



शिवाजी विद्यापीठ, कोल्हापूर

प्रति,

मा. प्राचार्य/संचालक,

सर्व संलग्न महाविद्यालये/मान्यताप्राप्त संस्था,

शिवाजी विद्यापीठ, कोल्हापूर.

महोदय/महोदया,

श्रेयस (SHREYAS) योजनेच्या अंमलबजावणीबाबत (१) नि. शं. क्षिरसागर, कार्यासन अधिकारी, महाराष्ट्र शासन, यांचे प्र.क्र. : संकीर्ण-२०१८/प्र.क्र.१४९/विशि-२ दिनांक १४ फेब्रुवारी, २०१९ (२) मनुष्यबळ विकास मंत्रालय, भारत सरकार, बहादुरशाह जफर मार्ग, नई दिल्ली यांचे D. O. No. ३६-३५/२०१८-NVSQF, १३.२.२०१९ (३) महाराष्ट्र शासन, उच्च व तंत्रशिक्षण विभाग, क्र. युएनआय/२०१९/विशी.१/२३१४ दि. १५ फेब्रुवारी, २०१९ रोजीची सोबतची पत्रे माहितीसाठी व आवश्यक त्या कार्यवाहीसाठी जोडली आहेत.

कळावे,

सोबत - वरीलप्रमाणे.

संदर्भ क्र. संलग्नता/टी-२/ 251
दि. 20 FEB 2019

आदेशान्वये

(श्री. व्ही. एस. सोयम)
उपकुलसचिव

महाराष्ट्र शासन

प्र.क्र. :- संकीर्ण-२०१८/प्र.क्र.१४९/विशि-२
उच्च व तंत्र शिक्षण विभाग, मादाम कामा रोड,
हुतात्मा राजगुरु चौक, मंत्रालय, मुंबई-३२.
ई-मेल : amol.bhokare@nic.in
दिनांक :- १४ फेब्रुवारी, २०१९.

प्रति,

- १) संचालक, उच्च शिक्षण, महाराष्ट्र राज्य, पुणे.
- २) कुल सचिव, सर्व अकृषी विद्यापीठे

विषय :- श्रेयस (SHREYAS) योजनेच्या अंमलबजावणीबाबत.

संदर्भ :- १) श्री. आर सुब्रह्मण्यम सचिव (उच्च शिक्षण) MHRD भारत सरकार यांचे दि.१३.०२.२०१९ रोजीचे पत्र.

महोदय,

सचिव (उच्च शिक्षण) MHRD भारत सरकार यांचे दि.१३.०२.२०१९ रोजीच्या पत्रान्वये अतांत्रिक अभ्यासक्रमांतर्गत उच्च शिक्षण घेणाऱ्या विद्यार्थ्यांकरिता श्रेयस (SHREYAS) ही शिकाऊ उमेदवार योजना सुरु करण्यात आली आहे. या योजनेसंदर्भातील संपूर्ण माहिती सोबत जोडण्यात येत आहे.

या योजनेच्या अंमलबजावणीकरिता श्रेयस (SHREYAS) पोर्टल www.shreyas.ac.in तयार करण्यात आले आहे. सदर योजनेसंदर्भातील वेळापत्रक सोबत केंद्र शासनाच्या सूचनामध्ये देण्यात आलेले आहे. त्यानुसार संस्था/महाविद्यालय यांनी दिनांक १५.२.२०१९ ते दिनांक २५.२.२०१९ या कालावधीमध्ये या पोर्टलवर नोंदणी करणे आवश्यक आहे व त्यानंतर विद्यार्थ्यांची नाव नोंदणी दिनांक २५.३.२०१९ पर्यंत पूर्ण करणे आवश्यक आहे. तरी या योजनेसंदर्भात सोबत जोडलेल्या केंद्र शासनाच्या सूचनांचे अवलोकन करून राज्यातील सर्व अकृषी विद्यापीठे व महाविद्यालया/संस्था यांनी अतांत्रिक अभ्यासक्रमामध्ये शिक्षण घेणाऱ्या विद्यार्थ्यांना व महाविद्यालयां/संस्था यांनी या पोर्टलवर नाव नोंदणी करण्याकरिता कळविण्यात यावे व केलेल्या कार्यवाहीचा अहवाल शासनास सादर करण्यात यावा.

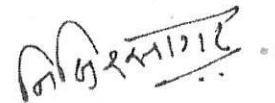
या योजनेच्या प्रभावी अंमलबजावणीकरिता या योजनेशी संबंधित सर्व संस्था/महाविद्यालयांमध्ये कार्यशाळा आयोजित करून केंद्र शासनाने दिलेल्या वेळापत्रकानुसार कार्यवाही करण्याचे आदेश सर्व संबंधितांना आपल्या स्तरावरून देण्यात यावेत, ही विनंती

सोबत :- श्री. आर सुब्रह्मण्यम सचिव (उच्च शिक्षण)

MHRD भारत सरकार यांचे दि.१३.०२.२०१९

रोजीचे पत्र व योजनेबाबतचे परिपत्रक

आपला



(नि. शं. क्षिरसागर)

कार्यासन अधिकारी, महाराष्ट्र शासन.



Dear Secretary,

This is regarding the Scheme for Higher Education Youth in Apprenticeship and Skills (SHREYAS) which proposes to link Higher Education Institutions with National Apprenticeship Promotion Scheme (NAPS) to provide for a paid apprenticeship to students passing out of non-technical Higher Educational Institutions.

The SHREYAS portal for linking non-technical higher educational institutions with apprenticeship providers under the National Apprenticeship Promotion Scheme (NAPS) will be launched by Hon'ble Minister for Human Resources Development and Hon'ble Minister for Skill Development on 27th February, 2019.

The details of the SHREYAS programme have been discussed with all the Higher Education Secretaries through Video Conference on 12.2.2019. In accordance with the details discussed in the Video Conference, the following are clarified:-

- i) The SHREYAS portal will operate at www.shreyas.ac.in and will be operational from 27th February, 2019 for a period of 30 days. The State Government may convey this to all their non-technical higher educational institutions so that they may register on the portal within the given time.
- ii) For registering the Skill Development Councils and Industry Associations as providers of apprenticeships the following URL can be visited <https://apprenticeshipindia.org/establishment-registration>.
- iii) Even establishments who are engaged in service sector such as Tourism, Horticulture can provide apprenticeships.
- iv) Whereas the call for registering the demand is open to all the non-technical higher educational institutions in the country, State Governments may focus on the some industrial clusters so as to achieve the better results to start with.
- v) The State Governments may write to District Collectors and hold meeting with Chambers of Commerce and Skill Councils to register themselves as third party providing for identifying more apprenticeship opportunities. Guidelines for the third party apprenticeship agencies are given in the <https://apprenticeshipindia.org/>.

Grateful if the State Government takes expeditious action for successful launch of this important initiative.

With regards,

Yours sincerely,

(R. Subrahmanyam)

To,

Pr. Secy (HE) of States/UTs

Handwritten notes and signatures on the left margin, including "V.B. (K)", "R. Subrahmanyam", and a signature.



Scheme outline of SHREYAS

Operation of the Scheme

3. The primary scheme will be operated in conjunction with National Apprenticeship Promotion Scheme (NAPS) which provides for placing of apprentices upto 10% of the total work force in every business/industry. The scheme will be implemented by the Sector Skill Councils (SSCs), initially the Banking Finance Insurance Services (BFSI), Retail, Health care, Telecom, Logistics, Media, Management services, ITeS and Apparel. More sectors would be added over time with emerging apprenticeship demand and curriculum adjustments.

4. Three Tracks in Implementation in SHREYAS

The programme would witness simultaneous implementation along three tracks.

1st Track: Add-on apprenticeship (Degree apprenticeship):

The students who are currently completing the degree programme would be invited to choose a job role of their choice from a selected list of apprenticeship job roles given by the Sector Skill Councils of the MoSDE. The apprenticeship programme is normally about (6) months and would be prefixed by basic training regarding the sector (theory). The programme would commence immediately after completion of the degree programme (Starting from May each year). During the apprenticeship period, the student would get a monthly stipend of about Rs. 6,000 per month by the industry. At the end of the apprenticeship period, there would be a test conducted by the Sector Skill Council concerned and successful students would get skills certificate in addition to their degree certificate.

2nd track: - Embedded Apprenticeship

Under this approach, the existing B.Voc programmes would be restructured into B.A (Professional), B.Sc (Professional) or B.Com (Professional) courses - which would include not only educational input, vocational input, but also a mandatory apprenticeship ranging from 6 to 18 months depending on the requirement of the skill. For example, a BBA course in Logistics would have one semester of classroom teaching and the next one as apprenticeship. Alternatively, one full semester of an existing degree or B.Voc course would be dedicated to apprenticeship with industry.

During the apprenticeship period, the student would get a monthly stipend of about Rs. 6,000 per month by the industry, 25% of which would be reimbursed under the NAPS programme. At the end of the apprenticeship period, there would be test conducted by the Sector Skill Council concerned and successful students would get skills certificate in addition to their degree certificate.

The process of embedding apprenticeship & skill content into them, or modify the curriculum of existing degree courses to reduce classroom content and incorporate basic skill training with apprenticeship is currently underway with participation of the Sector

Scheme outline of SHREYAS**Scheme for Higher Education Youth for Apprenticeship and Skills
(SHREYAS)**

It is only when the youth entering employable age acquire skill-sets that are required by the growing economy, would the country be able to reap the benefits of the demographic dividend. Therefore enhancing employability of the students in the higher educational institutions is a high priority of the Government of India. The UGC Quality Mandate has set a target of ensuring that atleast half of the students passing out of the higher education system should find suitable employment on completion of their degree programmes by 2022.

Following on this vision, Government is launching a Scheme for Higher Education Youth for Apprenticeship and Skills (SHREYAS) to align the education curriculum with the needs of industry & service sectors, and promote an On-The-Job exposure to all students in skill sets of their choice and aptitude. A combination of classroom & "hands on" learning would equip students with professionally relevant skills, boost their employability, and thereby contributing immensely to their self confidence, apart from improving the overall human resources in the Country.

SHREYAS is a programme conceived for students in degree courses, primarily non-technical, with a view to introduce employable skills into their learning, promote apprenticeship as integral to education and also amalgamate employment facilitating efforts of the Government into the education system so that clear pathways towards employment opportunities are available to students during and after their graduation.

SHREYAS is a programme basket comprising the initiatives of three Central Ministries, namely the Ministry of Human Resource Development, Ministry of Skill Development & Entrepreneurship and the Ministry of Labour & Employment viz the National Apprenticeship Promotion Scheme (NAPS), the National Career Service (NCS) and introduction of BA/BSc/BCom (Professional) courses in the higher educational institutions.

Objectives

2. Following are the objectives of SHREYAS
 - i) To improve employability of students by introducing employment relevance into the learning process of the higher education system
 - ii) To forge a close functional link between education and industry/service sectors on a sustainable basis
 - iii) To provide skills which are in demand, to the students in a dynamic manner
 - iv) To establish an 'earn while you learn' system into higher education
 - v) To help business/industry in securing good quality manpower
 - vi) To link student community with employment facilitating efforts of the Government.

Scheme outline of SHREYAS

7. Role of SSCs: SSCs would identify industries for apprenticeship, and would also conduct assessment leading to certification. They would be communicated the interest of the students as registered by the HEIs. They would, based on this, arrange and confirm the establishments where the students would be provided as apprenticeships. Based on this, the HEIs would collect and furnish, full details of the participating students. The SSC will enrol them as apprentices and generate contracts between the student and the business enterprise. They will also conduct assessment of the candidate on completion of the apprenticeship and issue certification. Whereas the certification is not a guarantee for placement, it is expected to vastly enhance his choice of securing employment either in the same enterprise or any other enterprises in that sector.

8. Role of MSDE (NSDC): MSDE operates the NAPS programme through NSDC. They would not only monitor the programme, progress of the apprentices, but would finance the programme by disbursing the claims from the business enterprises towards stipend reimbursement as per the NAPS. The ongoing efforts of the SSCs would be monitored by MoSDE, which would also periodically introduce new SSCs into the SHREYAS fold. The entire programme would progress with dynamic interface & information sharing between MHRD and MoSDE.

Financing

9. Under the NAPS scheme, Central Government shares 25% of the stipend per month subject to a maximum of Rs.1500 p.m during the period of the apprenticeship. Apart from that, an amount upto Rs.7500 will be met towards basic training cost, where needed.

Target

10. In all the tracks together, it is proposed to cover 50 lakh students by 2022.

Timelines

11. The following would be the proposed timelines.

- The portal for registration of the institutions will be opened on 15th February 2019.
- The institutions desirous of participating would need to register before 25th February 2019 on the portal
- SSCs together with the placement cell of colleges would check the demand and confirm the possible numbers by March 10, 2019
- After confirmation by SSCs the HEIs would upload the details of the students before 25th March 2019.

Scheme outline of SHREYAS

Skill Councils and it is expected that these courses would be launched from academic year 2018-19.

Are Tracks Linking National Career Service with Colleges:

Under this, the National Career Service (NCS) portal of Ministry of Labour & Employment would be linked with the Higher Education institutions. As of now, more than 9,000 employers have posted requirement of more than 2 lakh vacancies, for which the students can get considered. This would help students in institutions which do not have the facility of campus recruitment and would improve their employment opportunities. Apart from this, the students would be trained in soft skills required by the market.

Modalities

5. The scheme would be operationalised by coordination of Ministry of Skills Development and Entrepreneurship (MSDE) and the Ministry of Labour. The operation would be as given below:

- a) The Sector Skill Councils (SSCs) have identified more than 100 areas where they would be able to find apprenticeship opportunities. They along with the colleges concerned (with the help of their placement cells), would identify the industries where the apprenticeships would be provided.
- b) Higher Educational Institutions can log-into the SHREYAS portal and express their interest in the skill areas, along with the expected number of students who are expected to opt for it.
- c) This demand would be scrutinised by the SSC concerned, who would confirm on portal, the positions available.
- d) Based on this confirmation, the HEI would upload the names of the students on the SHREYAS portal.
- e) The NAPS would thereupon generate the Contract between the industry and the student.
- f) After this, the monthly stipend would be paid by the industry, and 25% of this would be reimbursed by NAPS portal subject to a maximum of Rs.1,500 per month.
- g) The SSC would monitor the progress and would conduct the examination at the end of the apprenticeship period, and would give certificate to the successful candidates. These certificates are valid throughout India for seeking employment.

Stakeholders

6. Role of the Institutions: The higher education institutions would explain the scheme alongwith various options to the students who are in the final year, and elicit their interest in participation. After collecting interest from various students, the institution would register on the SHREYAS portal, duly indicating the skill job roles alongwith likely number of students in each role.



Scheme outline of SHREYAS

- Confirmation of the apprenticeship along with allocation of the business/industry would be completed by **7th April 2019**.
- The contracts between the students and the employers will be reached in the month of **April 2019**.
- The degree apprenticeship programme will commence from **May, 2019**.
- Embedded Apprenticeship programmes of select sectors will commence from **July-August 2019** in next academic session.
- Alignment of AISHE database with NCS and operationalisation of linkage for student benefit will take place by **15.12.2018**.

Government of Maharashtra
Directorate of Higher Education
Maharashtra State, Central Building, Pune – 400 001

web : www.dhepune.gov.in

e-mail : director.dhepune@nic.in

Phone No. : 020 - 26122119,

No:UNI/2019/vishi.1 / 2398

Date:

15 FEB 2019

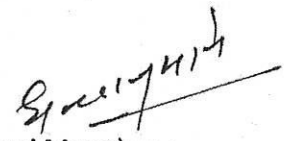
To,

- 1.The Registrar, All Non Agri.Universities,
- 2.The Principals, All Senior colleges
Maharashtra State, Pune.

**Sub- Registration of Non Technical Higher Educational institutions with
Apprenticeship providers on SHREYAS portal.**

Scheme for Higher Education youth in Apprenticeship and Skills (SHREYAS) is proposed to link Higher Education Institutions with National Apprenticeship Promotion Scheme (NAPS) for providing paid apprenticeship to students passing out of Non Technical Higher Educational Institutions. The SHREYAS portal for the above linking will be launched by Hon'ble Minister for Human Resources Development & Hon'ble Minister for Skill Development on 27th Feb, 2019.

The portal will operate at <https://www.shreyas.ac.in> from 27th Feb, 2019 for a period of 30 days. For registration of Non Technical Higher Educational Institutions, visit <https://apprenticeshipindia.org/establishment-registration>.



(Dr.Dhanraj Mane)

Director of Higher Education
Maharashtra State, Pune-1.

Encl- Letter from Ministry of Human Resource Development. New Delhi.

Copy to- The Secretary, Higher & Technical Education Department, Mantralaya, Mumbai-32

R. Subrahmanyam, IAS
Secretary



Ministry of Human Resource Development
Department of Higher Education
Government of India

D.O. No.36-35/2018-NVSQF
13.2.2019

Dear Secretary,

This is regarding the Scheme for Higher Education Youth in Apprenticeship and Skills (SHREYAS) which proposes to link Higher Education Institutions with National Apprenticeship Promotion Scheme (NAPS) to provide for a paid apprenticeship to students passing out of non-technical Higher Educational Institutions.

The SHREYAS portal for linking non-technical higher educational institutions with apprenticeship providers under the National Apprenticeship Promotion Scheme (NAPS) will be launched by Hon'ble Minister for Human Resources Development and Hon'ble Minister for Skill Development on **27th February, 2019**.

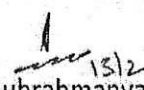
The details of the SHREYAS programme have been discussed with all the Higher Education Secretaries through Video Conference on 12.2.2019. In accordance with the details discussed in the Video Conference, the following are clarified:-

- i) The SHREYAS portal will operate at www.shreyas.ac.in and will be operational from **27th February, 2019** for a period of 30 days. The State Government may convey this to all their non-technical higher educational institutions so that they may register on the portal within the given time.
- ii) For registering the Skill Development Councils and Industry Associations as providers of apprenticeships the following URL can be visited <https://apprenticeshipindia.org/establishment-registration>.
- iii) Even establishments who are engaged in service sector such as Tourism, Horticulture can provide apprenticeships.
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- v) The State Governments may write to District Collectors and hold meeting with Chambers of Commerce and Skill Councils to register themselves as third party providing for identifying more apprenticeship opportunities. Guidelines for the third party apprenticeship agencies are given in the <https://apprenticeshipindia.org/>.

Grateful if the State Government takes expeditious action for successful launch of this important initiative.

With regards,

Yours sincerely,


(R. Subrahmanyam)

To,

Pr.Secy (HE) of States/UTs

F. No.MSDE-01/01/2018-AP(PMU)
Government of India
Ministry of Skill Development & Entrepreneurship

New Delhi, dated 30th January, 2019.

To

1. All the State Apprenticeship Advisers (as per list enclosed)
2. All the Regional Directors, Regional Directorate of Skill Development and Entrepreneurship (as per list enclosed)
3. Chief Executive Officer, NSDC

Subject: Revised Guidelines (as on 30th January, 2019) for implementation of National Apprenticeship Promotion Scheme (NAPS)

Sir/Madam,

This is in continuation of this office letter of even number dated 4th December, 2018 forwarding therein revised Guidelines of NAPS.

2. The above guidelines have been further revised to include the role of Regional Directorate of Skill Development and Entrepreneurship in implementation of Apprenticeship Training as well as NAPS. Also, para 8.3 relating to Basic Training Provider has been modified by including ITIs having star rating 1 and above to become Basic Training Providers, and ITIs having star rating 2 and above as pre-approved BTCs.

3. Please find enclosed herewith copy of the revised Guidelines (as on 30th January, 2019) for implementation of National Apprenticeship Promotion Scheme (NAPS) as per Operational Frame Work for Apprenticeship in India. The revised Guidelines are in supersession of all previous guidelines issued in this regard.

Yours faithfully,


(T. Nanda Kumar)
30/01/19

Under Secretary to Government of India
Email: tnanda@gov.in

Enclosure: As above

Copy for information to:

- i. PS to Secretary, MSDE
- ii. PS to AS(RA), DGT
- iii. PS to JS(RA), MSDE
- iv. Sr. Economic Adviser, MSDE
- v. DDG (Apprenticeship Training)
- vi. Director, AT, DGT
- vii. Senior Head, Apprenticeship Division, NSDC
- viii. Shri Hitesh Kumar, ADT, IT Cell, DGT, MSDE with the request to forward the Guidelines to the State Governments, RDSDEs and to upload them on the web portal.

REVISED GUIDELINES (As on 30th January 2019) FOR IMPLEMENTATION OF
"NATIONAL APPRENTICESHIP PROMOTION SCHEME",
(AS PER OPERATIONAL FRAME WORK) FOR APPRENTICESHIP IN INDIA

1. Background

- 1.1.** The Apprentices Act, 1961 was enacted with the objective of regulating the program of training of apprentices in the industry by utilizing the facilities available therein for imparting on-the-job training. Ministry of Skill Development and Entrepreneurship is the administrative ministry responsible for implementation of the Act.
- 1.2.** The National Policy of Skill Development and Entrepreneurship 2015, launched by the Hon'ble Prime Minister on 15th July, 2015, focuses on apprenticeship as one of the key programs for creating skilled manpower in India. The Government is working pro-actively with industry including MSME sector to facilitate a ten-fold increase in apprenticeship opportunities in the country by 2020.
- 1.3.** Apprenticeship training is one of the most efficient ways to develop skilled manpower for industry by using training facilities available in the establishments without putting any extra burden on exchequer to set up training infrastructure. Persons after undergoing apprenticeship training can easily adapt to industrial environment at the time of regular employment.
- It is one of the most important modes of training in terms of quality of training, practical learning and the enhanced employability.
 - It is the most promising skills delivery vehicle in the Industrial/training ecosystem of the country as it provides for a structured and rigorous training in real working environment which helps apprentices adapt to the actual workplace and acquire skills.
 - It gives apprentices a real chance to put skills into practice and helps them to gain confidence in a working environment.
- 1.4.** Apprenticeship Training consists of Basic Training and On-the-Job-Training/Practical Training at workplace in the industry. The basic training is an essential component of apprenticeship training for those who have not undergone any institutional training/skill training before taking up on-the-job-training/practical training. Basic Training is imparted to the fresher apprentices for acquiring a reasonable ability to handle instruments /Machineries/ Equipment independently prior to being moved to Shop Floor/Work Area for practical training / On-Job Training. It usually accounts for 20-25% of the duration of the overall apprenticeship training but can vary depending on the specific requirement of the curriculum. Apart from basic training, there is a component of on-the-job training which is performed in the establishments and undertaken by the establishment itself.

Jul

1.5. The Apprentices Act, 1961 makes it obligatory for employers to engage apprentices in "designated trades" and in "optional trades" for all employers who have a workforce of 40 employees or above (sum of total regular and contract employees), across the manufacturing, services, trading sectors etc. For establishments having work-force of 6-40 employees, engagement of apprentices is optional. However, for establishments with 5 employees or less, are not permitted to engage apprentices.

1.6. Under each of these two broad trade specific categories there can be following categories of apprentices:

- trade apprentices who have passed out of ITIs,
- fresher trade apprentices 8th, 10th and 12th pass outs
- graduate apprentices who are graduates in engineering or non-engineering courses,
- technician apprentices who have passed out of Polytechnics,
- technician(vocational) apprentices who have passed out of a 10+2 vocational training course
- apprentices who are perusing their graduation/diploma courses
- apprentices who have passed out of any NSQF aligned Short terms training Course including courses under the PMKVY/DDUGKY/MES
- and fresh apprentices from among those who are class V pass & above who are not covered under any of the afore-listed categories but meet the Educational/technical qualifications as specified in the course curriculum .

A new "Operational Framework for Apprenticeship in India (Including National Apprenticeship Promotion Scheme)" was launched on 15th July, 2018, with an aim to make apprenticeship engagement smoother both for the industry and the youth. Ministry of Skill Development and Entrepreneurship (MSDE) will coordinate the implementation of apprenticeship including National Apprenticeship Promotion Scheme (NAPS) across the country through the Directorate General of Training (DGT) and its Regional Directorates of Skill Development and Entrepreneurship (RDSDE), National Skill Development Corporation (NSDC), State Skill Development Mission (SSDMs), Sector Skill Councils (SSCs), State Apprenticeship Advisers (SAA), various Chambers of Commerce, Industry Associations and MSME associations across the country. The Government body like DGT, RDSDE and SAA will be involved for implementation of designated trades across the country whereas NSDC, SSCs, SSDMs, Chamber of Commerce, Industry Associations etc. will be involved for optional trade under Apprenticeship in the country.

2. Current status

2.1. At present, only 4.17 lakh trade apprentices are undergoing/completed apprenticeship training across organizations in different sectors throughout the country under the Apprentices Act, 1961. Out of these, 96,000 apprentices are in Central Public Sector Undertakings/Central Government and 1.94 lakh

apprentices are in State Public Sector Undertaking/State Government Departments.

3. Amendments in the Apprentices Act, 1961

3.1. Given the above background, the Government has brought comprehensive amendments in the Act in December 2014 to make it more attractive for both industry and youth. Major changes introduced in the amendment include replacing the restrictive system of trade wise and unit wise regulation of apprentices with a band of 2.5% to 10% of the total workforce, introduction of optional trades, bringing in the service sector under the ambit of apprenticeship, removing stringent clauses like imprisonment & allowing industries to out-source basic training.

4. Potential available for Apprenticeship Training

4.1. There are a large number of establishments where training facilities are available but these facilities have not been utilized because such establishments express their inability to come under the Act citing lack of support from Government. Compared to the size and rate of growth of economy of India, the performance of Apprenticeship Training is not satisfactory and a large number of training facilities available in the industry are going unutilized depriving both youth to avail the benefits of Apprenticeship Training and industry to prepare their future productive workforce using apprenticeships.

4.2. There are about 50 lakh employees in Central Public Sector Enterprises including PSUs, PSBs etc. If these establishments engage apprentices even up to the mandatory minimum limit of 2.5% of the total manpower strength, the number could reach 1, 25,000. Then there are huge private sector enterprises. Besides, there are a large numbers of establishments in MSMEs sector who come under the ambit of the Act. But their participation in implementation of apprenticeship training has not been encouraging. There are about 21 lakh MSMEs having 6 or more workers. Even if each establishment engages one apprentice, the number could be 21 lakhs. Therefore, there is a huge potential in apprenticeship training in the country.

5. Incentivizing Establishments

5.1. Apprenticeship training provides for an industry-led, practice-oriented, effective and efficient mode of formal training and as such strengthening of apprenticeship training needs to be given a high priority.

5.2. Although On-the-Job-Training/Practical Training facilities are available with the employers they are not able to engage apprentices as they do not have basic training facilities. Employers are not interested to outsource basic training to other training providers, as they have to bear the basic training cost to be paid to the basic training providers and the stipend payable to apprentices during the basic training period.

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5.3. Keeping in view the importance of Apprenticeship Training, the "National Apprenticeship Promotion Scheme" was approved by the government. The scheme was notified by the Ministry of Skill Development & Entrepreneurship (MSDE) Government of India on 19th August 2016 providing for financial support to the industry undertaking apprenticeship programmes under the Apprentices Act, 1961.

6. National Apprenticeship Promotion Scheme

The scheme is for:

- (i) Sharing of 25% of prescribed stipend subject to a maximum of INR 1500/- per month per apprentice to all apprentices with the employers.
- (ii) Sharing of cost of basic training with Basic Training Providers (BTP) up to a maximum of INR 7500 per trainee for a maximum of 500 hours calculated @ INR 15 per hour.

6.1. Objective of the Scheme

The main objective of the scheme is to promote apprenticeship training and to increase the engagement of apprentices from 2.3 lakh during August, 2016 to 50 lakh cumulatively by year 2020.

6.2. Components of the Scheme

The scheme has the following two components:

- 6.2.1. Sharing of 25% of prescribed stipend subject to a maximum of INR 1500/- per month per apprentice with the employers. The stipend support would not be given during the basic training period for fresher apprentices
- 6.2.2. Sharing of basic training cost in respect of 20% apprentices who come directly to apprenticeship training without any formal trade training. Basic training cost will be limited to INR.7500/- for a maximum of 500 hours calculated @ INR 15 per hour. There is a provision to fund basic training for 10 lakh apprentices till March 2020.

6.3. Scope of the Scheme

This scheme will cover all categories of apprentices except apprentices which are covered by the scheme administered by Ministry of Human Resource Development i.e. National Apprenticeship Training Scheme (NATS).

6.4. Scheme Targets

Target under the scheme shall be 5 lakh apprentices in 2016-17, 10 lakh

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apprentices in 2017-18, 15 lakh apprentices in 2018-19 and 20 lakh apprentices in 2019-20.

6.5. Implementing Agencies

6.5.1. The Regional Directorate of Skill Development and Entrepreneurship (RDSDE) under the control of Directorate General of Training (DGT) are the implementing agencies in their respective states/ regions in respect of all "Designated Trades" under the Act for all establishments falling under the central Govt. jurisdiction. National Skill Development Corporation (NSDC) and CEOs of the Sector Skill Councils under the control of NSDC are the implementing agencies in their sectors in respect of "Optional Trades" for the establishment under the Central Government jurisdiction. The State Governments will also be encouraged to appoint SSCs as Apprenticeship Advisers for implementation of optional trade within their States for both public and private sector entities.

6.5.2. The respective State Governments are the appropriate authorities in respect of any establishments other than those falling under the Central Govt. jurisdiction. State Apprenticeship Advisers (SAA) are implementing agencies in their regions in respect of all "designated trades" as well as "optional trades" for State Public Sector Units and private establishment falling under their jurisdiction as per the Apprentices Act 1961. They may also appoint the Mission Directors of the respective State Skill Development Missions (SSDMs) to act as implementing agency for all establishments under the state gov't. jurisdiction, in respect of "Optional Trades". They can also consider appointing SSCs as implementing agency for all establishments under the State Gov't. jurisdiction, in respect of Optional trades.

6.5.3 Funds shall be provided by MSDE, in advance, to DGT, NSDC and other implementing agencies like SSA and SSDM based on realistic estimated requirement for the current FY, utilization certificate in respect of funds released earlier and **physical achievements during previous years**. Funds to SSA and SSDM will be released through **State Treasury**. However, funds to establishments, actually engaging apprentices will be released on reimbursement basis by implementing agencies based on the total stipend paid by them to apprentices.

6.6. Key Features

6.6.1. **Wider option for the apprentices-integration with other schemes**
Courses under Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Modular Employable Skill (MES) courses under Skill Development Initiative (SDI) of erstwhile DGE&T or courses approved by State Government/Central Government shall be linked with apprenticeship training. These courses will be given status of optional trades & the relevant practical content for on-the-job training shall be added by respective course approving authority.

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6.6.2. Ease of Administering through technology

- (i). A specially designed online portal "www.apprenticeshipindia.org" shall be used for administering the entire implementation of the Apprenticeship Training on line. It shall address the requirements of all key stakeholders as under.
- (ii). Portal will facilitate:

For Industry

- Online registration
- Online posting of apprenticeship opportunities
- Online uploading of course curriculum
- Search & shortlisting of candidates' specific to sector, trades, region, etc.
- Issue offer letters to candidates for engaging as apprentices
- Submit contract of apprenticeship on-line for approval by the concerned Apprentice Advisor/Additional/Joint/Assistant Apprenticeship Advisor (herein after referred to as the concerned authority)
- Monitoring of apprenticeship training
- On-line submission of returns and records
- On-line submission of claims under NAPS.
- Online reimbursement of Government share under NAPS

For candidates

- On-line registration indicating their preferred sector/trades of choice
- Sending application to potential employers for apprenticeship training,
- Online receipt and acceptance of offer letters from establishments
- Process all necessary contractual obligations online.
- Posting preferred apprenticeship opportunities, place of Basic Training, Basic Training Provider (BTP) specific to sector, trades and region.

For DGT/RDSDEs/NSDC/SAA / SSDMs in respect of their jurisdictions

- Register/ Approve contracts of apprenticeship
- Monitor the implementation of apprenticeship training
- Processing online reimbursement of 25% of prescribed stipend subjected to a maximum of INR1500/- per month per apprentice to the establishments.
- Processing Payment for basic training costs to BTP on line.

For Basic Training Provider (BTP)

- Online registration
- Posting basic training seats/vacancies
- Search & shortlist candidates specific to sector, trades, region etc. for Basic

Training

- Provide basic training to apprentices who have been sponsored by an employer/establishment after execution of contract with apprentice
 - Placement of apprentices for on-the-job training with employer after basic training.
 - Online submission of claims for reimbursement of Basic Training costs with appropriate authorities.
- (iii). The Apprenticeship Portal will also facilitate for time bound approval of contract of apprenticeship by the concerned authority (wherever applicable under the provisions of the Act or conditions under NAPS), centralized database for compliance and monitoring, online verification of candidates profile, uploading of results after assessment by the concerned authority after assessments by DGT /SSCs/ any other authority specified by Government from time to time & issue of certificates to apprentices.

6.6.3. Involvement of States/UTs

As per the Apprentices Act, monitoring of apprenticeship training in State Public Sector Undertakings and Private Sector Establishments is done by the respective State Governments.

States to play a very important role in implementing the programme as most of the smaller Industries and MSMEs will fall under the State jurisdiction. Hence sensitizing the states & State Skill Development Missions (SSDMs) & also officers up to the District level, on the intent of the reforms becomes critical & priority. The **District Skilling Committees** being promoted by both the Central and State governments will be mandated to identify apprenticeship opportunities in their district and ensure appropriate utilisation of same.

6.6.4. Promoter and Facilitators/Third Party Aggregators (TPA)

Since this scheme involves multiple stakeholders, the role of facilitators or Third Party Aggregators (TPAs) becomes important for mobilizing the apprentices and in mapping their preferences with the demand from the establishments for apprenticeship opportunities posted on the portal; also for helping the establishment in identifying Basic Training Providers. TPAs shall be engaged as per the guidelines issued by MSDE for their selection.

7. Communication campaign

- (i). Workshop/Seminars
Meetings/Workshops will be organized with all stakeholders including CII, FICCI, ASSOCHAM, Sectorial Associations and local industry chambers/clusters
- (ii). Publicity & advertisements using both print and electronic media.
- (iii). Brand Ambassadors
Appointing Brand Ambassadors for states and for local industrial clusters to

act as facilitators and promoters to promote apprenticeship training. Brand Ambassadors may be from large, medium and small industries. They will be actual practitioners & will include those employers who have/are engaging apprentices. Brand ambassadors will be formally recognized by granting them certificates/badges.

8. Implementation plan

8.1. Eligibility of Employer to run Apprenticeship Programmes

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

- (i). A person who employs six or more persons to do any work in an establishment for remuneration
- (ii). Employer shall engage apprentices in a band of 2.5% to 10% of the total strength of the establishment
- (iii). Employers must have EPFO/ESIC/Factory/Cooperative /MSME registration number.
- (iv). Employers must have TIN/TAN /GST/SGST number.
- (v). Employers must register on the apprenticeship portal.
- (vi). Employers must have bank account linked with Aadhaar/Pan No.

8.2. Eligibility of Apprentice

An apprentice is a person who has executed a contract of apprenticeship with the employer for apprenticeship training under the Act.

A. Apprentices can be engaged from the following categories:

- (i). Trainees passed out from ITI courses
- (ii). Trainees under dual-learning mode from ITIs
- (iii). Trainees who have completed any NSQF aligned Short Term Course including PMKVY/DDUGKY/MES
- (iv). Graduates /candidates, pursuing graduation courses/Diplomas courses in any stream or 10+2 vocational certificate holders
- (v). Candidates who possess minimum educational qualification required for a trade and have not undergone any formal trade training (Fresher apprentices).

B. Apprentice must possess minimum of 14 years age, educational and physical qualification prescribed for the trade and other requirements of the Apprentices Act, 1961.

C. Other requirements

- (i). Every apprentice has to register on the portal.
- (ii). Every apprentice must have an Aadhaar Number/any other

prescribed document.

8.3. Eligibility of Basic Training Providers

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

A. Types of BTPs:

- (i). National Skill Training Institutes(NSTI), National Skill Training Institutes for Women, NSTI(W)
- (ii). Government/Private Industrial Training Institutes (ITIs) having grade 1 and above affiliated to NCVT/DGT
- (iii). Government & Private Training Centers approved by NSDC under its SDMs/SMART portal & Pradhan Mantri Kaushal Kendras (PMKK)
- (iv). Industries/ establishments with "In-house basic training facility"
- (v). Basic Training Centre set up/supported by Industry/Industry Clusters/ Chambers/Association
- (vi). Stand-alone Basic Training Centers like Polytechnic, Universities, and Engineering & Management Colleges.
- (vii). Training Centres empanelled with State Governments and/or other Government of India schemes

B. Concerned Authority for BTPs under the Apprenticeship Act/rules Guidelines:

The concerned authority to deal with all approvals /issues regarding BTPs under the Apprenticeship Programme in case of Designated Trades will be the DGT/RDSDE and in case of Optional Trades it will be the NSDC.

C. Selection of BTP:

- (i). NSTI and NSTI (W) are designated as pre-approved BTP in related trades, RDSDE shall approve and allot them a BTP registration number online.
- (ii). Government/Private Industrial Training Institutes (ITIs) already affiliated to NCVT/DGT having grade 2.0 and above are pre-approved BTP in NCVT/DGT affiliated trades. For ITIs having grade

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1 to 1.99, have to apply through Apprenticeship portal using their NCVT/DGT affiliation MIS code.

- (iii). Government & Private Training Centers approved by NSDC under SDMs/SMART & PMKKs provided that they have spare capacity to run them
- (iv). BTP will have to apply through portal for registration
- (v). RDSDE for designated trades and NSDC for optional trades will review the application of BTP
- (vi). RDSDE/NSDC as per their jurisdiction, will arrange for physical inspection of BTP by a committee constituted for this purpose.
- (vii). Submission of inspection report on-line by the committee.
- (viii). Review of inspection report and approval of BTP by RDSDE/NSDC, as per the BTP pertaining to their jurisdiction.
- (ix). Selection and offer to BTP on-line by RDSDE/NSDC, as per the BTP pertaining to their jurisdiction.
- (x). Ministry will slowly move towards a uniform process of approval of BTPs for both designated and optional trade in due course of time

D. BTPs interested to avail the benefits of the scheme must fulfill the following:

After approval, they can get registered

- (i). BTP must be registered on the "apprenticeship.gov.in" portal (for Designated Trades) and apprenticeshipindia.org (for Optional Trades). The two portals will get merged into one integrated portal shortly.
- (ii). BTP must have an Aadhaar/ Pan linked Bank Account.

8.4. Fields under apprenticeship training

Apprenticeship training can be provided to apprentices across all Industry sectors including manufacturing, services and trading. These can be broadly categorized under two categories as under:

- (i). Designated trade-Designated trade means any trade or occupation as notified by the Government. As on 31st July 2018, there are 261 designated trades are available for apprenticeship training as notified on the portal.
- (ii). Optional trade- All Apprenticeship courses approved by SSCs but not included as part of "Designated trade"

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8.5. Duration of Apprenticeship training

Apprenticeship Training consists of Basic Training and on the-Job-Training/Practical Training at the workplace in the industry. Duration of apprenticeship training for different routes for getting the financial benefits of the scheme will be as follows:

Routes of Apprenticeship Training	Duration* of Apprenticeship Training including Basic Training (as per duration specified in the curriculum)	Basic Training Exempted
*ITI Pass Outs	6 -24 months	Yes
Trainees of Dual System of Training (DST)	6-12 months	Yes
Graduates	3 - 12 months	Yes
Diploma Holders	6 - 24 months	Yes
All Pass Outs from the NSQF aligned courses including PMKVY/DDUGKY etc.	6 -24 months	Yes
Pursuing Graduation/ /Diplomas	3 -24 months	Yes
Fresh Apprentices	6 – 24 months	No

Note-1. Exemption is only in case the candidate opts for Apprenticeship training in a course related to his qualification as specified in the curriculum of each course separately. It is expected that candidates exempted from Basic Training have enough knowledge to enable them to undertake OJT, without the need to go through the Basic Training.

2.*For Designated Trades the duration of a few courses are notified upto 36 months.

8.6. Contract of apprenticeship

Contract of apprenticeship must be entered between apprentice and the employer. All contracts of apprenticeship under Designated Trade must be registered with the appropriate "Apprenticeship Advisor". Also for Optional Trades, the contract of apprenticeship must be registered with the appropriate "Apprenticeship Advisor" to make them eligible for financial support under NAPS.

8.7. Examination and certification

After completion of apprenticeship training, apprentices will need to go through an assessment to be conducted by the DGT/SSC/Establishment/NSQF awarding bodies. Certificates will be awarded to apprentices on the basis of mark secured by the apprentice. In case of DGT/SSC exam, practical will be conducted by the establishments engaging the apprentices and theory will be online exam conducted by DGT/SSCs/ NSQF awarding bodies.

In case the employer opts for NAPS (or even without NAPS in case the

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establishment opts for Joint certification), the assessment will be conducted jointly by the concerned Sector Skill Council & the establishment. The theory part of this assessment would be online to be conducted by the DGT/SSC concerned while the practical would be conducted by the employer at the shop floor premises and would be evidence based. In such cases the certificates will be awarded to apprentices on the basis of assessment done jointly by the establishment and DGT/ concerned Sector Skill Council.

In case of apprentices of Dual System of Training (DST) in ITIs, their exam would be taken by DGT as per the examination guidelines of DST. The successful candidates shall be eligible for NTC certificate and not NAC certificate.

9. Processing of Claims under NAPS.

9.1. Payment of reimbursement claims towards stipend support to the Employers under NAPS

- I. The prescribed stipend, shall be paid to apprentices by the establishment on a monthly basis through the Aadhar linked bank accounts of apprentices (or any other prescribed bank account in case of NE states & J&K). For this purpose, the employers are required to seek bank details from the apprentices.
- II. Establishments are required to upload a proof for payment of full amount of stipend to the apprentice along with the attendance particulars. Government of India's share will be reimbursed on a quarterly basis by the respective agency i.e. DGT/RDSDE/SAA in respect of Designated Trades & NSDC/SSDMs in respect of Optional Trades. The entire processing of such claims will be online. (Here on after defined as the relevant authority)
- III. The respective agency will verify the information uploaded by the establishment and on confirmation of the training conducted and full amount of stipend paid, they will reimburse the payment to establishments' bank account on receipt of claims in prescribed format from the employers on line at the end of each quarter and subject to on line verification of payment of stipend to the apprentices.
- IV. Payment for last quarter shall be made only after apprentice appear for the assessment
- V. Payment for each quarter shall be made only after adjusting for dropouts.

Reimbursement under NAPS is not applicable for apprentices under DST in ITIs.

9.2. Sharing of Basic Training Cost to Basic training Providers under NAPS

The following procedure shall be adopted under the scheme for payment of basic training cost i.e. INR 7500/- per apprentice for maximum of 500 hours calculated @ 15 per hour:

The respective agency will make the payment towards cost of basic training to Basic Training Providers through their bank account on the advice of the

establishment which has engaged the TP to conduct the basic Training. For the basic training of 500 Hours payment of INR 5000/- per apprentice as a basic training cost shall be made after successful completion of basic training and the remaining basic training cost i.e. INR. 2500/- per apprentice shall be paid after completion of apprenticeship training by the apprentice & upon his/her being successful in appearing in the assessment processes in respect of courses where Basic Training & OJT is being done sequentially . In case where the Basic Training & OJT is being done simultaneously the payment will be made @ INR 10/- per hour at the end of each month. The remaining INR 5/- per hour will be released after the completion of apprenticeship training by the apprentice & upon his/her being successfully appear for the assessment process.

10. Monitoring of the establishments

Monitoring is required to ascertain the status of implementation of the scheme. Therefore, it is expected that 5% to 10% of the total beneficiary establishments under the scheme would be subject to actual physical verification every year by the concerned authority under the Act. They will be selected on a computerized random basis.

11. Eligibility and role of Brand Ambassadors

- (i). Have undergone apprenticeship training and are successful in their field.
- (ii). Employers engaged or engaging apprentices.
- (iii). They will be selected/appointed by the MSDE

Brand ambassadors will be paid @ INR 2500/- per day whenever they are called for any workshops/seminar/meeting. They would also be reimbursed travel expenses at actuals whenever they are required to travel not exceeding INR 1000/- per visit.

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