

प्रेषक

श्रम आयुक्त, हरियाणा।  
चण्डीगढ़।

सेवा में

सभी डी०डी०ओ०, श्रम विभाग,  
हरियाणा राज्य।

क्रमांक: स्था०/०४/२०२३/१३६५-१५१९

दिनांक: ११/०१/२५

विषय:

३५ वर्ष की आयु से अधिक उम्मीदवारों को Non-NAPS में कॉन्ट्रैक्ट जारी करने बारे।

उपरोक्त विषय पर महानिदेशक, कौशल विकास एवं औद्योगिक प्रशिक्षण विभाग, हरियाणा, पंचकूला से प्राप्त पत्र क्रमांक ९७४ दिनांक २२.१२.२०२३ के संदर्भ में।

उपरोक्त विषय के संबंध में आपको महानिदेशक, कौशल विकास एवं औद्योगिक प्रशिक्षण विभाग, हरियाणा, पंचकूला से प्राप्त पत्र की प्रति इस पत्र के साथ संलग्न करके आगामी आवश्यक कार्यवाही हेतु भेजी जाती है।

संलग्न/उपरोक्त

सहायक श्रम आयुक्त (मुख्यालय)  
कृते: श्रम आयुक्त, हरियाणा।





Industrial Training Institute

Skill Development and Industrial Training Department, Haryana,  
Plot No. IP -2, Sector-3, Near Majri Chowk, Panchkula, Haryana,  
Phone: 0172-5229202, E-mail: sdit.adapp@gmail.com

(ई-मेल द्वारा)

सेवा में,

- 1) सभी विभाग अध्यक्ष, हरियाणा राज्य में।
- 2) सभी मंडल आयुक्त, प्रशासनिक मंडल, हरियाणा राज्य में।
- 3) सभी प्रबंध निदेशक/ मुख्य प्रशासक/ मुख्य कार्यकारी अधिकारी/ बोर्ड/ निगम/ एजेंसीज/ परिषद् एवं SPSUs हरियाणा राज्य में।
- 4) सभी उपायुक्त, हरियाणा राज्य में।
- 5) सभी रजिस्ट्रार, विश्वविद्यालय हरियाणा राज्य में।

यादि क्रमांक : AP-4/Engagement of Apprentices/2023/2/974

दिनांक: 22/12/2023

विषय : 35 वर्ष की आयु से अधिक के उम्मीदवारों को Non-NAPS में कॉन्ट्रैक्ट जारी करने बारे।

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उपरोक्त विषय के सन्दर्भ में।

कुछ प्रशिक्षुओं द्वारा निदेशालय को अवगत करवाया गया है कि अप्रेंटिसशिप पोर्टल पर NAPS-2 के तहत 35 वर्ष से अधिक आयु होने के कारण उम्मीदवारों के कॉन्ट्रैक्ट जारी नहीं हो पा रहे हैं व NAPS के तहत कॉन्ट्रैक्ट जारी करते समय age limit exceed का error दर्शाया जा रहा है।

कौशल विकास एवं उद्यमशीलता मंत्रालय, भारत सरकार, नई-दिल्ली के पत्र क्रमांक MSDE-5/ 01/ 2022-AP दिनांक 25.08.2023 द्वारा जारी NAPS-2 के दिशा-निर्देशों का अवलोकन करने पर पाया गया कि:-

(a) पैरा 3 सब-पैरा 3.1. अनुसार : "Minimum age for apprentice is 14 years, and 18 years for designated trades related to hazardous industries, as per section 3(a) of the Apprenticeship Act, 1961 व सब-पैरा 3.2. Apprenticeship Training is primarily a transition from education to workplace, and therefore, to avail partial stipend support by the Government, at the time of registration, the upper age limit should be 35 years."

(b) पैरा 6 सब-पैरा 6.3 अनुसार : "No stipend reimbursement support will be available under NAPS-2 to Central and State Government Departments and enterprises including SPSUs and CPSUs/Public Sector Banks".

अतः आपको सूचित किया जाता है कि:-

(i) NAPS-2 के तहत राज्य सरकार के विभागों और SPSUs और CPSUs/ सार्वजनिक क्षेत्र के बैंकों सहित उद्यमों के अधीन प्रतिष्ठानों को किसी भी प्रकार का कोई Stipend reimbursement support देय नहीं होगी।

(ii) यदि किसी सरकारी प्रतिष्ठान को 35 वर्ष की आयु से अधिक के उम्मीदवार को अप्रेंटिस नियुक्त करना है, तो उन्हें Non-NAPS में कॉन्ट्रैक्ट जारी किया जा सकता है।

यह आपको सूचनार्थ एवं आगामी कार्यवाही हेतु प्रेषित है।

संलग्न : उपरोक्त अनुसार

(संजीव शर्मा)

अतिरिक्त निदेशक (अप्रेंटिसशिप),  
कृते: महानिदेशक, कौशल विकास एवं औद्योगिक प्रशिक्षण  
विभाग, हरियाणा, पंचकुला।



22.12.2023

JLC(A)

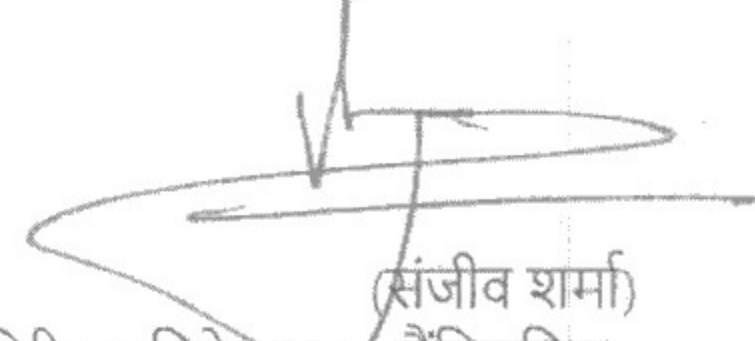
21.12.24

ACB

21/12/24

E-31

उपरोक्त की प्रति प्रधानाचार्य-कम-सहायक शिक्षता सलाहकार, राजकीय औद्योगिक प्रशिक्षण संस्थान अंबाला शहर, फतेहाबाद एट भोडिया खेड़ा, भिवानी, चरखी दादरी एट रावलधी, गुरुग्राम, हिसार, झज्जर एट गुढ़ा, जींद, कैथल, करनाल, कुरुक्षेत्र, नारनौल, नूह (मेवात), पानीपत, फरीदाबाद, पंचकुला, रेवाड़ी, रोहतक, पलवल, सिरसा, सोनीपत और यमुनानगर को सूचनार्थ एवं आगामी कार्यवाही हेतु प्रेषित है।



(संजीव शर्मा)

अतिरिक्त निदेशक (अप्रेंटिसशिप),  
कृते: महानिदेशक, कौशल विकास एवं औद्योगिक प्रशिक्षण  
विभाग, हरियाणा, पंचकुला।

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**The Apprentices Act, 1961**  
[Act No. 52 of 1961<sup>1</sup> as amended by 27 of 1973<sup>2</sup>, 41 of 1986<sup>3</sup>, 4 of 1997<sup>4</sup>,  
36 of 2007<sup>5</sup> and 29 of 2014<sup>6</sup>

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## CHAPTER - II

### APPRENTICES AND THEIR TRAINING

#### 3. Qualifications for being engaged as an apprentice -

A person shall not be qualified for being engaged as an apprentice to undergo apprenticeship training in any designated trade, unless he-

- <sup>1</sup>[(a) is not less than fourteen years of age, and for designated trades related to hazardous industries, not less than eighteen years of age; and]
- (b) satisfies such standards of education and physical fitness as may be prescribed:

Provided that different standards may be prescribed in relation to apprenticeship training in different designated trades <sup>2</sup>[and for different categories of apprentices].

#### <sup>3</sup>[3-A. Reservation of training places for the Scheduled Castes and the Scheduled Tribes in designated trades -

- (1) in every designated trade, training places shall be reserved by the employer for the Scheduled Castes and the Scheduled Tribes <sup>4</sup>[ and where there is more than one designated trade in an establishment, such training places shall be reserved also on the basis of the total number of apprentices in all the designated trades in such establishment].
- (2) the number of training places to be reserved for the Scheduled Castes and the Scheduled Tribes under sub-section (1) shall be such as may be prescribed, having regard to the population of the Scheduled Castes and the Scheduled Tribes in the State concerned.

**Explanation-** In this section, the expressions "Scheduled Castes" and "Scheduled Tribes" shall have the meanings as in clauses (24) and (25) of Article 366 of the Constitution].

#### <sup>5</sup>[3-B. Reservation of training places for Other backward Classes in designated trades -

- (1) In every designated trade, training places shall be reserved by the employer for the Other Backward Classes and where there is more than one designated trade in an establishment, such training places shall be reserved also on the basis of the total number of apprentices in all the designated trades in such establishment.
- (2) The number of training places to be reserved for the Other Backward Classes under sub-section (1) shall be such as may be prescribed, having regard to the population of the Other backward Classes in the State concerned.

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1. Subs. by Act 29 of 2014.  
2. Ins. by Act 27 of 1973.  
3. Ins. by Act 27 of 1973.  
4. Ins. by Act 41 of 1986  
5. Ins. by Act 36 of 2007

MSDE-5/01/2022-AP  
(E-55199)  
Government of India  
Ministry of Skill Development & Entrepreneurship  
(Apprenticeship Training Division)  
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New Delhi, 25-08-2023

To

1. All the State Apprenticeship Advisers
2. All the Regional Directors, RDSDEs
3. Chief Executive Officer, NSDC

**Subject: Guidelines for Implementation of National Apprenticeship Promotion Scheme-2 (NAPS-2)- Reg**

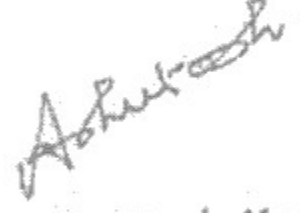
Sir/ Madam,

The Guidelines for National Apprenticeship Promotion Scheme-2 (NAPS-2) is enclosed herewith for implementation with effect from the date of issue of this letter.

2. This guideline supersedes all other guidelines issued under the previous version of the scheme.

This issues with the approval of competent authority.

Yours faithfully,

  
(Ashutosh Kumar)  
Deputy Secretary

Encl: As stated above

Copy for information to:

1. Sr PPS to Secretary (MSDE)
2. PS to JS(AT), MSDE
3. Sr. Economic Adviser, MSDE
4. Sr PPS to DG(T), DGT
5. PS to DDG, DGT
6. All Joint Apprenticeship Advisers (JAAs) / CEOs of all Sector Skill Councils (SSCs)
7. All Third Party Aggregators (TPAs)
8. All Basic Training Providers (BTPs)
9. DGM (IT & Digital), NSDC – with a request to upload this guideline on the portal and also ensure messages are sent through email and SMS to all stake holders.
10. Guard file 2023

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- 2.3.4. Compliance with National Skills Qualifications Framework (NSQF) under NAPS-2 will not be mandatory. However, partial stipend support by the Government to the apprentices will be restricted to NSQF aligned courses.

### 3. Eligibility to avail benefits

- 3.1. Minimum age for an apprentice is 14 years, and 18 years for designated trades related to hazardous industries, as per Section 3(a) of the Apprentices Act, 1961.
- 3.2. Apprenticeship training is primarily a transition from academia to workplace, and therefore, to avail partial stipend support by the Government, at the time of registration the upper age limit should be 35 years.

### 4. Basic training

- 4.1. In case of DT, notified through the Gazette, the duration of basic training will be as per the approved course.
- 4.2. In case of OT, basic training will be embedded in the course duration of apprenticeship. It will be of minimum two (2) weeks duration before the OJT and will focus on orientation/ induction into the establishment.
- 4.3. Induction will include an overview of basic hygiene, occupational health and safety, protocols for handling of hazardous material, etc.
- 4.4. No reimbursement of basic training cost will be provided under NAPS-2, both for DT and OT.

### 5. Stipend

- 5.1. Stipend to the apprentices will be paid by the employer as per the minimum rates prescribed under the Rule 11 of the Apprenticeship Rules, 1992. The existing minimum prescribed rates of stipend are provided at *Annexure-II*.
- 5.2. If the employer decides to participate in NAPS-2, partial stipend support by the GoI will be determined as per *para 6* of these guidelines.

- 5.3. The revision, if any, in the prescribed stipend rates (*Annexure-II*) would be implemented with the approval of CAC and will be applicable from the date of issue of the Gazette notification.

## **6. Funding support under NAPS-2**

- 6.1. Partial stipend support by GoI under NAPS-2 will be limited to 25% of stipend paid, up to a maximum of Rs.1,500 per month, per apprentice during the training period.
- 6.2. The stipend support by GoI will be paid through Direct Benefit Transfer (DBT) to the bank account of apprentices.
- 6.3. No stipend support will be available under NAPS-2 to the Central and State Government Departments and Central and State Public Sector Undertakings/Enterprises, including Public Sector Banks.
- 6.4. Large private organisations will be encouraged to join a "Give It Up Campaign" and forego the stipend support by GoI under the scheme.

## **7. Processing of stipend support through DBT**

- 7.1. Under NAPS-2, establishment will pay its share of the stipend (minimum 75%) to the apprentices as per the apprenticeship contract. On confirmation of payment of establishments' share of stipend, Government's share of stipend will be transferred directly to the bank account of apprentice through DBT. The entire process of DBT will be hosted on the apprenticeship portal (<https://www.apprenticeshipindia.gov.in/>).
- 7.2. The process flow for the implementation of NAPS-2 and DBT is illustrated at *Annexure-III* and the detailed guidelines on processing of stipend under NAPS-2 are provided at *Annexure-IV*.

## **8. Fund flow mechanism**

- 8.1. The funds under NAPS-2 will be allocated as grants-in-aid by MSDE to National Skill Development Corporation (NSDC) through Public Financial Management



Annexure-I

NAPS-2 Comparison with NAPS

A comparison of NAPS-2 with previous version of the scheme (NAPS) is as follows:

S. No.	Feature	NAPS	NAPS-2
1	Name	National Apprenticeship Promotion Scheme (NAPS).	National Apprenticeship Promotion Scheme-2 (NAPS-2).
2	Stipend Support	Reimbursement of 25% of prescribed stipend (up to a maximum of Rs.1,500 per month, per apprentice) to establishments by Gol.	Partial stipend support by Gol under NAPS-2 will be limited to 25% of stipend paid, up to a maximum of Rs.1,500 per month, per apprentice during the training period through DBT to the apprentices' bank account.
3	Funding Support to Government departments and Public Sector Undertakings (including public sector banks).	Available.	Not Available.
4	Basic Training Cost	Sharing of basic training cost with BTPs up to a maximum of Rs. 7,500 per apprentice (up to 500 hours @Rs 15 per hour) by Gol.	No reimbursement for BTPs. Basic training embedded in the total course duration of apprenticeship training.
5	Fund flow mechanism	Establishments pay full stipend to the apprentice as per the contract.	Establishments pay at least 75% of the stipend to apprentices and Gol pays 25% of the stipend, up to a maximum of Rs 1,500 per month per

S. No.	Feature	NAPS	NAPS-2
		<p>For establishments under the jurisdiction of RDSDEs and States, reimbursement of stipend from Gol is through a manual process.</p> <p>For establishments under the jurisdiction of JAAs, reimbursement of stipend from Gol is through the apprenticeship portal.</p>	<p>apprentice.</p> <p>Partial stipend support by Gol will be transferred directly in the bank account of apprentice through DBT via PFMS.</p>
6	Age of Apprentices	As specified in the Apprentices Act, 1961	<p>To avail partial stipend support under NAPS-2, upper age limit for apprentices will be 35 years at the time of registration on the portal.</p> <p>For establishments that do not want the partial stipend support under NAPS-2, the upper age limit will be as specified by the Apprentices Act, 1961.</p>