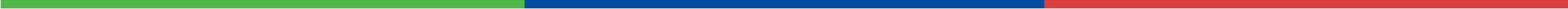




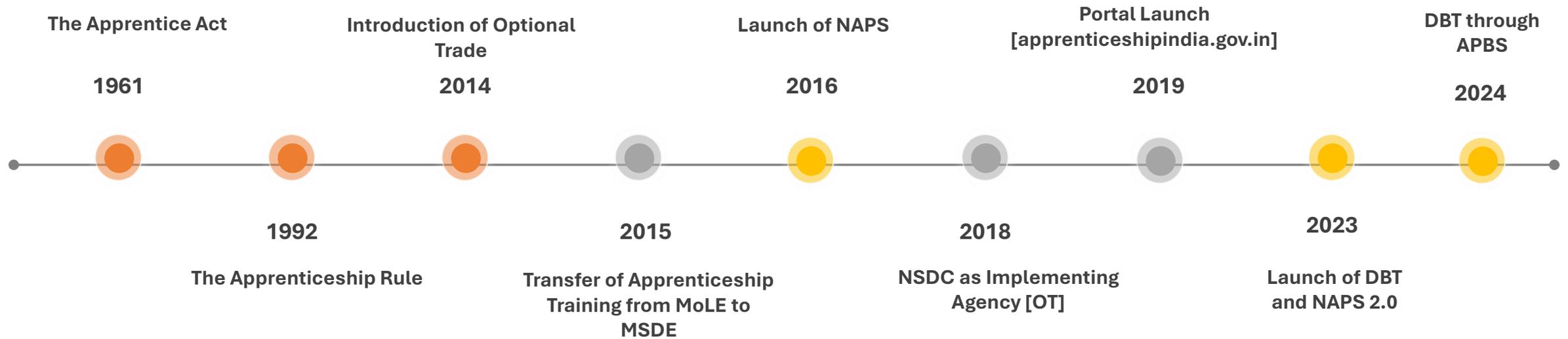
National Apprenticeship Promotion Scheme [NAPS]



An Overview of Apprenticeship Training



Apprenticeship Journey so far



The Apprentices Act, 1961

Apprenticeship Training in India governed under the Apprentices Act, 1961(amended up to 2014) and Apprenticeship Rules, 1992(amended up to 2019)



01 Contract

Contract between establishment and apprentice is mandatory and to be **verified by concerned Apprenticeship Advisor**



02 Regulation

Concerned apprenticeship advisor regulates **contract**, claims, any special request like night shift, overtime etc.



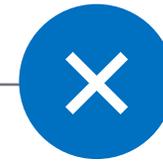
03 Stipend

Mandatory stipend to be paid to apprentices (INR 5,000 – INR 9,000) per month as per the Minimum Prescribed Stipend



04 Training

Basic training and On-the-job training (on the shop floor/ live work)



05 Penalty Clause

INR 500 per shortfall of apprenticeship per month for **first 3 months** add thereafter, **INR 1,000 per month** till such seats are filled up

The Apprentices Act, 1961

Eligibility and Norms

Establishment total workforce & eligibility

0-3 Not Eligible

4-29 Voluntary

>=30 Mandatory (2.5to 15% of
total workforce)

Candidate Eligibility

14+ years is the minimum
qualification age

18+ years is the minimum age
qualification to work in
hazardous industries

5th standard in the minimum
educational qualification

Additional Requirements



Duration **6 to 12 Months***



Training on **NSQF aligned**
courses



Apprentice is a **Trainee** and not a
worker

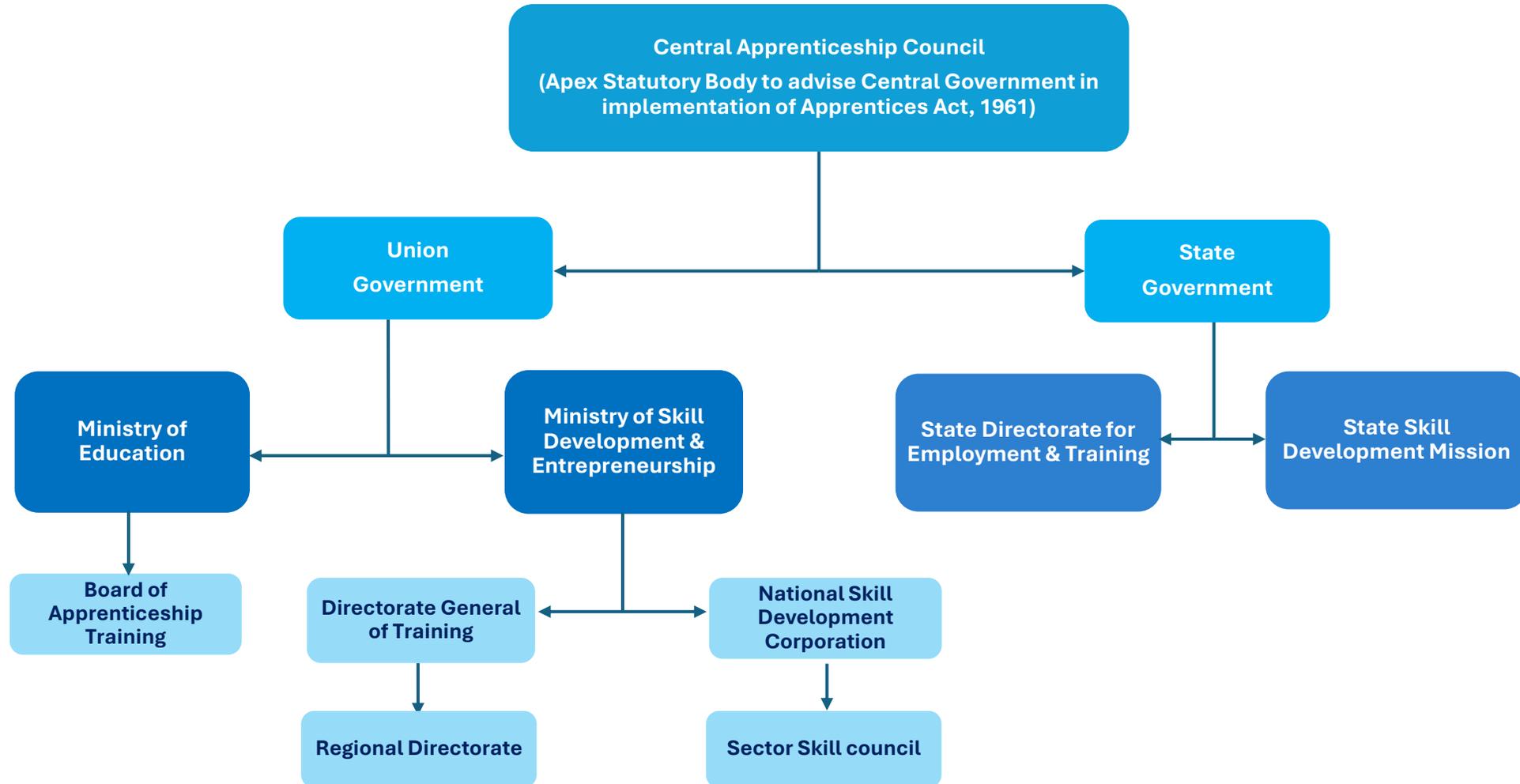


Provision of **labor law** shall not
apply to apprentice



Employers are not bound to pay
PF/ ESI to apprentices

Apprenticeship Training Landscape



Apprenticeship Vs Internship



✓ Long-term commitment (6 months-3 years).	 DURATION	✓ Short-term (typically weeks to 3 months).
✓ Fixed Stipend and increase with skill development	 COMPENSATION	✓ Often low to no pay
✓ Formalized with defined learning outcomes and progression.	 TRAINING STRUCTURE	✓ Often project-based or task-oriented, focus on entry-level general work experience
✓ Typically includes mentorship and structured learning environment.	 SUPERVISION	✓ Generally, less structured , with varying levels of supervision.
✓ Leads to nationally recognized career-specific certification	 OUTCOME	✓ Lead to college credits

National Apprenticeship Promotion Scheme

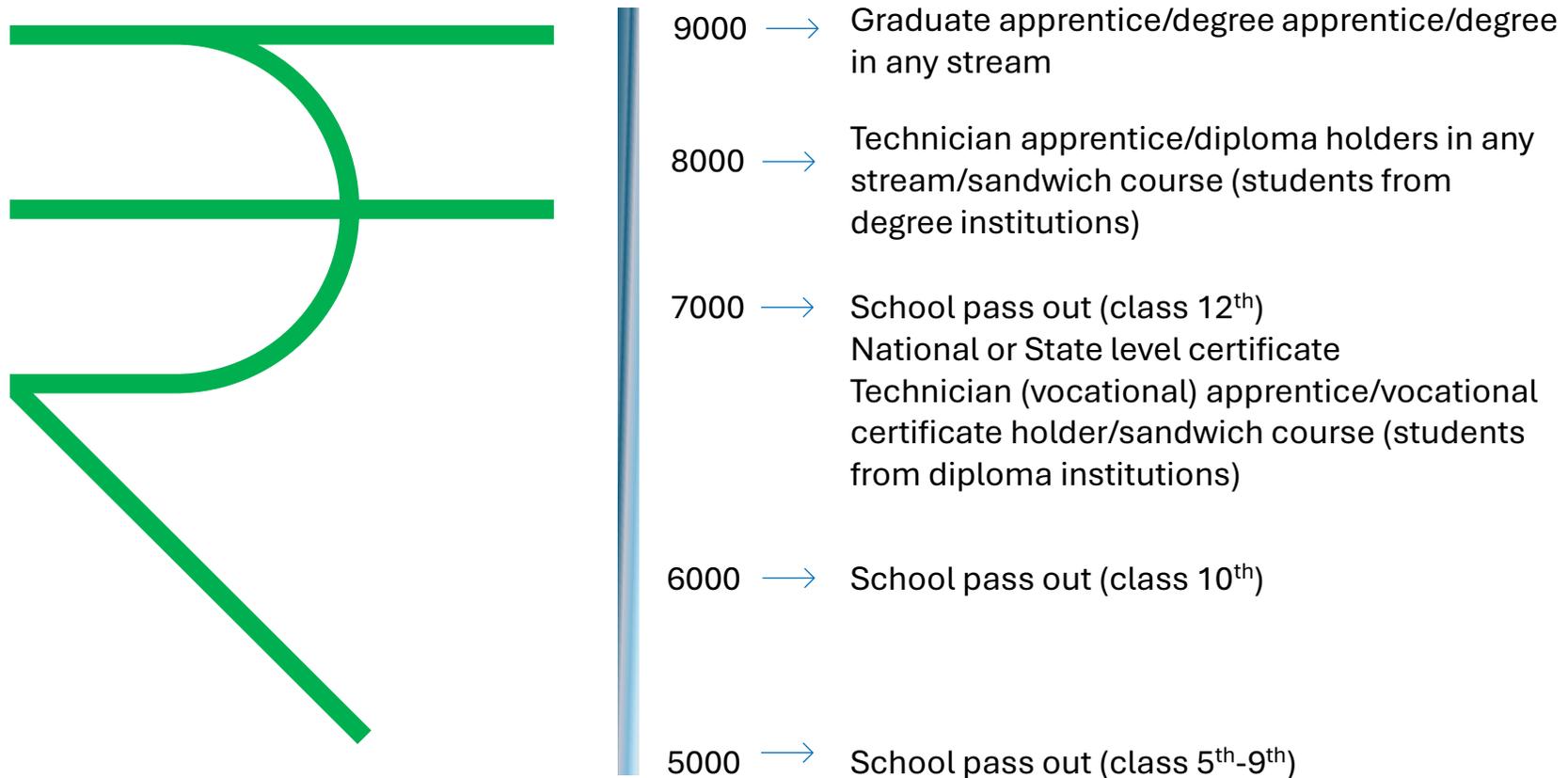


Background

Launched in 2016 to promote **apprenticeship training** in India by providing **financial incentive** to the **establishments** under the Apprentices Act, 1961

						Features
Stipend to apprentices	Government contribution to Stipend	Basic Training	Age Limit	Government support exemption	Duration	Redressal Mechanism
<ul style="list-style-type: none">Establishments pay 75% of the stipend to apprentices	<ul style="list-style-type: none">25% of the prescribed stipend, up to Rs 1,500 per month through Direct Benefit Transfer via PFMS directly in the bank account of apprentices	<ul style="list-style-type: none">Basic training embedded in the total course duration of apprenticeship training.	<ul style="list-style-type: none">Partial stipend support for apprentices with upper age limit of 35 years at the time of registration on the portal.	<ul style="list-style-type: none">No Funding Support to Government departments and Public Sector Undertakings.	<ul style="list-style-type: none">Apprenticeship training restricted to maximum 1 year in Optional Trade and 2 Years in Designated Trade except in few cases.	<ul style="list-style-type: none">Every user can raise direct ticket to technical team for their issue via Zoho Helpdesk.

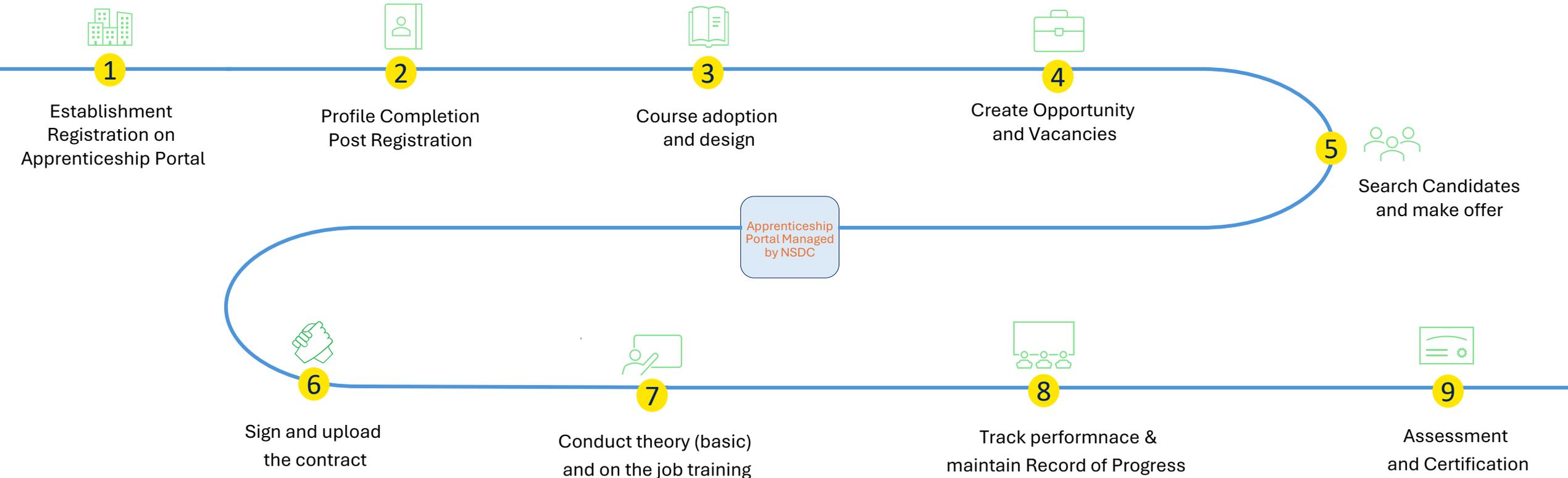
Minimum Prescribed Stipend



As per apprentice rules:-

- Stipend payment for 1st year is fixed as per educational qualification defined in curriculum
- Skill Certificate holder to get stipend as per his/her educational qualification
- 10% hike in Stipend rates for 2nd year and 15% hike for 3rd year

Apprenticeship Lifecycle for Establishments



An establishment can engage a **Third-Party Aggregator (TPA) to manage the apprenticeship lifecycle for them. They can select the services of any TPA empanelled with MSDE

Six Drivers of Successful Transformation At Workplace Through Apprenticeship

Reduced hiring costs

- Cost effective route for building a skilled workforce
- Staff retention

Exemption from Labour Laws (ESIC & PF)

- As apprentices are trainees and not employees

Incentives

- Sharing of stipend payment by Government of India ; Upto Rs 1500 per month through Direct Benefit Transfer

Long Term Impact

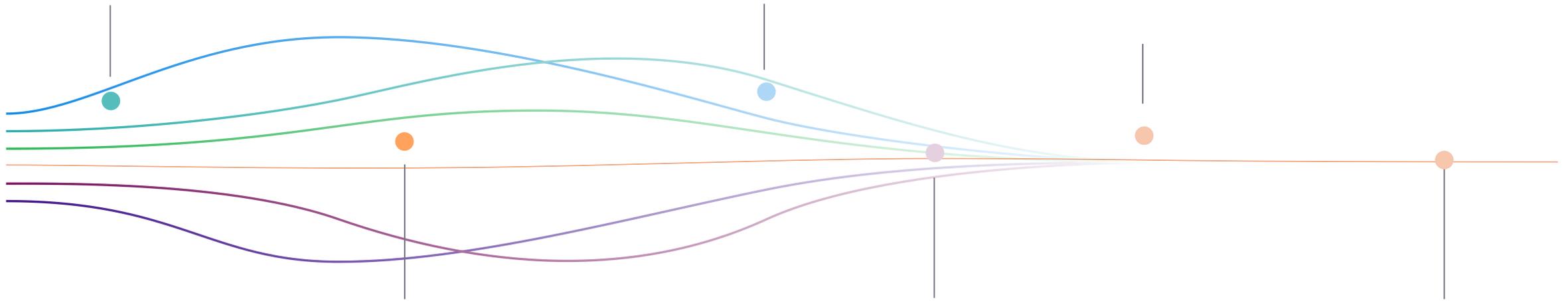
- Studies have shown that apprentices who are retained develop a strong sense of loyalty to the company

Courses aligned with National Credit Framework

- Benefit from a well structured and standardized training program
- Establish clear benchmarks for skills and competencies

Utilization of CSR funds

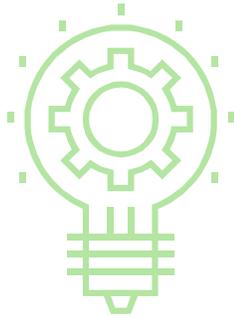
- Beyond the min prescribed range, CSR funds can be utilized for training and stipend payment of apprentices



Benefits to Apprentices



**Earn while
Learn**



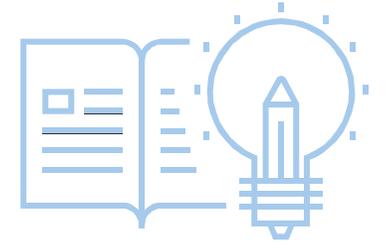
**Hands-on
Training**



**Career
Progression**



**Recognition
through
Certification**



**Skill Credit
Accumulation**

Apprenticeship Milestones FY 18-24



38 Lakh+

Apprentices Engaged



49,000+

Establishments engaging apprentices



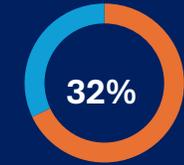
35 Lakh+
e-KYC completed



820 Crore
Fund Disbursed



92%
CAGR growth in apprentices' engagement

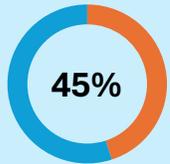


32%
CAGR growth in establishments engaging apprentices

30 Lakh+
Aadhar based beneficiary IDs Created



700+
Apprenticeship Courses Available



45%
Apprentices come from diverse socio-economic backgrounds



21%
Women apprentices engaged

Prominent Employers



Expectation From Employers



- ✓ Embed apprenticeships into your strategic vision



- ✓ Provide high-quality apprenticeship training that aligns with industry standards and best practices.



- ✓ Raise awareness about the benefits of apprenticeships and encourage participation



- ✓ Provide clear pathways for career progression post-apprenticeship



- ✓ Collaborate with educational institutions to align curriculum with industry needs.



- ✓ Contribute positively to local communities through apprenticeship initiatives under CSR

Thank You

Reach out to respective portal:

- **Ministry of Skill Development and Entrepreneurship:** www.msde.gov.in
- **Apprenticeship Portal:** www.apprenticeshipindia.gov.in
- **National Skill Development Corporation of India:** www.nsdcindia.org

