

## **“Enhancing the employability quotient of graduates through Apprenticeship”**

The Government of India has embarked on a major initiative to boost the employability of the huge numbers of students passing out of general degree courses in the country, viz., BA, BSc & B.Com courses, through a systematic integration of industry apprenticeship with education. Taking into account the provisions of the Apprenticeship Act, 1961, the National Apprenticeship Promotion Scheme (NAPS), 2016 and the huge demand emanating from the higher education system, the Government has an ambitious target for graduates passing out general degree courses in May 2019 entering into apprenticeship opportunities with different eminent companies.

The Apprentices Act, 1961 makes it obligatory for employers to engage apprentices in “designated trades” and in “optional trades” for all employers who have a workforce of 40 employees or above (sum of total regular and contract employees), across the manufacturing, services, trading sectors etc within a band of 2.5% to 10% of the total workforce. For establishments having work-force of 6-40 employees, engagement of apprentices is optional. However, for establishments with 5 employees or less, are not permitted to engage apprentices.

Keeping in view the importance of Apprenticeship Training, the “National Apprenticeship Promotion Scheme” was notified by the Ministry of Skill Development & Entrepreneurship (MSDE) Government of India on 19<sup>th</sup> August 2016 providing for following financial support to the industry undertaking apprenticeship programmes under the Apprentices Act, 1961:-

- (i) Sharing of 25% of prescribed stipend subject to a maximum of INR 1500/- per month per apprentice to all apprentices with the employers.
- (ii) Sharing of cost of basic training with Basic Training Providers (BTP) up to a maximum of INR 7500 per trainee.

The primary approach is one where degree students passing out in April-May 2019 would be directly channelled into industry apprenticeship for a period of 6 months to one year depending on the sector chosen. Such apprenticeship opportunity would be facilitated by the concerned Sector Skill Councils (SSCs) under the Ministry of Skill Development & Entrepreneurship. Such apprenticeship would be assessed as per the National Skill Qualification Framework (NSQF) and a certificate at the appropriate NSQF level would be given to the successful students, apart from a monthly stipend depending on the location.

In order to establish realistic, sector-wise apprenticeship numbers, the establishments are requested to indicate the number of apprentices that the organisation would like to/can absorb in April- May 2019 from the degree students, along with the likely job roles. After assessment within, please register and log in on the [www.apprenticeshipindia.org](http://www.apprenticeshipindia.org) portal and indicate employment strength, demand, number of vacancies which will be created, number of job roles, number of vacancies to be created, number of apprentices to be hired in each job role so as to enable consolidation of the same and reporting to the Ministries of Skill Development & Entrepreneurship and Human Resource Development. This exercise can be done in consultation with the Sector Skill Councils (SSC) who shall play a crucial role in the tie up of apprenticeship opportunities for students.

Kindly treat this exercise as a priority to align our activities with national priorities.