



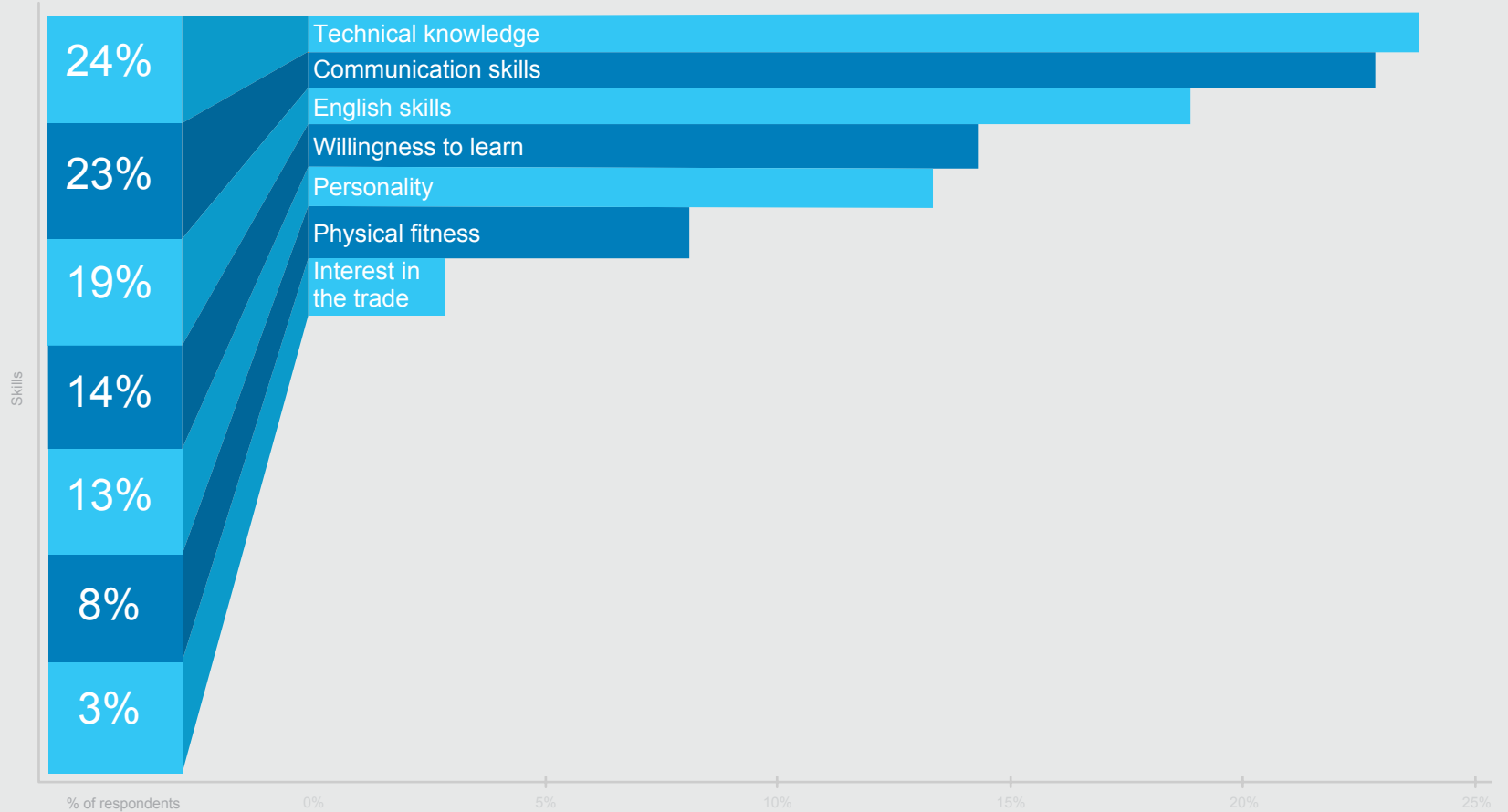
Why companies have gender preference?



Most employers prefer **male candidates** for reasons ranging from physical strength, better performance and safety and security. On the other hand, 31% of the employers do not discriminate between the genders.

Source: Valuvox Survey of Apprenticeship Hiring Trends, Apr-May, 2019 | Total number of respondents: 502 | The above computation is based on 205 responses that are likely to hire apprentices over the next 6 months.

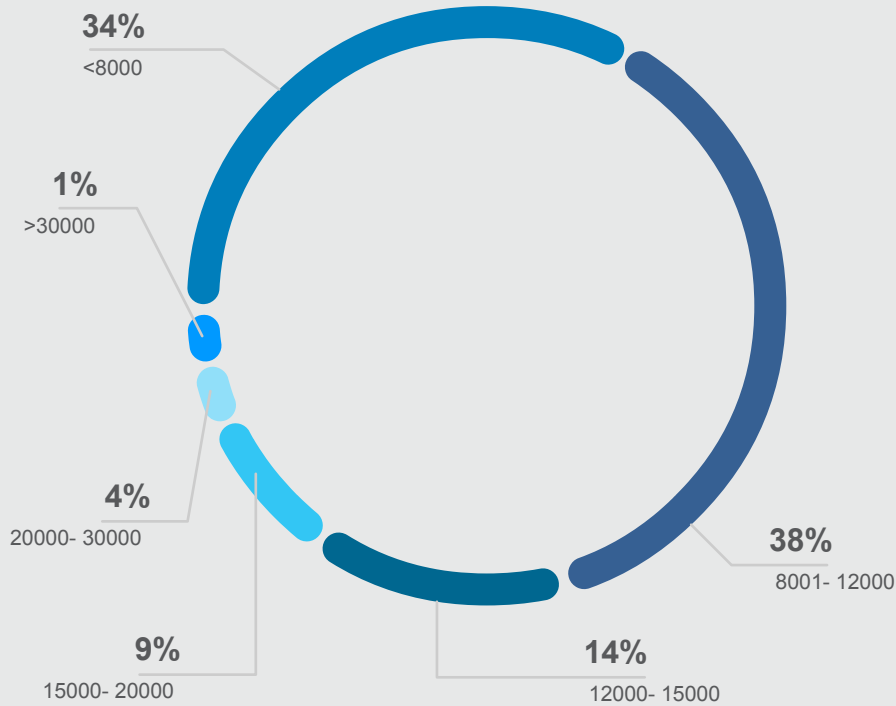
Skill requirements in apprentices



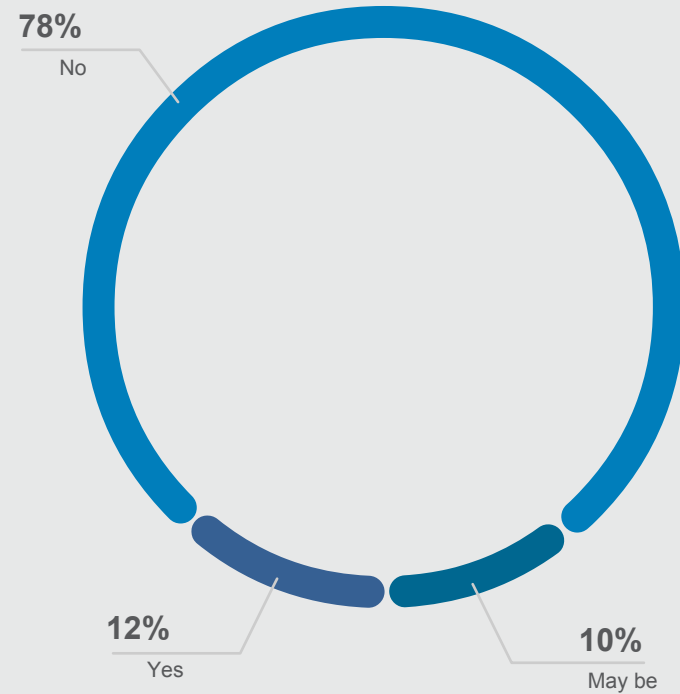
Technical (Domain) Knowledge and Communication Skills are regarded as the most important skills apprentices are required to possess.

Source: Valuvox Survey of Apprenticeship Hiring Trends, Apr-May, 2019 | Total number of respondents: 502 | The above computation is based on 205 responses that are likely to hire apprentices over the next 6 months.

Stipend Offered (Current and Future)



Increase or decrease in Stipend for fresh apprentice in the next 6 months

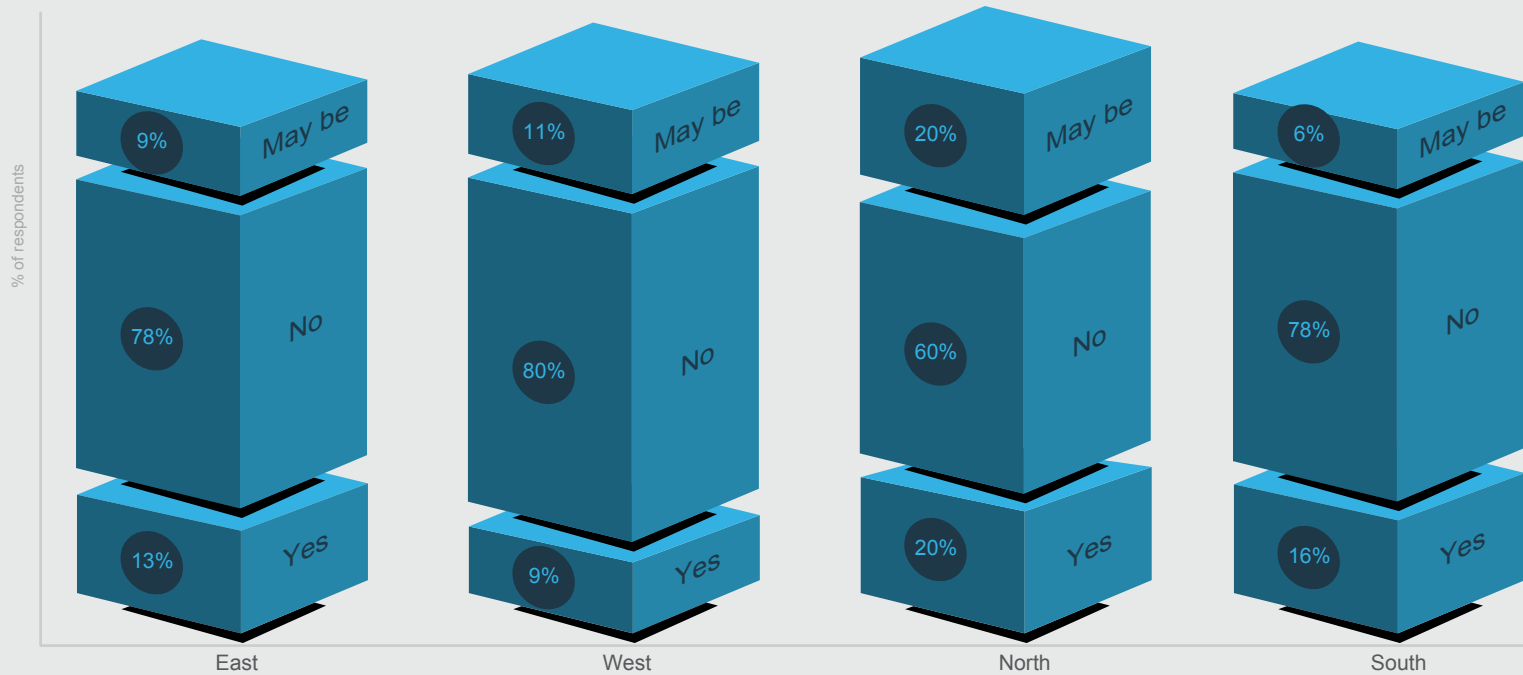


72% of the employers pay stipends below Rs. 12,000 per month to apprentices. 78% of the respondents do not plan to increase stipends for new engagements over the next 6 months.

Source: Valuvox Survey of Apprenticeship Hiring Trends ,Apr-May, 2019 | Total number of respondents: 502 | The above computation is based on 205 responses that are likely to hire apprentices over the next 6 months.

More insights - Stipend Trends

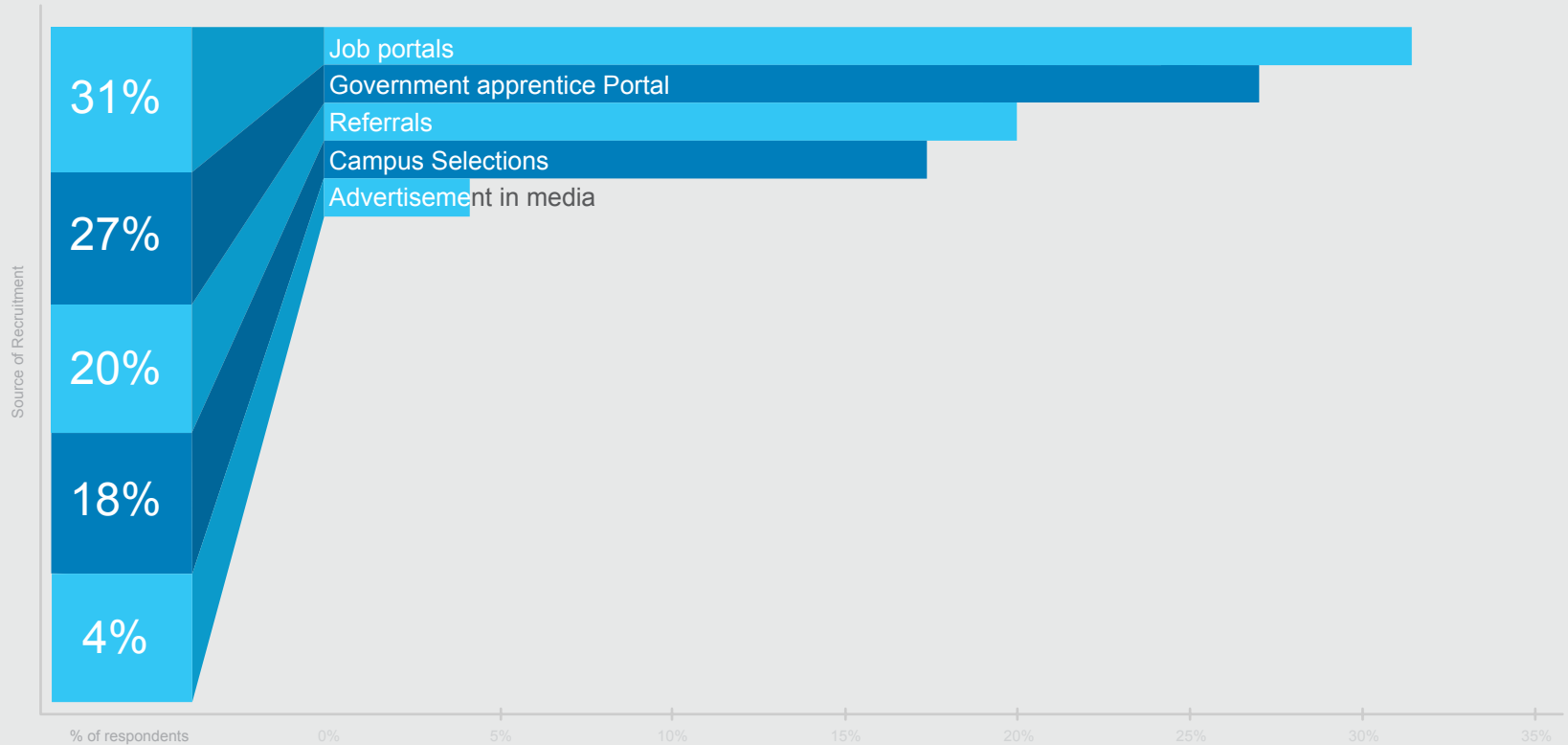
by Region



A majority of respondents, across regions, are not likely to increase stipends over the next 6 months.

Source: Valuvox Survey of Apprenticeship Hiring Trends, Apr-May, 2019 | Total number of respondents: 502 | The above computation is based on 205 responses that are likely to hire apprentices over the next 6 months.

Major Sources of recruitment of apprentices



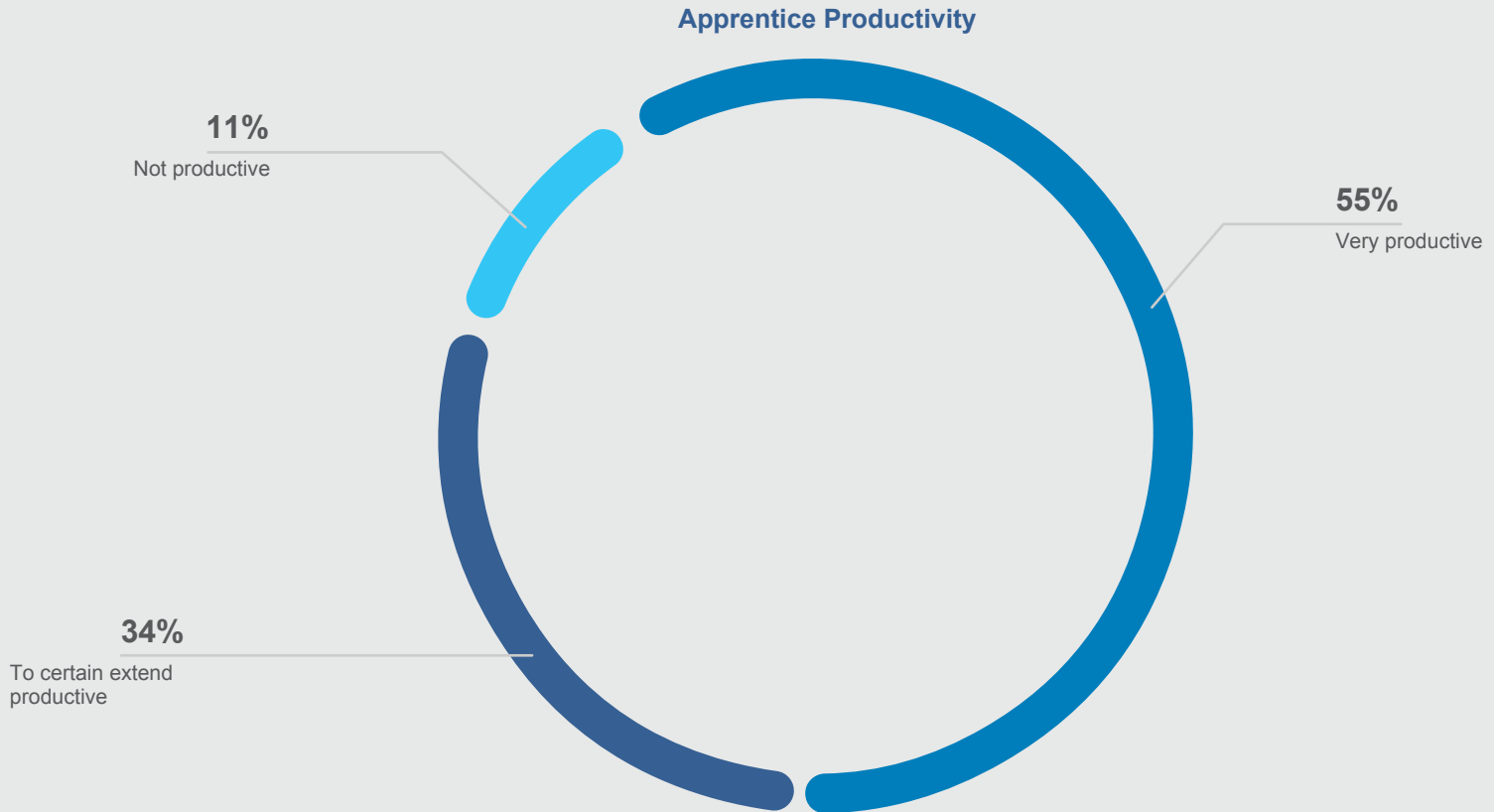
Job Portals and Government apprenticeship portals are likely to be the most sought after sources employers would consider for apprentice recruitment.

Source: Valuvox Survey of Apprenticeship Hiring Trends, Apr-May, 2019 | Total number of respondents: 502 | The above computation is based on 205 responses that are likely to hire apprentices over the next 6 months.

Employer Expectations

from the employer survey on apprentice hiring

Employer Expectations - Are the hired apprentices productive?

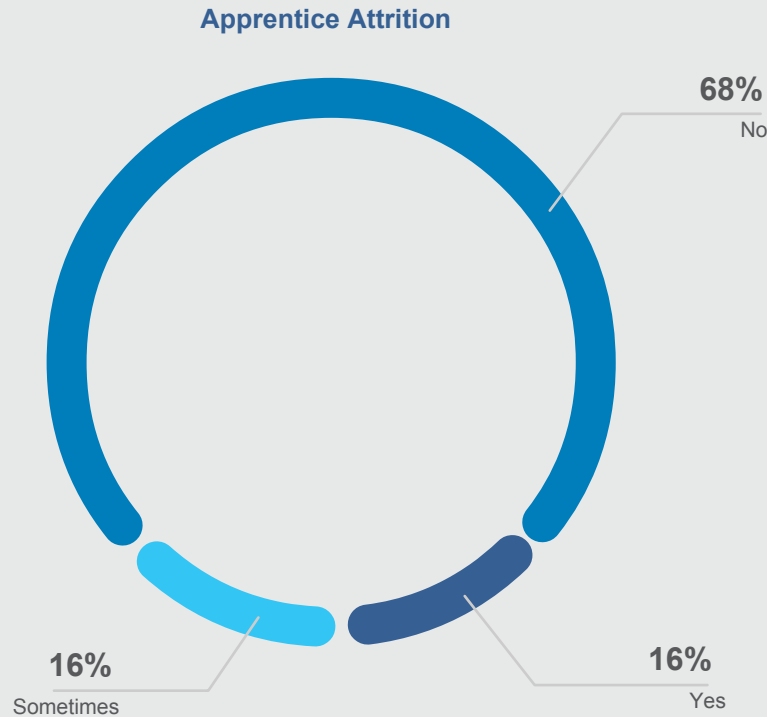


A substantial 55% of all respondents felt the apprentices they hired were “very productive”; a significant 34% stated that apprentice productivity was “limited” and 11% felt apprentices were not productive.

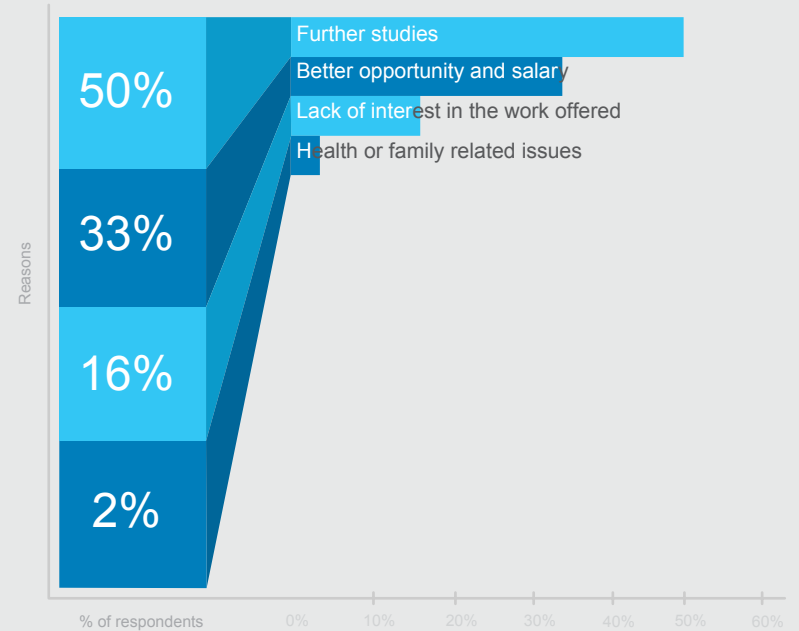
Source: Valuvox Survey of Apprenticeship Hiring Trends, Apr-May, 2019 | Total number of respondents: 502 | The above computation is based on 205 responses that are likely to hire apprentices over the next 6 months.

Employer Expectations - Apprentice Attrition

Do apprentices quit before the tenure ends?



Why apprentices quit before the tenure ends?



A majority of the apprentices complete their tenures. Attrition (prior tenure completion) is mainly due to – **the need to pursue higher studies or securing a better paying job / apprenticeship opportunity.**

Source: Valuvox Survey of Apprenticeship Hiring Trends, Apr-May, 2019 | Total number of respondents: 502 | The above computation is based on 205 responses that are likely to hire apprentices over the next 6 months.

Employer Expectations - Factors favoring hiring of Apprentices

Establishments with a workforce (regular and contract employees) of 40 or more are mandated to undertake Apprenticeship Programmes and commit 2.5% -10% of their workforce every year to apprentices.

Mandatory engagement of apprentices

Government to reimburse 25% of the stipend paid by employers to apprentices. Reimbursement of basic training: up to Rs. 7,500/month per apprentice.

Financial support from government



128 million skilled workers required between 2017 and 2022 across 34 sectors

Service sector brought under Apprenticeship Programme

With less than 5% of the Indian workforce having undergone formal skill training, 80% of the workforce entrants do not have the opportunity for skill training.

Deployment of apprentices in the service sector has also been made compulsory now. This has fuelled the demand for apprentices in the Service sector.

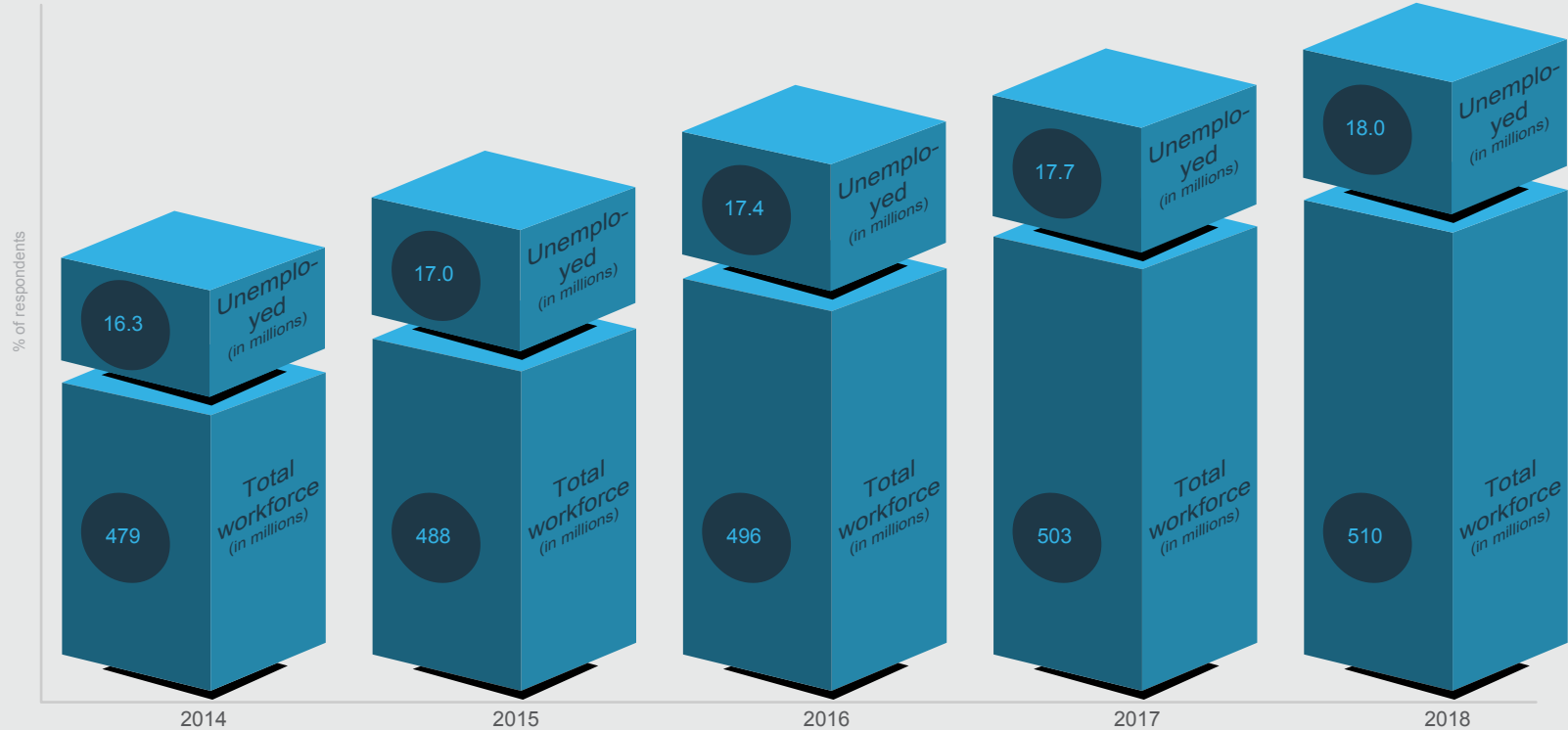
The recent amendments to the Apprentice Act 1961 have had a major positive impact on the hiring of apprentices across both the manufacturing and the service sectors.

Source: Annual Report, 2016-17, Ministry of Skill Development and Entrepreneurship; Amendment of Apprenticeship Act 2014, Apprentice Portal

Employer Expectations - Factors favoring hiring of Apprentices

Demand-Supply Gap

Supply Trend of Workforce



The drivers of the trend to hire more apprentices are – lack of skill based education and lack of basic employability skills (even among graduates).

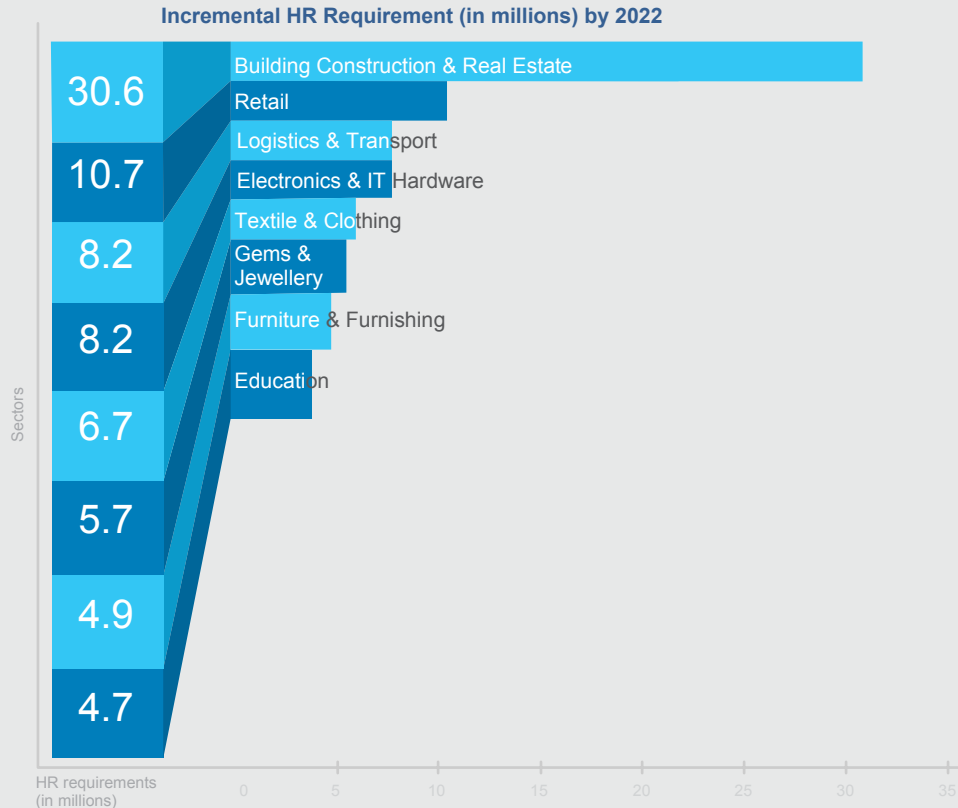
The unemployed component of the workforce has increased from 16.3 million in 2014 to 18 million in 2018

Source: The World Bank Data, April 2019

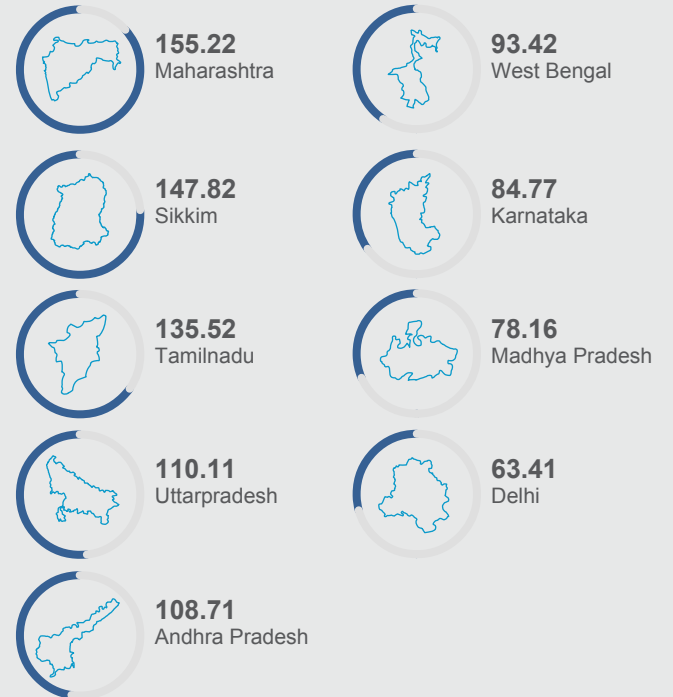
Employer Expectations - Factors favoring hiring of Apprentices

Demand-Supply Gap

Skill Demand by 2022



Statewise Incremental HR Requirement (in lakhs) during 2013-2022



The hiring of apprentices is found to be high in states with high skill demand, except in case of Sikkim.

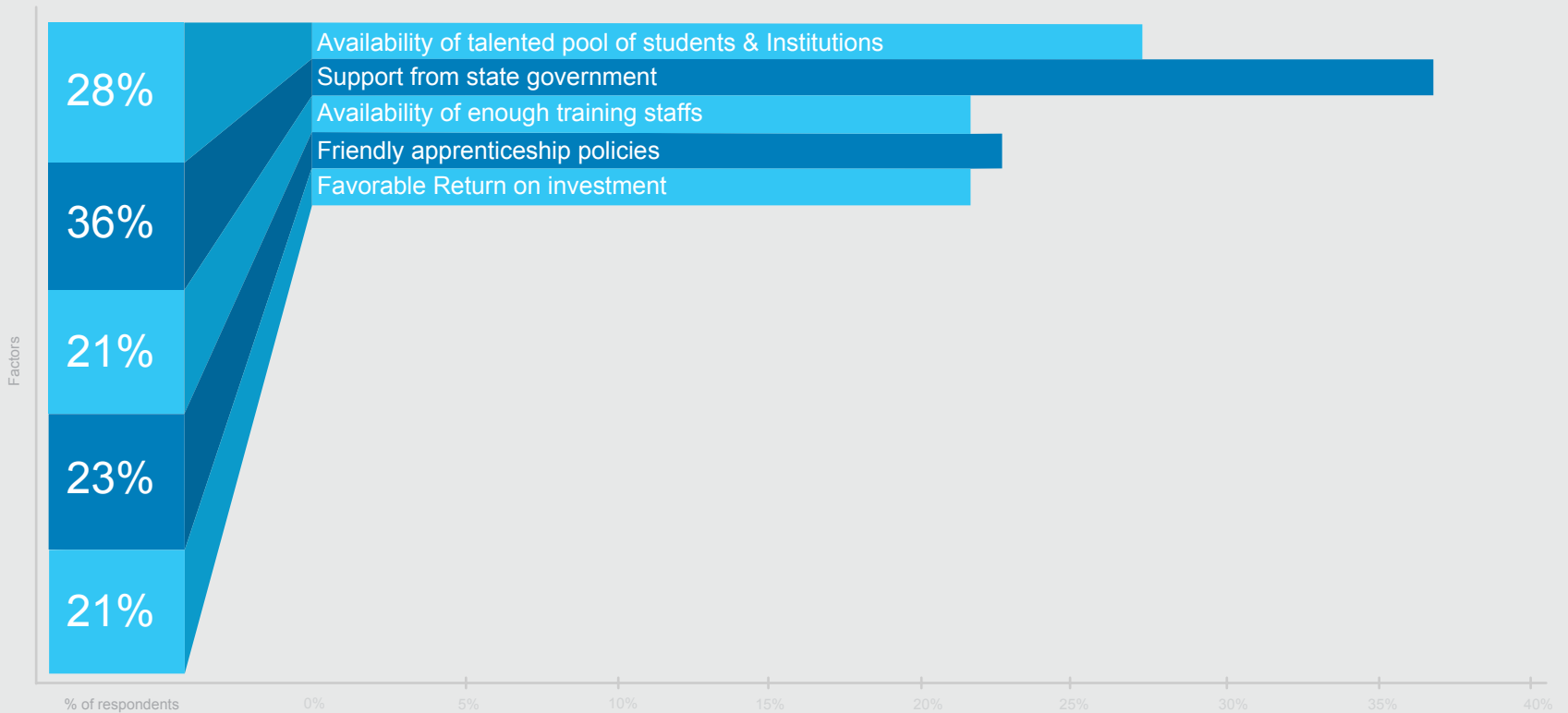
Construction & Real Estate and Retail have the highest skill demand. Skill gap is significant in states like **Maharashtra, Sikkim and Tamilnadu.**

Source: Annual Report, 2016-17, Ministry of Skill Development and Entrepreneurship

Employer Expectations - Factors favoring hiring of Apprentices

Employer Perspective

Factors favoring hiring of apprentices: Employer Perspective



The right support from the government, availability of talented students and lenient apprenticeship policies are the main factors favoring employers in hiring apprentices.

Source: Valuvox Survey of Apprenticeship Hiring Trends, Apr-May, 2019 | Total number of respondents: 502 | The above computation is based on 205 responses that are likely to hire apprentices over the next 6 months.

Employer Expectations - The Apprenticeship Landscape

how the amendments in 2014 to the Apprenticeship Act transformed the landscape

Employers can engage upto 10% of workforce as apprentices.

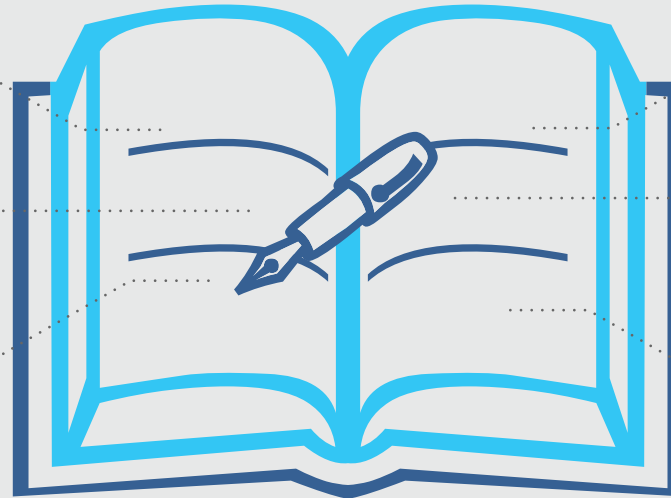
Duration of training revised and the apprentice can work between 6 months and 3 years based on the trade.

An apprenticeship portal (launched by the PM) where employers are required to publish trade-wise requirement of apprentices.

Fine (and not imprisonment) if the company violates the regulations of Apprentices Act.

The revised stipend would be 70% of the minimum wages in the first year, followed by 80% and 90% in the second and third years, respectively

In addition to designated trade, employers can also engage apprentices in an 'optional trade' i.e. a trade or a field which has not already been 'designated'.



Recent Amendments of Apprentice Act

14% growth in apprentice hiring, in 2016-17 compared to 2014-15
8% growth in Trade apprentice hiring and **24% growth** in Graduate/Technician/Tech (Voc) hiring

62% of apprentices hired in 2016-17 are Trade apprentices, **22%** are Graduate, **14%** Technician and **1%** Tech (Voc)

51% growth in apprentice hiring in the private sector in 2016-17 compared to 2014-15
62% of apprentices are in Private Sector, **18%** in Central Sector and **20%** in State Sector during 2016-17

Haryana, Maharashtra and Tamilnadu had the **most number of apprentices** in 2016-17

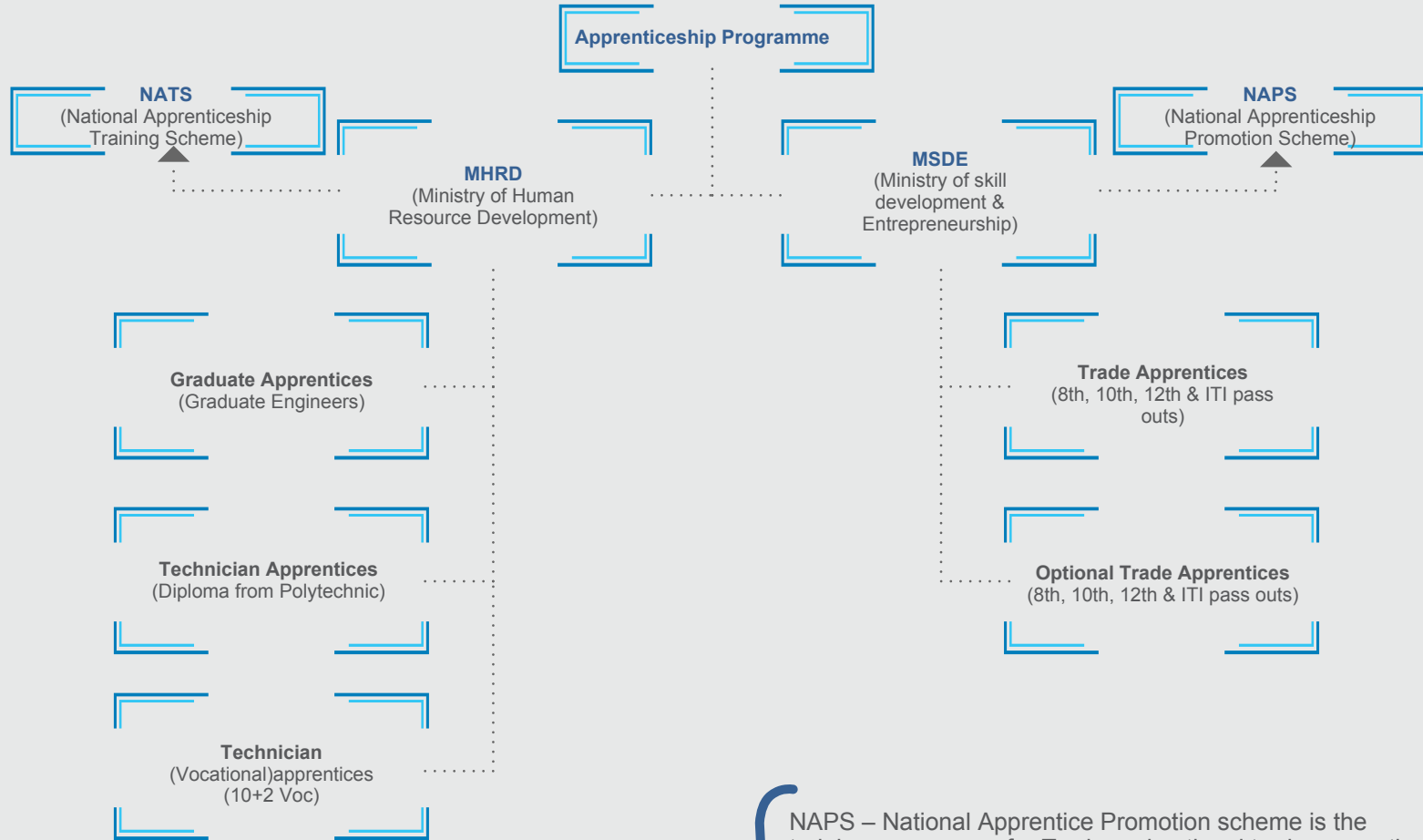
33000+ employers hired apprentices during 2016-17

89% of apprentices hired in Manufacturing sector and **11%** hired in Services sector

The amendments of 2014 went a long way in removing obstacles pertaining to administrative and regulatory aspects and limited trades / sectors. As a result apprentice hiring, across sectors, witnessed a 14% growth during 2016-17 as against 4% in 2014-15.

Source: Annual Reports , 2013-14 to 2016-17, NATS-Ministry of Human Resource Development: Annual Report, 2016-17, Ministry of Skill Development and Entrepreneurship

Employer Expectations - The Apprenticeship Framework in India



NAPS – National Apprentice Promotion scheme is the training programme for Trade and optional trade apprentices, while NATS (National Apprentice Training Scheme) is the programme for Graduate apprentices, Technician apprentices and Technician (vocational) apprentices.

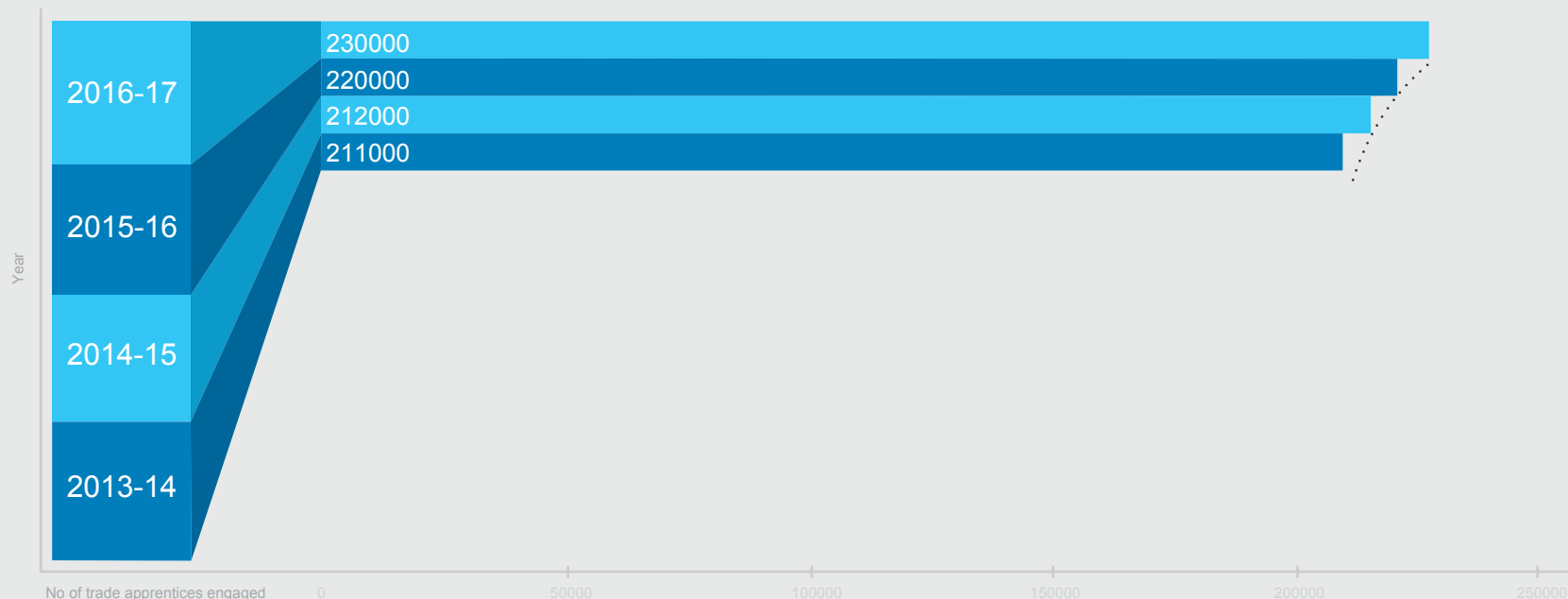
Source: NAPS and NATS portal ; Amendment of Apprentice Act, Apprentice.gov.in

Trends in apprentice engagement

Secondary Research and Literature Review

Trade Apprenticeships

No of Trade Apprentices Engaged



Engagement of trade apprentices has grown 8% - from 2.12 lakhs during 2014-15 to 2.3 lakhs in 2016-17.

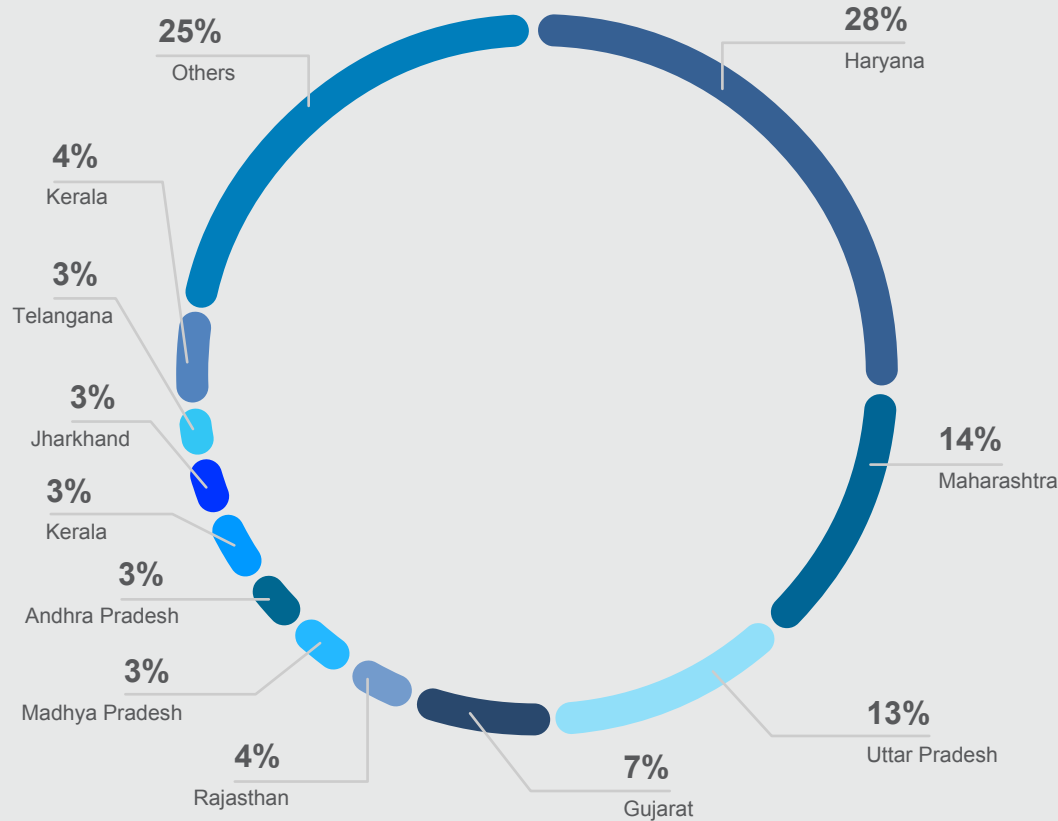
Major sectors engaging apprentices under NAPS

- Manufacturing & Allied Industries
- Retail
- Healthcare & Pharma
- Tourism & Hospitality
- Automobile
- FMCG & D
- IT & ITeS

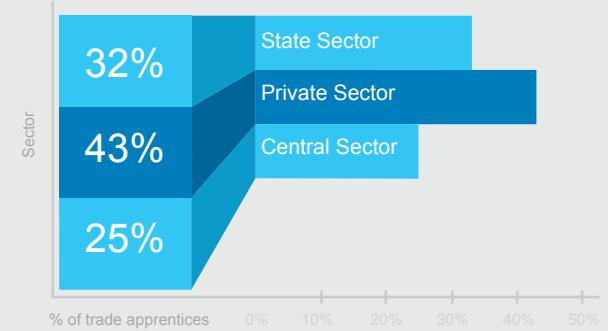
Trends in apprentice engagement - NAPS Highlights

Trade Apprenticeships

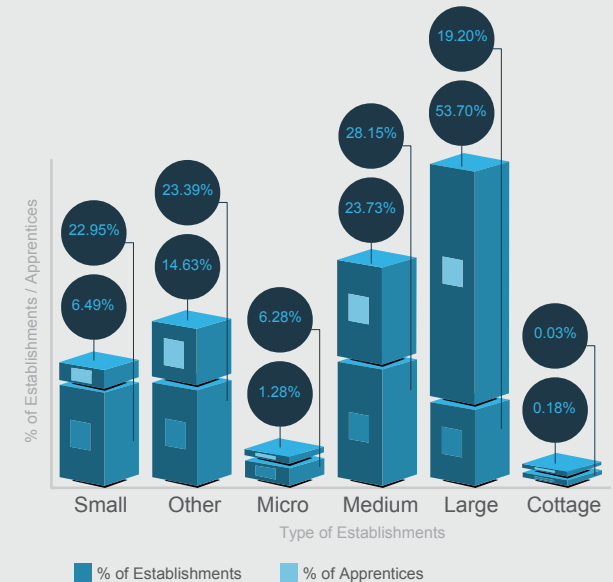
State wise Trade Apprentices engagement



Sector wise engagement



Type of organization and apprentice engagement

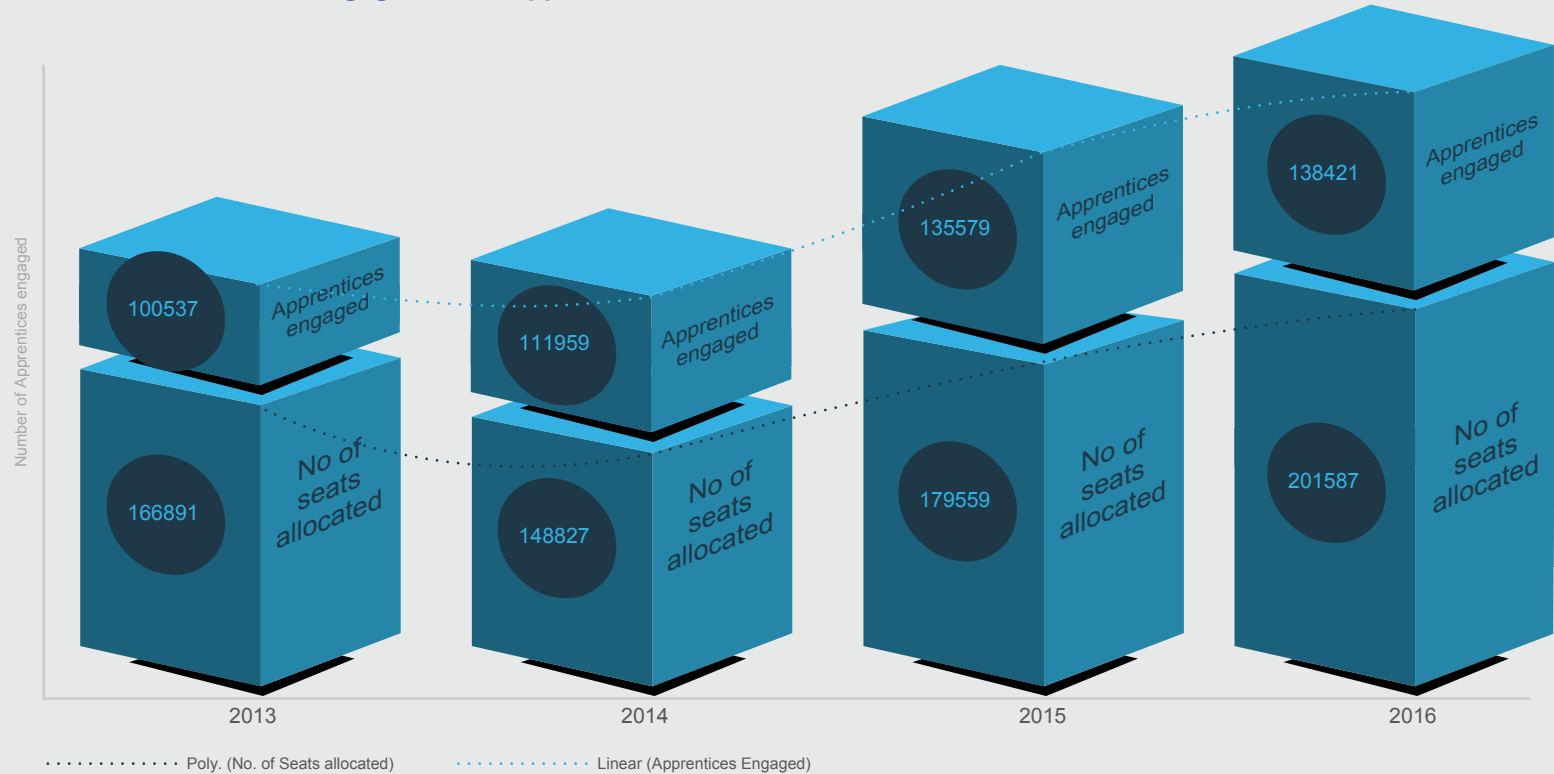


28% of Trade Apprentices in Haryana
 43% of Trade Apprentices in the private Sector
 Large Organizations engaged most of the Trade Apprentices

Source: Annual Report, 2016-17, Ministry of Skill Development and Entrepreneurship ; NAPS Apprenticeship portal (data as on March 2017)

Graduate/Technician/Technician(Voc) Apprenticeships

Engagement of Apprentices / Seats allocated under NATS



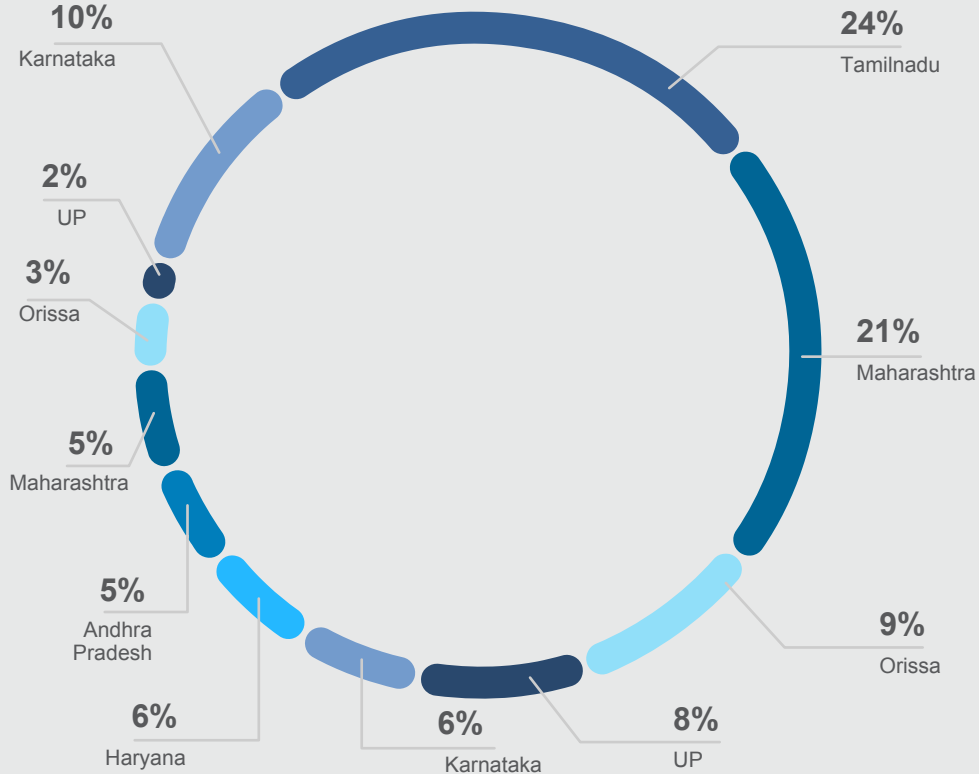
Apprentice engagement grew 24% between 2014-15 and 2016-17. This significant growth is the result of the amendments in 2014 to the Apprentice Act 1961 and change in policies and regulations.

Source: Annual Reports , 2013-14 to 2016-17, NATS-Ministry of Human Resource Development

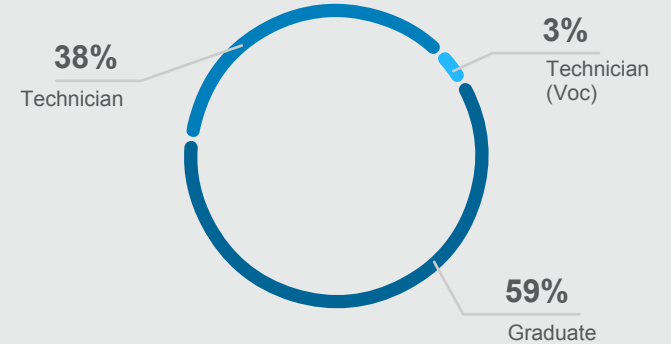
Trends in apprentice engagement - NATS Highlights

Graduate/Technician/Technician(Voc) Apprenticeships

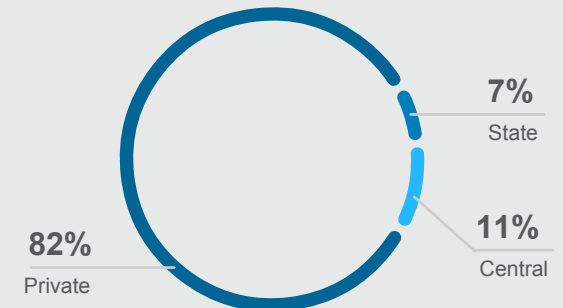
State wise engagement under NATS



Category wise engagement



Sector wise engagement



Major sectors engaging apprentices under NATS

- **Manufacturing & Allied Industries**
- **Retail**
- **Healthcare & Pharma**
- **Tourism & Hospitality**
- **Automobile**
- **FMCG & D**
- **IT & ITeS**
- **Education**

Tamil Nadu and Maharashtra engaged the most number of apprentices under NATS

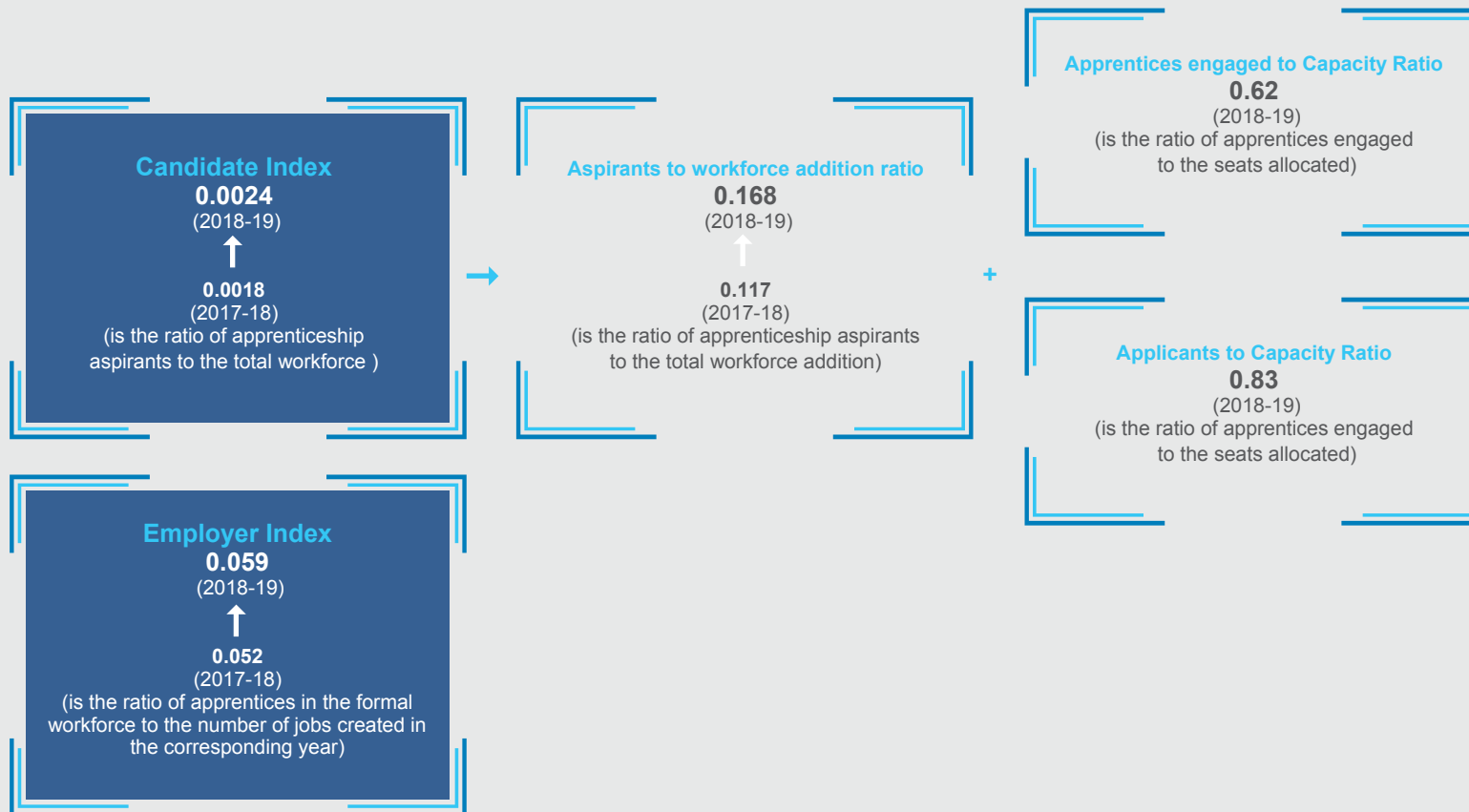
82% of Apprentices under NATS are in the **Private Sector**
59% are **Graduates**

The Apprenticeship Index

The Apprenticeship index – comprising the Candidate Index and the Employer Index – measures the effectiveness of the apprenticeship program in India.

The higher the index , higher the efficiency of the apprenticeship program.

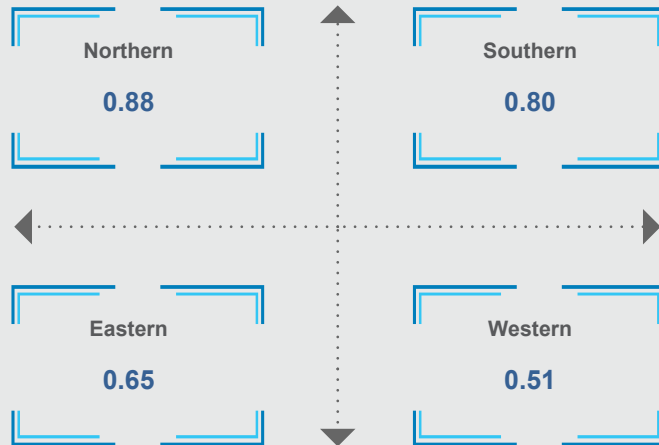
The indexes are computed based on a set of ratios that measure the health of the program basics.



Each of the ratios – and, therefore, both the Candidate and the Employer Indexes – have grown appreciably over the year, indicating that the program is in great shape.

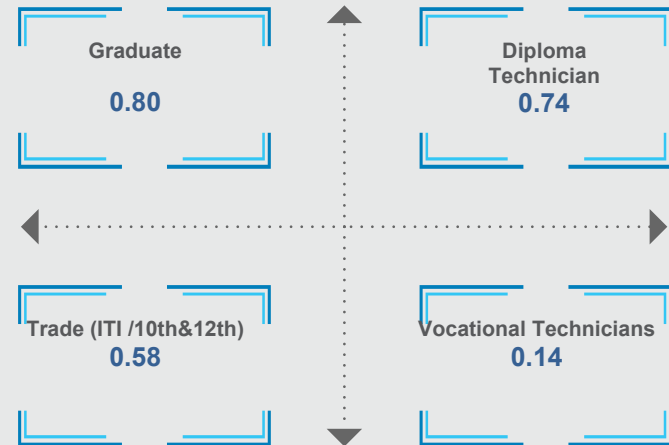
Source: Annual Reports , 2013-14 to 2016-17, NATS-Ministry of Human Resource Development: Annual Report, 2016-17, Ministry of Skill Development and Entrepreneurship ;

Capacity Utilization Ratio by Region



(is the ratio of the total number of Apprenticeship Aspirants to the seats allocated in each region)

Capacity Utilization Ratio by Qualification

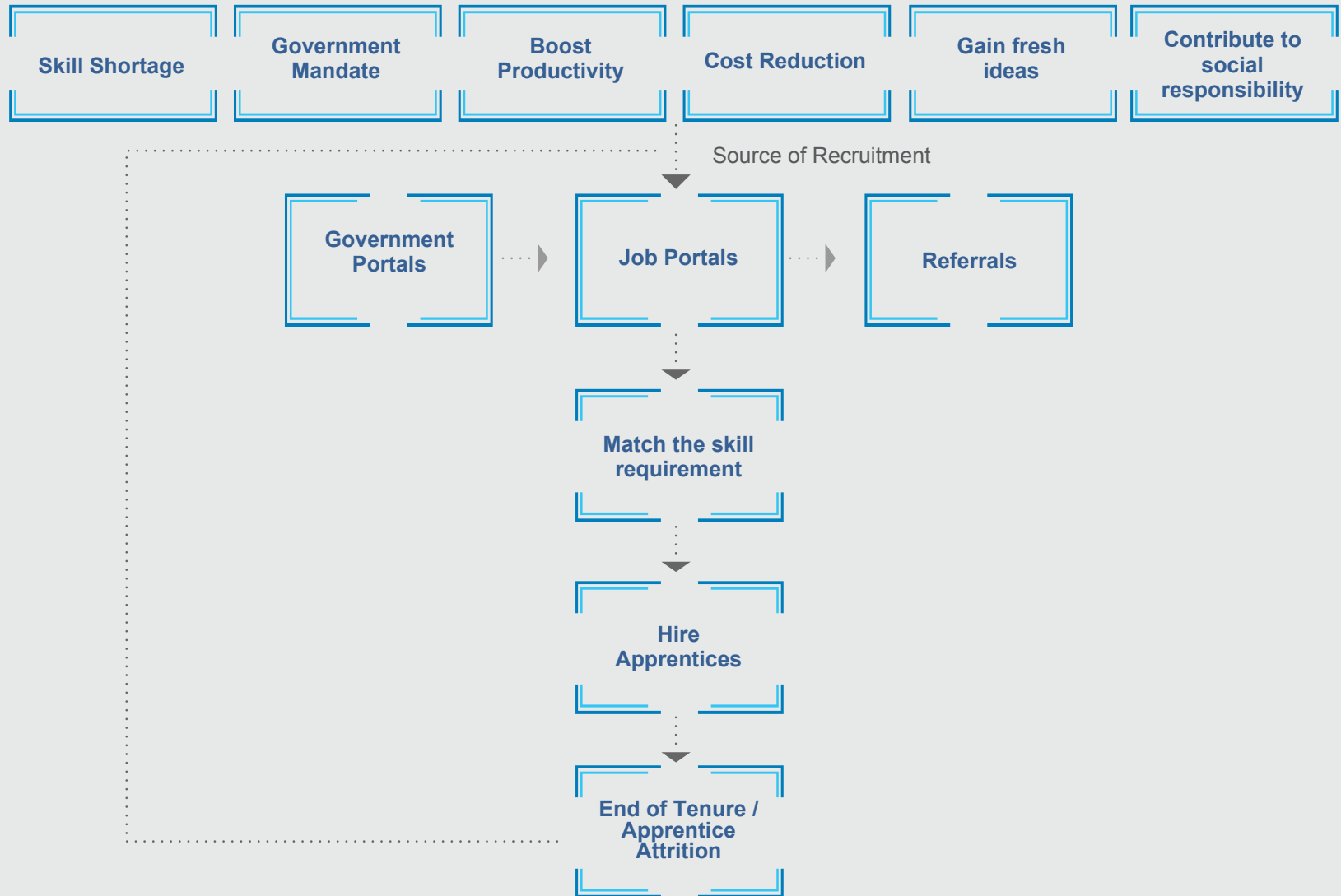


(is the ratio of the total number of Apprenticeship Aspirants to the seats allocated in each region)

Annexure

The Apprenticeship Framework
Research Methodology
Sample Design
Bibliography

The Framework - Why employers engage apprentices



Sample Design

- ☐ Random stratified sampling technique was used to identify respondents for the survey. Data sources used to collect contact data were:
 - ☐ Apprenticeship NAPS portal (<http://www.apprenticeship.gov.in>) for Trade Apprenticeship employers contact data
 - ☐ Apprenticeship NATS portal (<http://mhrdnats.gov.in>) for Graduate, Technician, Technician(Voc) Employers contact data

Respondent Selection

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

Data Collection

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

Data Analysis

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

Secondary Data Sources

- ☐ Region wise Annual Reports of Board of Apprenticeship Training(Autonomous body of Ministry of skill Development and Entrepreneurship)(2013-2017)
- ☐ Annual report of Ministry of skill development and Entrepreneurship (2017)
- ☐ Other Apprenticeship related research papers, news articles and reports

Respondents by Sector & Region

Sector / Region	Agriculture	Automobile	Beauty & Wellness	BFSI	Const. & Real Estate	FMCG & D	Health & Pharma	IT & ITeS	Logistics	Retail	Telecom	Travel & Hospitality	Total
East	2	12	8	5	5	5	4	2	3	7	3	6	65
West	2	18	14	8	6	8	7	12	4	8	2	11	100
North	3	29	18	11	11	9	10	26	6	11	4	38	176
South	3	31	20	7	14	7	9	25	5	14	3	25	161
Total	10	90	60	31	36	29	30	65	19	40	12	80	502

Respondents by Business Size & Region

Business Size /Region	Small (employees less than 500)	Medium (employees between 500 & 5000)	Large (employees more than 5000)	Total
East	35	20	10	65
West	54	28	18	100
North	94	68	14	176
South	73	71	17	161
Total	256	187	59	502

Bibliography

- ☞ **Annual Reports**, 2013-14 to 2016-17, NATS-Ministry of Human Resource Development
- ☞ **Annual Report**, 2016-17, Ministry of Skill Development and Entrepreneurship
- ☞ **The world bank open data**, 2018, <https://data.worldbank.org/>
- ☞ **Ministry of Skill Development and Entrepreneurship NAPS** portals www.apprentice.gov.in, <https://apprenticeshipindia.org>
- ☞ **Ministry of Human Resource Development NATS** mhrdnats.gov.in



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