

EMPLOYER FACILITATION PROGRAM FOR APPRENTICESHIP FOR LIFE SCIENCES SETOR

LSSSDC Introduction

LSSSDC is a not for profit, Industry led, Non-statutory certification Body under mandate of Ministry of Skill Development and Entrepreneurship and is registered under the Societies Act, 1860. LSSSDC is recognized and approved, as a Sector Skill Council for Life Sciences Sector inclusive of Pharmaceutical (including AYUSH), Biopharmaceutical, and Contract Research, by National Skill Development Corporation under a mandate from Ministry of Skill Development and Entrepreneurship (MSDE).

LSSSDC has attained a status of National level Non-statutory Skill Certification Body wide the Govt. notification No. I-34011/07/2015-SDE, and has become at par to CBSE/ NCVT etc. With the appointment of CEO, LSSSDC as Joint Apprenticeship Advisor vide office order F. No. MSDE-01/(3)/2018-AP(PMU) dated 12 Sep 2018, LSSSDC is also an authorized body for engagement of Industry for Apprenticeship Training under Apprenticeship Act 1961 and National Apprenticeship Promotion Scheme.

Background

MSDE administers the apprenticeship training under the Apprentices Act, 1961(amended up to 2014) and the Apprenticeship Rules, 1992(amended up to 2019). Apprenticeship has been recognized as one of the most efficient ways to develop skilled manpower by utilizing the infrastructure and training facilities available in the establishments. Promotion of Apprenticeship in establishments (including companies & industries) is one of the major initiatives of the present Central government. To incentivize the companies, MSDE is implementing the 'National Apprenticeship Promotion Scheme' (NAPS) since 2016 to offer financial support to the establishments engaging apprentices under the Act. Since the mandate of Optional Trades in Life Sciences Sector has been given to LSSSDC, LSSSDC has engaged around 200 Industry partners in the sector with appx. 8000+ apprentices engaged in the sector across 17 optional trades in its active engagement period of under two years.

In last two years, LSSSDC has observed the following challenges faced by Employers engaging apprentices:

1. Mobilization of interested candidates as apprentices
2. Mostly no structured Periodic performance review of apprentices during the course of apprenticeship
3. No idea on Basic Training Provider / How to apply to affiliate in-house capabilities for Basic Training (as and where applicable)
4. Errors in Documentation submitted for claims/ delay in claim submission leading to a delayed NAPS claim

5. Difficulty in inculcating soft skills and cultural integrity among apprentices
6. Delay/ absence of Final assessment for apprentice certification, impacting the last quarter NAPS claim

Due to the above six major challenges faced by engaged industry partners, there has been a situation of dissatisfaction/ un-rest in the management despite of clear visibility of the importance and benefits of the apprenticeship program.

Program Objective

Based on the above background, Life Sciences Sector Skill Development Council (LSSSDC) is initiating Employer Facilitation Program for Apprenticeship to mitigate all the challenges faced by Employers in Life Sciences Sector.

Under this Program, LSSSDC will provide following services to Employers:

1. Candidate Mobilization Support

- a. LSSSDC Student Database Access
- b. Screening of students for interest in Job role/ Optional Trade
- c. OJT-ready candidates

2. Support in Affiliation of in-house capabilities as Basic Training Provider

- a. Guidance to in-house team for affiliation
- b. Pre-inspection check by LSSSDC Team
- c. Use of E-content of LSSSDC for Basic Training at discounted price

3. Periodic Assessments (Quarterly)

- a. Quarterly Assessments for Apprentice candidates
- b. Identification of learning curve of every apprentice
- c. Identification of weaker learning areas of Apprentice for in time productive training efforts

4. NAPS Claim Support

- a. Periodic Portal updates and reminders for claim submission
- b. Support Industry team about changes in reimbursement policy
- c. Industry team facilitation for filling all required inputs correct and accurate in first submission itself
- d. Coordinate and support establishment team in case of any discrepancy found at a later stage
- e. Quarterly Management Report on Apprenticeship Claim

5. Soft Skills Training to Apprentices (Bi-annual sessions)

- a. Aptitude and Cultural Integration
- b. Soft Skills and Communication
- c. Motivation Booster Sessions

6. Final assessment and certification support

- a. In time reminder for Completion of final assessment to get last quarter NAPS claim

Program Participation Fee

To enable an employer to participate in the program, LSSDC will be charging an annual fee per candidate basis, chargeable in two equal instalments.

The fee will vary based on the number of apprentices engaged by Employers:

| No. of Apprentice engaged | Program Participation Fee Annual (+18% GST) |
|---------------------------|---|
| Up to 200 apprentices | INR 2000/- + Tax as applicable |
| From 201 apprentices | INR 1500/- + Tax as applicable |

The fee invoice will be raised at end of each quarter for every new apprentice enrolled. Industry can also request to add on previously enrolled candidates.