



Skill India

कौशल भारत - कुशल भारत

Ministry of Skill Development And Entrepreneurship Approved

**National Apprenticeship Promotion
Scheme (NAPS)**



Humanity Ahead

BVG INDIA LTD

A Bharat Vikas Group Section 8 Company

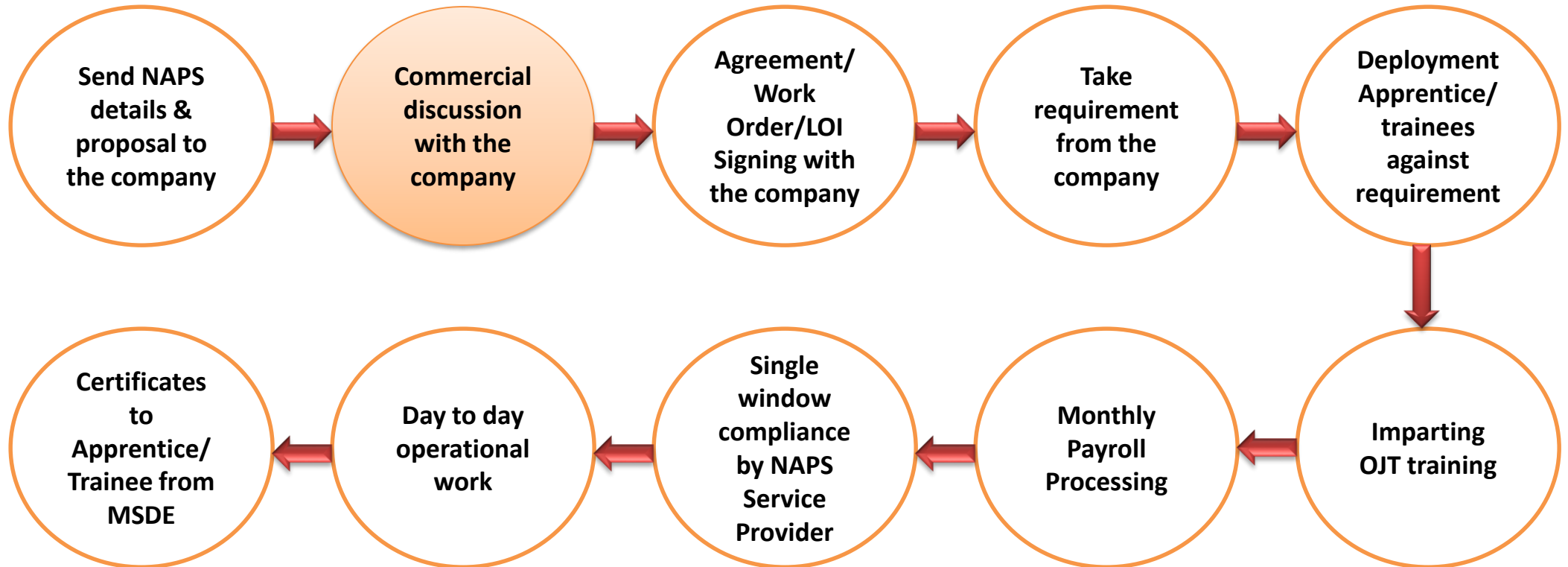
NAPS Registration No. E12172704382



How the system will work

- BVG will send NAPS proposal to the company / client.
- Discussion on commercial part & Signing of Agreement / Work Order/ Letter of intent for PAN India.
- Take outlet /Warehouses wise actual manpower requirement from company.
- BVG will start candidates mobilization, Candidates interview, Candidates joining formalities & deployment of Apprentices/Trainee as per the requirement of Company at respective & discussed state/location.
- BVG will do day to day operational work like, payroll process, data upload on Apprentice portal, issue contract letter, etc.
- BVG will provide 'On the Job' training as per Designated and Optional trade.
- Send monthly invoice, WC policy bill to the company for billing process.

Detailed Process





Pros and Cons of the System

Pros :

- ❑ Reduction in principle employer Liabilities.
- ❑ Skilled & flexible workforce to deliver production targets.
- ❑ Development of workforce as per industry skill needs.
- ❑ Good productivity in optimized permanent manpower.
- ❑ Legal hassle free system for manpower engagement.
- ❑ Relief in Statutory compliances & competitive edge on labour cost.

Pros and Cons of the System

Cons :

- ❑ There are no major cons in NAPS scheme. But following cons are observed :
 - Nature of work – Heavy industries for example Forging industry, metal industry, etc. face slightly higher attrition.
 - Non payment of compliances (PF, ESIC, Bonus).
 - Ego of Apprentice/trainee – If a skilled trainee is assigned a work of unskilled trainee then skilled Apprentice's/trainee's ego might get hurt resulting for attrition.



Mandatory Requirement

- The Agreement/Work Order/LOI shall be signed between NAPS Service Provider & Company.
- Minimum education criteria is 5TH pass to graduate candidates eligible for this Scheme.
- Candidate age should be 18 and above
- Any stipend paid to a Apprentice/Trainee is a consolidated amount. Paid stipend to Apprentices/trainees as per minimum wages.
- NAPS agreement will be valid for 1or 2 years as per Govt.regulation.
- Provide NAPS contract letters, WCI policy, Uniform & Safety Shoes to Apprentices/trainees.
- NAPS OJT shall be depends on for a minimum of 12 months and a maximum of 24 months and the trainings must be MSDE Trades.



Important details for Employer

- BVG will maintain monthly payroll process.
- Stipend will be as per minimum wages for respective states.
- Require below documents for vendor code generation :
 - Incorporation Certificate
 - GST Certificate
 - PAN Card
 - Shop Act
 - TAN No.



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THANK YOU...