



D.O.No.SD-17/5/2022-IC सत्यमेव जयते

21st January, 2022

Dear Sir/Madam,

As you are aware, the National Policy on Skill Development and Entrepreneurship, launched by the Hon'ble Prime Minister, focuses on apprenticeship as one of the key programs for creating skilled manpower in India. Apprenticeship promotion is aimed at filling the gap of supply and demand for skilled workforce and meet the aspirations of the Indian youth through work based learning and better opportunities for employment. A brief note on apprenticeship is **annexed** for reference.

2. Government of India under the aegis of Ministry of Skill Development & Entrepreneurship has laid great emphasis on apprenticeship promotion and seeks to mainstream apprenticeship across Central, State and Private organizations. The recently launched National Education Policy (NEP2020) also highlights the importance of apprenticeship across all levels of education.

3. As per the Apprenticeship Act, 1961 and the Apprenticeship rules amended in 2019 under Rule 7B -The employers having four or more workers shall only be eligible to engage apprentices and engagement of apprentices by establishment having thirty or more number of workers shall be obligatory. It further outlines in sub rule (3) (4) that within a financial year, each establishment shall engage apprentices in a band of 2.5 percent to 15 percent of the total strength of the establishment including contractual staff, subject to a minimum of 5 percent of the total to be reserved for fresher apprentices and skill certificate holder apprentices.

4. With an aim to promote uptake of domain specific apprentices by various Central Ministries, the Ministry of Skill Development and Entrepreneurship under its SANKALP programme has designed an initiative to fund* stipend for 1000 apprentices across the Central Ministries (around 20 apprentices per Ministry/ Department) for a period of one year under the following three categories:

- Apprentices with Vocational Certificate - 300 (Nos) at monthly stipend of Rs.7,000/-.
- Apprentices with Diploma - 300(Nos) at monthly stipend of Rs. 8,000/-.
- Apprentices with Degree- 400 (Nos) at monthly stipend of Rs. 9,000/-

* Allocation/ under budget Object Head '28'.

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5. This initiative has been developed so that the youth of the country benefits from this knowledge and learn professional hands on skills by way of domain specific apprenticeship opportunities in various Central Ministries. The proposed stipend can be increased subject to the requirement of Ministries/ Departments (with a ceiling of Rs 15,000/ per month per apprentice) along with a flexibility to alter number of apprentice across the three categories.

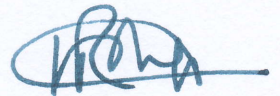
6. It is expected that during implementation of the initiative, Ministries will be able to institutionalize these apprentice positions. After one year of engagement, the Ministries (and their respective Departments) are expected to continue these positions utilizing their own funds.

7. National Skill Development Corporation (NSDC) has been entrusted with the overall responsibility of coordination for the apprenticeship promotion project.

8. I request you to kindly identify and share the demand for apprentices of your Ministry/ Department across the above mentioned three categories with this Ministry at the earliest.

With regards,

Yours sincerely,



(Rajesh Aggarwal)

Secretaries of Ministries/ Departments
(as per list attached)

Background:

The National Policy on Skill Development and Entrepreneurship, 2015 focuses on apprenticeship as one of the key components for creating skilled manpower in India. Apprenticeship training can play a major role for imparting on-the-job vocational training where youth can acquire skills by working at actual work place and earn some stipend. Globally, apprenticeship is considered as the best model for skill acquisition and earning while learning.

2. The "Apprentices Act, 1961" was enacted with an aim to fully utilize the facilities available in industries for imparting practical training and thus developing skilled manpower for industries. The Act regulates the programme of training that includes curriculum, period of training, related instructions during the on-the-job training, examination and certification. To drive greater participation in the Apprenticeship training in the country National Apprenticeship Promotion Scheme (NAPS) was launched in August, 2016 by Government of India by providing financial incentives, technology and advocacy support. The scheme has been amended after the launch to make it more employer friendly and widespread adoption.

3. MSDE has brought significant reforms to the apprenticeship rules. Apprenticeship can play a big role in the task of up-skilling India's workforce, offering the opportunity to share costs among different parties (employers, individuals and the government) and to involve governments, employers and workers in partnerships. For apprentices, an apprenticeship provides a chance to earn an income while learning, and to combine theoretical and practical training. For employers, apprenticeship provides a structured form of training that should provide confidence in the quality of people who have completed apprenticeships.

Apprenticeship promotion under SANKALP

4. In order to strengthen institutional mechanisms for skill development and increase access to quality and market-relevant training for youth across the country, Skills Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP) was launched on 19th January, 2018 with an implementation period till March, 2023. SANKALP is a World Bank loan assisted programme with the present agreement between Government of India and the World Bank for \$250 million. The releases (disbursement) from the World Bank to Government of India are based on achievement of the agreed Disbursement Linked Indicators.

5. SANKALP has three key result areas viz: (i) Institutional Strengthening at National, State & District level; (ii) Quality Assurance of skill development programmes; and (iii) Inclusion of marginalized population in skill development programmes.

6. Apprenticeship training is considered one of the most sustainable model of

skill development for providing demand driven skills and addressing the technical skill gaps with the changing market dynamics and demands of industry and establishments. Apprenticeship is a time tested way of learning where young, educated and technically qualified people undergo training under a experienced professional or a Master Trainer to become better equipped for employment. It offers the candidates double benefit of earning while learning. This also acts as a transition mechanism for a school/ college student from classroom to a working background. The National Education Policy 2020 too has laid stress on apprenticeship at all levels for boosting skills and enhancing employability of the trainee. The apprentice learns soft skills, work culture, ethics and organizational behavior while undergoing training which plays an important role in development of the individual. Central Government Ministries and Departments themselves are great source of knowledge in policy formation, planning, and development, implementation and monitoring of programs in a variety of areas. A need has thus been felt to promote uptake of apprentices by such Central Ministries/ Departments so that youth may benefit from the institutional knowledge and learn critical skills for securing decent employment for themselves by apprenticing in these institutions and establishments. Since SANKALP project of MSDE has its central focus on providing adequate training in market-relevant skills, the placement of the apprentices shall be supported under this project.

7. Against the said context, MSDE proposes to partner with Central Ministries/ Departments to place 1000 apprentices across Central Ministries (around 20 apprentices per Ministry/ Department) with flexibility for any additional expenditure on account of increase in the stipend money. The stipend for these apprentices for one year will be funded by MSDE under SANKALP. After one year of engagement, the Ministries (and their respective Departments) are expected to continue these positions utilizing their own funds. The apprentices to be engaged are in the following 3 categories:

- a. Apprentices with Vocational Certificate - 300 (Nos) at monthly stipend of Rs 7,000/-.
- b. Apprentices with Diploma - 300(Nos) at monthly stipend of Rs. 8,000/-.
- c. Apprentices with Degree- 400 (Nos) at monthly stipend of Rs. 9,000/-

8. The proposed stipend to the apprentice is the minimum as per norms and maybe increased subject to requirement of Ministries/ Departments (with a ceiling of Rs 15,000/- per month per apprentice) with flexibility to alter number of apprentice across the three categories. The apprentices will be hired by the respective Ministries/ Departments for a period of one year. A Steering Committee with representation from MSDE and concerned Ministries/ stakeholders will be constituted to review the progress periodically.

9. The initiative shall be implemented through National Skill Development Corporation (NSDC) who has been entrusted with the overall responsibility of coordination for the apprenticeship promotion project in accordance with relevant guidelines of MSDE.

Annexure

List of Secretaries of Ministries / Departments

1. Secretary, D/o Agriculture & Farmers Welfare, M/o Agriculture & Farmers Welfare.
2. Secretary, D/o Agricultural Research & Education, M/o Agriculture & Farmers Welfare.
3. Secretary, M/o AYUSH
4. Secretary, D/o Chemicals & Petrochemicals, M/o Chemicals & Fertilizers
5. Secretary, D/o Fertilizers, M/o Chemicals & Fertilizers
6. Secretary, D/o Pharmaceuticals, M/o Chemicals & Fertilizers
7. Secretary, M/o Civil Aviation
8. Secretary, M/o Coal
9. Secretary, D/o Commerce, M/o Commerce & Industry
10. Secretary, D/f Promotion of Industry & Internal Trade, M/o Commerce & Industry
11. Secretary, D/o Posts, M/o Communications
12. Secretary, D/o Telecommunications, M/o Communications
13. Secretary, D/o Consumer Affairs, M/o Consumer Affairs, Food & Public Distribution
14. Secretary, D/o Food & Public Distribution, M/o Consumer Affairs, Food & Public Distribution
15. Secretary, M/o Cooperation
16. Secretary, M/o Corporate Affairs
17. Secretary, M/o Culture
18. Secretary, D/o Defence, M/o Defence
19. Secretary, D/o Defence Production, M/o Defence
20. Secretary, D/o Defence Research & Development, M/o Defence
21. Secretary, D/o Ex-Servicemen Welfare, M/o Defence
22. Secretary, D/o Military Affairs, M/o Defence
23. Secretary, M/o Development of North Eastern Region
24. Secretary, M/o Earth Sciences
25. Secretary, D/o Higher Education, M/o Education
26. Secretary, D/o School Education & Literacy, M/o Education
27. Secretary, M/o Electronics & Information Technology
28. Secretary, M/o Environment, Forest & Climate Change
29. Foreign Secretary, M/o External Affairs
30. Secretary (East), M/o External Affairs
31. Secretary (ER), M/o External Affairs
32. Secretary (West), M/o External Affairs
33. Secretary, D/o Economic Affairs, M/o Finance
34. Secretary, D/o Expenditure, M/o Finance
35. Secretary, D/o Public Enterprises, M/o Finance
36. Secretary, D/o Revenue, M/o Finance
37. Secretary, D/o Investment & Public Asset Management, M/o Finance
38. Secretary, D/o Financial Services, M/o Finance
39. Secretary, D/o Animal Husbandry & Dairying, M/o Fisheries, Animal Husbandry & Dairying
40. Secretary, D/o Fisheries, M/o Fisheries, Animal Husbandry & Dairying
41. Secretary, M/o Food Processing Industries
42. Secretary, D/o Health & Family Welfare, M/o Health & Family Welfare
43. Secretary, D/o Health Research, M/o Health & Family Welfare
44. Secretary, M/o Heavy Industries
45. Secretary, D/o Home, M/o Home Affairs
46. Secretary, D/o Official Language, M/o Home Affairs
47. Secretary, D/o Border Management, M/o Home Affairs
48. Secretary, Inter State Council Secretariat, M/o Home Affairs

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49. Secretary, M/o Housing & Urban Affairs
50. Secretary, M/o Information & Broadcasting
51. Secretary, D/o Drinking Water & Sanitation, M/o Jal Shakti
52. Secretary, D/o Water Resources, River Development & Ganga Rejuvenation, M/o Jal Shakti
53. Secretary, M/o Labour & Employment
54. Secretary, D/o Justice, M/o Law & Justice
55. Secretary, D/o Legal Affairs, M/o Law & Justice
56. Secretary, Legislative Department, M/o Law & Justice
57. Secretary, M/o Micro, Small & Medium Enterprises
58. Secretary, M/o Mines
59. Secretary, M/o Minority Affairs
60. Secretary, M/o New & Renewable Energy
61. Secretary, M/o Panchayati Raj
62. Secretary, M/o Parliamentary Affairs
63. Secretary, D/o Personnel & Training, M/o Personnel, Public Grievances & Pensions
64. Secretary, D/o Administrative Reforms & PG, M/o Personnel, Public Grievances & Pensions
65. Secretary, D/o Pension & Pensioners Welfare, M/o Personnel, Public Grievances & Pensions
66. Secretary, M/o Petroleum & Natural Gas
67. Secretary, M/o Planning
68. Secretary, M/o Ports, Shipping & Waterways
69. Secretary, M/o Power