

# Transform your business with National Apprenticeship Promotion Scheme (NAPS)



Apprenticeship is a proven solution the world over, to train the workforce as per emerging industry needs. The Indian leather industry, particularly the SMEs and MSMEs segments, are yet to adopt apprenticeships as a strategy to overcome skill deficit that affects productivity and business growth.



The National Policy of Skill Development and Entrepreneurship emphasizes on apprenticeship as key strategy for developing skilled workforce. To realize the goals of the policy, the Ministry of Skill Development and Entrepreneurship launched National Apprenticeship Promotion Scheme (NAPS) with Basic Training and On-the-Job training as key components.

## Highlights of National Apprenticeship Promotion Scheme (NAPS)

- ✓ Incentive for the industry of up to Rs.1500 per month per apprentice Sharing of cost of training up to Rs. 7500 per fresher apprentice
- ✓ Partnering with Third Party Agency (TPA) for Basic Training Facilitates creation of talent pool relevant to the industry

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### Engage an apprentice under NAPS

“Leather industry is expected to create an additional employment of 3.7 million during 2017 - 2022. Apprenticeship is a great opportunity to ensure skilled workforce as per the requirements of the leather industry.”

**Shri. Habib Hussain, Chairman, LSSC**

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“Indian leather industry has tremendous potential for business in international markets. Apprenticeship is the best way to skill the youth as per global standards through demand-driven training.”

**Shri Mukhtarul Amin, Chairman, CLE**

### Benefits to the leather industry

- 2.5% - 10% of total workforce (including contractual) can be apprentices
- CSR budget can be utilized for apprenticeship program
- Reduces long-term costs and eases statutory and regulatory requirements
- Proactively address hiring requirements by training the apprentices as per industry needs

### Benefits to the candidates

- An opportunity to learn while they earn from the age of 14 years
- Exposure to real work environment through hands-on training
- Acquire skills and knowledge from industry experts
- Better employment opportunity after completion of apprenticeship

# Eligibility of organizations for participation in NAPS

**Any person/entity who has business in any trade/occupation, can participate in NAPS. In order to avail the benefits of NAPS, organizations must:**

- ▶ Engage apprentices in a band of 2.5% to 10% of the total strength of the establishment
- ▶ Be registered with EPFO/ESIC/LIN/UDYOG AADHAR\*
- ▶ Have a TIN number
- ▶ Be registered on the apprenticeship portal
- ▶ Have Aadhaar linked bank account

\*EPF and ESIC is not mandatory

## Amendments to Apprentices Act of 1961 as implemented in NAPS

- Amendments made to the 1961 Act in 2014 to make it more attractive for both industry and youth
- Removal of stringent clauses like imprisonment and legal penalties for industry
- Third-party agencies (TPAs) are encouraged to undertake basic training for MSME units who do not have internal facilities to do so. An MSME unit is also allowed to split such hands-on apprenticeship across two or three industrial units.
- Launch of National Apprenticeship Portal where all companies can publish their trade-wise requirement of apprentices and online registration and enrolment of apprentices.
- Curriculum of major apprenticeship courses have been revised to make them more industry-relevant, competency-based and NSQF-compliant
- Scope is expanded to include all undergraduate, postgraduate and other approved vocational courses such as PMKVY, MES
- Industry should cover basic necessities of apprentices; the stipend payable has been directly linked to minimum wages at the state level.
- The revised stipend would be 70% of the minimum wages in the first year, followed by 80% and 90% in the second and third years, respectively. Industry is free to pay higher stipend to apprentices.



**Apprenticeship portal link**

**<http://www.apprenticeship.gov.in/pages/apprenticeship/home.aspx>**

## Contact us

Reach us for any suggestions and feedback, print our complete address with phone and email

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