

F. No. MSDE-14(04)/2021-AP (PMU)
Government of India
Ministry of Skill Development and Entrepreneurship

Shram Shakti Bhawan, New Delhi
29th December, 2021

OFFICE MEMORANDUM

Subject: Simplification in the NAPS guidelines-reg.

This has reference to the consultations during “Brainstorming Workshop on Apprenticeship Training” held on 24.11.2021 under the chairmanship of the Secretary, Ministry of Skill Development and Entrepreneurship (MSDE).

Based on the consensus, limitations in the existing clauses of NAPS guidelines (MSDE-01(01)/2018-AP (PMU) dated 1st October 2019) were highlighted as barriers for the promotion of Apprenticeship training. In this regard, relevant paras referred in the NAPS guidelines and changes (additions in *italics*) therein are given in the table below:

S. No.	Existing para of NAPS Guidelines	Changes in the NAPS Guidelines	Justification
1	Para 1 Background There is no provision of delivering basic training through online mode.	Para 1 Background New insertion in para 1.4: <i>Delivery of Basic Training will be allowed through online mode. Flexible and hybrid models of delivering Basic Training programs will be encouraged by DGT and SSCs.</i>	Allowing Basic Training through online mode would be helpful for the establishments and apprentices both. With the emergence of COVID-19, this would also encourage blended learning model of imparting training.
2	Para 6.2 Components of the Scheme	Para 6.2 Components of the Scheme New insertion below 6.2.1	The proposed insertion will bring clarity on payment of stipend support for the fresher apprentices and encourage

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	6.2.1 Sharing of 25% of prescribed stipend subject to a maximum of INR 1500/- per month per apprentice with the employers. The stipend support would not be given during the basic training period for fresher apprentices.	<i>However, stipend support for fresher apprentices during basic training will be allowed in case of Basic Training (BT) & On the Job Training (OJT) is delivered in simultaneous mode.</i>	establishments which use in-house BTP facility for BT and provide OJT in simultaneous mode.
3	<p>Para 8.3 Eligibility of Basic Training Providers</p> <p>B. Concerned Authority for BTPs under the Apprenticeship Act/rules Guidelines:</p> <p>The concerned authority to deal with all approvals /issues regarding BTPs under the Apprenticeship Programme in case of Designated Trades will be the DGT/RDSDE and in case of Optional Trades, it will be the NSDC.</p>	<p>Para 8.3 Eligibility of Basic Training Providers</p> <p>B. Concerned Authority for BTPs under the Apprenticeship Act/rules Guidelines:</p> <p>Substitution of para 8.3 (B) which will be read as under:</p> <p>The concerned authority to deal with all approvals /issues regarding BTPs under the Apprenticeship Programme in case of Designated Trades will be <i>the State Apprenticeship Advisor (SAA) as per their jurisdiction (State Government, State PSU, and private establishments having business in less than 4 States/UTs). Other category of BTPs in Designated Trades will be approved by</i></p>	Currently, all BTP approvals requests under Designated Trades are done through RDSDEs irrespective of jurisdiction of establishment. States have no role in the BTP approval process. Hence the time lag in approvals of BTP will be addressed which will offer ease of doing business for BTPs.

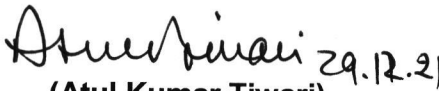
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		<i>RDSDEs</i> and in case of Optional Trades, it will be the NSDC.	
4	<p>Para 8.5 Duration of Apprenticeship training</p> <p>Apprenticeship Training consists of Basic Training and on the-Job-Training/Practical Training at the workplace in the industry. Duration of apprenticeship training for designated as well as optional trades is 6 to 36 months. Basic training exemption for different routes for getting the financial benefits of the scheme will be as follows.</p>	<p>Para 8.5 Duration of Apprenticeship training</p> <p>Insertion in para 8.5</p> <p>Apprenticeship Training consists of Basic Training and on the-Job-Training/Practical Training at the workplace in the industry. Duration of apprenticeship training for designated as well as optional trades is 6 to 36 months. Basic training exemption for different routes <i>having duration of more than 200 hours</i> for getting the financial benefits of the scheme will be as follows.</p>	This will increase the intake of eligible pool of courses resulting in enhancing apprenticeship opportunities for youth.
5	<p>Para 9. Processing of Claims under NAPS</p> <p>9.1 Payment of reimbursement claims towards stipend support to the Employers under NAPS</p>	<p>Para 9. Processing of Claims under NAPS</p> <p>9.1 Payment of reimbursement claims towards stipend support to the Employers under NAPS</p> <p>Substitution of para 9.1 which will be read as under:</p>	Establishments already make stipend payments to the apprentices engaged. The proof of payment alone as submitted by the establishments can suffice the requirement of attendance.

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	<p>II. Establishments are required to upload a proof for payment of full amount of stipend to the apprentice along with the attendance particulars.</p> <p>Government of India's share will be reimbursed on a quarterly basis by the respective agency i.e. DGT/RDSDE/SAA in respect of Designated Trades & NSDC/SSDMs in respect of Optional Trades. The entire processing of such claims will be online. (Here on after defined as the relevant authority).</p>	<p>II. Establishments are required to upload a proof for payment of full amount of stipend to the apprentice.</p> <p><i>In case the stipend payment gateway is used by the establishment to pay stipend to apprentices, no proof of payment needs to be uploaded.</i></p> <p>Government of India's share will be reimbursed on a quarterly basis. The entire processing of such claims will be online.</p> <p><i>After online approval of DGT/RDSDE/SAA/NSDC/SSDM etc., the funds will be transferred by NSDC directly into the Bank Account of the establishment.</i></p> <p><i>This will be effective 1st April 2022 mandatorily and phase-wise pilots in states from 1st January 2022.</i></p>	<p>Presently, NAPS reimbursement under Designated Trade is being done through offline mode by multiple RDSDEs. The proposed change will enable funds transfer under NAPS through single window system. This will also promote digitalisation of payment system and bring synergy across Designated Trades and Optional Trades.</p>
6	<p>Para 9.1 Payment of reimbursement claims towards stipend support to the Employers under NAPS</p>	<p>Omitted</p>	<p>While steps are being taken to synchronise assessments of apprentices with their training period by bringing assessments on demand. It is necessary that establishments are not penalised for assessments not being</p>

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	IV. Payment for last quarter shall be made only after apprentices appear for the assessment		done by respective authorities for designated and optional trades.
7	<p>Para 9.2 Sharing of Basic Training Cost to Basic training Providers under NAPS</p> <p>The following procedure shall be adopted under the scheme for payment of basic training cost i.e. INR 7500/- per apprentice for maximum of 500 hours calculated @ 15 per hour:</p> <p>The respective agency will make the payment towards cost of basic training to Basic Training Providers through their bank account on the advice of the establishment which has engaged the TP to conduct the basic training. For the basic training of 500 Hours, payment of INR 5000/- per apprentice as basic training cost shall be made after successful completion of basic training and the remaining basic training cost i.e. INR. 2500/- per apprentice shall be</p>	<p>Para 9.2 Sharing of Basic Training Cost to Basic training Providers under NAPS</p> <p>Substitution of para 9.2 which will be read as under:</p> <p>The following procedure shall be adopted under the scheme for payment of basic training cost i.e. INR 7500/- per apprentice for maximum of 500 hours calculated @ 15 per hour:</p> <p>The respective agency will make the payment towards cost of basic training to Basic Training Providers through their bank account on the advice of the establishment which has engaged the TP to conduct the basic training. For the basic training of 500 Hours, payment of <i>INR 7500/-</i> per apprentice as basic training cost shall be made after successful completion of basic training where Basic Training & OJT is being done sequentially. In case where the</p>	<p>There is a significant time lag between basic training and completion of the apprenticeship training programs. This causes BTPs to wait till the completion of training for the submission of BTP claim reimbursement. Hence, the proposed change will result in fast settlement of BTP claims.</p>

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	<p>paid after completion of apprenticeship training by the apprentice & upon his/her being successful in appearing in the assessment process in respect of courses where Basic Training & OJT is being done sequentially . In case where the Basic Training & OJT is being done simultaneously, the payment will be made @ INR 10/- per hour at the end of each month. The remaining INR 5/- per hour will be released after the completion of apprenticeship training by the apprentice & upon his/her being successful in appearing in the assessment process.</p>	<p>Basic Training & OJT is being done simultaneously, the payment will be made @ INR 15/- per hour at the end of each month.</p>	

This O.M. issues with the approval of Competent Authority, Ministry of Skill Development and Entrepreneurship.


 (Atul Kumar Tiwari)
 Additional Secretary, MSDE

To,

1. All the State Apprenticeship Advisors
2. All the Regional Directors, Regional Directorate of Skill Development and Entrepreneurship
3. Chief Operating Officer, NSDC

Copy to:

1. PPS to Secretary, MSDE
2. DG/AS, DGT
3. DD, MSDE with the request to forward the O.M. to the State Governments, RDSDEs and to upload them on the web portal.
4. AS & FA, CCA, all PAOs.