



# NAPS

*On the job skilling*



Transforming the skill landscape

Ministry of Skill Development &  
Entrepreneurship (MSDE)



**Skill India**  
कौशल भारत - कुशल भारत

## NATIONAL APPRENTICESHIP PROMOTION SCHEME

- ▶ National Apprenticeship Promotion Scheme is a new scheme of Government of India to promote apprenticeship
- ▶ It was launched on 19th August 2016
- ▶ Apprenticeship Training consists of Basic Training and On-the-Job training/  
Practical Training at workplace in the industry.

## Why NAPS is required

- ▶ To promote apprenticeship training
- ▶ To incentivise employers who wish to engage apprentices
- ▶ To increase the engagements of young pass outs

## Who is an apprentice?

- ▶ An apprentice is a person who has entered into an contract with the employer for apprenticeship training under the Apprenticeship act.
- ▶ Age: 18-35 Years
- ▶ Qualification: 5th pass onwards, any Diploma (Pass-out/Pursuing/Drop-Out) & any Graduate or Post Graduate (Pass-out/Pursuing/Drop-Out). Also, according to some courses, the course authorized by NAPS may have fifth pass and above education

## Benefits to the organisation

- ▶ Addresses skill gap for the industry
- ▶ Industry can design and run apprenticeships in customised courses.
- ▶ Increases availability of industry ready skilled manpower well versed with culture of the company
- ▶ Reduces attrition
- ▶ Reduces expenditure on recruitment process
- ▶ Loyalty factor in apprentices is relatively higher

## Benefits to the organisation

- ▶ Financial support from the Government through NAPS (Sharing of 25% of the prescribed stipend, subject to a max Rs. 1,500/m per apprentice)
- ▶ Customised training tailored to specific needs of business
- ▶ Single window for all national compliance.
- ▶ Stipends paid do not attract any statutory deduction/ payment obligation on the part of the corporate/industry (No PF, No ESIC etc.).

## NAPS Mandate

- ▶ It is mandated by law that any establishment having more than 30 employees, is mandated by law under the Apprenticeship Rules, 1992 as part of Apprenticeship Act, 1961 (amended in 2014)



*Humanity Ahead*

**BVG India Ltd**  
**BVG Skills Academy**  
Establishment under NAPS Program  
Bharat Vikas Group (BVG) Company

**Corporate Office** :Midas Tower, 4th Floor, Phase 1, Hinjewadi Rajiv Gandhi Infotech Park, Hinjawadi, Pune, Maharashtra 411057

Phone : +91 20 3509 0000 / 7410565438 [naps@bvgindia.com](mailto:naps@bvgindia.com) [www.bvgindia.com](http://www.bvgindia.com) [www.bvggroup.biz/napsnats](http://www.bvggroup.biz/napsnats)