YOU IMPROVE THEIR TODAY.
THEY IMPROVE YOUR TOMORROW.

Create a job-ready workforce for your organisation through National Apprenticeship Promotion Scheme (NAPS).

EMPLOYMENT THROUGH APPRENTICESHIP
Apprenticeship combines class room training with on the job training that enables learners to acquire right employability skills. It is a globally accepted way of training potential employees on the shop floor/office premises.

WHAT IS APPRENTICESHIP

- Apprenticeship
  - Basic Training (including lab exposure)
  - On the job Training

WHY SHOULD YOU ENGAGE APPRENTICES?
- Productivity and motivation level is higher in apprentices compared to regular employees
- Return on Investment (R.O.I.) is positive
- Cost of fresh recruitment goes down as shop floor training covered in the program
- Studies reveal that attrition is lower in case of apprentices compared to regular employees; hence cost of re-hiring goes down
- No obligation to hire the apprentice post-training
- Apprentices not treated as workers; ESI/EPF exempted
- Apprenticeship spend by companies over and above the mandatory legal requirement qualify under CSR (as per clarification issued by MCA)
- Financial benefits introduced by Govt. under National Apprenticeship Promotion Scheme (NAPS)

APPRENTICESHIP IS LAW: KEY PROVISIONS
Establishment Eligibility and Norms for Apprenticeship

<table>
<thead>
<tr>
<th>Employee Strength</th>
<th>Eligibility for Apprenticeship</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-3</td>
<td>Not eligible</td>
</tr>
<tr>
<td>4-29</td>
<td>Optional</td>
</tr>
<tr>
<td>&gt;30</td>
<td>Mandatory</td>
</tr>
</tbody>
</table>

Minimum prescribed stipend to be paid to apprentices.
The law gives companies the flexibility/discretion to implement the apprenticeship program:
- Bandwidth of apprentices to be employed (2.5-15%)
- Flexibility to design apprenticeship courses
- Duration of training (6-36 months)
- Apprenticeship now open to both manufacturing and services sector
- Companies can engage students from both technical & non-technical sectors (including dropouts from formal education system)

FINANCIAL INCENTIVES FOR ESTABLISHMENT (UNDER NAPS)
- Sharing of cost of Basic Training up to INR 7,500 for 500 hours
- Sharing of 25% of prescribed stipend/cost, subject to a maximum of INR 1500 per month per apprentice

Come and join the apprenticeship program. Over 2000 ready to go apprenticeship courses available across sectors like Retail, BFSI, Tourism, Apparel & others.
For further information, please visit apprenticeship portal: https://apprenticeshipindia.org/
For any specific queries may please contact Ms. Inakshi Walia at: Inakshi.walia@nsdciIndia.org