

## Cadila trains 200 youths through apprenticeship program

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**Apprentices account for up to 10% of the Ahmedabad-based pharma giant's total plant strength. The apprentice works in a professional environment learn new skills and earn a stipend.**



Pharma major Cadila Pharmaceuticals is actively contributing to the central government's skilling mission through its unique apprenticeship program. With the apprentice program, Cadila Pharma employs almost 200 youths across its plants, thus supporting the central government's cause of skill development. All the apprentices are enlisted under the National Apprenticeship Promotion Scheme (NAPS). They are also paid the prescribed stipend amount.

With an objective of handholding young talent and helping them groom themselves for a better future, Cadila Pharma's Dholka facility has nearly 100 apprentices in various functions. Similarly, it employs 42 apprentices at its Jammu facility and 52 apprentices at its Ankleshwar facility. Cadila Pharma's apprentices are deployed across various functions such as production, finance, quality assurance, quality control, supply chain, etc.

"The best way to empower today's youth is to equip them with the right kind of skills and an environment where they can grow. For this reason, we don't just stop at basic training for the individuals. After completion of the Apprenticeship period, they are converted to Technical Trainees where their training is divided into 2 phases, each phase of 6 months. Many of these apprentices are also absorbed within the company depending on vacancies. We also have an ITI Trainee Engagement Plan where they are engaged for 3 years in the company's training scheme," Dr Sunil Singh CHRO, Cadila Pharma said.

Cadila Pharma selects candidates with qualifications such as B Pharm, M Pharm, M. Sc, B. Tech, and M.Tech, as well as pass-outs in various trades from Industrial Training Institutes (ITIs), through the apprenticeship portal. The apprenticeship opportunity allows the candidates to refine their skills through on the job training, while also providing a steady stream of skilled workforce to the pharma industry.

Cadila Pharma, being an equal opportunity provider, runs multiple focused program to hire and develop young talent in its workforce. With programs like Cadila Young Leadership Program (CYLP), Cadila Sales Excellence Program (CSEP) and Cadila ITI Engagement Program (CIEP), Cadila has made significant strides in creating an ecosystem for young employees to grow.