National Apprentices Promotion Scheme (NAPS)
What is Apprenticeship?

Apprenticeship training is a course of training in an industry or establishment, under a contract of apprenticeship which consists of

a) basic training component and

b) on-the-job-training (OJT)/practical training at the workplace, which is mandatory under the Apprenticeship Act, 1961.

About NAPS

National Apprenticeship Promotion Scheme (NAPS) is launched by Ministry of Skill Development & Entrepreneurship to promote apprenticeship training and create a WIN-WIN situation for the employer.

Benefits of NAPS

- For employer, it will provide financial support and will be useful to address the skill gap.
- For Candidates, it will enable them to provide the career growth and they will earn while they learn.
Why Apprenticeship & Norms of Apprenticeship?

- Increased Productivity
- Utilization of CSR Funds
- High Dedication and Loyalty
- No-Obligation to Hire
- High ROI
- Reduced Cost of Recruitment
- Lower Attrition

**Employee Strength** | **Eligibility for NAPS** | **NAPS Band** | **Duration**
---|---|---|---
0-5 | Not Eligible | Not Eligible | Not Eligible
6-40 | Optional | 2.5% to 15% | 6-24 Months
> 40 | Mandatory | 2.5% to 15% | 6-24 Months

**Job Roles in NAPS**
1. Stitcher Footwear
2. Skiving Operator
3. Cutter Footwear
4. Line Supervisor
5. Lasting Operator
6. Stitcher Good & Garments
7. Quality Control Inspector (G&G)
8. Quality Control Inspector (Footwear)
Benefits to Industry

**Basic Training Cost**
(If Industry wants to Provide basic training)

- Reimbursement of Training Cost @ Rs.15/- per hour up to the limit of Rs.7500/-
- Balance training cost after adjusting the reimbursement if any will be booked under CSR funds.

**Stipend to Apprentices**

- Sharing of 25% of prescribed stipend subject to a maximum of INR 1500/- per month per apprentice to all apprentices with the employers.
- Balance 75% of stipend paid to apprentices will be booked under CSR Funds
Stakeholders of NAPS

- Ministry of Skill Development & Entrepreneurship
- National Skill Development Corporation
- LSSC (Joint Apprenticeship Advisor)
- Third Party Aggregator
- Basic Training Providers (BTP)
- Establishment
**Process Flow**

1. **Calculate the total work force of Industry**
2. **Derive the percentage of Apprentices to be taken based on the need (2.5% to 15%)**
3. **Link with TPA**
4. **Mobilization of Candidates and Signing the contract with Apprentices**
5. **Provide Basic training by Industry or Training Provider as the case may be with the Support of TPA (If need)**
6. **Put the Apprentices into the On-Job Training after completing the Basic Training**
7. **Certification and successful completion of Apprenticeship Contract**
8. **Conducting Assessments by LSSC**
9. **Conducting Shop Floor Assessments by Establishment in the presence of SSC**
10. **Submitting weekly logbook report to SSC by TPA along with the required photos and Videos**
11. **Conducting Assessments by Establishment in the presence of SSC**
12. **Conducting Assessments by LSSC**
13. **Certification and successful completion of Apprenticeship Contract**
Thank You!