



**APPROVED
THIRD PARTY AGGREGATOR**

NATIONAL APRENTICESHIP PROMOTION SCHEME

TRAIN AND RETAIN HIGH-QUALITY APPRENTICES





Shivam Engineering Services was established 15 years ago with the sole motto of providing employment opportunities for the rural & BPL youth through “Skill Development”

Today women are also playing a key role in the country's Economic Development. This is only possible by making women Atmanirbhar. It has always been Shivam Engineering belief to provide equal opportunity to women. 50% of the work force deployed by us comprise of women.

Over the years we have established our reputation with the Industrial houses and training institutes to become their preferred partner. We will always ensure that we will be focused on providing industry with skilled labour by empowering rural and BPL youth.

WHAT IS APPRENTICESHIP TRAINING?

APPRENTICESHIP

CREATE A SKILLED WORKFORCE
Train and retain high-quality apprentices

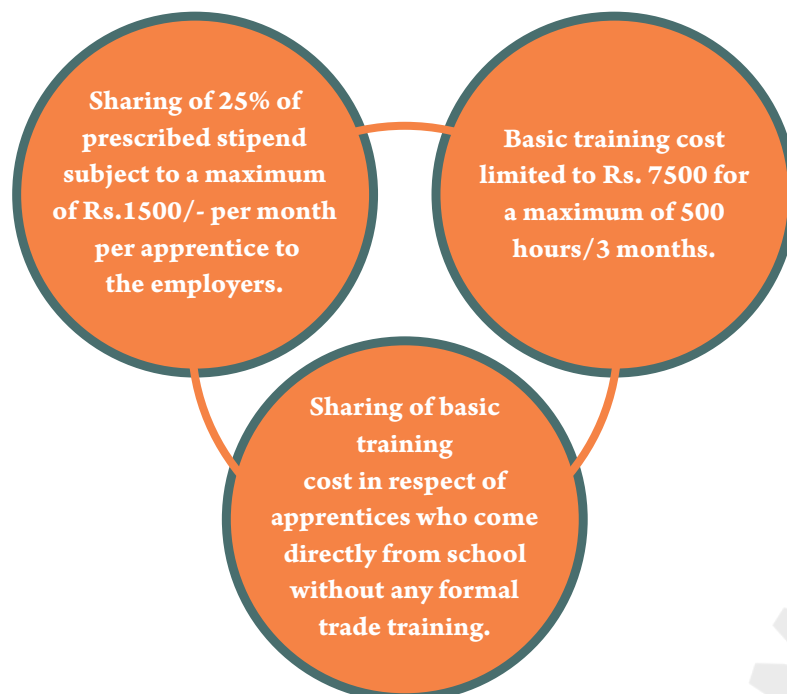
Apprenticeship Training is one of the most efficient ways to develop the youth, through on the job training, making them Industry ready. It is the most promising Skills delivery vehicle in the Industrial Training Ecosystem, world over, providing structured training in the real working environment. Equipped with practical learning should enhance employability. Apprenticeship Training is a successful model in many countries. In India the Act has been in place since 1961, with schemes reviewed and streamlined over the years.



Benefits to employer under NAPS

- ✓ **More than 50% saving by the establishments & annual saving is approximately Rs.60,000 per year per apprentice.**
- ✓ **No ESI, No EPF applicable.**
- ✓ **Apprentices cannot participate in Workers Union activities.**
- ✓ **Apprentices while learning, also contributes towards production.**
- ✓ **Organization can utilize the CSR budget for all expenditure related to the Apprentice Trainees under NAPS including payment of stipend and TPA service charges.**
- ✓ **For Organizations having multi location facilities, the total manpower is calculated at pan India and outside India locations but Apprentices can be enrolled in one or more location at the discretion of the organization.**
- ✓ **Organization will be given an incentive of 25% of the Apprentice stipend being paid to each Apprentice Trainees up to an upper limit of Rs. 1500/- per month per apprentice.**
- ✓ **Sharing of cost of basic training with basic training providers (BTP) up to INR 7,500/- for 3 months/ 500 hours**

Basic Components of NAPS



Establishment Under the Preview of Apprenticeship Mandate

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

Stipend Payment to Apprentices

Category	Prescribed minimum stipend amount
School pass-outs (Class 5th - class 9th)	Rs. 5000 per month
School pass-outs (class 10th)	Rs. 6000 per month
School pass-outs (class 12th)	Rs. 7000 per month
National or state Certificate holder	Rs. 7000 per month
Technician (vocational) apprentice or Vocational Certificate Holder or Sandwich Course (Student from Diploma Institution)	Rs. 7000 per month
Technician apprentices or diploma holder in any stream or sandwich course (Student from degree Institution)	Rs. 8000 per month
Graduate apprentices or degree apprentices or degree in any stream	Rs. 9000 per month



Types of Apprentices and Authorities

Type of Apprentices	Qualification	Authority
Graduate/Technician Apprentices	Diploma Engineer / BE	BOAT, Ministry of HRD
Trade Apprentices	ITI	DGT, MSDE
Optional Trade Apprentices	Any person with minimum 5th std. pass and up to Post Graduates Technical & Non Technical	NSDC

MHRD - Ministry of Human Resources & Development

BOAT - Board of Apprenticeship Training

MSDE - Ministry of Skill Development & Entrepreneurship

DGT- The Directorate General of Training

NSDC - National Skill Development Corporation

Eligibility of Trainees for Apprenticeship

- ✓ **Age: 18 Years and above**
- ✓ **Qualification: Min. 5th Pass, ITI, any Diploma, Graduate or Post Graduate (Pass-out/Pursuing/Drop-Out).**
- ✓ **Candidates must have an Aadhaar number**
- ✓ **Candidates must have an Bank account (Aadhaar Linked)**





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