

WP3 Guidelines for apprentices, wave 1¹

A) Socio-Economic cultural Background Information

- Name
- Age
- Qualifications prior to DST/ITI
- Gender
- Category (General, OBC, SC/ST, Disabled, EWS)
- Ethnicity
- Rural/urban migrant status
- Annual combined family income (self-reported)
- Contact no
- Current employment/sector/forma/informal/part-time/permanent
- Current training level

B) Reasons for joining vocational training/DST

1. Why did you choose to join vocational education?

- high school experience
- high school experience leading to VET
- consideration of degree college as an alternative
- reasons for not joining degree college
- any difference in career prospect
- advice about VET admission: family/parents/school teacher/peers/ friends
- the most important reason for joining VET
- trade selected under VET
- Friend/family/parent/sibling who have undergone VET and under what trade

2. Why did you decide to join DST?

- information about DST: family/parents/school-teacher/ITI principal/sibling/peers/ friends/
- reason(s) for joining DST

higher chances of employability

quality of training

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better skill training than regular students

balance between theory and practice

possibility of higher salary

DST as more prestigious

friends joining DST

- selection process and its experience
- barriers faced in selection such as gender, class, caste etc

C) Professional Expectations

3. What are your professional expectations from DST in the next 2-3 years?

- Orientation to the programme and employment opportunities if any
- Possibilities for improving job market prospects
- Apprenticeship opportunities after DST
- Career advancement possibilities compared to parents
- Income level expectations compared to parents
- Job prospects compared to non-DST students
- Entrepreneurship opportunities/plans

4. Do you have any recommendation for improving the DST programme?

D) Training Experiences

5. How was your learning/training experience in school/ITI?

- First day experience in school
- skills trained in
- transferrable skills (skills applicable to different sectors) or job-specific skills
- employability skills if any (critical thinking, problem-solving, communication, teamwork and leadership skills)
- traditional workplace skills (punctuality, cleanliness and discipline)
- integration between classroom and company training
- relationship with DST and non-DST students
- relationship with teacher(s)
- level of inclusion in the classroom
- challenges experienced (specifically as women/minority)

training

feedback on the tasks

guidance received for the task

assessment theory

achieving certification and competencies

- Opportunities for feedback or ask questions
- Facilities available (toilet, canteen, library, career centre, workshop)
- Information about labour laws, workplace safety, sexual and other harassment

6. How was your learning/training experience in the company?

- first day experience in the shop floor
- skills trained in
- transferrable skills (skills applicable to different sectors) or job-specific skills
- employability skills if any (critical thinking, problem-solving, communication, teamwork and leadership skills)
- traditional workplace skills (punctuality, cleanliness and discipline)
- integration between classroom and company training
- relationship with DST and non-DST colleagues
- relationship with supervisor
- level of inclusion in the training
- challenges experienced (specifically as women/minority)

training

feedback on the tasks

guidance received for the task

assessment practical

achieving certification and competencies

- Opportunities for feedback/complaints
- Facilities available (toilet, canteen)
- Information about labour laws, union support, workplace safety, sexual and other harassment

E) Future Life Plans

7. Where do you expect to see yourself 3 years after finishing your training?

- plans for government jobs
- regular salary job or entrepreneurship
- pathways to achieve your goal
- availability of more choices after DST
- increase in self-esteem after DST
- improvement as a student and skilled worker
- possible difficulties in getting employment

Socio economic background

Gender

SC/ST category

Religious affiliation

Migrant status

Ethnic discrimination

Lack of credit

Marriage

Poor training

Lack of employment

- Plans for marriage/family
- Plans for first month salary

F) Current employment experience

8. Describe how you got your current job?

- current company same or different from DST company
- options for employment after training; reason for choosing current option
- hired internally or through interview
- challenges in finding employment after completion (family responsibilities, motherhood)
- DST helpful in finding job
- increased incentives

9. Do you think your expectations/aspirations as a DST student are fulfilled in the current job?

- career
- higher wage
- job satisfaction
- family life
- social prestige