



INFINITALENT CONSULTING PRIVATE LIMITED



A Govt. Of India TPA for NAPS / Apprenticeship

TPA No: (TPA09232900008)

www.infini-talent.com



Chandrappa M R (Managing Director)

Mr Chandrappa's competencies lies in aligning business strategies with organizational goals & value system. Chandrappa is blend of converting strategy into execution as well he is strong believer of technology implementer in business operations. .

In prior assignment, Chandrappa was worked for worlds leading manufacturing and service organizations in India. He was handling various portfolios such as Training, Quality, Manufacturing ,customer relationships and business development. Under his leadership, ICPL had developed and implemented tailormade software for Finance, HR and Operations functions.

Mr Chandrappa played an instrumental role in the transaction of strategic sale of ICPL including pruning operations, diligence, documentation, closure and management transition.



NATIONAL APPRENTICESHIP PROMOTION SCHEME

APPRENTICESHIP

- ▶ **Apprenticeship Training** - It is one of the most efficient ways to develop skilled manpower for industry by using training facilities available in the establishments without putting any extra burden on organization to set up training infrastructure.
- ▶ **Apprentice** - An apprentice is a person who has entered a contract of apprenticeship with the employer for apprenticeship training under the Apprentices Act.
- ▶ **Apprentices Act, 1961** - Well developed apprenticeship system supported by legislative & administrative arrangements.

What is Apprenticeship Training?

Candidates those are not having formal educational qualification

Basic Training

20-30% (1/5th to 1/4th) of overall duration of AT



Candidates are exempted from Basic Training

On Job Training

At workplace in the industry



Apprenticeship Training (AT)

Penalties for Non-Compliance of Act

Mandated under law for all establishment having more than 30 employees (including contractual employees) to engage apprentices.

Under Clause 30 (1A) of the Act, the defaulter shall be punishable with fine of Rs. 500 per short fall of apprentice seat per month, for first three months and thereafter Rs. 1000 per month per seat, till such number of seats are filled up.

Mandate of Apprenticeship

**Establishment with Man
Power less than 30**

**Obligatory
(2.5% to 15 %)**

**Establishment with
Man power more than 30**

**Mandatory
(2.5% - 15%)**

No of Apprentices to Deployed

Within a financial year, each establishment shall engage apprentices



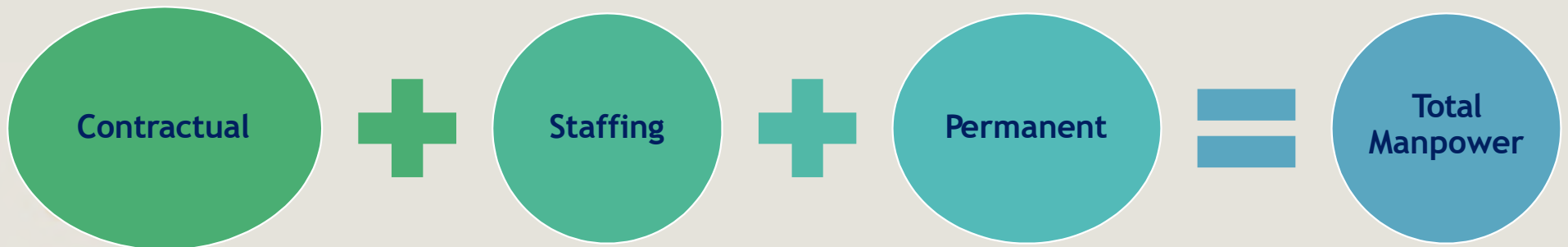
2.5 % to 15 % of total Manpower



5 % reserved for fresher apprentices and skill certificate holder apprentices.

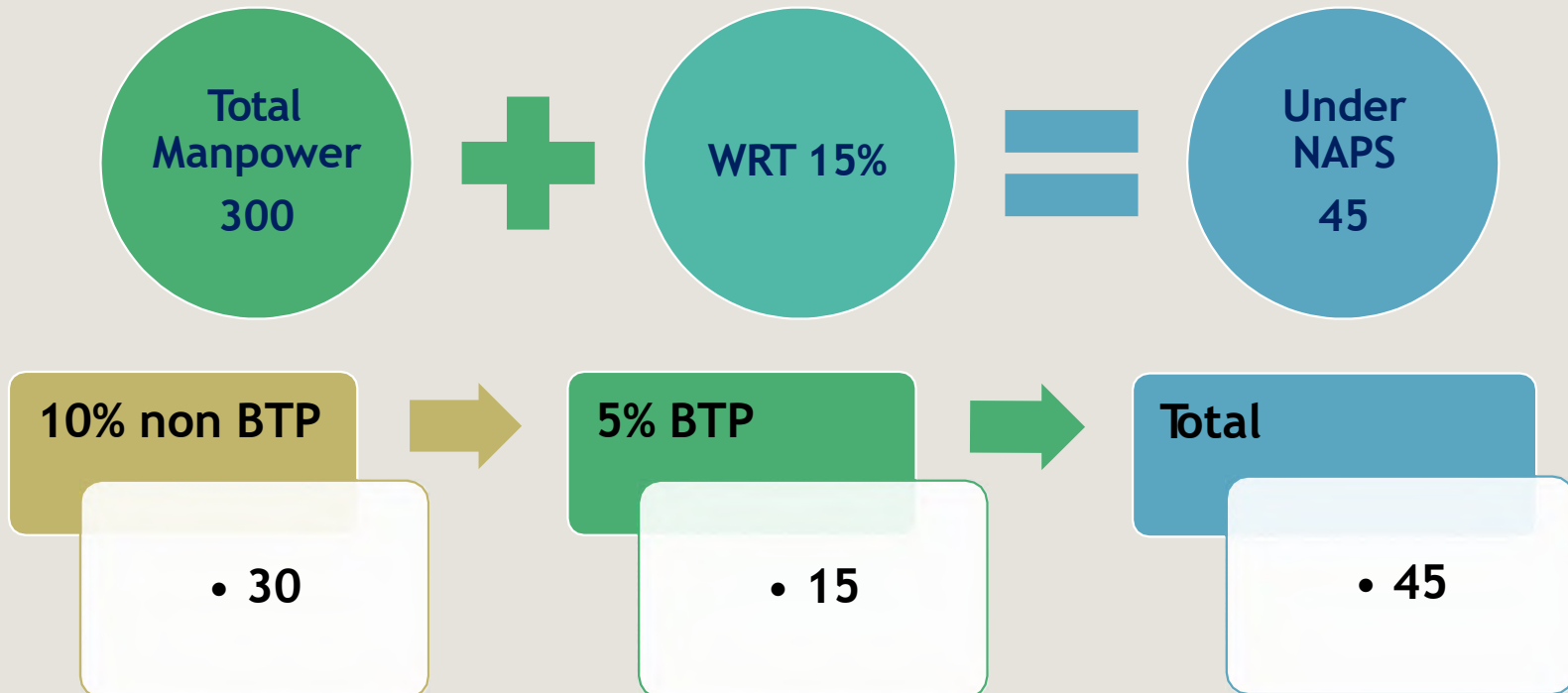
10% Additional Quota for Maharashtra & Karnataka State.

How to Compute Manpower Count

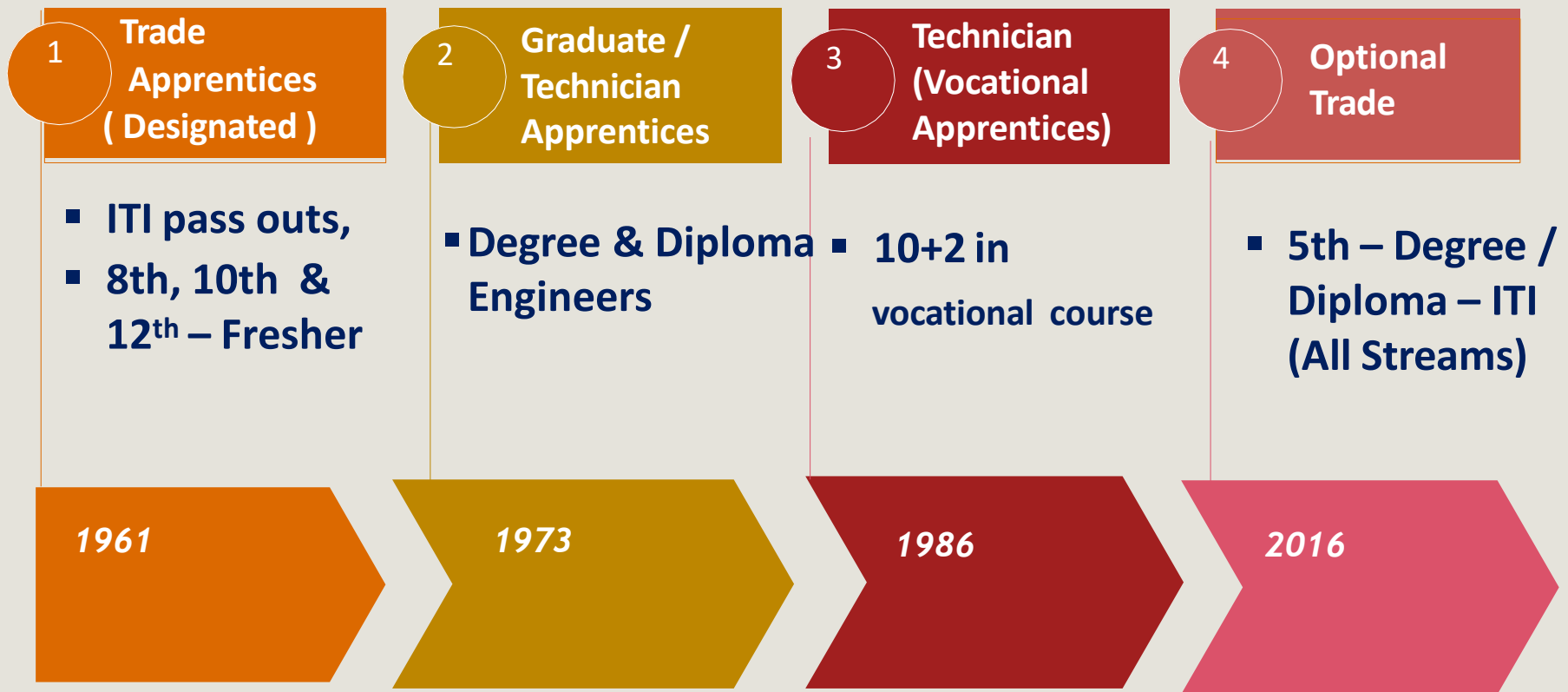


Establishment can mention Average Strength in Preceding Financial Year.

No of Candidates under NAPS



Category of Apprenticeship



Optional Trade Apprenticeship

Any Course in Engineering , Non *Engineering* Field

Industry can design the course as per the requirement

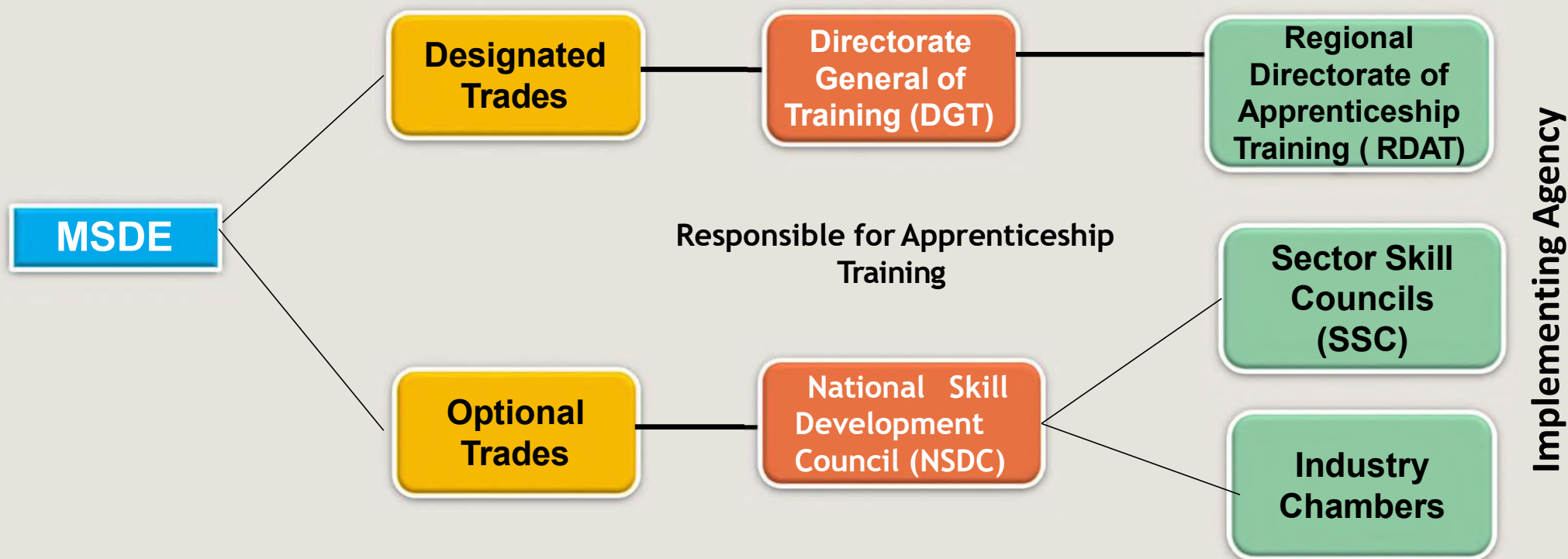
Industry can deploy 5th -12th Pass, ITI, Diploma- Degree Pass / Pursuing Candidates

Offers more flexibility to industries

Candidates can be deployed in all Departments

NCEVT Certification after successful completion of training duration and Assessment

Operational Framework



Designated Trades VS Optional Trades

	Designated Trades	Optional Trades
	Any trade or occupation which the Central Government has notified in the official gazette as a Designated Trade	Any Technical or Nontechnical Course or created by Establishment as per their requirement & approved by NSDC.
Course Duration	Generally 1 year	Min. 6 months to Max 12 Months : Different for different job roles
Education Criteria		Min 5th Pass to Master Graduates & Phd
Training	Trade Specific	Can deploy on any profile- job role
Approved Trades	261	2000+ Sector wise NSQF aligned Qualification Pack available on Portal
Governing Body	Directorate General of Training (DGT).	National Skill Development Corporation
Assessment & Certification	National Council of Vocational Training	Sector Skill Councils

Legal Benefits

Labour laws are not applicable to Apprentices.

Statutory benefits like Bonus, PF, ESI etc. aren't applicable.

Not obligatory to employ the apprentice after completion of training

Selection of trainees is solely the prerogative of the employer.

Operational Benefits

Can engage apprentices in all 3 shifts.

Deployment of 5th to Graduate candidates (All Streams)

Can join the candidates at any time in a year

Industry can design and run Apprenticeships in customized courses

Commercial Benefits



Approximately saving of 32.00% wrt other formats



CSR Benefits are applicable.



Financial support of Rs.1500/- per trainee per month through DBT by Government.

CSR Benefits

- **CSR Funds for Apprenticeship Training which Includes Expenditure on Basic training & stipend payable Under apprenticeship act.**
- **Any expenses on apprenticeship training over & above of 2.5 % i.e. minimum Mandate as per apprenticeship act can be book under CSR .**

Comparison Sheet – Why Apprentice?

Labor Laws	Contract Labour	Apprentice
		NAPS
Minimum Wages	100%	70 to 90%
HRA	✓	✗
Employees Compensation Act (EC)	✗	✓
ESI	✓	✗
PF	✓	✗
LEAVE Encashment	✓	✗
LWF	✓	✗
Professional Tax	✓	✗
Bonus	✓	✗
Gratuity	✓	✗
Union / IR Issue	✓	✗
Litigation	✓	✗
Mandatory Act	✗	✓
Expenses Cover under CSR	✗	✓
Duration	NA	1 year
Qualifications of Candidate	NA	ITI Pass, Dip., BE

Assessment & Certification

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



Operations – Optional Trade

Eligibility	Any Candidates of Age 18+ Min 5th Pass to Master Graduate (Any Stream) i.e. 10th , till master Degree
Training Contract	Candidates Sign Contract with Establishment
Training Duration	Min: 6 Months to Max 24 Months : Duration of Training is Different for Different Job Roles – Have to refer Curriculum
Hours of Training	As per Company Policy, should not exceed 48 Hrs. in a Week. Trainees can be deployed in all three Shifts.
Training Profile	Apart from Shop Floor Industries can deploy in all departments
Overtime	Not Allowed.
Leave and holidays	As per Company Policy
Insurance	Establishment has to take WC Policy & GPAPolicy (optional)
Stipend	Industry has to disbursed the Stipend by 7 th of every month
Conduct and discipline	As Per Rules and regulations of establishment

Candidate Eligible for Apprenticeship

Sr. No.	Routes of Apprenticeship Training
1	ITI Pass Outs
2	Graduates & master graduates
3	Diploma Holders
4	All Pass Outs from the NSQF aligned courses including PMKVY/DDUGK etc.
5	Pursuing Graduation / Diplomas / Master graduates
6	Fresh Apprentices – 5th to 12th

NAPS Scheme

Industry-Friendly Reforms in Apprenticeship



Removal of prescriptive, quota based apprenticeship norms.



Flexible need-based band of 2.5% to 15% of total manpower.



Introduction of Optional Trades; designed by industry.



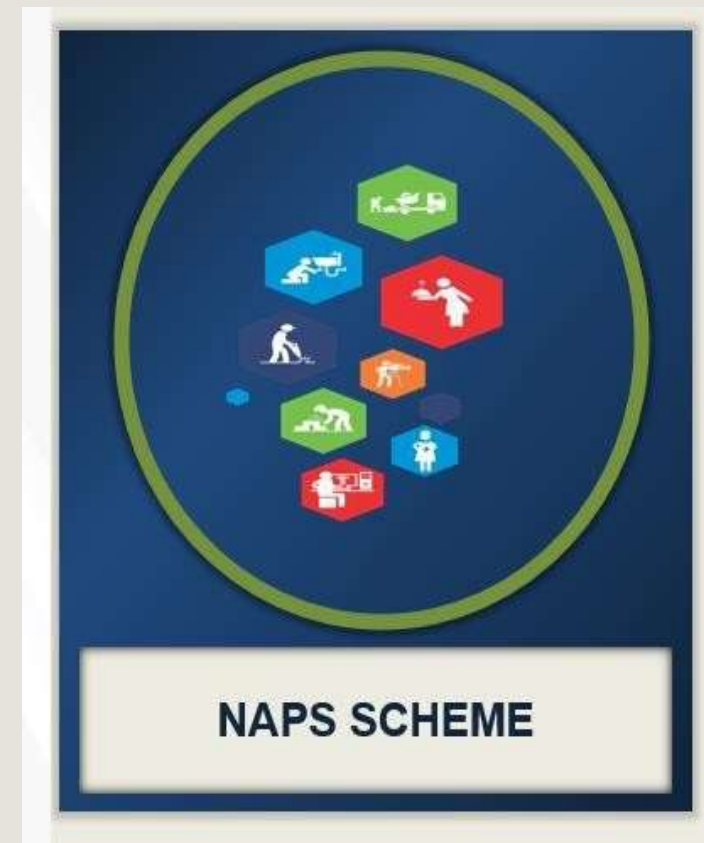
Workplace relevant competencies - in view of Technologies/
Future requirements .



Service Sector can engage Apprentices.



Industries can choose to conduct Basic Training in-house.



Financial Benefits under NAPS



OJT

- DBT to candidate prescribed stipend subject to a maximum of Rs. 1500/- per month per apprentice

Can an establishment with presence in multiple locations register centrally?

- It is specified that an establishment consists of different department and branches which can be situated at different places; all such branches shall be treated as part of establishment.
- On apprenticeship portal, this functionality is already developed where Industry can register and add different office locations in case it wants to operate centrally.
- If Industry wants to operate in a decentralized manner, there is an option to register multiple branches also, and indicate Head Office and Branch Office structure for all registered branches.

Apprentices are covered under WC Policy

On perusal of the Apprenticeship Act and Rules – there are specific provisions namely section 16 of the Act and Sch. 5 (I)(7) of the Rules (reproduced below) which clearly state that **if personal injury is caused to an apprentice, by accident arising out of and in the course of his training as an apprentice, his employer shall be liable to pay compensation** which shall be determined and paid, so far as may be, in accordance with the provisions of the Workmen's Compensation Act, 1923.



Training Duration

Training Duration : Min 6 Months to Max 24 Months

For Each & every job Role Training Duration is Different.

Industries can customized the Duration & Eligibility.

Daily Operation

- ▶ Daily Attendance
- ▶ Replacement of Left Candidates
- ▶ Termination of Candidates
- ▶ Payroll Processing

Termination of Candidates

- ▶ Candidate can be dismissed for misconduct and performance issues , warning should be issue to improve the behavior / performance.
- ▶ As Apprenticeship Act 1961 U S 17
- ▶ Conduct and discipline In all matters of conduct and discipline, the apprentice shall be governed by the rules and regulations 4 [applicable to employees of the corresponding category] in the establishment in which the apprentice is undergoing training]

What after completion of Training

- ▶ Candidate will appear for assessment & he will be removed from system.
- ▶ If required you can continue him in any other format.
- ▶ He search for better prospect.



Clarification regarding engaging apprentices by Establishment

Ministry of Skill Development & Entrepreneurship has vide letter no MSDE-1(1)/2018-AP(PMU) dated 2nd April 2019 stipulated that Industries/establishments can engage apprentice from any of the following category of apprentices:

- ▶ Trade apprentice
- ▶ Graduate apprentice
- ▶ Technician apprentice
- ▶ Technician (vocational) apprentice
- ▶ Optional Trade apprentice

The sum of all total apprentices under various categories will qualify for compliance of provision of Section 7B (3) of Apprenticeship Rule (amended 2015). All establishment are accordingly required to post their Apprenticeship deployment plan on portal (while declaring the strength of manpower of the establishment) every quarter by the 15th of April, 15th of July, 15th of October and 15th January.



Apprenticeship



APPRENTICESHIP Creating a skilled workforce



Design and implement apprenticeship courses tailored to business needs



Train and retain skilled workforce



Bridge the skill gap



Reduce Workforce Attrition



Reduce Recruitment Process Expenditure

Candidate Registration on Portal

www.apprenticeshipindia.gov.in

- ▶ Any Individual , who has completed 14 years of age.
- ▶ Physically fit and having the minimum educational qualification prescribed for a trade.
- ▶ Hazardous industries , the individual should have completed 18 years of age.
- ▶ Valid Aadhar Card.
- ▶ Aadhar linked Bank account in own name.



Give
workforce
mandates



Register your company in the NAPS portal



Register selected **candidates in NAPS portal**



formulate the **contract of apprenticeship and payment milestones**



Clear the **bills from government**

Apprenticeship Fact

- ▶ **Applicable Sectors - All sectors including Manufacturing and Service.**
- ▶ **Apprentice Age Limit – 14 to 35 Years (Recommended 18 to 35 Years)**
- ▶ **Assessment is mandatory. (Assessment fees – Rs. 1500/- per trainee)**
- ▶ **Continuous overtime to trainee during on the job training is not allowed.**
- ▶ **Existing employee of an organization are not allowed to transfer to NAPS.**
- ▶ **Candidate having more than 3 years PF is not allowed to register under NAPS.**

FEW OF OUR CLIENTS LIST



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TATA ADVANCED SYSTEMS



IFB Industries Limited



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PALACES HOTELS RESORTS





Thank You

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