



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 Years and above.
- ▶ Qualification: 10th Pass, 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 40 employees, is mandated by law under the Apprenticeship Rules, 1992 as part of Apprenticeship Act, 1961 (amended in 2014)



Humanity Ahead

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