



# Apprenticeship: Earning While Learning

[www.apprenticeshipindia.org](http://www.apprenticeshipindia.org)



## Apprenticeship 101

### National Apprenticeship Promotion Scheme (NAPS)

Any establishment with greater than 30 employees must recruit apprentices from 2.5% - 15% of the total headcount for a period of 6-36 months.

Reimbursement of 25% of 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 **Rs. 7500/-** for a maximum of 500 hours) by the **Government of India** to Basic Training Providers (BTPs)

### Chief Minister's Apprenticeship Promotion Scheme (CMAPS)

Reimbursement of an additional **Rs 1,000/-** stipend per month will be borne by the **GoUP**

Central + State  
**Reimbursement Rs.2500/-**

## Apprenticeship Stakeholder Responsibilities

### Apprentice

- Registration
- Opportunity Selection
- Offer Acceptance
- Contract Approval
- Training Period
- AITT Examination
- NAC Certification

### Establishment

- Registration
- Opportunity Creation
- Apprentice Selection
- On-boarding
- Attendance Tracking
- Stipend Disbursal
- Quarterly Reimbursement Claim

### Government

- Verification: Student and Establishment
- Approval of Contract
- Monitoring
- Reimbursement of Stipend
- AITT Examination

## Incentives and Benefits

### For Apprentice

- Average apprentice receives **Rs.7000/-**
- **Skill development /Employability** Improved links to market
- Soft-skill and **enhanced professionalism** from on-the-job training.
- Additional Qualification

### For Industry

- **Apprentice is better value**, stipend with reimbursement lower than salary.
- Employer **exempt from EPF and ESI**
- End-to-end **automated hiring process**.
- **Lower Attrition** with apprentice
- **Compliance** with mandatory law
- **Training can be booked under CSR**

## Eligibility

i. ITI Pass Outs

ii. Graduates / Diploma Holders

iii. All Pass Outs from the NSQF aligned courses including PMKVY/ DDUGKY etc.

iv. Dual-Learning Mode from ITI

v. Pursuing Graduation / Diplomas

vi. Fresh Apprentices (8<sup>th</sup>, 10+2)  
For Optional

Employee Strength	Eligibility for Apprenticeship	Apprentice Band	Apprenticeship Duration
0-3	Not eligible	Not eligible	Not eligible
4-29	Optional	2.5% - 15% of Employee strength	6-36 months
30 or more	<b>Mandatory</b>	<b>2.5% - 15% of Employee strength</b>	<b>6-36 months</b>

## Complete Industry Partnership with OJT + DST + Apprenticeship

**On-The-Job (OJT)** system allows students of ITI across all streams to experience the industry work environment as part of their course.

The short-term visitation and training will allow students to connect theoretical learning with industrial experience.

### Dual System Training (DST)

program aims to create linkages between industries and ITIs, providing high employability courses to trainees, who gain theoretical training at ITIs and practical training through hands-on exposure in the industries.

**The ITI and Industry partnership is formalized by an MoU.**