

**THE IMPACT OF APPRENTICESHIP TRAINING ON MANAGEMENT
GRADUATE EMPLOYABILITY IN SRI LANKAN UNIVERSITIES.**

by



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ABSTRACT

Sri Lanka has the fourth highest youth unemployment rate when compared with Asian countries. Even though it is obvious that persistent unemployment requires bold measures so as to engage young educated Sri Lankan youth in the labor market, there is no comprehensible policy at present targeting that population group, especially university students. Main reason for that is mismatch between the graduates' experiences and employers' expectation. This paper explores apprenticeship training as a way to reduce the unemployment among management graduates.

Therefore, aims of this study to explore the impact of an apprenticeship training to investigate the impact of apprenticeship training on management graduates' employability in Sri Lankan universities. The survey was carried out among the employability management graduates in Sri Lanka state universities. Qualitative approach was undertaken, 30 management graduates from management faculties and three apprenticeship training coordinators were interviewed from Eastern University Sri Lanka, University of Ruhuna and Sabaragamuwa University Sri Lanka. Data was analyzed using NVivo 12.

According to the findings apprenticeship training has major contribution to the management graduates employability. And apprenticeship training is short-term period training and also trainees have capability to cover all the sections during the training. And also it helps trainees to improve job related skills, attitudes, knowledge, experience etc. The researcher acknowledges the limitations of the research, in particular, the small sample size, which has resulted primarily in qualitative results being presented. This study has shown that a work-based learning program promoting work opportunities and management graduates have great value for student employability. Discussions emphasized on the importance of apprenticeship training and graduate employability in Sri Lankan context. This study also provided partial support to the human capital theory.

Key words- *Apprenticeship Training, Internship training, Employability, University education*

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