



## Why ALPLA adopted NETAP?

The answer to talent challenges  
faced by ALPLA was  
**APPRENTICESHIP** program.



## Introduction

ALPLA a company whose core business is in Packaging, Bottling, Caps and Injection molding parts and Preforms , A bold statement, but one which is almost certainly true: Everyone encounters an ALPLA product at least once a day. Because ALPLA accompanies us around the world and around the clock in the form of an unlimited variety of plastic packaging items for the most diverse contents - from shower gel to engine oil, detergent to lemonade.



## Challenges for ALPLA

With the changing era when companies are focusing more on their core competencies, striving to create talent in one Organic domain rather than making their hands on other none core areas , the main challenges faced are as follows :



Serious shortage in skilled manpower



Educated youth are more inclined towards other sectors



Hiring Managers are not confident in hiring inexperienced candidates

## Why ALPLA adopted NETAP?

- ▶ Every challenge that comes the way brings with itself a new revolution, a new culture, a change in traditional thought process.
- ▶ The answer to Talent challenges faced by ALPLA was Apprenticeship Program.
- ▶ As part of an integrated training and development strategy, implementing an apprenticeship scheme was an ideal way with ALPLA to develop their talent pipelines.

# NETAP Benefits to ALPLA

To reduce dependency on contract Labor

ALPLA engage skilled manpower to NETAP trainees and created a more engaged workforce.

CSR Initiative

ALPLA attained a stable manpower by skilling the workforce at the bottom of pyramid (NETAP Trainees), which now can act as reinforcement to ALPLA'S own diversified workforce

No Legal Obligation as filling done by TLSU

## Preadoption Planning for NETAP Trainees by ALPLA

To embed NETAP trainees as a part of workforce planning as a long term strategy

To have clarity on the roles that NETAP Trainees will play in the organization

To win the support of existing workforce line managers, Contractors, etc.

## Identifying resources

ALPLA adopted a 360 degree approach to identify the resources for NETAP



Employee Referral



Apprentice Referral



Walk in



Job Portal

## Recruitment process flow by ALPLA



Resumes will be shortlisted on the basis of education and background etc.



Preliminary round conducted to assess candidate interest and suitability



Final Interview in order to check candidate fitment and interest



Issue of Offer Letter



Intimation to Teamlease through course registration letter



Candidates taken on a plant visit to familiarize them with work

Today if we ask any organization about their Business assets, we rarely hear about the old Accounting jargons which get its existence in side nomenclatures like “Fixed Assets and Current Assets”, Today organizations have an unconditional agreement that their Human Talent is their biggest asset, Because today any organization’s future success is rated on the core competency it has developed, which in turn is the product of its skilled human talent, To retain Human talent in a stable and long lasting route, talent needs to be given the proper work culture, motivation and a belief of self-recognition and involvement apart from external benefits.

## Benefits extended to Apprentices by ALPLA



Company Food & Transport



Company Uniform



Opportunity of earning while learning



Exposure to all Technologies and processes that ALPLA has



Computers and support for completing 200 hours of cloud training



Treating them as our own employees by giving them exposure and involving them in all engagement activities that we conduct for on-roll employees like Singing and dancing competition, cricket, etc.

## Diversity of NETAP Trainees in ALPLA'S Portfolio

Department	Count of Apprentices
Production	46
Warehouse	3
Maintenance	1
Purchase	1
Quality Assurance	5
<b>Total Grand</b>	<b>56</b>

### NETAP

TEAMLEASE SKILLS UNIVERSITY  
GUJRAT (CAMPUS)  
TARSALI - VADADALA ROAD TARSALI BYPASS, DHANIAVI EXIT  
TARSALI, VADODARA - 390009 GUJARAT, INDIA.  
PH. NO. +91 - 265 - 33 09 100.