

N.10: Second batch of Trade Apprenticeship Scheme

The Trade Apprenticeship Scheme at RRCAT (TASAR) was started last year as a contribution towards National Apprenticeship Promotion Scheme (NAPS) of Ministry of Skill Development and Entrepreneurship (MSDE) under Skill India Campaign of Government of India. This scheme is meant to educate and train young ITI trained personnel by providing them the opportunity to work under the guidance of experienced and knowledgeable engineers and technicians. The first TASAR batch comprising of 35 apprentices from 12 designated trades was inducted on 15th October, 2018.

TASAR is helping the apprentices in learning the practical skills in their respective trades and enhancing their employability. Six apprentices of the first batch have already got offers from reputed institutions of the country like BARC, RRCAT, NPCIL, ISRO, MES and Indian Railways. This speaks of the quality of practical training imparted to them.

Apart from this, the apprentices are making valuable contribution in many on-going activities of RRCAT, as expressed by several Divisions of RRCAT. Most of the apprentices are from rural and sub-urban background, which signifies RRCAT's and DAE's outreach to these places through TASAR with a very positive message.

After realizing multipronged benefits of this initiative, it was decided to start the second batch of TASAR from 15th April, 2019. Another motivating factor for starting the second batch, only after six months, was to introduce peer learning opportunity to the new entrants. The amount of apprenticeship for this batch has been increased to ₹ 7500/- per month.



A fitter apprentice learning drilling and tapping.

RRCAT has initiated efforts to introduce a formal internal assessment system to ensure uniformity in skill development and knowledge enhancement in all the apprentices spread

across the length and breadth of the organisation. For this, a special team of young technocrats has been made. This team will work in close coordination with TASAR faculty members to ensure best possible outcome. Continuous academic and professional learning will be provided under the guidance of the supervisors.

Some of the apprentices belonging to trade like fitting and drafting, where variety of work exposure is important, have been kept in a common pool. They are sent to different Divisions to expose them to different types of challenges to enhance their learning. This concept has been extended to other trades like electronic mechanic and refrigeration and air conditioning mechanic also. The learning opportunities are rotated with time for other apprentices also to increase the exposure.

The concept of peer learning has brought down the initial learning time by a factor 3 to 4 depending on trade. The apprentices of previous batch help the new entrants by sharing their difficulties and experiences, which has helped them in resolving their learning difficulties quickly and significantly. SIRC at RRCAT has procured a few more books in Hindi to help the apprentices in their preparation.



A draftsman apprentice making drawing.

Out of the twenty-seven apprentices in the second batch, five are female apprentices. There is an increase in their numbers in the second batch - both in numbers as well as in proportion. Female apprentices have been provided shared hostel accommodation in secure RRCAT Guest House and Hostels Complex.

Based on experience gained during the conduction of this program, RRCAT is going to start third batch from 15th October, 2019. The arrangements for the same are in progress.

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