

Apprenticeship

APPRENTICESHIP TRAINING

Apprentices Act, 1961 was enacted with the following objectives:

- To regulate the programme of training of apprentices in the industry to conform to the prescribed syllabi, period of training etc.as laid down by the Central Apprenticeship Council; and
- To utilise the facilities available in industry for imparting practical training with a view to meeting the requirements of skilled manpower for industry.

Categories of Apprentices

There are five categories of apprentices:

1. Trade apprentices
2. Graduate apprentices
3. Technician apprentices
4. Technician (Vocational) apprentices
5. Optional trade apprentices

The Law: Establishments falling under Apprenticeship Mandate

S.No.	Employee Strength	Eligibility for Apprenticeship	Range of Apprenticeship
1	0-3	Not Eligible	Not Eligible
2	4 to 30	Optional	Establishments to undertake Apprenticeship in range of 2.5% -15% of workforce every year.
3	>30	Mandatory	

Fields of Apprenticeship Training

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

- **Designated trade:** All DGT courses mapped with apprenticeship
- **Optional trade:** Any NSQF aligned courses created by SSCs and mapped to apprenticeship or any vocational courses as may be determined by the employer

Optional Trade Categorization

- a) **Any NSQF aligned course** with a duration of 20-25% of the total duration of apprenticeship training as basic training component. Remaining duration will be for practical content for on-the-job training as designed by respective course approving authority.
- b) Created by employer & decided by employer with a **duration of 20-25% of total duration of apprenticeship training as basic training component**. Remaining duration will be for practical content for on-the job component as designed by employer and uploaded on the apprenticeship portal.

These courses will be declared as optional trades & will be notified on apprenticeship portal

Key Stakeholders in NAPS

Employer is any person/entity who has business in any trade or occupation.

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 have **EPFO/ESIC/Factory/ Cooperative/MSME registration number**.
- ✓ Employers must have **TIN number**.
- ✓ Employers must **register on the apprenticeship portal**.
- ✓ Employers must have an **Aadhaar linked bank account**.

Basic Training Provider (BTP) is an entity who has the facilities for imparting basic training to apprentices.

The different types of BTPs are as follows (Under Consideration):

- ✓ All PMKKs & Selected PMKVY Centres
- ✓ Any TP Uploaded on SMART
- ✓ Selected NSDC funded TP
- ✓ Industries/ establishments with in-house basic training facilities.
- ✓ BTP set up/supported by Industry clusters

BTPs interested to avail the benefits of the scheme must fulfil the following:

- ✓ After approval, they can get registered
- ✓ BTP must be **registered on the apprenticeship portal**
- ✓ BTP must have an **Aadhaar linked Bank Account**

Incentives to TPA/BTP

The scheme has the following two components:

- ✓ Reimbursement of 25% of prescribed stipend subject to a maximum of Rs. 1500/- per month per apprentice by the Government of India to all employers who engage apprentices.
- ✓ Reimbursement of cost of basic training (up to a limit of Rs. 7500/- for a maximum of 500 hours= Rs. 15/hour) by the Government of India to Basic Training Providers (BTPs) in respect of apprentices who come directly for apprenticeship training without any formal training.

Apprenticeship Courses

S. No.	Course Code	Course Name	NAPS	Approval Status
1	CO112000017	Grinder - Hand and Hand Held Power Tools	Yes	Approved
2	CO112000014	Fitter - Mechanical Assembly	Yes	Approved
3	CO112000015	Sheet Metal Worker - Hand Tools and Manually Operated Machines	Yes	Approved
4	CO102000011	Senior Tungsten Inert Gas Welder (GTAW)	Yes	Approved
5	CO112000016	Operator - Conventional Surface Grinding Machines	Yes	Approved
6	CO122000007	Designer - Mechanical	Yes	Approved
7	CO112000025	Draughtsman - Mechanical	Yes	Approved
8	CO112000012	Fitter - Fabrication	Yes	Approved
9	CO022100006	Lab Technician - Metal Testing	Yes	Approved
10	CO042100003	Fitter – Electrical and Electronic Assembly	Yes	Approved
11	CO012019000014	Precision grinder	No	Approved
12	CO012019000054	Electrician (Assembly)	No	Approved
13	CO012019000055	Fitter (Assembly)	No	Approved
14	CO022019000028	Blacksmith	No	Approved
15	CO022019000029	Civil Works Mason	No	Approved
16	CO022019000030	Gyro Fitter	No	Approved
17	CO022019000031	Ice Fitter Crane	No	Approved
18	CO022019000032	Machinery Control Fitter	No	Approved
19	CO022019000033	Ship Fitter	No	Approved
20	CO022019000034	Sonar Fitter	No	Approved
21	CO111900014	Hot Insulator	No	Approved
22	CO111900015	Radar Fitter	No	Approved