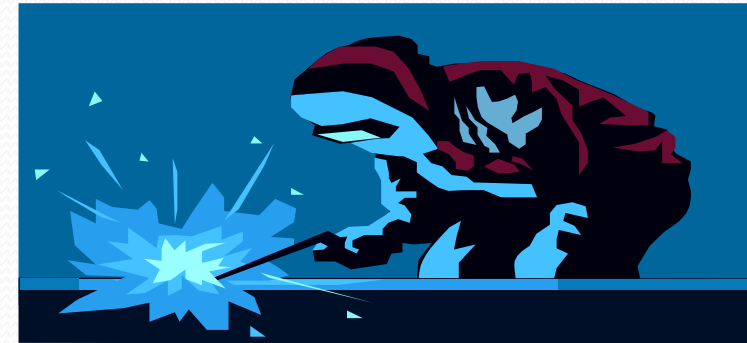


DEPARTMENT OF EMPLOYMENT AND TRAINING

**NATIONAL APPRENTICESHIP  
PROMOTION SCHEME (NAPS)**



# APPRENTICESHIP TRAINING

## Implementation of Apprenticeship Act 1961

- provides regulation and control of training of Apprentices.
- Provides opportunity for On Job Training.
- Implemented in all Govt./ Govt. undertakings/ Private Establishments.
- Apprenticeship Act amended lastly in 2014.

# APPRENTICESHIP TRAINING

## OBJECTIVES

- To utilise the infrastructure available in industries for imparting practical training for enhancement of required skill.
- To facilitate and enhance the employability of Job Seekers.
- To acquire required skills for apprentices to meet the Skill demand of industries.

# APPRENTICESHIP TRAINING

## TYPES OF APPRENTICES

- ❖ Graduate, Technician and Technician (Vocational) Apprentices (purview of HRD Ministry, Govt of India.)
- ❖ Trade Apprentices (purview of MSDE , Govt of India).

# APPRENTICESHIP TRAINING

## APPRENTICE ACT RECENT AMENDMENTS

- Any establishment having business or trade in four or more states are under the purview of RDAT, MSDE , Govt. of India.
- Introduction of Optional Trades.
- Age not less than 18 years for designated trades related to “ Hazardous industries.”
- Contract of Apprenticeship Training shall be entered on portal within 7 days for verification and approval.



# APPRENTICESHIP TRAINING

## APPRENTICE ACT RECENT AMENDMENTS

- Provision of employer joining together for the purpose of providing apprenticeship training.
- For seasonally operating establishments, Trade Apprentice may complete his training period within 5 years or double the duration of apprenticeship training which ever is less.
- Employers having more than 40 workers shall be obligatory on their part to implement apprenticeship act in their establishments.
- Within a financial year, establishment shall engage apprentices in a band of 2.5% to 10% of the total strength of establishment including contractual staff.



# APPRENTICESHIP TRAINING

## APPRENTICE ACT RECENT AMENDMENTS

- Employer shall pay stipend per month to the trade apprentices at the maximum rate of 70% of minimum wages of semiskilled worker during 1<sup>st</sup> year, 80% of minimum wages of semiskilled worker during 2<sup>nd</sup> year and 90% of minimum wages of semiskilled worker during 3<sup>rd</sup> year of apprenticeship training.
- Reduction of period of apprenticeship training from 3 years to 2 years.

# APPRENTICESHIP TRAINING

## DESIGNATED TRADE

- Designated Trade means any trade or occupation or any subject field in engineering or non-engineering or technology or any vocational course as notified by the Govt. of India.
- At present there are 259 Designated Trades in 17 Sectors. 8<sup>th</sup> ,10<sup>th</sup> & 12<sup>th</sup> and ITI Pass outs can join in designated trade apprenticeship training.



# APPRENTICESHIP TRAINING

## OPTIONAL TRADE

- An optional trade is any trade / occupation / any subject field in engineering / technology/ any vocational course as may be determined by the employer.
- Minimum qualification for optional trade apprenticeship training is 8<sup>th</sup> standard pass.

# APPRENTICESHIP TRAINING

## CONTRCAT OF APPRENTICESHIP TRAINING

- ❖ The Candidate selected for apprenticeship training has to enter into a contract of apprenticeship with the employer
- ❖ The Apprenticeship training shall be deemed to have commenced on the date on which contract of apprenticeship has been entered.

# APPRENTICESHIP TRAINING

## Implementing Agencies

1. **RDATs** for Central Public Sector undertaking and Establishments operating their business in 4 or more states.
2. **State Apprenticeship Advisers (SAA)** for State Government departments, State Public Sectors and Private Establishments under their jurisdiction

# APPRENTICESHIP TRAINING

Provision in the APP ACT	Apprenticeship training before NAPS	Apprenticeship training under NAPS
Survey, Inspection of establishment	YES	NO
Assignment of Apprentices	Based on ratio of skilled worker	2.5 to 10% of total strength of employees including contractual staff.
Sharing of stipend	NO	YES
Sharing of Basic Training cost	NO	YES
Facilitation of portal	NO	YES
Duration of Apprenticeship training depending on trades.	6 Months to 4 years	6 Months to 2 years

# **NATIONAL APPRENTICESHIP PROMOTION SCHEME**

## **NAPS**

- **Notified on 19<sup>th</sup> August 2016**

## **OBJECTIVE**

- **To promote apprenticeship training**
- **To increase the engagement of apprentices**

## **SCOPE**

- **Covers all categories of apprentices except the Graduate, Technician and Technician (Vocational) apprentices**

# NATIONAL APPRENTICESHIP PROMOTION SCHEME

- **Components of scheme**

1. Reimbursement of 25% prescribed stipend subject to a maximum of Rs. 1500/- per month per apprentice to all employers.
2. Reimbursement of basic training cost in respect of apprentices who come directly from school without any formal training.
3. Basic Training supports up to Rs. 7500/- for a maximum of 500 hours/3 months.

# **NATIONAL APPRENTICESHIP PROMOTION SCHEME**

## **KEY FEATURES**

**1. Online web based platform:**

**[www.apprenticeship.gov.in](http://www.apprenticeship.gov.in)**

**2. Active involvement of States/Ut's**

**3. Wider choices of apprentices:**

**ITIS pass-outs / PMKVY / MES-SDI / Dual-learning mode from ITIs / Fresher apprentices**

# **NATIONAL APPRENTICESHIP PROMOTION SCHEME**

- **On line portal facilitate:**

## **For Industry**

- **Online registration**
- **Declare apprenticeship seats/vacancies**
- **Search & shortlist candidates specific to sector, trades etc.**
- **Issue offer letters to candidates for engaging as apprentices**
- **Submit contract of apprenticeship online for approval by SAA**
- **Monitoring of apprenticeship training**
- **Online submission of returns and records**
- **Online payment of stipend**
- **Online submission of claims for Government share**



# **NATIONAL APPRENTICESHIP PROMOTION SCHEME**

## **For Candidates**

- **Online registration with aadhar number indicating trades of choice**
- **Sending application to potential employers for apprenticeship training**
- **Online receipt & acceptance of offer letters from establishments**
- **Process all necessary contractual obligations online**
- **Search & select Basic Training Provider specific to sector, trades & region**

# **NATIONAL APPRENTICESHIP PROMOTION SCHEME**

## **For State Apprenticeship Adviser**

- **Review & approve contracts of apprenticeship by online**
- **Monitor the implementation of apprenticeship training**
- **Receipt and review of claims from employers**
- **Online payment of 25% of prescribed stipend subject to a maximum of Rs.1500/- per month per apprentice to the employers.**
- **Receipt & review of claims from BTP online**
- **Payment of cost of basic training to BTPs**

# **NATIONAL APPRENTICESHIP PROMOTION SCHEME**

## **For Basic Training Provider (BTP)**

- **On line registration**
- **Declaration of basic training seats/vacancies**
- **Search & shortlist candidates specific to sector, trades, region etc.**
- **Provide basic training to apprentices who have been sponsored by an employer after execution of contract with apprentice**
- **Placement of apprentices for on the job training with employer after basic training**
- **Online submission of claims.**

# NATIONAL APPRENTICESHIP PROMOTION SCHEME

## Portal also facilitates

- ❖ Time bound approval of contract of apprenticeship,
- ❖ Centralized database for compliance
- ❖ Monitoring online verification of candidates profile
- ❖ Management of online examination for generation and issue of hall tickets.

# **NATIONAL APPRENTICESHIP PROMOTION SCHEME**

- **Implementation plan:-**

## **Eligibility of Employer**

**The employers interested to avail the benefits of the scheme must fulfil the following:**

- **Employer shall engage apprentices in a band of 2.5% to 10% of the total strength of the establishment.**
- **Employers must be registered with EPFO/ESIC/LIN**
- **Employers must have TIN/TAN number.**
- **Employers must have an aadhar linked bank account.**
- **Employers must register on the apprenticeship portal.**

# **NATIONAL APPRENTICESHIP PROMOTION SCHEME**

## **Eligibility of Apprentice**

**Apprentices can be engaged from the following categories :**

**ITIs passed-outs / PMKVY / MES-SDI / Dual-learning mode from ITIs / Fresher apprentices without any formal trade training**

**Apprentice must fulfill the following :**

- Must have completed 14 years of age and other requirements of Apprentices Act, 1961.**
- Must register on portal.**
- Must have an aadhar number.**
- Must possess minimum educational and physical qualification prescribed for the trade.**
- Maximum age of fresher apprentices shall be 21 years.**
- Number of fresher apprentices may be upto 20% of the target in a year**

# **NATIONAL APPRENTICESHIP PROMOTION SCHEME**

## **Eligibility of BTP**

- **Government / Private ITIs**
- **Industries/Establishments with in-house basic training facilities.**
- **BTPs set up/ supported by Industry clusters.**
- **The above eligible BTPs have to apply through portal registration.**
- **RDAT review the application for BTP & inspect BTP physically.**
- **Selection and offer to BTP online by RDAT.**
- **After approval by RDAT they can get registered in portal.**
- **BTP must have an aadhar linked Bank Account**

# **NATIONAL APPRENTICESHIP PROMOTION SCHEME**

**Apprenticeship training can be provided to apprentices both in designated and optional trades.**

## **(i) Designated trade**

**There are 259 designated trades are available for apprenticeship training (list available in portal).**

## **(ii) Optional trade**

**PMKVY / MES courses with a duration of 500 hrs are declared as optional trades**

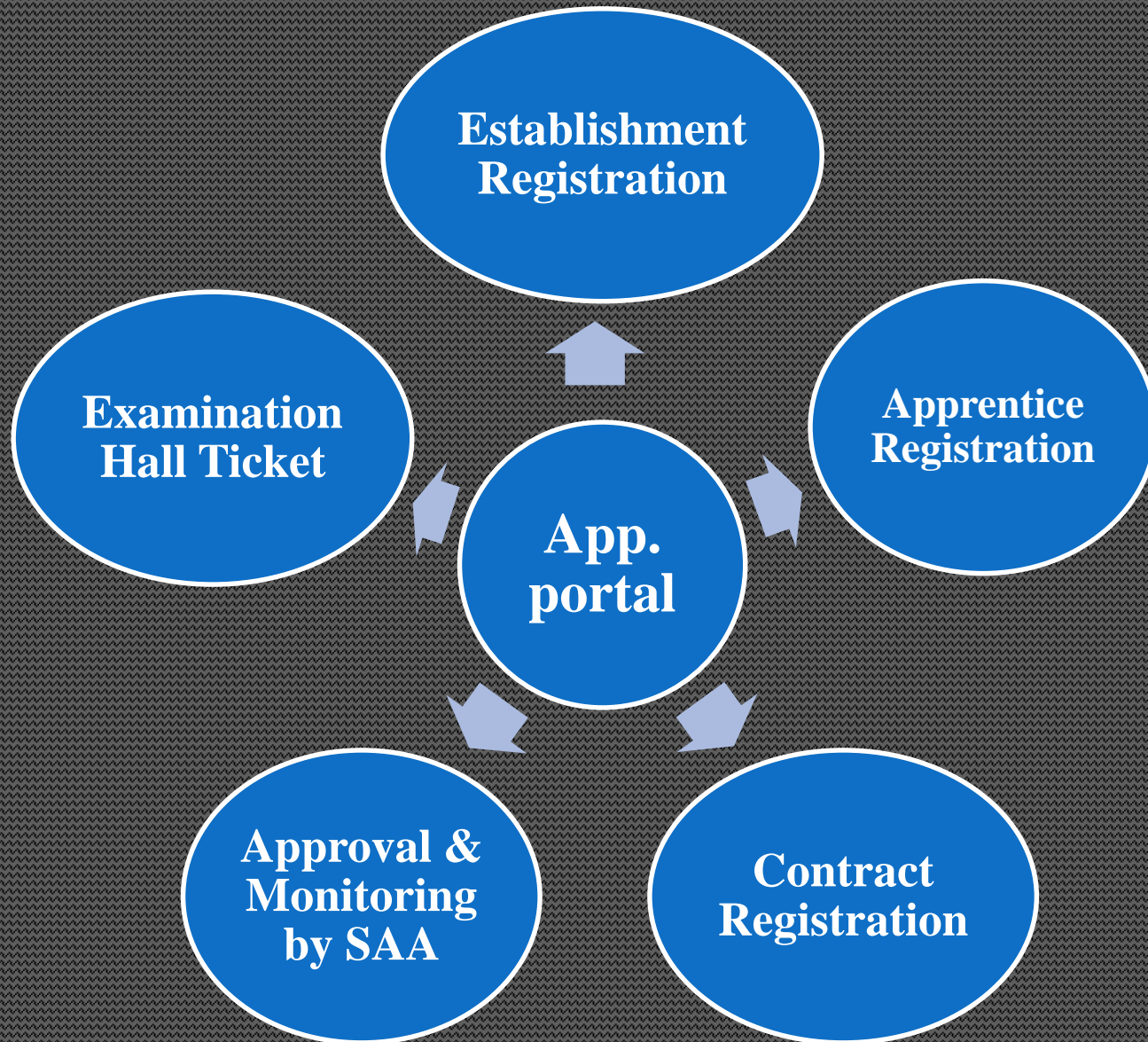


# NATIONAL APPRENTICESHIP PROMOTION SCHEME

## Duration of apprenticeship training

Routes of apprenticeship training	Duration of Basic Training	Duration of Practical Training/ On the job Training	
	Maximum	Minimum	Maximum
ITIs pass outs	Not required	One year	Two years
PMKVY/MES	Not required	One year	Two years
Dual learning mode from ITIs	Not required	5 to 9 months	
Fresher apprentices	3 months	One year	Two years

# NATIONAL APPRENTICESHIP PROMOTION SCHEME



# NATIONAL APPRENTICESHIP PROMOTION SCHEME

## Processing of reimbursement claim

### Payment of reimbursement claims towards stipend to the Employers

Stipend shall be paid to apprentices. So, Aadhaar linked bank accounts of apprentices are required.



Concerned RDAT/SAA will verify the information and will reimburse the payment to the employers



Payment for the last quarter shall be made only after passing the final trade test by the apprentice and adjusting for drop outs.

# **NATIONAL APPRENTICESHIP PROMOTION SCHEME**

## **Sharing of Basic Training cost to Basic Training Providers**

**RDATs/States will make the payment towards cost of basic training to BTP through their bank account Rs. 5000/- per apprentice as a basic training cost shall be made after successful completion of basic training**



**Balance Rs.2500/- per apprentice shall be paid after completion of apprenticeship training.**

# **NATIONAL APPRENTICESHIP PROMOTION SCHEME**

**The reimbursement claim by establishment should be only for the apprentices**

- Who are “on board” at NAPS portal**
- Who have not discontinued**
- Who have seeded aadhar number at NAPS portal**
- Whose contract has been approved by SAA**

**Last quarter reimbursement claim for the apprentices should be processed only after successful completion of NAC trade test.**

NATIONAL APPRENTICESHIP PROMOTION  
SCHEME

THANK YOU

A blurred, golden-toned image of hands clasped in prayer, centered behind the 'THANK YOU' text.