

Andhra Pradesh State Road Transport Corporation

Office of the VC & MD
Mushirabad, Hyd-20.

Date: 23.11.1993.

Circular No. PD.99/1993, Dt. 23.11.1993.

Sub:- I.T.I APPRENTICES - Developing Skills of Apprentices - Considering some of the Apprentices for further training - Considering few meritorious candidates after extended training for appointment as Artisan/Cleaner against direct recruitment - Instructions Issued - Reg.

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The Corporation has been imparting training to over 1500 I.T.I Apprentices in various trades in compliance with the provisions of Apprentices Act, 1961 for a period ranging from 1 to 2 years. A large number of I.T.I trainees are in the trades of Motor and Diesel Mechanics. On an average these trainees are paid stipend of Rs.500/- per month incurring an expenditure of Rs.1.00 Crore. These I.T.I Apprentices are deployed in the Depots and non-operational Units like Workshops, Tyre Shops and Body shop etc. On an average every Unit contain 5 to 10 Apprentices. These Apprentices though learners have not been showing interest in developing skills which will be helpful for their career development. The training has become a statutory formality, and the Corporation is also not able to monitor and develop skills among them, Since they will be leaving the Corporation after completion of their Apprenticeship period and there will be a considerable lapse of time before a few of them are considered again for absorption in the Corporation.

It has therefore been decided to develop a sense of inherent enthusiasm among these Apprentices in order to develop their skills and utilise their services. It would be ideal to introduce a scheme of employing atleast a few I.T.I. Apprentices after completion of their training period for a further period of 2 to 3 years to sharpen and enhance their skills before considering their cases for absorption as Mechanic/Cleaner against the quota of direct recruitment.

The Unit Officers shall monitor their performance and evince keen interest in developing skills among the I.T.I Apprentices. The I.T.I Apprentices shall be informed that after completion of Apprenticeship training, they will be considered for engagement as Apprentice Mechanic/Apprentice Cleaner if they fare well in the final Trade Test after completion of their training and develop skills instead of treating training as mere formality.

All the Principals are therefore advised to draft a practical programme and monitor the performance of I.T.I Apprentices in co-ordination with the Unit Officers under whom these Apprentices are deployed and give wide publicity for the scheme.

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The Regional Managers are advised to instruct the Divisional Managers/Senior Engineers (Mech.) to conduct a Trade test to assess the suitability of the Apprentices for absorption as Apprentice Mechanic/ Apprentice Cleaner based on their report.

The actual number of candidates to be empanelled for such consideration should not exceed 50% of the vacancies earmarked for direct recruitment of Artisans/ Cleaners.

Please acknowledge receipt.

Sd/-

EXECUTIVE DIRECTOR (ADMN.)

To

All R.Ms / DVMs / Sr. Engineers (Mech.) / Principals RSTCs.
All Dept Managers for information.

// ATTESTED //


SENIOR MANAGER (TRAINING)

Yad.