



NATIONAL APPRENTICESHIP PROMOTION SCHEME

CREATING JOB-READY WORKFORCE

Be a contributing employer
leading to the economic
growth of the nation!

Government of India initiated Apprenticeship
Scheme for Employers



**ABHINAV INSTITUTE OF
TECHNOLOGY & MANAGEMENT**

(ISO 9001-2015)

EDUCATION | EMPOWERMENT | EMPLOYABILITY

SKILL INDIA – EMPOWERED YOUTH, EMPOWERED NATION

APPRENTICESHIP IN INDIA

National Apprenticeship Promotion Scheme

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



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?

- Mandated under law for all establishments having more than 30 employees (including contractual employees) to engage apprentices.
- A proven solution for training and retaining world-class talent which is industry ready.

Establishments Under the Purview of Apprenticeship Mandate

Employee Strength	Eligibility Apprenticeship	Apprentice Band	Apprentice Band
>30	Mandatory	2.5%-15% of Employee Strength (25% in Maharashtra)	6-36 Months

Legal Status of Apprentices

- Every apprentice undergoing apprenticeship training in an establishment shall be a trainee and not a worker.
- The provisions of any law with respect to labor (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.

Procedure to be followed to Implement NAPS:



Benefits to the Industry

- Addresses skill gap for the industry
- Increases availability of industry ready skilled manpower well versed with culture of the company
- Reduces expenditure on recruitment process
- Financial support from the Government through NAPS
- Financial Benefits of under Apprenticeship Act, 1961

Financial Benefits Under NAPS

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

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

About NAPS

NAPS is a Central Government Program, mandatory for those companies which have manpower more than 30. Under this scheme, companies can enroll a maximum of 15% (25% in Maharashtra) of their total manpower in Apprenticeship.

About AITM

We, Abhinav Institute of Technology and Management (AITM), are a government recognized institute since 1994. We are engaged in providing on-the-job training to young students and unemployed youth of today with skillful training in reputed companies and manufacturing industrial units in the State Government of Maharashtra as per the recognition afforded to us vide a GR No.2017 / (188/17) / VC-3 issued by the State Government of Maharashtra.

- More than 28 years of Sparkling Tradition of Education Sector along with Skill India.
- Enrolled more than 60,000 Students in various programs.
- Provided apprentices to 100+ Companies.

Role of AITM as TPA (Third Party Aggregator) & BTP (Basic Training Provider)

- Arrange the basic training under Apprentices Act through Basic Training Providers for fresher apprentices from the establishments which are desirous of outsourcing the basic training.
- Assist the establishments to get approval for Basic Training Centers (BTC) in case these are not in the panel of approved BTCs.
- Match the demand of establishment for apprentices with the candidates desiring to undergo apprenticeship training.
- Mobilize and counsel candidates to undergo apprenticeship training.
- Assist the establishment in designing courses under apprentice program and getting them NSQF aligned.
- Upload contracts of apprentice on the apprenticeship portal on behalf of the establishment for registration by Apprenticeship advisor.
- Upload syllabus with duration of apprentice's courses on behalf of establishment.
- Furnish all the returns on the portal-site on behalf of the establishment.
- Submit reimbursement claims on behalf of the establishment towards stipend paid to apprentices.
- Submit reimbursement claim for basic training cost in case establishment is the basic training provider under NAPS
- Ensure compliance of all formalities by the apprentices for appearing in assessment examinations as and when required.
- Assist the establishment to conduct assessment and issue certificates.



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OUR PRESENCE

