



*Humanity Ahead*

**National Apprenticeship  
Promotion Scheme (NAPS)**

**BVG INDIA LIMITED**



**Skill India**  
कौशल भारत - कुशल भारत



**N · S · D · C**  
National  
Skill Development  
Corporation

**Transforming the skill landscape**



**NAPS**  
*On the job skilling*



## ABOUT BVG

Inspired by thoughts of the great thinker Swami Vivekananda, a teenage engineering student set out in 1991 to contribute to India's Progress (Bharat Vikas).

In 1993, he started a non-profit organisation Bharat Vikas Pratishthan to help poor & needy students. Having been through financial struggles himself his, career began with TELCO (now Tata Motors) as a graduate trainee engineer in 1995 and his non-profit now started to help rural youth to get jobs and livelihood.

Destiny supported the enterprising nature of Mr H. R. Gaikwad and his burning desire to help India's progress led to the birth of BVG (Bharat Vikas Group) in 1997 as an integrated services company with 8 people & 1 client to 56000+ employees.

Sheer focus on quality of work and 'Yes, we can do' approach, a dedicated team of BVGians has taken BVG from 8 members company to one of the India's Largest Integrated services company serving 800+ sites for 750+ customers in 70 cities across 22 states.

## SKILLING BVG

- ◇ BVG is engaged in the area of skilling since inception through providing internal training which expanded into implementing government skilling programs since 2011.
- ◇ We are an implementing agency under Director General of Training, Ministry of Skill Development & Entrepreneurship Govt. of India and National Skill Development Corporation for the implementation of "NAPS" (National Apprenticeship Promotions Scheme)
- ◇ We have successfully implemented SGSY (Swarnjayanti Gram Swarajgar Yojana) under MoRD (Ministry of Rural Development) by training and placing 25,000 rural youth in 19 states.
- ◇ We have developed a degree course in facility management with YCMOU which is a recognised university of Govt. of Maharashtra.
- ◇ We are a NSDC (National Skill Development Corporation) partner.
- ◇ We are also registered NEEM facilitator under the name of BVG Skill Academy with AICTE vide Registration number: 1-3718223721
- ◇ BVG through KVK (Kaushalya Vardhan Kendra) is imparting skill training by operating 500 KVK centres in the state of Gujrat with MoLE (Ministry of Labour & Employment)
- ◇ We have signed "Best in Class" employer MOU with THSC (Tourism & Hospitality Sector Skill Council)
- ◇ We are also implementing DDUGKY (Deen Dayal Upadhyay Gramin Kaushalya Yojana) in 6 states (UP, Rajasthan, Karnataka, Odisha, Tamilnadu & Maharashtra)
- ◇ We are also implementing PMKVY (Pradhanmantri Kaushalya Vikas Yojana) in 2 states (UP & Maharashtra)



# About National Apprenticeship Promotion Scheme (NAPS)

The National Apprenticeship Promotion Scheme is a flagship scheme of Government of India to promote apprenticeship. It was launched on 19th Aug 2016. Apprenticeship training consist of basic training and On-the-Job training / Practical training at workplace in the industry & is mandated by law under the Apprenticeship Rules, 1992 as part of Apprenticeship Act, 1961 (Amended in 2014). The Apprentices Act, 1961 makes it obligatory for employers to engage apprentices in designated trades and in optional trades. Directorate General of Training (DGT) under Ministry of Skill Development & Entrepreneurship monitors the implementation of the scheme of apprenticeship training.

There are 5 categories of apprentices namely, trade apprentices, graduate apprentices, technician apprentices, technician (vocational) apprentices and optional trade apprentices

## Eligibility of NAPS :

Age: 18 years and above.

## Educational Qualification :

5th pass to 10th pass any Diploma (Pass-out/Pursuing/Drop-out), any Graduate or Post Graduate (Passout/Pursuing/Drop-out).

## Area of Operation :

PAN India without any local approval.

## Stipulations of training between BVG India Limited & Apprentice:

- ◇ A contract shall be signed between NAPS promoter and the NAPS Apprentice to capture all terms & conditions which would govern the relationship.
- ◇ The NAPS training starting date has to be mentioned in the contract letter.
- ◇ The agreement between NAPS promoter and NAPS Apprentice does not guarantee employment after completion of On-Job-training.
- ◇ The stipend shall be at par with the prescribed NAPS guidelines , and also minimum wage for unskilled/Semi-skilled/Skilled category of the particular state.
- ◇ The Apprentice would be covered under Workmen's Compensation Act, 1923.
- ◇ NAPS Apprentice shall be engaged during regular working hours and they would be eligible for leaves as prescribed by the policy of the establishment / industry where the apprentice will be placed for the training.
- ◇ No NAPS Apprentice shall be required or allowed to be posted in the training beyond designed working hours. (Exceptions can be taken only after written approval of designated authority)

## Period of Training :

Minimum: 12 months to maximum 24 months (As per job role).



## Stipend:

- ◇ NAPS promotor shall pay all enrolled NAPS apprentice a remuneration / stipend which shall be at par as per NAPS guideline or minimum wage for unskilled/semi-skilled/skilled category of that particular state.
- ◇ Remuneration / stipend shall be paid as a single consolidated amount and such payment shall not attract any statutory deductions like PF, ESIC, Gratuity etc.

## Termination of Training :

- ◇ The contract of the training shall expire on the end of the period of training as mentioned in the contract letter signed between the NAPS Apprentice and NAPS promotor.
- ◇ Either party can terminate the contract by notifying in writing to the other party and by giving a notice of thirty days.

## Training Completion Certification:

- ◇ NAPS Apprentice will get a training skill assessment certificate at the completion of training of the respective sector skill council.

## To Industries - Why Choose NAPS ? :

- ◇ The NAPS Missions helps to build a pool of talent, which is industry ready to meet the organizational needs of organizations at an optimum cost.
- ◇ Any candidate between age group 18 & above and min 5th pass to max Post Graduate(any stream) can be deployed under NAPS training for the period of minimum 12 months & maximum 24 months.
- ◇ Since this will be a training related contract hence the laws related to labour and employment are not applicable.
- ◇ Trainees under NAPS Scheme are not entitled for any statutory contribution from the employers.
- ◇ Stipends paid do not attract any statutory deduction / payment obligation on the part of the corporate and industry.
- ◇ It's not obligatory to continue Apprentice or offer any employment after completion of training period.
- ◇ Selection of Apprentice is solely the prerogative of the employer as NAPS promoter. BVG India Limited shall take care of sourcing, administration & stipend disbursement of trainees.
- ◇ BVG India Limited has its operations branch offices at all major industrial area across India.



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