



# FALCON BUSINESS SOLUTION PVT. LTD.



**NATIONAL APPRENTICESHIP  
PROMOTION SCHEME**

**CREATE A SKILLED WORKFORCE**

**TRAIN AND RETAIN HIGH-QUALITY APPRENTICES**

# APPRENTICESHIP IN INDIA



## National Apprenticeship Promotion Scheme

National Apprenticeship Promotion Scheme (NAPS) is a scheme of Government of India to provide financial support to establishments undertaking the apprenticeship training. NAPS was launched on 19th August 2016. The scheme entails financial support to establishment undertaking apprenticeship programs.



## Apprenticeship Training

Apprenticeship training is a course of training in an industry or establishment, under a contract of apprenticeship which consists of:-

- Basic training component and
- on-the-job-training (OJT)/practical training at workplace



## 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

## 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**



## 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

Sr. No.		Zone 1	Zone 2	Zone 3
1	Highly Skilled	18586	18161	17300
2	Skilled	18086	17661	16800
3	Semiskilled	16590	16165	15309
4	Unskilled	15524	15099	14249

## 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



### Optional Trades



Regional Directorate of Skill Development and Entrepreneurship (RDSDE)

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

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](http://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.



### 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.



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