Shastri Bhawan, New Delhi
Dated: 17.12.2021

To,

1. **Shri P.N Jumle,**
    Director
    Board Of Apprenticeship Training (WR)
    2nd Floor, Administrative Building,
    ATI Campus, V.N Purav Marg, Sion,
    Mumbai – 400022

2. **Shri S.M. Ejaz Ahmed,**
    Director
    Board of Practical Training (ER)
    Block –EA, Sector –I, Salt Lake City,
    Kolkata – 700064

3. **Mr. S.K. Mehta,**
    Director
    Board of Apprenticeship Training (NR)
    16/1-A, Lakhanpur,
    Kanpur- 208024

4. **V. Krubha Shankar,**
    Director
    Board of Apprenticeship Training (SR),
    4th Cross Street, C.I.T. Campus,
    Taramani, Chennai – 600113

Subject: Continuation of National Apprenticeship Training Scheme (NATS) - regarding.

Sir,

I am directed to refer to the above mentioned subject and to say that the Cabinet Committee on Economic Affairs (CCEA) in its meeting 24.11.2021 has approved the following proposal as contained in the para 9 of the CCEA note **(copy enclosed)** of this Department:-

(i)   Continuation of existing National Apprenticeship Training Scheme (NATS) for next 05 years i.e. from 1.4.2021 to 31.03.2026 with an outlay on Rs.3054 crore for graduates, diploma holders (engineering and general streams such as BA, BSc, B.Com) and students degree and diploma level courses in sandwich programme of engineering.

(ii) Continuation of NATS with 50% reimbursement of the prescribed stipendiary rates to corporate body/establishments for the next five years i.e. from 1.4.2021 to 31.03.2026.

2. You are, therefore, requested to take all necessary action, including revamping of NATS portal to:-

(i)   provide apprenticeship training to students of general streams such as BA, BSc, B.Com.

(ii) ensure payment/reimbursement of stipend as per the prescribed rates, as notified vide notification dated 25.9.2019 by Ministry of Skill Development & Entrepreneurship (MSDE), w.e.f. 1.4.2021.

3. You are also requested to make persistent efforts to achieve the target, set by Secretary, Department of Higher Education during his meeting with all of you held on 16.12.2021, of training 1.50 apprentices during the current financial year i.e. 2021-22 and 3.00 lakh apprentices per year from the next financial year.

4. It has also been decided that Boards shall no longer handle the Apprenticeship/Internship Embedded UG Program in the general stream as the same is already being looked after by AICTE.

5. The guidelines on NATS, duly approved by Hon'ble Education Minister are also attached.

6. You are requested to ensure implementation of the Scheme as per the guidelines and the provisions of the Apprentices Act, 1961 and the Apprenticeship Rules, 1992.

Yours faithfully,

Enclosures: As Above

(Achint Kumar)
Under Secretary to the Government of India
Tel: 011-23070425

GUIDELINES FOR IMPLEMENTATION OF NATIONJAL APPRENTICESHIP TRAINING SCHEME UNDER MINISTRY OF EDUCATION

1. **Introduction**

The Cabinet Committee on Economic affairs approved continuation of National Apprenticeship Training Scheme (NATS) for a further period of 05 years with effect from 01.04.2021 on 24.11.2021. Under NATS, the apprentices are imparted training by the organizations at their place of work. Trained managers, with well-developed training modules ensure that apprentices learn the job quickly and competently. National Apprenticeship Training Scheme (NATS) is one of the flagship programs of Government of India for skilling Indian Youth. The Scheme is operated as per "The Apprentices Act, 1961" (as amended from time to time) & "The Apprenticeship Rules, 1992" (as amended time to time).

2. **Objectives of the National Apprenticeship Training Scheme**

The objectives of the National Apprenticeship Training Scheme (NATS) are to:

(i) promote skill development and to bridge the gaps in providing the skill the students do not acquire during their study in colleges and thus to make them more employable; and

(ii) facilitate the employers to train disciplined and skilled manpower to meet the required human resources in the emerging areas like Production Linked Incentive scheme and PM GatiShakti National Master Plan.

3. **Implementing Agencies:**

National Apprenticeship Training Scheme (NATS) is implemented through Boards of Apprenticeship/Practical Training located at Mumbai, Chennai, Kanpur & Kolkata, which are autonomous organizations under the Department of Higher Education, Ministry of Education.

4. **Target Group: -**
   - Graduate or equivalent in engineering/technology streams
   - Diploma or equivalent holder in engineering/technology streams
   - Students studying degree and diploma level courses in sandwich programme of engineering/technology
   - Graduate or equivalent in general streams such as BA, BSc & B. Com (10+2+3/4)
   - Diploma in general Streams (10+2+2) [Ref: MoE mail communication dated Sat, Apr 06, 2024 04:02 PM
   - Final year students studying degree and diploma courses in AEDP of General stream or Engineering / Technology. [Ref: MoE O.M. No.16-20/2024-TS.VII dated 08.10.2024.]
   - B.Voc & D.Voc courses for Graduates & Diplomas. [Ref: MoE E-mail dated 09.10.2024 09:10 AM]

5. Areas of Apprenticeship

5.1 Under this scheme the apprentices are trained in designated trades or optional trades.

5.2 The thrust areas to be covered are Artificial Intelligence, Internet of Things (IoT), Block Chain, Robotics, Quantum Computing, Data Sciences, Cyber Security, 3D Printing & Design, Augmented Reality (AR) Virtual Reality (SA) and other emerging sectors.

5.3 The scheme will also cover the 13 sectors identified under Production Linked Incentive (PLI) Scheme namely (i) Mobile Manufacturing and Specified Electronic Components, (ii) Critical Key Starting materials/Drug Intermediaries & Active Pharmaceutical Ingredients (iii) Manufacturing of Medical Devices (iv) Automobiles and Auto Components (v) Pharmaceuticals Drugs, (vi) Speciality Steel, (vii) Telecom & Networking Products, (viii) Electronic/Technology Products, (ix) White Goods (ACS and LEDs), (x) Food Products, (xi) Textile Products: MMF segment and technical textiles, (xii) High efficiency solar PV modules, and (xii) Advanced Chemistry Cell (ACC) Battery. The scheme will also prepare skilled work force for connectivity/logistics industry sectors, identified under PM GatiShakti National Master Plan.

5.4 The scope of NATS has also been expanded to include students from Humanities, Science and Commerce besides students from engineering stream. Students of non-engineering streams would be provided apprenticeship in trades related to Travel & Tourism Management, Library Science, Modern Office Practice Management, Hotel Management & Catering, Banking & Financial Services & Insurance, Hospitality, Secretarial Commercial Practice, Office Management and any other trade, required by Industry and establishments.

5.5 The regional boards shall ensure coverage of this scheme to the aspirational districts of the Country, tribal areas & vulnerable sections.

6. Duration of the Apprenticeship

The Duration of apprenticeship shall be for a period of a minimum six (06) months to a maximum of 3 years depending on the requirement of industry, students and government. However, the reimbursement of stipend to the industry shall be restricted to a maximum of 12 months.

7. Flexibility in the operation

There shall be no obligation by the industry/ establishment for providing permanent employment to the apprentices.

Establishments operating the business in different regions of India can implement the scheme under any one of the Boards under PAN India basis.

The establishments can pay an amount greater than or equal to the prescribed amount fixed by the Government to the apprentices.

8. Enrolment for NATS

AS part of the process, all the stakeholders shall have provision to enter their details to be enrolled in the scheme in the online portal of NATS (www.mhrdnats.gov.in) This shall be applicable to students, institutions & establishments.

8.1 Student Enrolment

Graduates/Diploma holders in Engineering & General Streams are eligible for enrolment for Apprenticeship training provided their Apprenticeship contract forms are registered by BOATS/BOPT within 3 years from the date of passing of their final examinations. The students pursuing sandwich courses in Engineering at Degree and Diploma level are also required to enroll themselves in the portal through their educational institutions, so that they can undergo apprenticeship, as prescribed in the curriculum, as Graduate (Sandwich) & Technician (Sandwich) apprentices.

8.1.1 After successful completion of enrolment, the student will receive system generated confirmation. The Establishments can select the students as Apprentices for training through the following single /multiple selection methods;

a. Campus selection by the Establishment

b. Establishment's own advertisement

c. Participating in centralized pattern of selection

d. Accessing enrolled student data from the portal

8.2   Institution Enrolment

The Institutions offering graduate and diploma course can enroll students directly in bulk after approval.

8.3   Establishment Enrolment

All establishments with a minimum headcount from 4 to 29 numbers are eligible under the Apprentices Act, 1961 (as amended from time to time). For establishments with manpower headcount of 30 and above shall have to engage the Apprentices mandatorily.

9.   Issuance of Certificate of Proficiency

The apprentices who have successfully completed training and have obtained the Record of Progress (ROP), duly approved by the training establishments/industries, shall be eligible to get a Certificate of Proficiency (COP) issued by the Regional Boards. For this, on completion of apprenticeship training. the establishment shall be required to upload the ROP of the Apprentices mentioning their overall (Excellent Very Good/Good) performance during the training period. The apprentices can download the COP after 07 days of issuance and uploading of ROP by the establishment.

10.   Contract of apprenticeship

Employer may shortlist candidates' specific to sector, trades, region etc. and offer letters for engaging candidates through portal. Employer may also select apprentices off-line and upload the details of apprentices before start of apprenticeship training on the portal. Contract of apprenticeship must be entered between apprentice and the employer. The contract of apprenticeship shall be registered with concerned regional Boards through the NATS web portal.

11. Stipendiary Support

The apprentices shall be given stipend as per the rates notified in the Gazette Notification issued after the approval by Central Apprenticeship Council (CAC). Full amount of prescribed stipend, including Government of India's share shall be paid to apprentices by the training establishments/industries. The Government shall reimburse fifty per cent (50%) of the prescribed stipend, as notified from time to time to establishments/industries. The establishments are free to give a higher rate of stipend to the apprentices. Stipend shall be paid monthly by the industries/ training establishment where the apprentice is undergoing apprenticeship.

12. Processing of Claims

12.1 At the time of submitting claims to the concerned Board, the training Establishments/Industries are required to upload a proof for payment of full amount of stipend to the apprentice along with their attendance particulars.

12.2 The Government of India's share will be reimbursed on a quarterly basis by the respective Boards.

13. Monitoring of the establishments

Monitoring is required to ascertain the status of implementation of the scheme. Therefore, it is expected that 2% to 5% of the total beneficiary establishments under the scheme would be subject to actual physical verification every year. They will be selected on a computerized random basis. The monitoring will be done by the respective Regional Board.

Amendment: -

- Diploma in general Streams (10+2+2) [Ref: MoE E-mail communication dated Sat, Apr 06, 2024 04:02 PM
- Final year students studying degree and diploma courses in AEDP of General stream or Engineering / Technology. [Ref: MoE O.M. No.16-20/2024-TS.VII dated 08.10.2024.]
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