

FAQs – Apprenticeship Training under the Apprentices Act, 1961

1. What is apprenticeship training?

Apprenticeship training is a course of training in any industry or establishment, undergone in pursuance of a contract of apprenticeship between employer and apprentices and under prescribed terms and conditions. Apprenticeship training has two components:

- i. Basic training
- ii. On-job training

2. Is Apprenticeship Training mandated under any Act?

Yes; Apprenticeship Training is covered under the Apprentices Act, 1961 (last amended in 2014). As per this Act

- All the establishments having work force (regular and contract employees) of **40 or more** are **mandated** to engage apprentices undertake Apprenticeship Programmes in a range from 2.5% -10% of their workforce (including contractual employees) every year.
- For establishments having a workforce **between 6 & 40**, engagement of apprentices **is optional**.
- Establishments have a workforce of **5 or less** are **not permitted** to engage apprentices.

3. Which kinds of industry covered under this programme/mandate?

Industries in all sectors of economy namely manufacturing and service are covered under this programme/mandate.

4. What is National Apprenticeship Promotion Scheme?

National Apprenticeship Promotion Scheme (NAPS) is a new scheme of Government of India to provide financial incentives to establishments undertaking the apprenticeship training. It was launched on 19th August 2016.

5. What are the components of NAPS?

The scheme has the following two components:

- Reimbursement of **25% of prescribed stipend** subject to a **maximum of Rs. 1500/- per month per apprentice** by the Government of India to all employers who engage apprentices.
- Reimbursement of expenditure on basic training **limited to Rs. 7500/- for a maximum of 500 hours/3 months @ Rs. 15/hour**, by the Government of India to Basic Training Providers (BTPs) in respect of fresher apprentices who come directly for apprenticeship training without any formal training.

6. **What are the objectives of NAPS?**

The main objective of the scheme is to promote apprenticeship training and to increase the engagement of apprentices from 2.3 lakh during August, 2016 to 50 lakh cumulatively by year 2020, **through following incentives:**

- To support establishments, specially the SMEs, to engage apprentices under the Apprentice Act and reimburse stipend to them as per prescribed rates- under NAPS i.e. 25% of prescribed stipend subject to a maximum of Rs. 1500/- per month per apprentice is reimbursed to such establishments by the Government of India to engage apprentices
- To support the establishments,(specially the SMEs), who do not have in house Basic Training Facilities to set up such facilities in house or at a center outside its premises or to engage Training Partners to undertake the Basic Training activity on their behalf for fresher apprentices who need to undergo such Basic Training before joining the shop floor(on the job) Training under the Apprenticeship programme- Basic training cost up to a limit of Rs. 7500/- per apprentice for a maximum of 500 hours/3 months) is reimbursed to the Basic Training Provider engaged by them under NAPS by the Government of India

7. **Who implements the Apprenticeship Programme for designated and optional trades, including NAPS?**

The Apprenticeship Programme in India under the Apprentices Act 1961 is implemented by the Ministry of Skill Development and Entrepreneurship (MSDE) at the national level. The MSDE has entrusted the Directorate General of Training [DGT] to implement the apprenticeship training falling under "Designated Trades" category and made the National Skill Development Council [NSDC] responsible for implementation of apprenticeship training under "Optional Trades". DGT through its Regional Directorates of Skill Development and Entrepreneurship(RDSDE) is implementing Apprenticeship Training for

designated trades. For more details regarding Trades & Courses please visit apprenticeship portal <http://apprenticeshipindia.org>

8. What is structure of training programme of Apprenticeship Training?

Apprenticeship training has two components:

- i. Basic training
- ii. On-job training

9. What is Basic Training?

Basic Training is imparted only to the fresher apprentices for acquiring a reasonable ability to handle Instruments/Machineries/Equipment independently prior to being moved to Shop Floor/Work Area for practical training / On-Job Training.

Basic training consists of theoretical and practical/lab instructions portion of every Apprenticeship Programme syllabi relating to a particular trade in which on-the-job-training is to be imparted. The basic training is an essential component of apprenticeship training for those who have not undergone any institutional training/skill training before taking up on-the-job-training/practical training.

10. What is the duration of the Apprenticeship Training? Who all are exempt from Basic Training component?

Training against each category is given here under:-

Routes of Apprenticeship Training	Duration* of Apprenticeship Training including Basic Training (as per duration specified in the curriculum)	Basic Training Exempted
*ITI Pass Outs	6 -24 months	Yes
Trainees of Dual System of Training (DST)	6-12 months	Yes
Graduates	3 - 12 months	Yes
Diploma Holders	6 - 24 months	Yes

All Pass Outs from the NSQF aligned courses including PMKVY/DDUGKY etc.	6 -24 months	Yes
Pursuing Graduation/ /Diplomas	3 -24 months	Yes
Fresh Apprentices	6 – 24 months	No

11. What is the duration of Basic Training?

Basic Training usually accounts for 20-25% of the duration of the overall Apprenticeship Programme, depending on the specific requirement of the curriculum.

12. Whether contract should be signed before Basic Training?

Yes, contract should be signed between Employer and Apprentice (in case of fresh apprentices) before start of Basic Training.

13. Where basic training can be done?

- i) National Skill Training Institutes(NSTI), National Skill Training Institutes(W)
- ii) Government & Private Industrial Training Institutes (ITIs) having 1 star rating or above affiliated to NCVT/DGT.
- iii) Government & Private Training Centers affiliated with NSDC under SMART portal & the Pradhan Mantri Kaushal Kendras (PMKK).
- iv) Industries/ establishments with “In-House Basic Training facility” designated as Basic Training Providers.
- v) Basic Training Centers set up/supported by Industry/Industry clusters/Industry Chambers/Associations.
- vi) Stand-alone Basic Training Centers like Polytechnic, Universities, Engineering & Management Colleges having good ranking.
- vii) Basic Training Centers empaneled under State Govts & other Gol schemes

Going forward such centers will need to meet the standards specified as per Section 3.2.2 of the BTP guidelines and get themselves registered as Basic Training Provider. The standards are mentioned in the template in the Annexure section of the guidelines.

14. What is On-the-job-training (OJT)?

OJT is practical training imparted at the workplace premises of an establishment.

15. What are the kinds of Trades /Courses establishments can take up under the Apprentices act?

There are two categories of Trades defined under the Apprentices act 1961-

- **Designated Trades:** Those notified by the Govt. are referred to as "Designated Trades" and
- **Optional Trades:** the others which are not included in the notified list of the Designated Trades but opted as a Trade/Course to be run under the Apprentices Act by an establishment. These are referred to as "Optional Trades".

16. What is a Designated Trade?

Designated Trades are long term courses which an establishment can run under the Apprentices Act 1961 (amended 2014) which have been notified by the Govt as a "Designated Trade." These are mostly engineering based and appropriate for the manufacturing sector. Courses under Designated Trades are designed by the Central Staff Training and Research Institute (CSTAR), approved by the Central Apprenticeship Council & notified by the Govt. as a Designated Trade. There are at present 261 such courses notified. Details are available on the apprenticeship portal <https://apprenticeshipindia.org/>

17. What is an Optional Trade?

Optional trade means any trade or occupation, or any subject field of engineering, non-engineering, technology or vocational training found relevant by an employer as per their requirements, other than the Designated Trades notified under the Act. Optional trades have been introduced under the Apprentices Act, 1961 to allow employers to create their own courses/trades for providing apprenticeship training. The concept of "Optional Trade" was introduced to give more flexibility to establishment to create courses as per their requirements in the manufacturing, services, trade or any other sector. This has also opened up opportunities to non-engineering Graduates in fields such as B.A, B.Com, B.Sc., (including those pursuing such courses) and 10+2 pass outs from social sciences/commerce or those who have completed NSQF aligned short terms courses to enroll under apprenticeship training programmes and become industry ready.

18. What courses are readily available to run under the Apprenticeship programme?

As on 1st August 2018, there are 261 Designated Trades and 200 + Optional Trades across 37 industry sectors available for apprenticeship training. Please refer the updated list of trades and sectors at the following links:

- Designated Trades: <https://apprenticeshipindia.org/courses/type/designated>
- Optional Trades: <https://apprenticeshipindia.org/courses/type/optional>

Besides there are 2000 plus NSQF aligned Qualification Packs (may be called as Job roles), designed for Short Term courses which the establishments can choose from and add a component of shop floor training (On the Job training) and design an Apprenticeship curriculum and run the Apprenticeship Programme under Optional Trade. Once curriculum is designed, kindly send the same to pangkhuri.borgohain@nsdcindia.org for necessary action.

List of such courses can be accessed through the Link “List if Existing QPs” under Approved courses on landing page of the Apprenticeship portal.

19. Who is an apprentice?

An apprentice is a person who is undergoing apprenticeship training in pursuance of a contract of apprenticeship training under the Apprentices Act, 1961(amended 2014).

20. What is the procedure for registration of candidate on the apprenticeship portal? How a candidate can undergo apprenticeship training?

- Candidate may access the apprenticeship portal and register him/ herself for an apprenticeship programme in a sectors/trades of his choice
- Search for potential employers and apprenticeship opportunities posted by them on the apprenticeship portal - <https://apprenticeshipindia.org/apprenticeship/opportunity>
- Send applications to potential employers for apprenticeship training,
- Receive offer letters from establishments on line and send his acceptance
- Sign the contract of apprenticeship with the establishment & commence the apprenticeship programme

21. Can an apprentice do self- registration? How?

The portal enables the candidates to do self-registration on the portal.

Step to step process is as below:

1. Click on the register button on the right most corner of the webpage- apprenticeshipindia.org



2. On the page that opens, enter your basic family and contact details and click submit

Candidate Registration

Personal Details

Name *

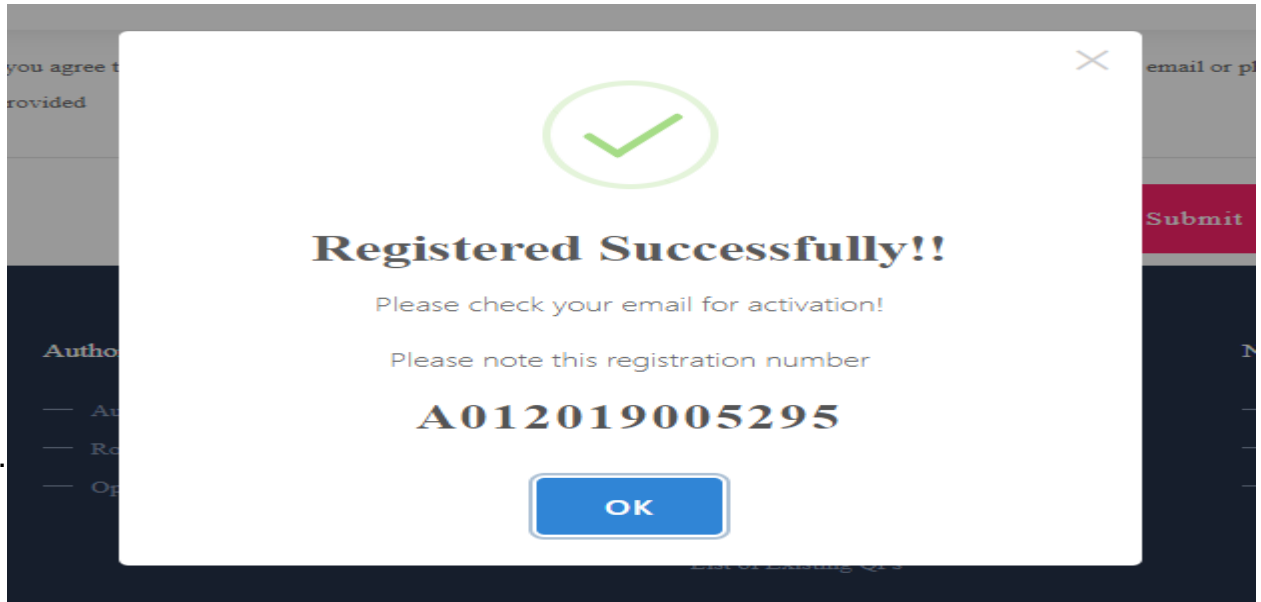
Father/Mother/Spouse Name * Relationship *

Enter your Father/Mother/Spouse Name

Date of Birth * Gender *

- 3.

Confirmation page appears with the registration number- This must be saved for further communication



4.

le activation-

A link is sent to the registered email id of the candidate from Apprenticeship India. The candidate needs to activate the link by clicking on it. Once the link is activated, he can go back to the portal and use his log-in ID which is the email address and the password to log in to his/her profile.

22. After Log-in what other details needs to be filled in by the candidate?

1. Complete your profile:

The candidate needs to add their educational detail; trade preference and verify their aadhaar number in order to complete their profile.

2. Explore apprenticeship opportunities:

The candidate may click on the apprenticeship opportunities tab and look for available opportunities. He can target his search by location and job role.

The candidate will then have the option to “view” the details about the opportunity available and if interested, then apply for the same through the option of “apply”.

3. Options displayed on the candidate’s dashboard:

After log-in the options made available on the portal dashboard includes:

- Contracts- Number of contracts you have got from establishments
- Applications-Number of opportunities you have applied for

- Invitations received- Number of offers received from the establishment

23. On which date is the apprenticeship training deemed to have commenced?

The date on which the contract of apprenticeship has been entered between employer and apprentice and registered online on the web portal <http://apprenticeshipindia.org>

24. What is the procedure for online registration of contract of apprenticeship?

- The establishment registers on the apprenticeship portal on line and views the application of candidates on line & notifies apprenticeship opportunities on line;
- Candidate registers on the apprenticeship portal & applies to an establishment for apprenticeship training against notified apprenticeship opportunities posted by an establishment;
- Establishment searches on the portal and offers a seat to candidates found suitable;
- An establishment can also search for the candidate offline and get them registered on the portal;
- Candidate receives the offer of apprenticeship on line from the establishment and accepts it;
- The acceptance is again reflected in the MIS account of establishment;
- The establishment approves the accepted offer from the candidate. A contract having a unique contract number is generated between the establishment and candidate and signed by both parties on line;
- In case of Designated Trades, this contract of apprenticeship is now reflected in the MIS account of approving authority and registered/approved by him;
- In case of Optional Trades, registration of contract is not mandatory. The competent authority will verify and approve the contract;

- Upon such registration/approval the candidate gets the status of an apprentice.

25. What categories of apprentice are covered under the Apprenticeship programme?

- ITI Pass Outs
- ITI trainees of Dual System of Training
- Graduates / Diploma Holders
- All Pass Outs from the NSQF aligned courses including PMKVY/DDUGKY etc.
- Perusing Graduation / Diplomas
- Fresh Apprentices

26. What categories of apprentices are required to undergo basic training?

- **All fresher apprentices** are mandatorily required to undergo basic training.
- Candidates who **don't have basic training or qualification** in the trade/course for which he/she has applied for apprentice on apprenticeship portal need to go through the basic training .

27. What is Pradhan Mantri Kaushal Vikas Yojana (PMKVY)?

PMKVY is the flagship scheme of the Ministry of Skill Development & Entrepreneurship. The objective of this Skill Certification Scheme is to enable a large number of Indian youth to take up industry-relevant skill training that will help them in securing a better livelihood. PMKVY courses are run by Training Partners under the Sector Skill Councils (SSCs) set up by National Skill Development Corporation (NSDC).

28. What is the stipend payable to apprentices of designated and optional trades?

Minimum stipend to be paid to the apprenticeship	1st Year	70% of minimum wage of semi-skilled workers notified by the respective State or Union territory
	2nd Year	80% of minimum wage of semi-skilled workers notified by the respective

		State or Union territory
	3rd Year	90% of minimum wage of semi-skilled workers notified by the respective State or Union territory.

29. Does the written contract or regulatory framework specify entitlement to leave, working conditions and holidays for apprentices similar to regular workers?

As per the Apprentices Act, 1961 para 15, apprentices are provided leaves, working conditions and holidays similar to workers, as defined below.

- i. The weekly and daily hours of work of an apprentice while undergoing practical training in a workplace shall be as determined by the employer subject to the compliance with the training duration, if prescribed];
- ii. No apprentice shall be required or allowed to work overtime except with the approval of the Apprenticeship Adviser who shall not grant such approval unless he is satisfied that such overtime is in the interest of the training of the apprentice or in the public interest.
- iii. An apprentice shall be entitled to such leave and holidays as are observed in the establishment in which he is undergoing training.

30. Does the written contract or Act specify entitlement to safety and health measures and compensation for injury at the workplace in line with those of regular workers?

Yes. As per the Apprentices Act 1961, Section 14 on “Health, Safety and Welfare of Apprentices”, the apprentices are covered with regulatory framework with specific entitlement to safety and health measures and compensation for injury at the workplace, reproduced as under:

“Where any apprentices are undergoing training in a factory, the provisions of Chapters III, IV and V of the Factories Act, 1948 (63 of 1948), shall apply in relation to the health, safety and welfare of the apprentices as if they were workers within the meaning of that Act and when any apprentices are undergoing training in a mine, the provisions of Chapter V of the Mines Act, 1952 (35 of 1952), shall apply in relation to the health and safety of the apprentices as if they were persons employed in the mine.

31. What are Short Term Training (STT) courses?

STT courses are short term courses designed by NCVT under the scheme SDI – Skill Development Initiative or by NSDC or Various State Governments & other Central Government agencies. Only pass outs from those out of all STT courses that are NSQF aligned are exempted from Basic Training under the Act. Others will be treated at par with fresher candidates.

32. What is “dual system of training”?

The dual system of training has been introduced for improving the connect between industry and ITIs. Under the dual-learning mode of training, the theoretical instructions and basics about safety and tools, equipment along with foundation practical will be imparted in ITIs and relevant on the job training for that particular trade will be given in the industry. ITIs are required to enter into MOUs with industries/employers where they want to send their trainees for on the job training.

33. What are MES Courses

Modular Employable Skills (MES) Courses are for whom historically the DGT had been conducting assessments. It was decided that post 15th August 2018, the assessment and certification of MES Courses would be conducted by SSCs and that in the due course these MES Courses would be QP-NOS aligned and would come under the purview of SSCs.

34. What are the eligibility criteria for apprentices under the apprenticeship programme?

Apprentice must fulfill the following:

- The minimum age prescribed under the Act for an apprenticeship is 14 (18 years in case of hazardous industries)
- Minimum Educational qualification is 5th class pass
- Must have educational/technical and physical qualification prescribed under the Curriculum for the concerned designated/optional trades;
- Must register on the Apprenticeship portal.
- Must have an aadhaar number(if industry want to take benefit of NAPS).

35. Who/what is an employer/ establishment?

An employer/ establishment is a person/entity who has a business in any trade or occupation and having infrastructure for providing On the Job Training (OJT). All establishments having work force (regular and contract employees) of 40 or

more are mandated to undertake Apprenticeship Programmes in a range from 2.5% -10% of its workforce every year. For establishments having a workforce between 6 & 40 this is optional. Establishments having a workforce of 5 or less are not permitted to engage apprentices.

36. What is the procedure for registration of an establishment/ employer on the apprenticeship portal?

Establishments have to access the apprenticeship portal <https://apprenticeshipindia.org/> and register themselves on line for the apprenticeship programme in case they opt for Optional Trades. In case they choose to run Designated Trades they would need to register on another portal <http://www.apprenticeship.gov.in>

The two portals will get merged into one in the near future after which only the portal <https://apprenticeshipindia.org/> will be functional. The information furnished by them will be used for online validation.

37. How many apprentices can be engaged by an industry/establishment?

Establishment shall engage apprentices in a band of 2.5% to 10% of the total manpower strength of the establishment including contractual staff depending on their requirements. An establishment with total strength of 100 can engage a maximum of 10 apprentices and a minimum of 3 apprentices.

38. What are the eligibility criteria for employers/ establishments to avail the benefits of NAPS?

The employers/ establishments interested to avail the benefits of NAPS must fulfill the following conditions:-

- Such contracts must be uploaded by establishment for approval by the concerned apprenticeship advisor, which shall be facilitated by the portal
- the Courses they run under the apprenticeship programme must be NSQF aligned.
- the assessments at the end of all such programmes must be done jointly between the establishment and the NCVT (for Designated Trades) / the concerned Sector Skill council (in case of Optional trade)

39. How can an establishment engage apprentices?

- Employer may access <http://apprenticeshipindia.org> for on-line registration
- Notify apprenticeship opportunities on portal
- Search & shortlist interested (or suitable) candidates specific to sector, trades, region etc. online.
- Issue offer letters to candidates on line for engaging as apprentices
- Upon their acceptance of the offer sign contract of apprenticeship with apprentice on line
- Submit contract of apprenticeship on-line for approval/registration by respective Joint Apprenticeship Advisor/State Apprenticeship Adviser.

40. What are other benefits for employers to engage apprentices under the Apprenticeship Training?

Besides, employers who are engaging apprentices under the Apprentices Act, 1961 are exempted towards contribution of EPF and ESI for apprentices engaged by them financial support is avail of them under NAPS as detailed in this document elsewhere in case they opt for NAPS & fulfill the conditions elaborated therein

41. Who is Basic Training Provider?

Basic Training Provider (BTP) is an entity who has necessary facilities for a trade and providing basic training to fresher apprentices, who otherwise do not have any formal education and/or training in related trades, engaged by an establishment.

42. Who can become BTP?

- i) National Skill Training Institutes(NSTI), National Skill Training Institutes(W)
- ii) Government / Private Industrial Training Institutes (ITIs) having 1 star rating or above and affiliated to NCVT/DGT.
- iii) Government & Private Training Centers affiliated with NSDC under SMART portal & the Pradhan Mantri Kaushal Kendras (PMKK).
- iv) Industries/ establishments with “In-House Basic Training facility”
- v) Basic Training Centre set up/supported by Industry/Industry clusters/Industry Chambers/Associations.
- vi) Stand-alone Basic Training Centres like Polytechnic, Universities, Engineering & Management Colleges having good ranking. vii) Training Centres empaneled under State Govts & other Gol schemes

43. How will the BTPs be selected for Optional Trades under Apprenticeship?

Please refer to the BTP guidelines that are available on the Apprenticeship Portal - <https://apprenticeshipindia.org/>

44. What is the procedure for registration of BTP on the apprenticeship portal?

- Please refer to the BTP guidelines on the Apprenticeship Portal. The BTP will need to have basic facilities in accordance with annexure 1 of the guidelines
- All centres registered as BTP under designated trade by the RDSDEs will deemed to be approved as BTP for the optional trade. Similarly, all NSTIs and ITIs (grading 2 or above) will deemed to be a BTP for the designated/ optional trade for the NCVT affiliated trades.

45. What is the procedure for payment of reimbursement claims[stipend] to the employers?

- I. Payment of full rate of prescribed stipend, including
- II. Government of India's share shall be paid to apprentices by the establishment through the aadhaar linked bank accounts of apprentices. For this purpose, the employers are required to seek bank details from the apprentices.
- III. Establishments are required to upload a proof for payment of full amount of stipend to the apprentice along with the attendance particulars. Government of India's share will be reimbursed on a quarterly basis by the respective agency ie DGT/RDSDE/SAA in respect of Designated Trades & NSDC/SSDMs in respect of Optional Trades. The entire processing of such claims will be on line. (hereon after defined as the relevant authority)
- IV. The respective agency will verify the information uploaded by the establishment and on confirmation of the training conducted and full amount of stipend paid, they will reimburse the payment to establishments' bank account on receipt of claims in prescribed format from the employers on line at the end of each quarter and subject to on line verification of payment of stipend to the apprentices.
- V. Payment for each quarter shall be made only after adjusting for dropouts.

46. What certification will be provided to Apprentice after completion of apprenticeship training?

Assessment and Certification by Establishments (non-NAPS)

After completion of apprenticeship training, apprentices will need to go through an assessment to be conducted by the establishment. Certificates will be awarded by the establishments to apprentices based on marks obtained by them in the assessment by the establishment. A model template for certificate will be available on portal for adoption by the industry.

Assessment and Joint Certification under NAPS

Under NAPS, and in cases where the employer/ establishment opts for Joint certification, the assessment will be conducted jointly by the establishment and the concerned Sector Skill Council, (in case of Optional Trades) or the DGT (in case of Designated Trades). The theory part of this assessment would be on line to be conducted through the SSC concerned / DGT, as the case may be, while the practical would be conducted by the employer at the shop floor premises and would be evidence based. In such cases the certificates will be awarded to apprentices who pass the assessment jointly by the establishment and the concerned Sector Skill Council /DGT. The assessment details will be uploaded on the portal and certificates, in approved formant will be electronically generated and sent to establishments and successful apprentice.

Area	Sub Area	Agency
Practical	Practical Examination	Employer (on the shop floor)
Theory	Theory - (Online Examination)	Certifying Agency

47. Where can apprenticeship Training be undertaken

One can undergo apprenticeship training on the shop floor of any establishment under the Central/State Govt or private sector establishment upon signing of contract of apprenticeship with the establishment

48. What is the role of the State under the Apprenticeship program?

The respective State Governments are the appropriate authorities in respect of any establishments other than those falling under the Central Govt. jurisdiction. State Apprenticeship Advisers (SAA) are implementing agencies in their regions in respect of all “designated trades” a well as “optional trades” for State Public Sector Units and private establishment falling under their jurisdiction as per the Apprentices Act 1961. They may also appoint the Mission Directors of the respective State Skill Development Missions (SSDMs) to act as implementing agency for all

establishments under the state govt. jurisdiction, in respect of “Optional Trades”. They can also consider appointing SSCs as implementing agency for all establishments under the State Govt. jurisdiction, in respect of Optional trades.

The District Skilling Committees being promoted by both the Central and State governments will be mandated to identify apprenticeship opportunities in their district and ensure appropriate utilisation of same.

49. What is the role of DGT/RDSDE/SSDMs/SSC/Chambers under the Apprentice programme?

Activity	Stakeholders			
	DGT (DT)/NSDC (OT)	SAA (DT) / SSDMs (OT)	Sector Skill Councils (SSCs)	Industry Chambers
Industry Connect	Developing a strong industry connect for implementation of the apprenticeship programme	To promote and implement apprenticeship at state level to complement DGT's / NSDC's role at central level	Advocacy of apprenticeship in the industry	Advocacy of apprenticeship in the industry
Identification of Potential Sectors	To identify suitable & interested industry /industry sectors for apprenticeship programmes	Identification of state specific sectors & job roles in consultation with SSCs/ Industry chambers	Identification of sectors suitable for apprenticeship programmes	Identification of sectors suitable for apprenticeship programmes
Courses, Training, Assessment and Certification	Developing guidelines/ standard templates to help Industry design courses & run these programmes	Approval of curricula other than those approved by NSDC in consultation with DGT/NSDC/Industry &	-Assist industry develop apprenticeship curricula -Empanelment of Training Providers -Certification and Assessments	- Assist industry develop apprenticeship curricula -Assist industry in capacity building activity for provision of basic training and on-the-job training -Empanelment of Training Providers
Monitoring and	-Acting as a	-Acting as a monitoring	-CEOs notified as	Act as an

other Support Functions	monitoring unite to oversee activities performed by RDSDEs/ SSCs/other industry bodies -Undertaking promotion activities -NSDC shall design an efficient portal to run the entire programme online in consultation with DGT	unit to oversee activities performed by AAA/ SSCs/ other state industry bodies -undertake apprenticeship promotion activities	Joint Apprenticeship Advisors (JAAs) for online -Registration of contracts between employers and candidates (in case they opt for stipend subsidy under NAPS)	aggregator (TPA) to support the MSME clusters in running the apprenticeship program
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50. What is meant by NSQF aligned courses? What is NSQC

The National Skill Qualification Framework (NSQF) was notified in the Gazette of India on 27 December 2013. The NSQF organizes qualifications according to a series of level descriptors covering knowledge, skills and aptitude. The NSQF replaces existing frameworks such as the National Vocational Qualifications Framework (NVQF) and the National Vocational Educational Qualification Framework (NVEQF). Each level of NSQF is described by a statement of learning outcomes in five domains, which are known as level descriptors. These five domains are:

- Process
- Professional knowledge
- Professional skill
- Core skill
- Responsibility

NSQF requires that SSCs when developing Qualifications Packs and NOS identify a corresponding NSQF level using the NSQF level descriptors and that this information be included in NSQF level field in the Qualification Pack. It is possible for all current vocational courses, like MES, ITI Courses, or similar vocational courses in schools, colleges and polytechnics, to be aligned to job roles at specific NSQF Levels. National Skills Qualifications Committee organized by NSDA provides the process of aligning courses and qualifications to NSQF.

51. What is meant by NOS?

The National Occupational Standards (NOS) specify the standard of performance an individual must achieve when carrying out a function in the workplace, together with the knowledge and understanding they need to meet a standard consistently. Each NOS defines one key function in a job role. The NOS are laid down by

employers (through their SSCs). A Qualification Pack (QP) is a set of NOS aligned to a job role.

Cases	Situation	NAPS/Non NAPS	Course of action	Approval process
Case 1	QP not available for the courses	NAPS benefit to avail	Create Apprenticeship embedded curriculum with help on concerned SSC and submit to NSDC	Place in Technical Approval Committee of NSDC and then NSQC of NSDA for NSQF alignment
Case 2	QP available for course and NSQF aligned	NAPS benefit to avail	Create Apprenticeship embedded curriculum, submit to NSDC for approval and upload	Upload in portal after review as already NSQF aligned
Case 3	QP available for course but not NSQF aligned	NAPS benefit to avail	Option 1: Create Apprenticeship embedded curriculum, submit to NSDC Option 2: Get QP aligned to NSQF first and then create Apprenticeship curriculum and submit to NSC	Option 1: Place in Technical Approval Committee of NSDC and then NSQC of NSDA for NSQF alignment Option 2: Upload in portal after review as already NSQF aligned
Case 4	QP not available for the courses	No NAPS benefit	Create Apprenticeship embedded curriculum and submit to NSDC	Basic scrutiny by NSDC

52. Who is Third Party Aggregators (TPA) and what their eligibilities

Institutions/ organizations fulfilling all the following criteria can apply for empanelment as TPA, their role is to encourage establishments/employers to engage large number of youth for Apprenticeship Training in accordance with prescribed guidelines.

- a) The institution/organization must be registered as a company/partnership or Proprietary firm /Trust/Society /NGO/ Industry Association or Chamber
- b) Institution/ organization with at least 5 years of experience of working in the area of Industrial training/ skilling/ education/ placement/ non-profit activities/working as an registered industry association or chamber
- c) Institution/ organization must have a registered office (with an expert team & sufficient infrastructure in place at its Head-Quarters/ Branch so as to be

able to coordinate the running of an apprenticeship programme and have courses/curriculum designed etc. in its domain area)

- d) Institution/ organization must have exposure in mobilization of men, women and youth for education, skilling interventions, facilitating wage/ self-employment or involved with non-profit activities pertaining to social/community development.
- e) Institution/ organization must possess letters of support from at least 20 establishments wanting to engage apprentices stating that it is willing to appoint the applicant institution/organization as a TPA.
- f) Institution/ organization or any of its related concerns applying for empanelment should not have been blacklisted by any organization and must self-declare the same in the prescribed template.

53. Whether Third Party Aggregator is mandatory for Apprenticeship Training including NAPS?

No, Apprenticeship Training including NAPS can also be conducted directly. The services of Third Party Aggregators may or may not be availed by the stakeholders.

54. Is Apprentice considered as a worker?

As per section 18 of Apprenticeship Act, 1961, the apprentice is not a worker. The section 18 of act is reproduce here under

Apprentices are trainees and not workers

- a) Every Apprentices undergoing apprenticeship training in designated/optional trade in an establishment shall be trainee and not a worker, and
- b) The provision of any law with respect to labour shall not apply to or in relation to such apprentice
