



ABHINAV INSTITUTE OF TECHNOLOGY & MANAGEMENT

(ISO 9001-2015)



ज्ञानगंगा घरोघरी

SKILL INDIA! EMPOWERED YOUTH, EMPOWERED NATION

Become a partner in empowerment

Government of India & Maharashtra Government
initiated Apprenticeship Scheme for Employers

EDUCATION | EMPOWERMENT | EMPLOYABILITY

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 work-place, 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 the 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	Apprenticeship Duration
30+	Mandatory	2.5%-15% of Employee Strength (25% in Maharashtra)	12 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 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.
- Candidates above the 5th standard are eligible as apprentice trainees in NAPS.

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
- Financial Benefits under Apprenticeship Act, 1961

Financial Benefits Under NAPS

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

NATIONAL APPRENTICESHIP TRAINING SCHEME

The National Apprenticeship Training Scheme in India is a one-year program equipping qualified youth in any graduate stream with practical knowledge and skills required in their field of work. The Apprentices are imparted training by the organizations at their place of work.



During the period of apprenticeship, the apprentices are paid a stipended amount, 50% of which is reimbursable to the employer from the Government of India (Conditions Apply).

What is Apprenticeship Training?

The National Apprenticeship Training Scheme, a flagship program from the Government of India aims at skilling India to meet future requirements. This scheme bridges the gap existing in the marketplace, between the employer's requirement in an employee and the talent pool of students available in the market. It allows the organisations to recruit raw, technically qualified candidates, train them for one year with subsidy from the Government of India and absorb them in regular roles if required.

Why NATS Apprenticeship?

- Mandated under the 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	Apprenticeship Duration
30+	Mandatory	2.5%-10% of Employee Strength	12 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 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 during 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 NATS:



Benefits to the Industry

- Addresses skill gap for the industry
- Increases availability of industry-ready skilled manpower well versed with the culture of the company
- Reduces expenditure on recruitment process
- Financial support from the Government
- Financial Benefits under Apprenticeship Act, 1961
- Statutory benefits like PF, ESI, Bonus, etc. may not apply to apprentices. Monetary reimbursement of up to Rs.4500/- per month for graduate apprentices.

Financial Benefits Under NATS

Reimbursement of 50% of the prescribed stipend, subject to a maximum of
INR 4,500/-
per month per apprentice

Other Details

- Graduate in any stream, passed within previous 3 academic years.
- Reimbursement claims would be raised quarterly. (Reimbursement of Rs.4500/- is paid on a pro-rata basis as per the attendance and LOPs)
- If an apprentice discontinues at any time during the training period of 12 months, the reimbursement would be released on a pro-rata basis as per the attendance
- PF or any other benefits may be paid to the apprentices at the organization's discretion.
- Apprentices must be paid a monthly stipend of Rs.9000 or more. (There is no upper limit)

LEARN & EARN SCHEME

GOVERNMENT OF MAHARASHTRA INITIATIVE

YCMOU offers to provide the latest, technical syllabus for the three Diploma courses as a part of Learn and Earn Scheme. The certified course is offered in an integrated manner where the students shall study their courses online through android mobile and shall appear for exams every semester at the end of 6 (six) months over a period of 2 years.



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What is Learn & Earn Scheme?

Learn & Earn Scheme is a skill & employment development initiative of Govt. of Maharashtra under notification vide GR number 2017/(188/17)VC-3. It is a joint collaboration between YCMOU (Yashwantrao Chavan Maharashtra Open University) & AITM (Abhinav Institute of Technology & Management, Thane) to develop a skilled workforce in various trades & industries.

Why Learn & Earn Apprenticeship?

- Mandated under the 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	Apprenticeship Duration
30+	Mandatory	2.5%-25% of Employee Strength	12+12 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 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 an apprentices of age 18 years & above during normal working hours of the establishment (including night shifts).

Procedure to be followed to Implement Learn & Earn:



Benefits to the Industry

- Addresses skill gap for the industry
- Increases availability of industry-ready skilled manpower well versed with the culture of the company
- Reduces expenditure on recruitment process

Courses offered by YCMOU under this scheme

- Diploma in Essential Skill - 1 Year
- Diploma in Business Skill - 1 Year
- Diploma in Industrial Skill - 1 Year

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 of Maharashtra as per the recognition accorded 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 in the Education Sector along with Skill India.
- Enrolled more than 60,000 Students in various programs.
- Provided apprentices to 100+ Companies.

Role of AITM

Abhinav Offers:

- Offers online training and parting skill-based knowledge.
- Students get certified as **Skill Diploma Holders** at the end of each program duration of 1 year.
- We are acting as facilitator offering Learn & Earn Scheme and is solely working & participating in Skill India Movement.
- Reaching out to 21 different industrial sectors for On-Job Training.
- Extensive support to employers.



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OUR PRESENCE

