

NATIONAL APPRENTICESHIP PROMOTION SCHEME

CREATING A JOB-READY WORKFORCE

TRAIN AND RETAIN HIGH-QUALITY APPRENTICES



APPRENTICESHIP IN INDIA

What is Apprenticeship Training?

- Apprenticeship Training is a course that comprises basic and practical training at the workplace, in an industry or establishment.
- An apprentice is a person who has signed a contract of apprenticeship with an establishment to undergo apprenticeship training.

Why Apprenticeship?

- a) Mandated under law for all establishments having more than 4 employees (including contractual employees) to engage apprentices.
- b) A proven solution for training and retaining world-class talent which is industry ready.

Establishments Under the Purview of Apprenticeship Mandate

Employee Strength	Eligibility for Apprenticeship	Apprentice Band	Apprenticeship Duration
0-3	Not Eligible	Not Eligible	Not Eligible
4-29	Optional	2.5% - 15% of Employee strength	6-36 months
>30	Mandatory	2.5% - 15% of Employee strength	6-36 months

Legal Status of Apprentices

- Every apprentice undergoing apprenticeship training in an establishment shall be trainee and not a worker.
- The provisions of any law with respect to labour (such as EPF/ ESI) shall not apply to or in relation to such apprentice.
(Definition of worker, Para 18 of Apprenticeship Act 1961)
- Establishments can engage apprentices of age 18 years & above in normal working hours of the establishment (including night shifts).
- For apprentices under the age of 18 years, establishments shall engage them in training between 8 am to 6 pm only.

New Reforms: Responding to the Industry Needs

Candidates Eligible for Apprenticeship

S.No.	Routes of Apprenticeship Training	Duration of Apprenticeship Training including Basic Training (as per duration specified in the curriculum)	*Basic Training Exempted
1	ITI Pass Outs	6 - 36 months	Yes
2	Graduates	6 - 36 months	Yes
3	Diploma Holders	6 - 36 months	Yes
4	All Pass Outs from the NSQF aligned courses including PMKVY/DDUGKY etc.	6 - 36 months	Yes
5	Pursuing Graduation/ /Diplomas	6 - 36 months	Yes
6	Fresh Apprentices	6 - 36 months	No

*Exemption only for those opting for Apprentice in a qualification-related course, as per each course's curriculum

Stipend Payment to Apprentices

Category	Prescribed minimum stipend amount
School pass-outs (class 5th - class 9th)	₹ 5000 per month
School pass-outs (class 10th)	₹ 6000 per month
School pass-outs (class 12th)	₹ 7000 per month
National or State Certificate holder	₹ 7000 per month
Technician (vocational) apprentice or Vocational Certificate holder or Sandwich Course (Students from Diploma Institutions)	₹ 7000 per month
Technician apprentices or diploma holder in any stream or sandwich course (students from degree institutions)	₹ 8000 per month
Graduate apprentices or degree apprentices or degree in any stream	₹ 9000 per month

- Skill certificate holder to get stipend as per his/her educational qualification.
- 10% & 15% hike in second and third year respectively for apprenticeship training.
- 50% of stipend to be paid to fresher apprentices during Basic Training for a period of up to 3 months.

Benefits to the Industry



Addresses skill gap for the industry



Industry can design and run Apprenticeships in customized courses



Increases availability of industry ready skilled manpower well versed with culture of the company



Reduces attrition



Reduces expenditure on recruitment process



Studies establish that loyalty factor in apprentices is relatively higher



Financial support from the Government through NAPS

Implementing Agencies

Apprenticeship is implemented by the Ministry of Skill Development and Entrepreneurship at the national level through its implementing agencies.

Designated Trades



Directorate General of Training

Regional Directorate of Skill Development and Entrepreneurship (RDSDE)

State Apprenticeship Advisors (SAA)/Assistant Apprenticeship Advisor (AAA)

Optional Trades

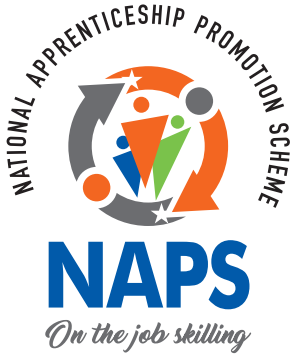


Transforming the skill landscape

Sector Skill Councils

State Skill Development Missions (SSDM)
State Apprenticeship Advisors (SAA)
Assistant Apprenticeship Advisors (AAA)

- Industry has the option to design its own courses
- 2000+ list of Qualification Packs posted on www.apprenticeshipindia.org portal for industry to choose from



National Apprenticeship Promotion Scheme

In an endeavor to promote apprenticeship in India, a new scheme, National Apprenticeship Promotion Scheme (NAPS) has been launched by the Government in August 2016. The scheme entails financial support to establishments undertaking apprenticeship programs.

Financial Benefits Under NAPS

Sharing of cost of basic training with Basic Training Providers (BTP); up to **INR 7,500 for 3 months/ 500 hours**

Sharing of 25% of the prescribed stipend, subject to a maximum of **INR 1,500 per month per apprentice**



Apprenticeship Portal

A unified portal <https://apprenticeshipindia.org/> has been specially developed to execute apprenticeship program digitally. The portal facilitates registration of establishments and candidates, generation of contracts and reimbursements under NAPS.



Transforming the skill landscape

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