



**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



## 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)

## 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

## APPRENTICESHIP IS LAW: KEY PROVISIONS

Establishment Eligibility and Norms for Apprenticeship

Employee Strength	Eligibility for Apprenticeship
0-3	Not eligible
4-29	Optional
>30	Mandatory

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)



**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/>

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