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सचिव

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सत्यमेव जयते



आज़ादी का
अमृत महोत्सव

भारत सरकार
Government of India

शिक्षा मंत्रालय

Ministry of Education

उच्चतर शिक्षा विभाग

Department of Higher Education

127 'सी' विंग, शास्त्री भवन, नई दिल्ली-110 001

127 'C' Wing, Shastri Bhawan, New Delhi-110 001

D.O. No. 16-5/2020-TS VII (part III)

Dated: 27.08.2024

Dear Colleagues,

As you may be aware that Department of Higher Education is implementing the National Apprenticeship Training Scheme (NATS) which aims to enhance the employability of youth by providing on Job Training and Skilling Indian Youth in various disciplines.

2. The National Apprenticeship Training Scheme under the provisions of the Apprentices Act, 1961 amended in 1973, offers apprenticeship training to all Graduates and Diploma holders who have no relevant prior work experience for a duration of 6 months to 1 year.

3. The unique aspect of this training scheme is that one year of apprenticeship training of Graduate, Technician/Diploma apprentices is considered as experience for employment under Central and State Establishments.

4. The prescribed minimum stipend for Graduate/Degree apprentices is INR 9,000 per month and for Technician/Diploma apprentices is INR 8,000 per month. Government of India provides 50% of the prescribed minimum stipend for apprentices. Many establishments pay over and above the minimum prescribed stipend as well.

5. Regional Board i.e Board of Apprenticeship/Practical Training (BoATs/BoPT), implements National Apprenticeship Training Scheme (NATS)

6. NATS portal i.e NATS 2.0 has been upgraded with new features to cater to the requirements of the industry and youth. The Hon'ble Minister of Education has launched the NATS 2.0 portal on 30th July 2024 with the enabling feature of disbursing stipend to apprentices through DBT.

7. Traditionally, this scheme has been designed to provide skill training exclusively to students with a technical background. However, in a move to broaden the scope and impact of this initiative, the NATS scheme has now been expanded to include non-technical graduates and diploma holders. This expansion allows a wider range of students to benefit from skill training and apprenticeship opportunities.

8. Hence, it is requested that information about the NATS scheme be disseminated to all affiliated institutions of your state, with universities and colleges being encouraged to promote the scheme through their respective career counselling and placement cells. A FAQ document along with contact details of BOATs officers is enclosed.

Regards,

Encl.: FAQ on NATS.

Yours sincerely,

(K. Sanjay Murthy)

Addl. Chief Secretaries / Principal Secretaries / Secretaries of Higher Education / Technical Education of all States/UTs

Annexure

<p>Northern Region, Kanpur</p>	<ul style="list-style-type: none"> • Address: Board of Apprenticeship Training (NR) Plot No.16, Block-1 Lakhanpur, G.T. Road, Kanpur 208024 • Phone: 0512-2584056 / 2584057 / 2580349 • E-mail: admin@boatnr.org / info@boatnr.org • States Under Purview: Chandigarh / Delhi / Haryana / Himachal Pradesh / Jammu & Kashmir / Punjab / Rajasthan / Uttar Pradesh / Uttarakhand
<p>Southern Region, Chennai</p>	<ul style="list-style-type: none"> • Address: Board of Apprenticeship Training (SR) 4th Cross Roac, CIT Campus, Taramani, Chennai 600113 • Phone: 044-22542236/22542703 • E-mail: director@boat-srp.com • States Under Purview: Andhra Pradesh / Karnataka / Kerala / Lakshadweep / Puducherry / Tamil Nadu / Telangana
<p>Western Region, Mumbai</p>	<ul style="list-style-type: none"> • Address: Board of Apprenticeship Training (WR) 2nd Floor, Administrative Building, ATI Campus, V.N. Purav Marg, Sion, Mumbai 400022 • Phone: 022-24055635/24053682 • E-mail: director.boatwr@gmail.com • States Under Purview: Chhattisgarh / Daman Diu & Dadra Nagar Haveli / Goa / Gujarat / Madhya Pradesh / Maharashtra
<p>Eastern Region, Kolkata</p>	<ul style="list-style-type: none"> • Address: Board of Practical Training (ER) Block – EA, Sector-1, Salt Lake City, (Opp. To Labony Estate) Kolkata 700064 • Phone: 033-23370750 / 2337 0751 • E-mail: inf@boptr.gov.in • States Under Purview: Andaman & Nicobar / Arunachal Pradesh / Assam / Bihar / Jharkhand / Manipur / Meghalaya / Mizoram / Odisha / Sikkim / Tripura / Nagaland / West Bengal

NATS FAQ

National Apprenticeship Training Scheme (NATS)

The National Apprenticeship Training Scheme (NATS) is a flagship Scheme of Government of India, implemented by Department of Higher Education, Ministry of Education.

In order to meet the requirements of the industries and to utilize the facilities available in the industries, the Government of India facilitated NATS for training fresh Graduates in Engineering/Technology, Diploma holders in Engineering/Technology and Graduates in BA / B.Sc. / B.Com. as Apprentices under the purview of the Apprentices Act 1961 as amended from time to time and Apprenticeship Rules, 1992 (as amended in 2015).

What are the main goals of the National Apprenticeship and Training Scheme (NATS) 2.0?

The main goals of the National Apprenticeship and Training Scheme (NATS) 2.0 are:

1. To fulfil any gap in practical/hands-on experience of fresh graduate engineers, diploma holders in engineering, and graduates in the general stream, which they do not acquire during their regular studies.
2. To establish liaison between the industries and technical and non-technical institutions to improve the quality of technical education.
3. To secure facilities for training in different establishments, both private and public sector organizations.
4. To make selections for placement from among the applicants who wish to undergo training.

What are the benefits of the National Apprenticeship and Training Scheme (NATS) 2.0 for establishments, students, and institutions?

The benefits of the National Apprenticeship and Training Scheme (NATS) 2.0 for establishments, students, and institutions are manifold. NATS enables cost optimization to serve as a compelling incentive to embrace apprenticeship as a strategic approach in hiring apprentices. It is a cost-effective platform for the development of a talent pool as per the requirement of the establishment. The Government of India provides financial support to industries by sharing 50% of the statutory stipend through DBT to the apprentices. The scheme helps industries develop human resources for their present and future manpower requirements and facilitates a one-year lead time to observe the apprentices' performances before providing regular employment. It ensures continuous availability and productivity of trainees in the establishment, and allows establishments to adopt any convenient method for the selection of apprentices.

NATS helps in nurturing and enhancing the skills of emerging professionals, solidifying their position as a transformative force in the current job market. After successful completion of one year of apprenticeship training, students are awarded a Certificate of Proficiency by the Government of India. This successful completion is considered as possessing one year of working experience when applying for further jobs in the Government Sector. The scheme provides opportunities to acquire training in strategic sectors/niche technologies like Defence, Aerospace, and emerging technologies. NATS is not solely a talent development tool; it also serves as a comprehensive solution by seamlessly blending academic learning with practical on-the-job training. It facilitates industry-academia collaboration, promoting on-the-job training for students. The scheme provides facilities for bulk enrolment of students in the NATS portal from the institution login and facilitates training for students undergoing Sandwich courses as per their curriculum. Additionally, NATS promotes the rate of placement of students across various establishments.

What are the eligibility criteria for stakeholders in the National Apprenticeship and Training Scheme (NATS) 2.0, and how does it impact establishments, students, and institutions?

The eligibility criteria for stakeholders in the National Apprenticeship and Training Scheme (NATS) 2.0 are as follows:

Eligibility criteria for establishments:

It is optional for establishments having manpower between 4 to 29 to engage apprentices, but mandatory for establishments with 30 or more manpower to engage apprentices in the band of 2.5% to 15% of the overall manpower.

Eligibility criteria for students:

Graduates and Diploma holders in Engineering/Technology as well as Graduates and Diploma holders in General Stream (such as B.A., B.Sc., B.Com., BBA, BCA, Nursing, etc.) who have graduated during the last 5 years are eligible to undergo apprenticeship training under the National Apprenticeship Training Scheme (NATS).

Eligibility criteria for institutions:

Any Engineering, Polytechnic, and Arts & Science college/institution/University approved by statutory authorities are eligible to enroll under the NATS.

The scheme impacts establishments by ensuring they have a steady supply of trained apprentices, which helps meet their manpower needs and boosts productivity. For students, NATS provides essential practical experience, enhancing their employability. Institutions benefit from improved industry-academia collaboration and increased student placement rates, which contributes to their overall reputation and effectiveness in preparing students for the workforce.

What is the minimum stipend that apprentices receive under the National Apprenticeship and Training Scheme (NATS) 2.0?

S.No	CATEGORY OF APPRENTICES	MINIMUM STIPEND RATE PER MONTH
1	Graduate Apprentices	Rs.9000/-
2	Diploma (Technician) Apprentices	Rs.8000/-
3	Graduate Apprentices (Sandwich)	Rs.8000/-
4	Diploma (Technician) Apprentices (Sandwich)	Rs.7000/-

The Training establishments are free to pay higher stipend than the Government prescribed minimum stipend, however 50% re-imburement to the establishment is restricted to the Govt. fixed minimum stipend rate only.

What are the key features of the National Apprenticeship and Training Scheme (NATS) 2.0 that readers should know about?

The salient features of the National Apprenticeship and Training Scheme (NATS) 2.0 are as follows:

- Period of training with Central Government share of stipend is minimum Six (06) months and maximum of One (01) year.
- Establishments may use CSR funds to pay apprentice stipends for those exceeding the statutory 2.5% limit.
- Establishments can engage apprentices from any part of the country considering the eligibility criteria.
- Apprentices are entitled to leave and holidays as observed by the state in which the establishment is located.
- The user manual for all transactions such as Student enrolment, Establishment enrolment, Contract creation, Raising Records of progress / Add performance, claim submission, and Issue of Digital Certificate of Proficiency are available in the web portal nats.education.gov.in -> Home Page -> Manual.
- Swapping Category and interchanging subject-field is permissible within the allotted training slots, in case of non-availability of suitable candidates.

Which is better for bridging the practical experience gap for fresh graduates: apprenticeships or internships?

In the evolving landscape of technical education and employment, the debate between the merits of apprenticeships and internships remains crucial. The National Apprenticeship and Training Scheme (NATS) 2.0 strongly advocates for apprenticeships as the superior choice for several reasons.

1. Comprehensive Hands-on Experience:

NATS 2.0 aims to address the significant gap in practical, hands-on experience that fresh graduate engineers, diploma holders, and general graduates often face. Apprenticeships, by design, offer extensive, real-world training over a longer duration compared to internships. This in-depth exposure is essential for students to develop the skills and confidence needed to excel in their respective fields.

2. Enhanced Industry Collaboration:

One of the primary goals of NATS 2.0 is to foster a strong liaison between industries and educational institutions. Apprenticeships naturally facilitate this collaboration, ensuring that the training provided aligns directly with industry needs and standards. This synergy not only enhances the quality of technical education but also makes young people more job-ready.

3. Structured Training Facilities:

Apprenticeships are structured programs with well-defined training pathways and facilities. This structured approach ensures that trainees receive consistent and comprehensive training, meeting the objectives of NATS 2.0 to secure high-quality training opportunities across various establishments in different sectors.

How does hiring apprentices benefit corporate HR departments?

Hiring apprentices offers significant advantages to corporate HR departments by addressing key challenges in recruiting and training entry-level employees.

A substantial portion of HR budgets is dedicated to hiring and training new employees, with the goal of developing a skilled talent pool. However, traditional hiring processes, which typically involve 2 to 3 interviews over a few days, often fall short in assessing candidates' technical and soft skills adequately. This can lead to issues such as poor performance, cultural misfit, and mismatched expectations, ultimately resulting in higher attrition rates and increased costs for the organization. Engaging apprentices presents a time-tested and effective alternative. Apprenticeship programs are cost-efficient, as they require significantly less expenditure compared to full-time hires. Organizations can engage apprentices for extended periods, usually around one year, allowing them ample time to acclimate to their roles, develop job-specific skills under supervision, and eventually work independently.

This extended period provides HR departments with a valuable opportunity to observe and assess apprentices' overall fit for permanent positions. It enables HR to evaluate technical expertise, communication skills, and other job-related attributes more accurately. As a result, HR can identify and retain candidates who have been specifically trained to meet the organization's needs, ultimately enhancing the efficiency and effectiveness of their recruitment and training processes.

Can universities offer apprenticeships as part of their curriculum?

Universities have a significant opportunity to enhance their curricula by incorporating apprenticeships, as supported by the Ministry of Education's skill development program under the National Apprenticeship and Training Scheme (NATS). While participation in the NATS skill development program is not mandatory for students, it offers substantial benefits and opportunities for those who choose to engage.

Integrating apprenticeships into university curricula not only aligns academic programs with industry needs but also provides students with practical experience and enhances their employability. By fostering partnerships with establishments that offer apprenticeships, universities can significantly enrich their educational offerings and better prepare students for the workforce.

What is the success rate of apprenticeship?

Under The Apprentices Act of 1961, as amended, employers are not required to offer permanent positions to apprentices upon completing their training. However, many industries find it beneficial and cost-effective to hire apprentices based on their annual recruitment needs. A study by NILRED covering the period from 2015 to 2020 indicates that about 79% of apprentices secure employment either with their training establishment or elsewhere after completing their apprenticeship. Additionally, around 2% of apprentices choose to venture into entrepreneurship or self-employment. This data highlights the significant success of apprenticeship programs in enhancing career prospects and fostering entrepreneurial skills among trainees.

What are the next steps and future directions for the National Apprenticeship and Training Scheme (NATS) 2.0?

The National Apprenticeship and Training Scheme (NATS) provides valuable opportunities for young minds to enhance their skills and employability, particularly in light of the evolving strategic shift towards Industry 4.0. This transformation is expected to render many routine jobs obsolete while giving rise to new technologies and job roles. NATS serves as a crucial platform for students to adapt to these technological advancements and become job-ready. Additionally, the successful implementation of the Direct Benefit Transfer (DBT) process under NATS ensures that apprentices receive the Government share of their stipend directly into their bank accounts, streamlining financial support and further supporting their readiness for the future workforce.
