



INFINITALENT CONSULTING PRIVATE LIMITED



A Govt. Of India TPA for Apprenticeship

TPA No: (TPA09232900008)

www.infini-talent.com

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



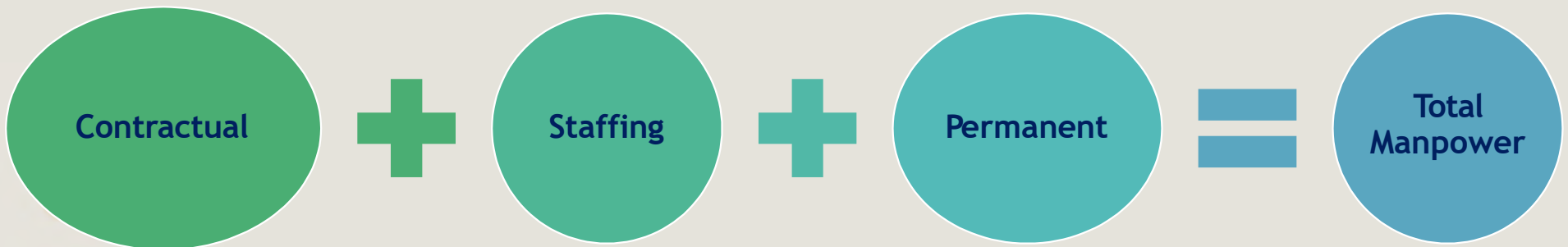
2.5 % to 15 % of total Manpower



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.

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 master 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 .**

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 36 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 & GPA Policy (optional)
Stipend	Industry has to disbursed the Stipend with in 7th of every month
Conduct and discipline	As Per Rules and regulations of establishment

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.

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 (FTE OR contract).
- ▶ He search for better prospect.



Candidate Registration on Portal

www.apprenticeshipindia.gov.in

- ▶ Any Individual , who has completed 15 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 – 15 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.**

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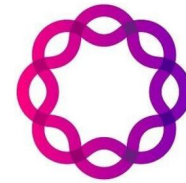


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Thank You

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