



IT - ITeS SSC
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Apprenticeship

SSC NASSCOM



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Introduction – Apprenticeship & the Law

APPRENTICESHIP LAW

- **The Apprentices Act, 1961** was enacted with the objective of regulating the program of training of apprentices in the industry by utilizing the facilities available therein for imparting on-the-job training.
- **Ministry of Skill Development and Entrepreneurship (MSDE) & Ministry of Human Resource & Development (MHRD)** are responsible for implementation of the Act

Eligibility Criteria



Any company or establishment with headcount >6 is eligible

Incentives



An apprentice is paid consolidated monthly stipend, without ESI and EPF contributions

Mandatory Criteria

Any company or establishment with **headcount >40** is mandated by law to engage apprentices



Goal – Minimum 2.5%
Engage **minimum of 2.5%** to a maximum of 10% of total headcount

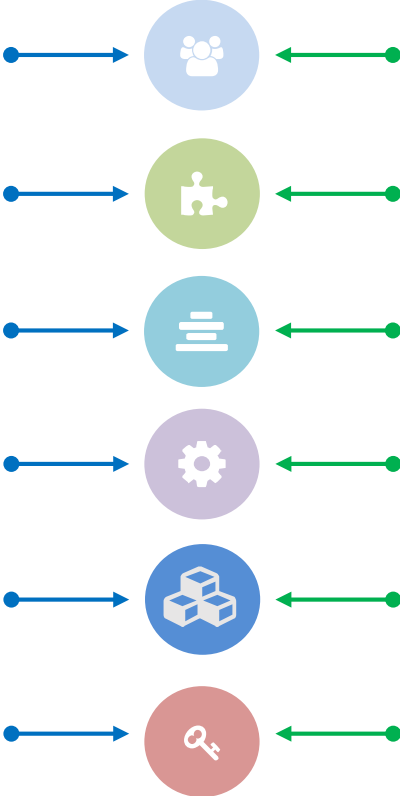


Note: An apprentice cannot be an employee of the organization

Industry Concerns & Reforms

INDUSTRY CONCERNS

- Outdated and prescriptive apprenticeship quota (trade-wise) not aligned with needs
- Curriculum not in sync with new technologies & business landscape
- Limited to ITI trades in manufacturing
- Cumbersome procedures and process; tedious returns to be filed
- MSMEs lack in-house Basic Training set-up
- Regulated regime & Inspector raj



REFORMS

- Industry can engage apprentices within a **band of 2.5% to 10%** of its workforce
- Introduction of '**optional trades**' with discretion to industry to design course
- Service sector, & graduates/candidates from STTs like PMKVY, etc. brought in
- Automated processes, ease in hiring and reporting with a dedicated apprenticeship portal; minimal returns
- Industry can outsource Basic Training & collectively undertake OJT
- From Regulation to Self Regulation
- SSC CEOs appointed as JAAs, Industry Chambers as TPAs

- Apprenticeship scheme is now significantly employer friendly and has wider acceptability for IT-ITeS companies
- Leading ITeS companies have begun enrolling under NAPS –Genpact, WNS, Netweb, SkillCube, Acme, Mahindra, Aegis

Apprenticeship – 5 Options

| PARAMETERS ↓ | NAPS (MSDE) | | | | NATS (MHRD) |
|------------------------|---|---|--|-------------------------|---|
| | BUCKET 1 | BUCKET 2 | BUCKET 3 | BUCKET 4 | BUCKET 5 |
| Authority | DGT | NSDC | | | BOAT/BOPT |
| Portal | https://apprenticeship.gov.in | https://apprenticeshipindia.org | | | https://mhrdnats.gov.in |
| Min Qualification | Graduate/ Diploma/ 10+2 Voc | | | | Graduate/Diploma/ 10+2 Voc |
| Duration | Flexible 6 - 24 months | | | | 1 year fixed |
| Trade | Designated | Optional NSDC Notified/ QP Based | Optional, Customized NSQF Aligned | Optional, Customized | Designated |
| Training | Self/ Outsourced | | | | Self (Generally) |
| Assessment | NCVT | SSC | SSC | Self/SSC | Self |
| Benefits | Rs. 7500/- for Basic Training + Rs. 1500/- per month per candidate stipend | | | NIL | <u>Stipend per month</u> Grad Engr Rs. 2500/- Diploma Rs. 1750/- 10+2 Voc Rs. 1350/- |

Job Roles – IT ITeS sector

**75+ job roles created
by NASSCOM SSC**



NSDC Notified Optional Trades for IT-ITeS Sector

- Associate CRM
- Associate Customer Care (Non-Voice)
- CRM Domestic Voice
- Domestic Biometric data Operator
- Domestic Data Entry Operator
- Domestic Non Voice cum Associate CRM
- Engineer Technical Support (Level 1)
- Junior Software Developer
- Junior Software Developer and Web Developer
- Web Developer

DGT (NAPS) Designated Trades for IT-ITeS Sector

- Computer Networking Technician
- Computer operator & programming Asst
- Computer & peripherals HW repair & maintenance mechanic
- Desktop publishing operator
- Information & Communication Tech System Maintenance
- Programming & System Admin Asst
- Customer Care Associate

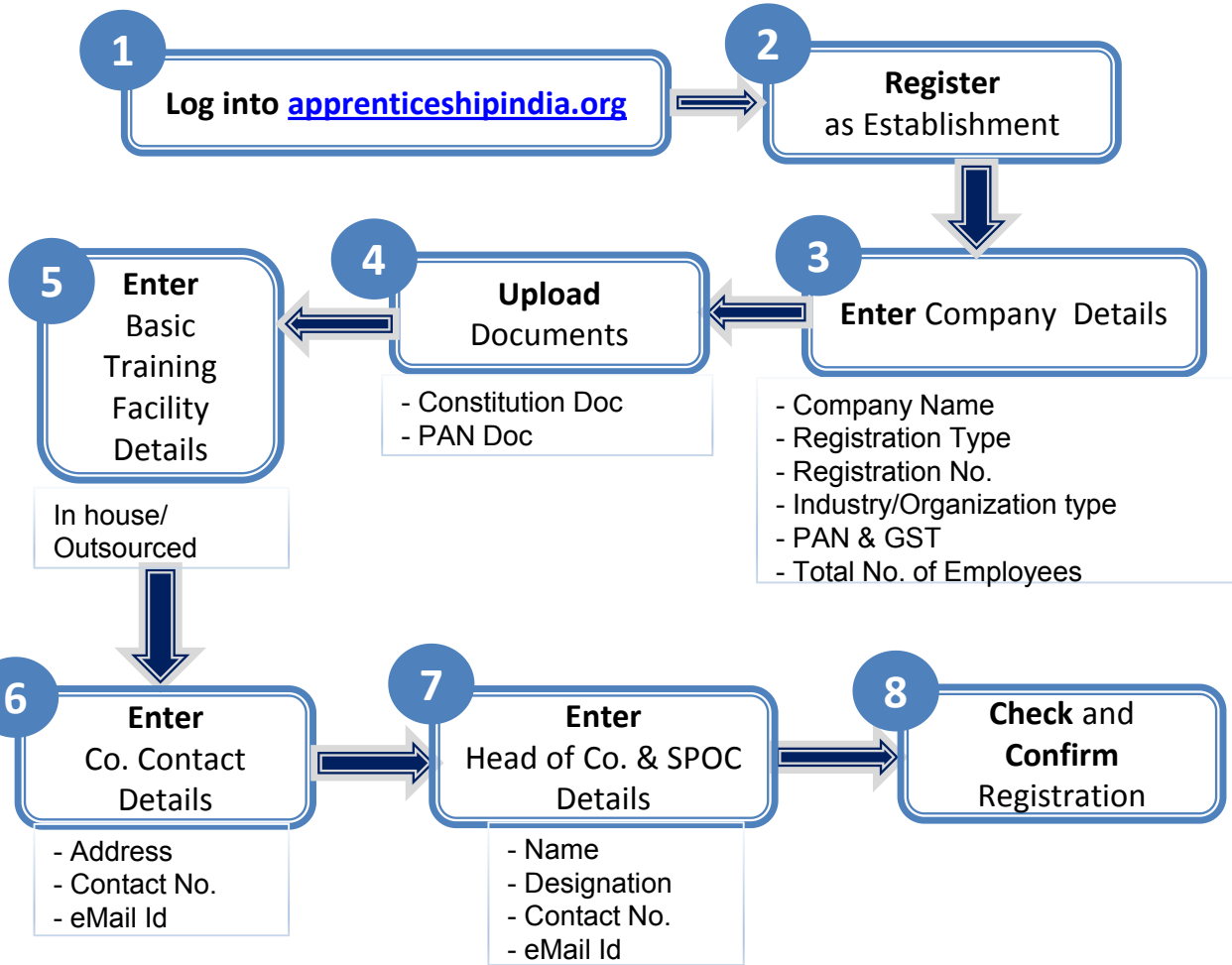
NATS (MHRD) Designated Trades for IT-ITeS Sector

- Data Preparation & Computer Software
- Desktop publishing operator
- Programming & System Admin Asst
- Information & Communication Tech System Maintenance
- Computer operator & programming Asst
- Multimedia & Webpage Designer

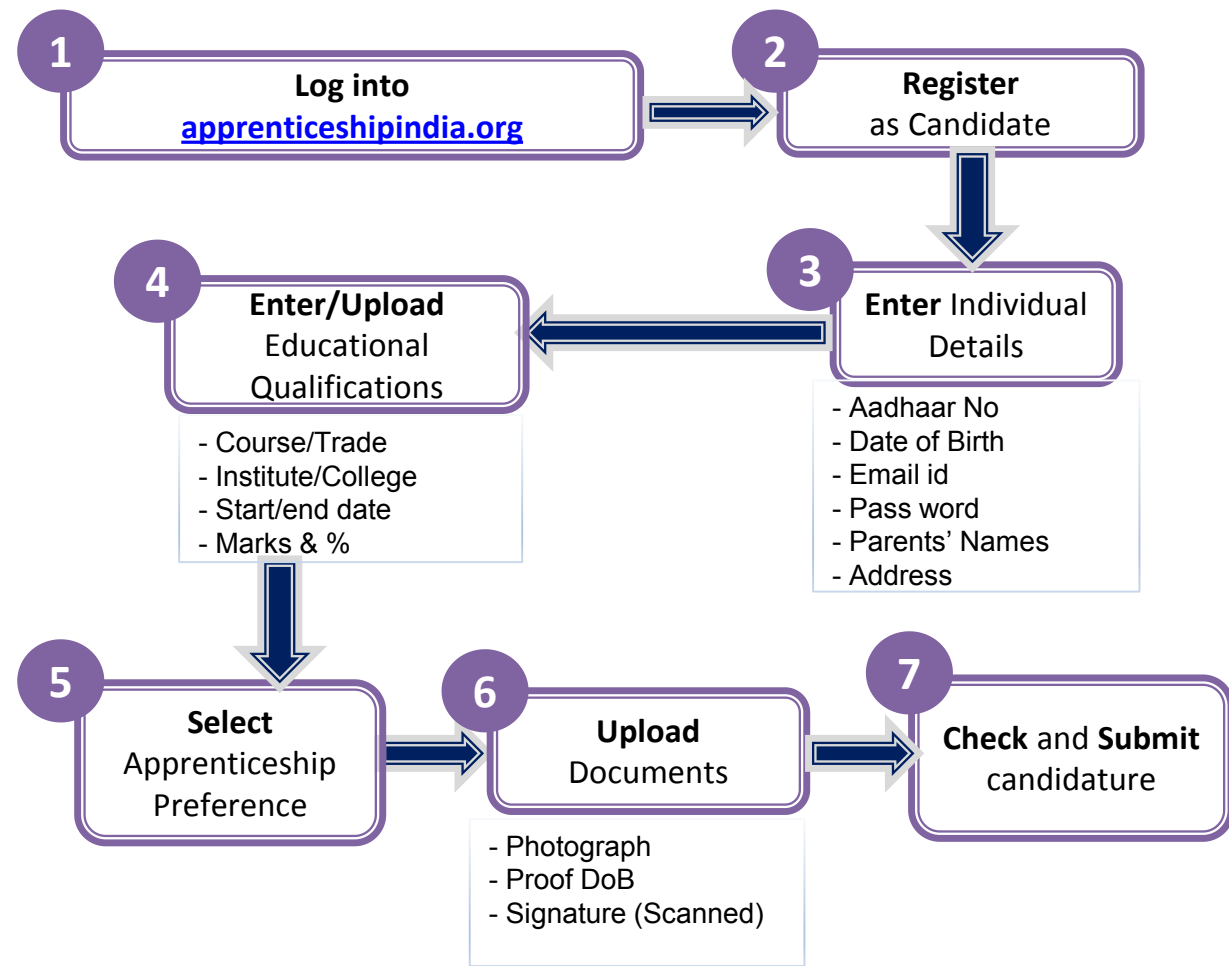
Apprenticeship Option 2, 3 & 4 – NAPS (NSDC)

Log in to the portal apprenticeshipindia.org for “Optional Trades” under NAPS

Company / Establishment Registration

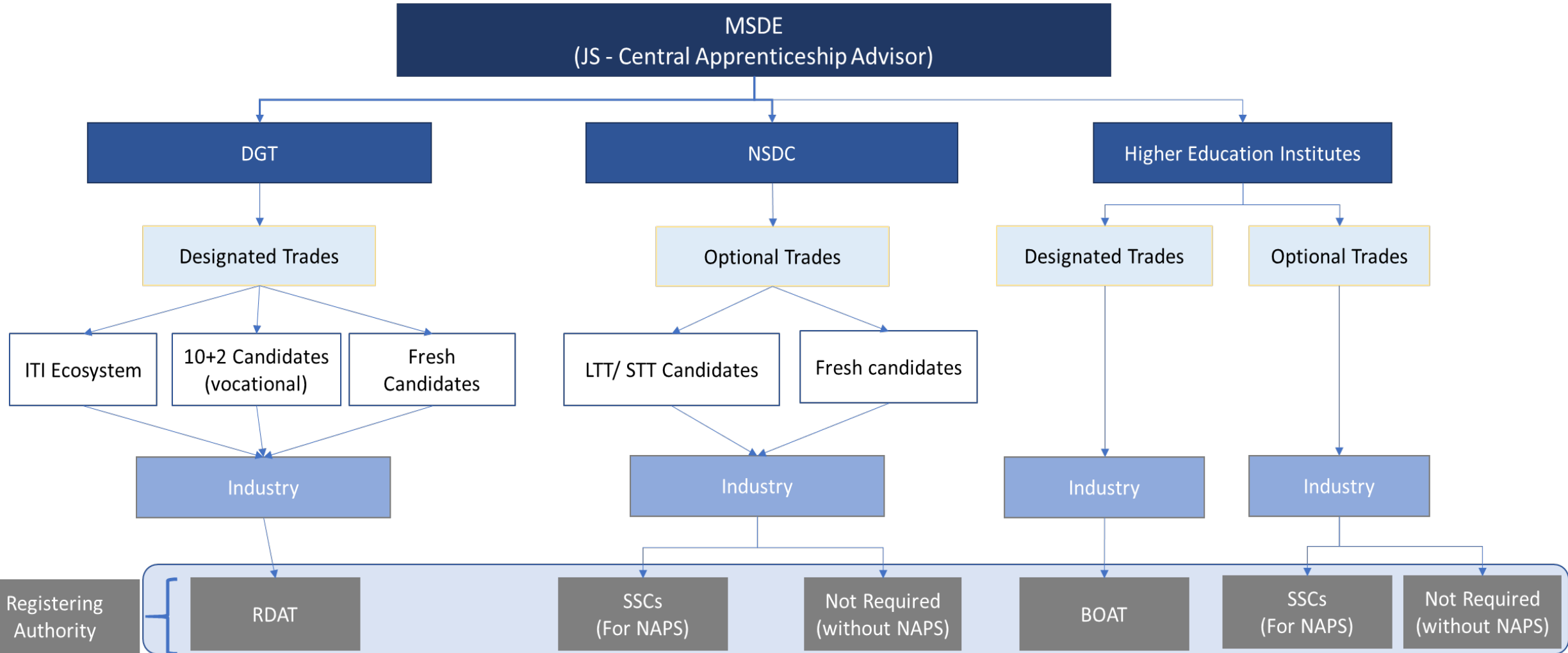


Candidate/Student Registration

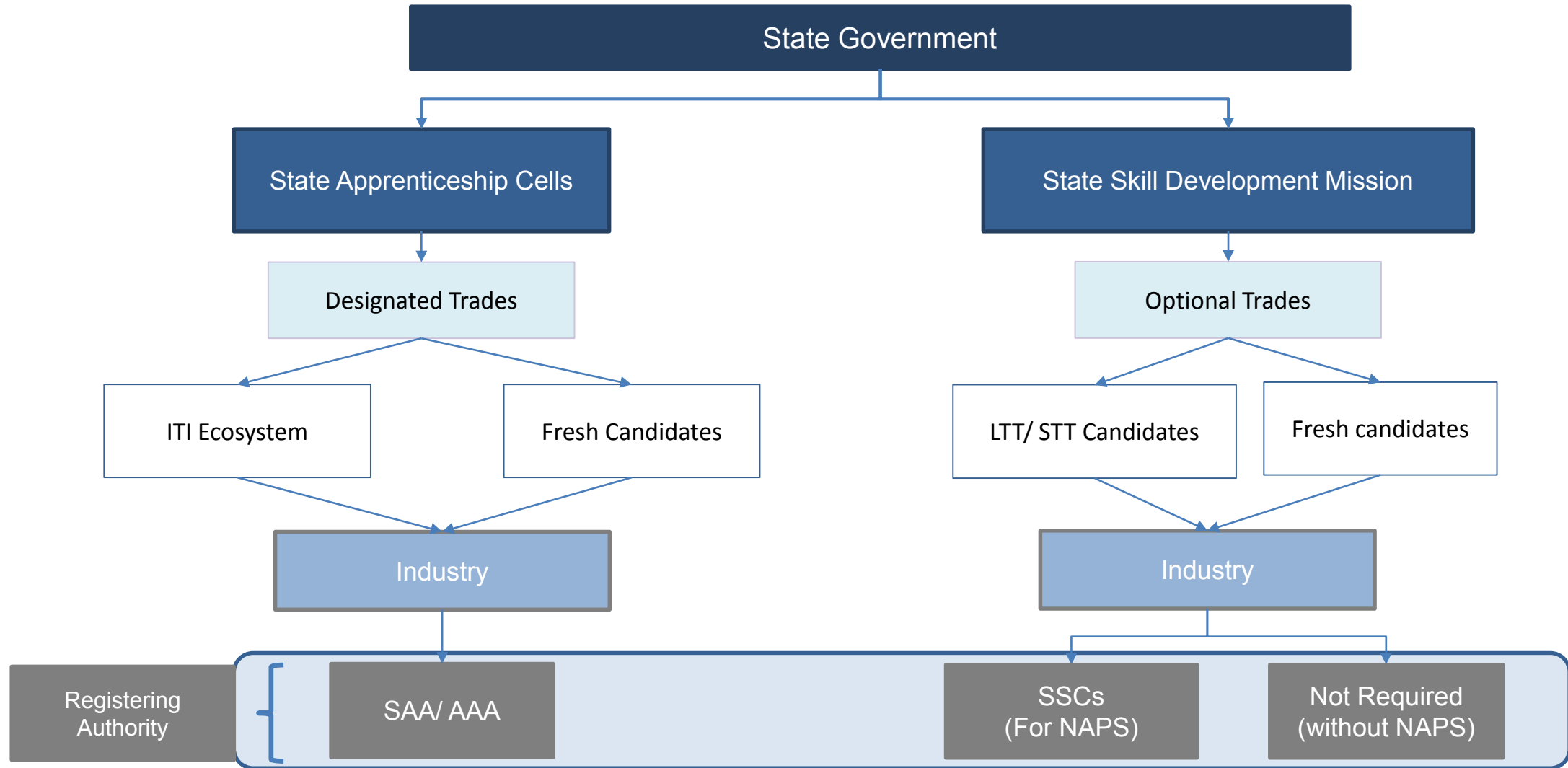


New Structure for Apprenticeship Implementation

(where Central Govt is Appropriate Authority)



Suggested Structure for Apprenticeship Implementation (State)



Benefits

Incentives

- 25% of stipend subject to a max of Rs. 1500/- per month/apprentice
- Cost of basic training (upto Rs. 7500/- 500 hours/ 3 months)
- Employers exempted from contribution to EPF & ESI



Corporate Governance

Compliance with the law as part of good corporate governance



Social Impact

Put apprentice skills into practice helping them to gain confidence in a working environment leading to higher productivity
Nation building through skilling



Onboarding Pipeline

- Steady stream of skilled work force at entry level
- Apprenticeship route costs less than lateral hiring.
- No obligation to hire apprentices on permanent rolls



Ease of Doing Business

Self governance through apprenticeship portal with end to end automated process.



Organization Stability

An opportunity to build a stable organization in the long run with high employee loyalty and lower attrition at a much lesser cost



Thank You

