

National Apprenticeship Training Scheme

Ministry of Education

All you wanted to know about

Apprenticeship



Apprenticeship Act 1961 - NATS

Eligibility for Implementation of NATS

Employee Strength	Eligibility for Apprenticeship	Apprenticeship Band (On total manpower strength)	Apprenticeship Duration (Month)
0-4	Not Eligible	Not Eligible	Not Eligible
5-29	Optional	2.5% - 15%	6 - 36
>30	Mandatory	2.5% - 15%	6 - 36



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Parameters	NATS (MOE)
Authority	BOAT/ BOPT
Minimum Qualificaon	Graduates - Engineering & Non Engineering / Diploma Holders in Engineering & Non Engineering.
Age Limit	With in 5 years of their Graduaton pass out date
Trade Category	Optional (Define by Establishment)
Duraton	06-36 Months
Reimbursement from Govt.	Graduate:- 4500, Diploma:- 4000 or 50% of Stipend whichever is less paid into candidate account on monthly basis. for 1 year



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Benefits to Employers

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Benefits to Employers

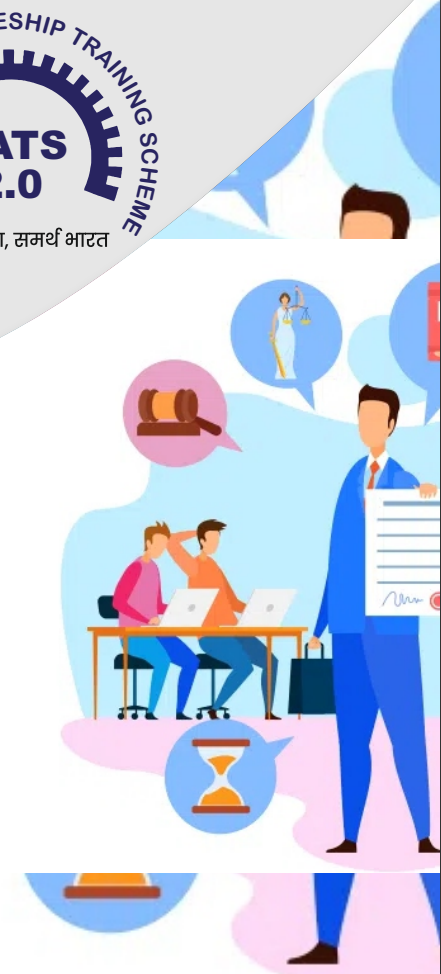
- 1 Reimbursement per apprentice per month towards a stipend paid to candidates.
- 2 Delinking of stipend from state's minimum wage rates (minimum stipend to be paid is linked to education qualification).
- 3 Establishments can engage apprentices aged 18 years and above in normal working hours of the establishment (including night shifts).
Trainees under the NAPS & NATS Scheme are not entitled to any statutory contribution from the employer. Stipends paid do not attract any statutory deduction/ payment obligation on the part of the corporate/ industry (No PF, ESIC, etc.)
- 4 Expenditure on engaging apprentices of more than 2.5% can be booked under CSR liability/ funds.
- 5 Apprentices cannot participate in Union activities.
- 6 The laws related to labor/employment are not applicable to apprenticeship training.
- 7 An employer is not obliged to employ the apprentice after of completion of an apprenticeship.
- 8 Extension of apprenticeship to non-engineering occupations.

NATS

Rs. 4500/- (or 50% of stipend whichever is less)



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CSR Funding



- Expenditure on engaging apprentices of more than 2.5% can be booked under CSR liability/funds. (e.g. If your Company strength is 200 then you can engage a minimum of 5).
- Candidates (2.5%) and a maximum of 30 Candidates (15%) as per apprentice in NATS) The candidates are more than 2.5% (i.e. $30 \times 2.5 = 75$). You can book their stipended amount also in CSR funding.



BENEFITS TO THE APPRENTICE



APPRENTICE

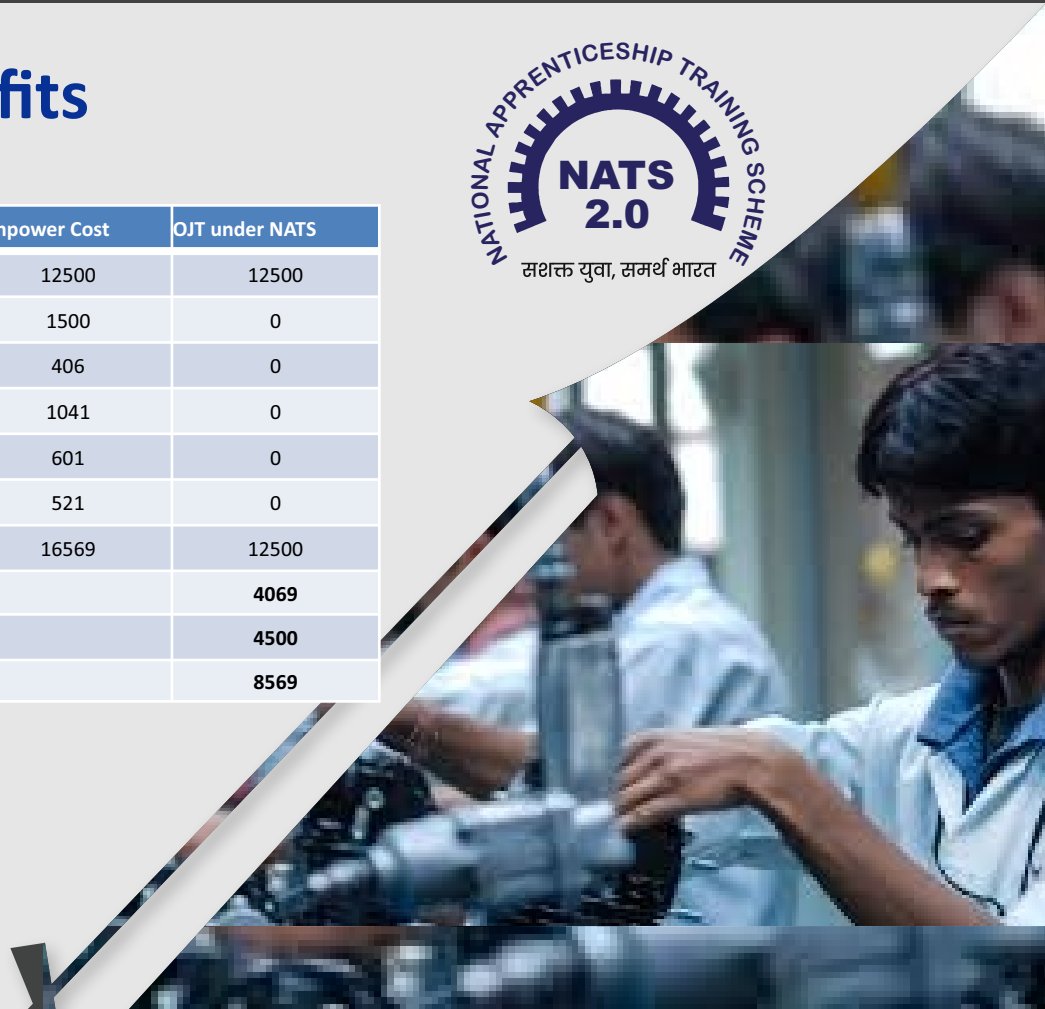
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Cost Benefits

S.No.	Description	Manpower Cost	OJT under NATS
1	Basic + DA (Gross Salary)	12500	12500
2	PF (Co) 12%	1500	0
3	ESIC (co) 3.25%	406	0
4	Bonus - 8.33%	1041	0
5	Gratuity (4.81%)	601	0
6	Leave Encashment(15 Days Salary/12Month)	521	0
7	Total CTC / Candidate (INR)	16569	12500
8	Total Difference in Salary Per Month		4069
9	NATS Max. Reimbursement		4500
10	Total Benefit Per Month Per Candidate		8569



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Establishment Information Required for Registraton

S.No	Document type	Mandatory
1	GST Certificate	Yes
2	PAN card	Yes
3	Mobile number	Yes
4	Udhyam Aadhar	Yes
5	Incorporation / Registration certificate	Yes
6	Bank account details and proof (Cancelled cheque)	Yes
7	ITR filing acknowledgement receipt	Yes
8	Total no of Manpower (Onroll +Contractual)	yes



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Internship

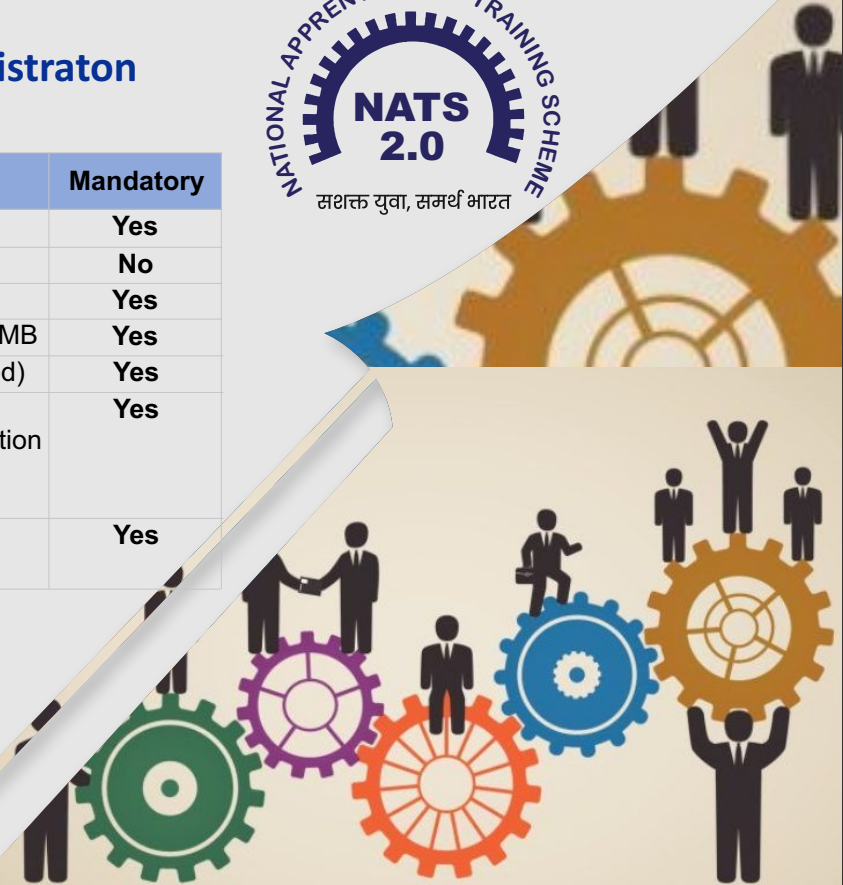
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Candidate's Information Required for Registraton

S.No	Document type	Mandatory
1	Aadhaar card	Yes
2	PAN card	No
3	Mobile number	Yes
4	Passport size photograph Format: JPEG, Size: Less than 1 MB	Yes
5	Aadhaar seeded/mapped Bank account details(DBT Enabled)	Yes
6	Eductional certificate, 1. Final Year Marksheet / Provisional Certificate of Graduation or Diploma, Format: PDF 2. 12 th and 10 th Marksheet copy	Yes
7	First page of Bank passbook / Bank account statement, cancelled cheque Format: PDF,	Yes



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Role of BITPL as Apprenticeship TPA

Softfix Solutions Pvt Ltd will serve as the end-to-end Apprenticeship Implementation & Management agency for your organization



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Why Work With Us (Highly Professional & Compliant TPA)

NATS

We comply all the requirements of the program

01



100% Compliance

We are complying 100% Comeliness of the program

02



Instant resolutions and Quick TAT

We have dedicated Team to NATS & NAPS. It gives us huge leverage in getting issues solved instantly.

03



Faster Reimbursment & Success Based Fee Model

The reimbursement received is highest among all TPAs. Total contracts >3000

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Basil India Tradex Pvt. Ltd

302, Kamla Residency, Ram Chandra Lane
Behind Lekhraj Metro Station
A- Block, Indira Nagar-Lucknow-226016

+91 9368 311 022
basilindia@gmail.com
www.basilindia.in

