

NAPS NATIONAL APPRENTICESHIP

As we all know, the National Apprenticeship Promotion Scheme (NAPS) is a pivotal initiative introduced by the Government of India to enhance skill development across various sectors, including the apparel and home furnishings industry. The Government has set ambitious targets for apprenticeship training, and it is essential that we, as the Apparel Made-ups & Home Furnishing Sector Skill Council (AMHSSC), play an instrumental role in helping achieve these goals.

The NAPS scheme is a unique opportunity for our sector, offering both financial incentives and a structured platform to create a skilled and industry-ready workforce. However, to truly maximize the benefits of this scheme and ensure its success, it is critical that we, as Industry Leaders, actively engage in and support its implementation across the industry. The **Apprentices Act, 1961** is the mandatory act for establishments to engage apprentices for the National Apprenticeship Promotion Scheme (NAPS).

Key Employer Requirements:

1. Establishments with 30 or more employees:

- Required to engage apprentices in designated or optional trades.
- The number of apprentices must be between 2.5% and 15% of the total workforce in a financial year.

2. Establishments with 4-29 employees:

- Not obligatory to engage apprentices, but they may engage apprentices from 2.5% to 15% of the total workforce.
- Any expenditure on apprenticeship training can be booked under CSR funding.

3. Establishments with 3 or fewer employees:

- Not permitted to engage apprentices.
- No expenditure on apprenticeship training can be booked under CSR funding.

Key Benefits of Joining the NAPS Scheme:

1. Stipend Reimbursement:

- Candidates receive 25% of the prescribed stipend, up to a maximum of INR 1,500 per month during On-the-Job Training (OJT). This financial assistance to employers helps offset the cost of training and provides support during the apprenticeship period.

2. EPF and ESI Exemptions:

- Employers are exempt from making EPF and ESI contributions for apprentices, reducing the financial burden on businesses.

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3. CSR Funding for Apprenticeship Training:

- **Establishments with 30 or more employees:**
 - Expenditure on apprenticeship training, beyond the 2.5% minimum required by the Apprentices Act, can be booked under CSR funding.
- **Establishments with 4-29 employees:**
 - Expenditure on apprenticeship training can be booked under CSR funding.
- **Establishments with 3 or fewer employees:**
 - Not permitted to engage apprentices; hence, no expenditure on apprenticeship training can be booked under CSR funding.

4. Simplified Hiring and Reporting:

- The **Apprenticeship Portal** offers a streamlined platform to simplify the hiring, tracking, and reporting process for apprenticeships.
 - Employers can post apprenticeship opportunities easily.
 - Track and report apprentice progress and compliance requirements with minimal effort.
 - Access resources to support the effective management of the apprenticeship program.

Additional Benefits:

1. **Creation of an Industry-Ready Workforce:**

- Participating in NAPS provides employers access to a pool of well-trained, industry- ready candidates who can immediately contribute to your workforce, improving productivity and efficiency.

For Queries or Assistance:

- For North & East Zone Please contact:
 - Mr Atul Madan : atul.madan@sscammh.com
 - Ms Priyaneet Kaur : priyaneet.kaur@sscammh.com
- For South & West Zone Please contact:
 - Ms Ashwarya Malhotra: ashwarya.malhotra@sscammh.com
 - Ms Sandhya Wadhwa: sandhya.wadhwa@sscammh.com