



Apprenticeship Innovations in India

A presentation for SSTC Virtual Skills Fair

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Apprenticeship in India



WORK

TRAIN

SKILLS

EARN

Apprenticeship is Law

Apprenticeship in India is governed under Apprentices Act, 1961

Establishments Eligibility criteria

Establishments with employee strength >30 mandated to engage apprentices

Components of apprenticeship

Apprenticeship consists of basic training & on the job training

Stipend during training

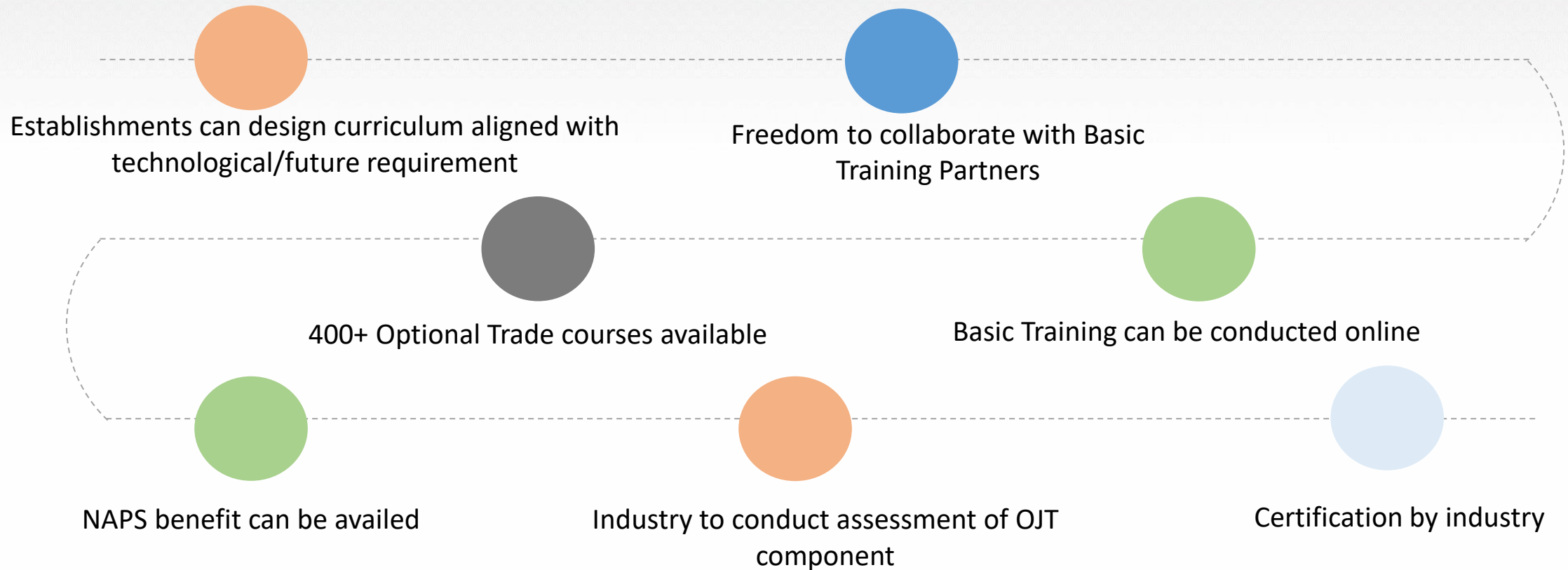
Mandatory to pay stipend as per educational qualification in curriculum

Types of Trades

- Designated Trades: Notified by Govt.
- Optional Trades: Industry demand driven



Why Optional Trades?

Under Optional Trades, industry can run both NAPS and Non-NAPS trainings





Apprentices Act: Flexible discretion to companies

Band
Can engage apprentices within a band of **2.5% to 15%** of workforce.





Flexibility
Apprenticeship duration between **6-36 months**. Can outsource/conduct basic training in-house

Design
Industry has flexibility to **design own courses** in line with technologies / future requirements



Inclusive
Degree/Diploma/ITI Certificate Holder, apprenticeship open for all including STT trained candidates.

Convenient
Apprenticeship life-cycle process now fully automated on the apprenticeship portal.



Self-regulation
Move from Regulation to Self-Regulation. SSC CEO's appointed as JAA.

NAPS: Extends Financial Support to Organizations



Sharing of cost of basic training with Basic Training Providers (BTP); up to **INR 7,500 for 3 months**



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

National Apprenticeship Promotion Scheme (NAPS) was launched in August 2016; financial benefits extended by the Govt. of India

Degree & School Apprenticeship



School Apprenticeship

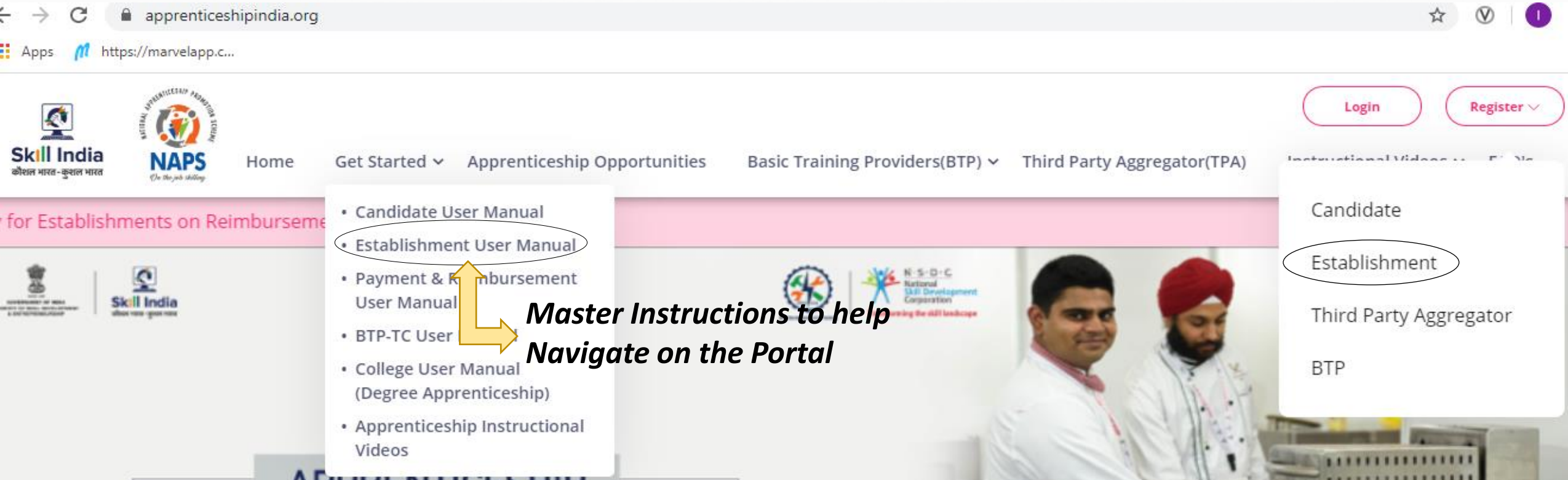
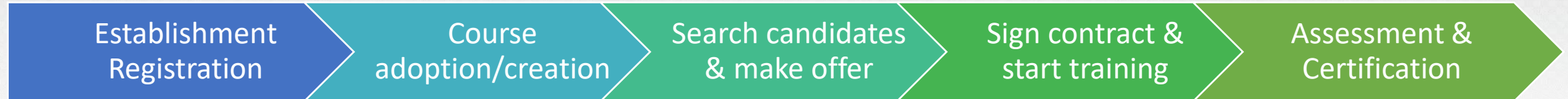
- For students of standard 9th-12th
- 11K+ Schools; 13 Lakh+ students
- 21 SSCs; 125 QPs
- Multiple Entry/Exit
- Pilot: 8 Aspirational dist. (6 States)
- Apprenticeship Curriculum for 36 QPs | BT-Exemption | Stakeholder-orientation (all States) on NAPS



Degree Apprenticeship

- Formally accepted by UGC – Guidelines.
- A formal contract and stipend to students
- Tri-partite MoU: College + SSC+ industry partners
- Financial benefit to industry under NAPS
- Apprenticeship portal : Students can find apprenticeship opportunities in job roles and locations

Life cycle of a contract on the apprenticeship portal



apprenticeshipindia.org

Apps https://marvelapp.c...

Home Get Started ▾ Apprenticeship Opportunities Basic Training Providers(BTP) ▾ Third Party Aggregator(TPA) Login Register ▾

- Candidate User Manual
- Establishment User Manual
- Payment & Reimbursement User Manual
- BTP-TC User
- College User Manual (Degree Apprenticeship)
- Apprenticeship Instructional Videos

Master Instructions to help Navigate on the Portal

- Candidate
- Establishment
- Third Party Aggregator
- BTP

Key Features of the Apprenticeship Portal

Unified Portal for OT and DT

Requirements of Apprentices Act, Rules and NAPS Guidelines

Common User Interface

Apprenticeship Advisor mapping

Paperless lifecycle of apprenticeship

Registration

Course creation

Stipend Payment

Reimbursement

Assessment

User Manuals and Instructional Videos

TPAs

Candidates

BTPs

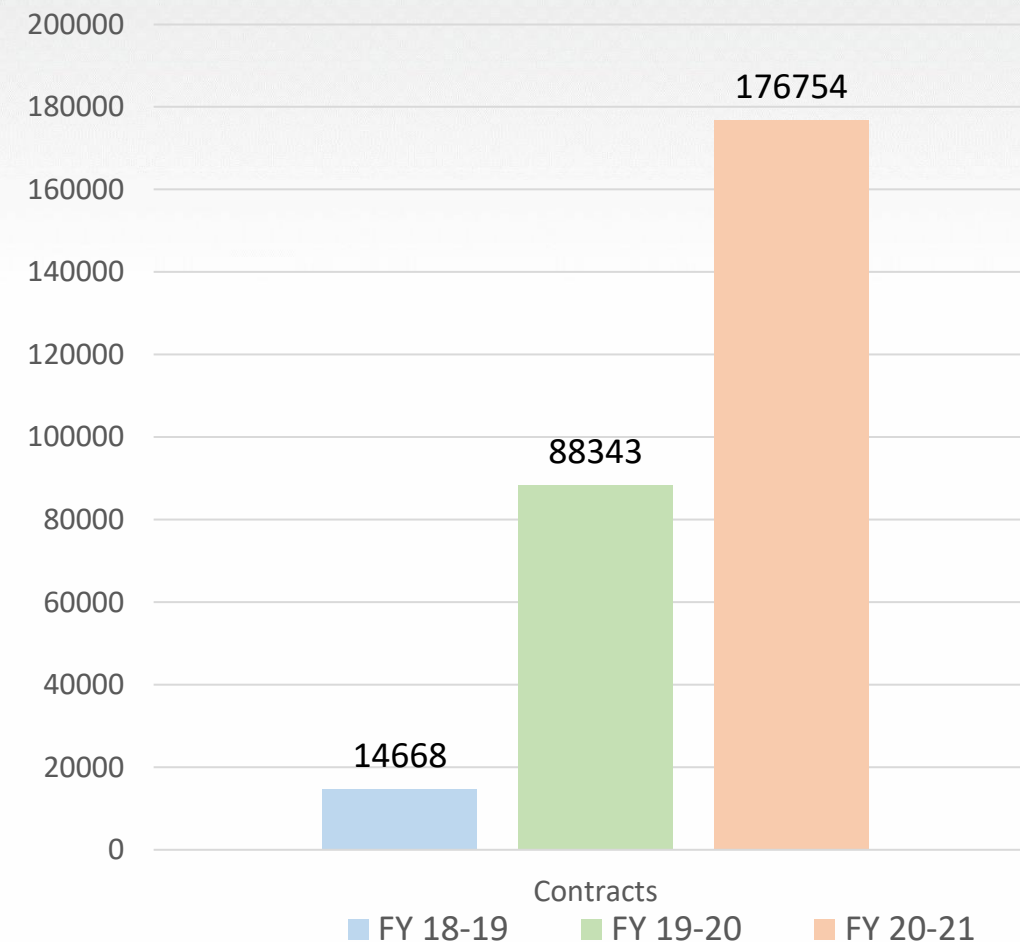
Degree Apprenticeship

Establishments

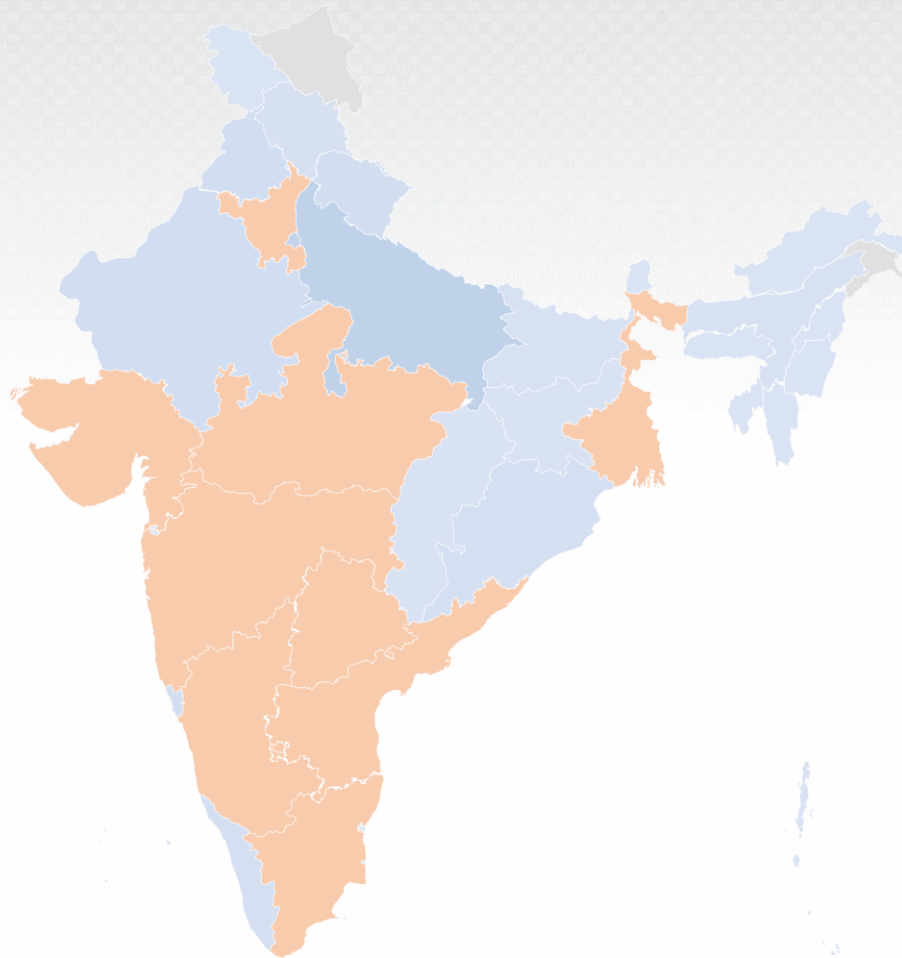
Optional Trades as per 31st March 2021

Item	Data
Total Apprentices Engaged (Cumulative) (since inception till date)	2,79,765
Total Active Establishments (Active: at least 1 contract generated)	6,499
Apprentices Engaged (FY 2020-21)	1,76,754
Top Sectors CFY 20-21	<ul style="list-style-type: none"> • Automotive • Electronics • Retail • BFSI • IT-ITeS
Top States CFY 20-21	<ul style="list-style-type: none"> • Maharashtra • Gujarat • Tamil Nadu • Haryana • Karnataka

Apprentices Engaged (Contracts)

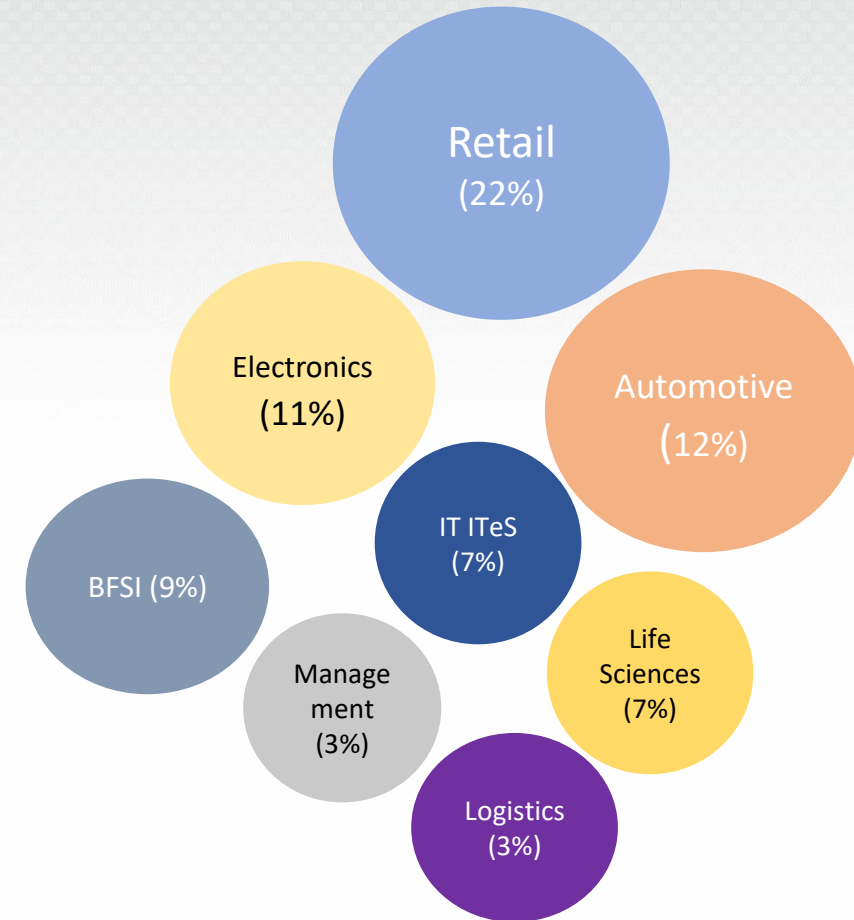


Top States & Sectors under Optional Trades



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Maharashtra, Gujarat, Tamil Nadu, Karnataka, Haryana, Telangana, West Bengal, Uttar Pradesh, Delhi, Madhya Pradesh; these states account for **87%** of total OT contracts

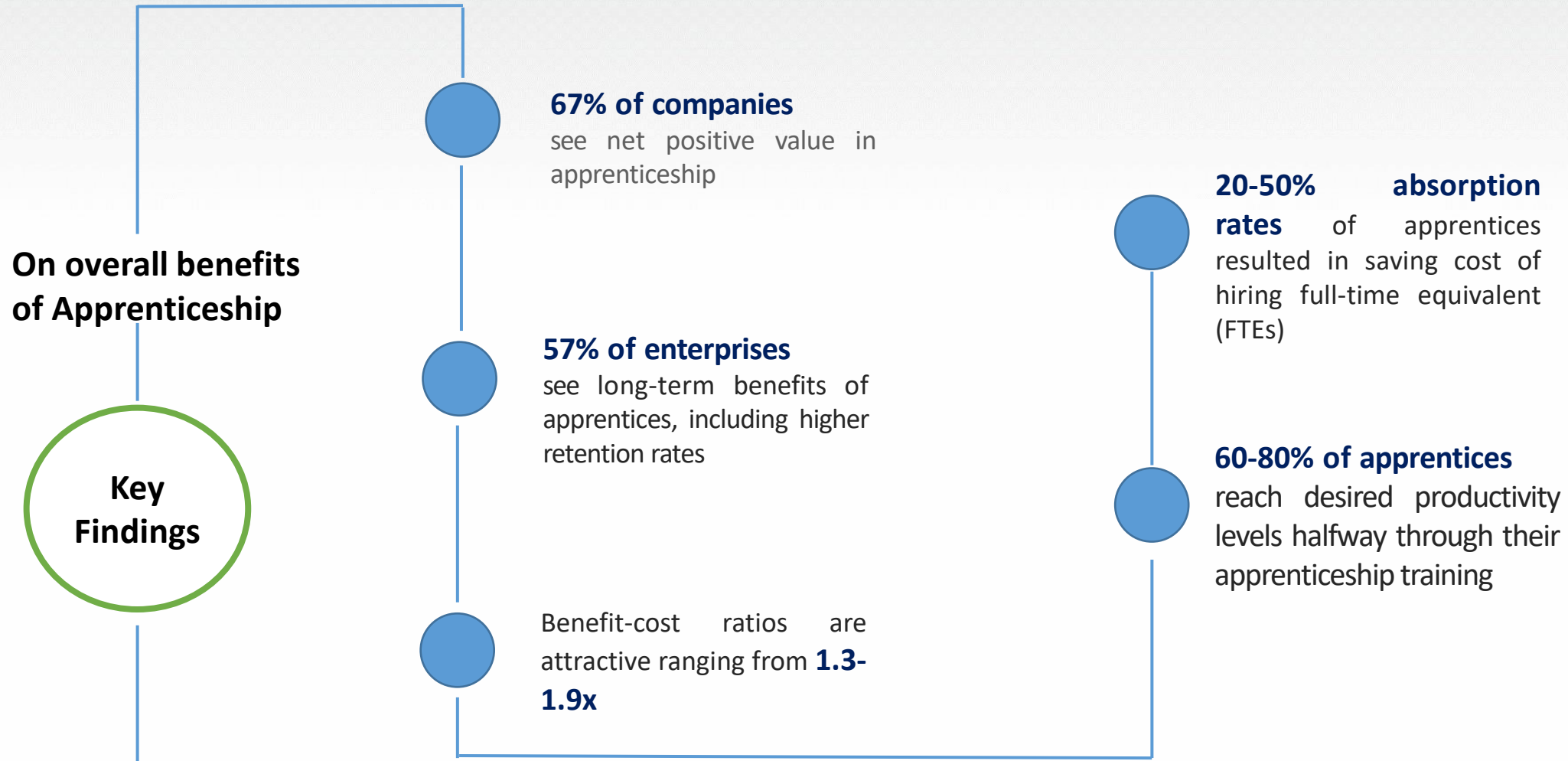


These sectors accounts for **85%** of total optional trade contracts till date



Apprenticeship in India: Findings of Survey (NAPS)

Joint survey conducted by **NSDC and Dalberg** with over **100 companies** engaging apprentices. Following are the findings:-



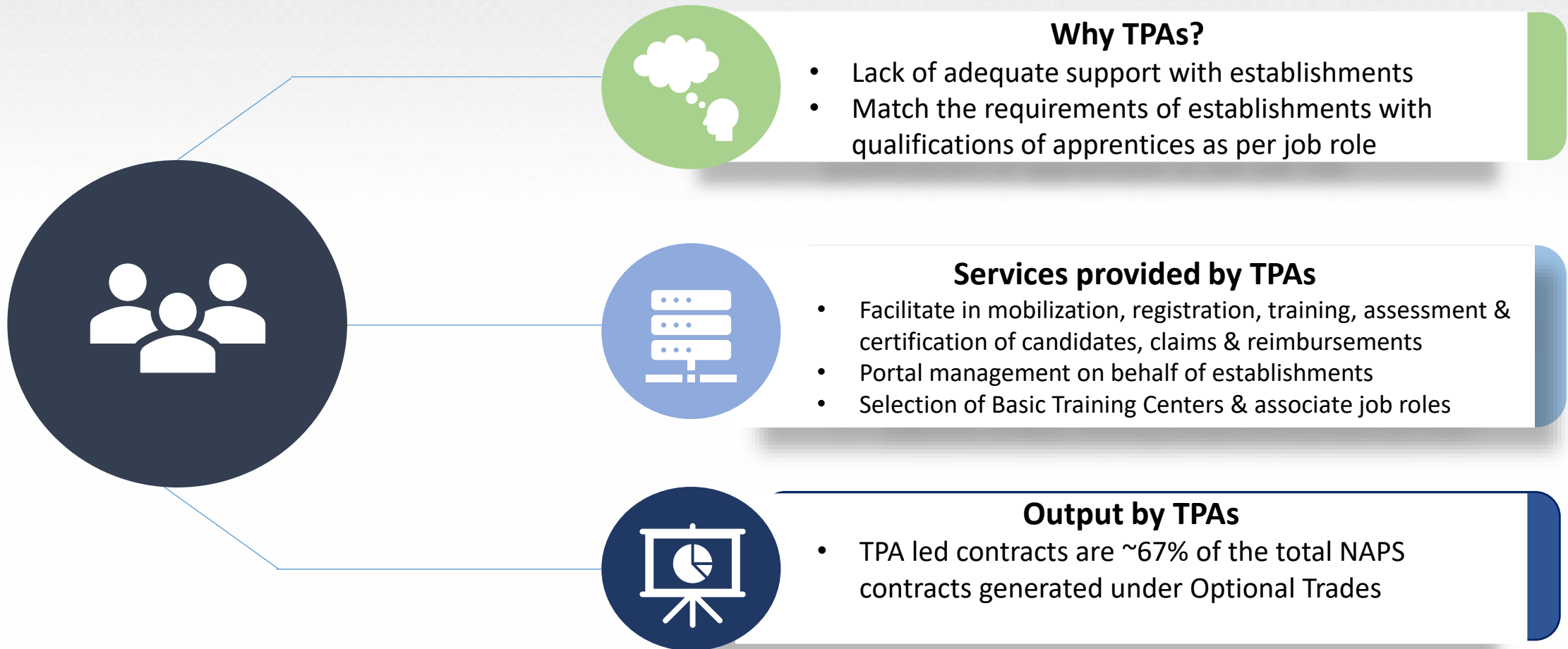
Apprenticeship in India: Findings of Survey (NAPS)



Some sector-wise findings are as below:-

	BFSI	Life Science & Healthcare	Automotive	Retail	Tourism & Hospitality
See positive net value in apprenticeship	67%	61%	60%	38%	53%
Benefit to Cost ratio across sectors	1.7-1.9x	1.7-1.9x	1.5-1.7x	1.3-1.5x	1.6-1.8x
Apprentices reached full productivity	3 months	3 months	3 months	Halfway	Halfway
Saved recruitment cost while converting apprentices into FTEs	50%	26%	22%	49%	38%





*“Coming together is a beginning; keeping together is progress; working together is success.”
Henry Ford, founder of Ford Motor*

Thank You

