



NATIONAL APPRENTICESHIP PROMOTION SCHEME

NAPS was launched in August 2016 by Government of India to promote the Apprenticeship in the country by providing financial incentives, technology and advocacy support.



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ABOUT

Gretis is one of the leading company offering a range of solutions to employers for hiring their productivity, scale challenges under NAPS & basic Training. We bridge the gap between industry demand and skilled resources by connecting suitable candidates with employers. To achieve this, we have an extensive network and partnerships with institutions such as Degree and Polytechnic Colleges, Universities, ITIs and State Skill Missions.

Our firm offers solutions to clients of all sizes across India. The Government of India has focused on skill development as its major national issue. It aims to train 50 lakh people, as opposed to the 2.5 lakh people being trained currently, as part of its major human resources initiative. For this purpose, the Apprenticeship Act was amended in August 2016 and NAPS (National Apprenticeship Promotion Scheme) was launched for promoting a culture of apprenticeship and also increasing the number of apprentices in our ecosystem. This is a boon for industry, which can bridge the skill gap both qualitatively and quantitatively, as well as for students, who get real-time on-the-job training



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NAPS

On the job skilling

MAJOR HIGHLIGHTS OF NAPS

The National Apprenticeship Policy Scheme, 2016, a joint initiative of the Ministry of Skill Development and Entrepreneurship and the Ministry of Labour and Employment, will help streamline apprenticeship in India.

- The main highlights of the policy include legal compliance of Apprentices Act, 1961;
- Introduction of Option Trade (for non ITIL candidates).
- Reimbursement of expenses incurred in providing basic training wherever necessary;
- The OIT time period could be 36 months
- Engagement of apprentices in a band of 2.5% to 15% of the total strength of establishment including contractual employees(25% for Maharashtra);
- Employers will not be required to cover apprentices under the Provident Fund (PF) and Employees State Insurance (ESI) scheme.



OBJECTIVE OF APPRENTICESHIP TRAINING

The Apprentices Act, 1961 , is a legislation in India that was enacted to meet the increasing demand for skilled craftsmen in the country and bring about a change in the attitude of employers towards apprenticeship training in a more efficient and planned manner. Its main objective is to provide practical training to eligible students in various trades, who can also opt for non-engineering jobs.

ADVANTAGES TO EMPLOYER

This programme not only reduces the labour cost, it also allows you to get the right talent reducing the price of recruitment and other expenditures associated with the hiring of employees. We will take care of:

1. Minimise statutory compliance and labour laws.
2. Reduce IR issues.
3. End-to-end service for employers.
4. Address Skill Cap for Industry and customised training tailored to specific need.
5. Reduce expenditure on recruitment process.

ROLES OF GRETIS

As an authorised TPA, we assist our clients, the employer/establishment, in Submitting apprenticeship contract on the apprenticeship portal on behalf of the employer. Submitting the claims of basic training cost in case the employer is a Basic Training Provider under NAPS.

Posting all returns on the portal on behalf of the employer.

Submitting reimbursement claims towards stipend to employer along with the attendance particulars. Complying with formalities required for trade apprentices for appearing in All India Trade Tests for Apprentices as and when required.



COMPARISON OF CONTRACT LABOUR AND APPRENTICESHIP PROG.

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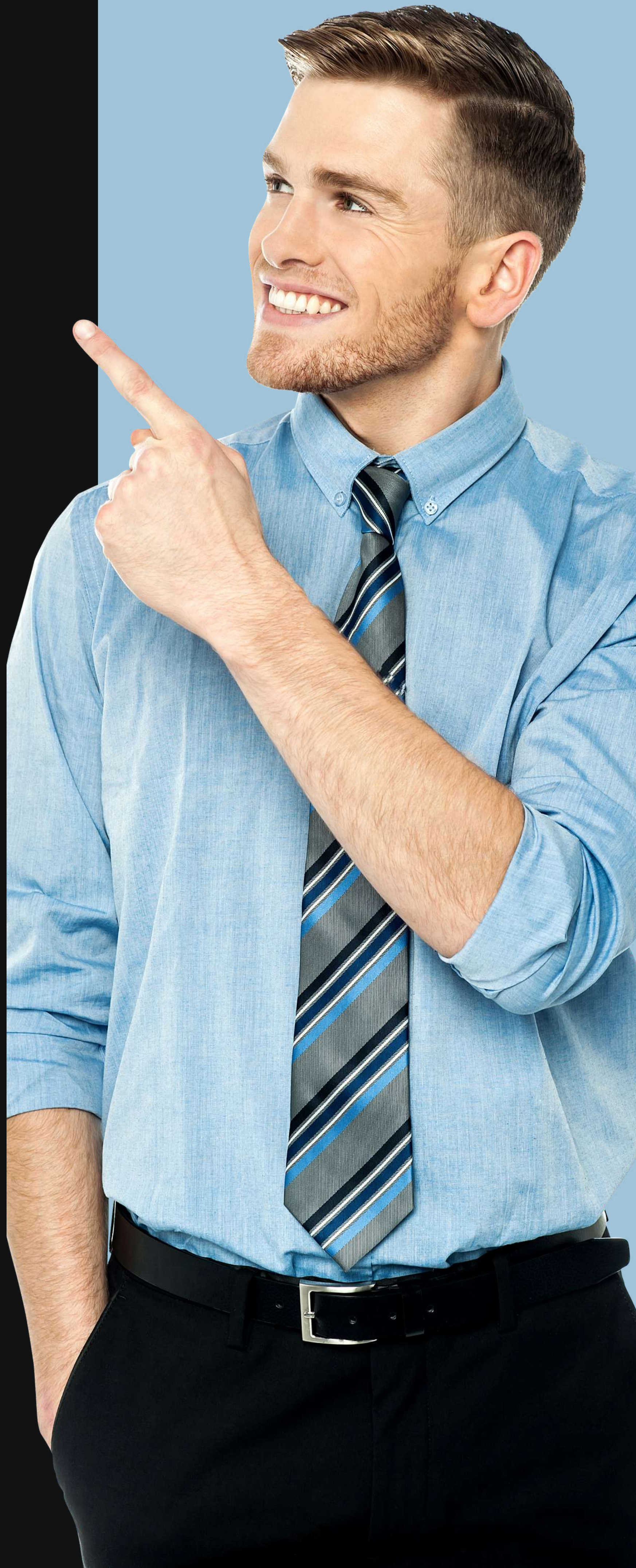
PARTICULARS	APPRENTICE		
	Contract Labour	NAPS, OAT, DGT	Non NAPS Optional Trade
Labour Laws	✓	✗	✗
Minimum Wages	100%	70% to 90%	70% to 100%
HRA	✓	✗	✗
Employee Compensation Act	✗	✓	✓
ESI	✓	✓	✗
PF	✓	✓	✗
Leave	✓	✓	✗
Welfare	✓	✓	✗
Salary	✓	✓	✗
Professional Tax	✓	✓	✗
Welfare Fund	✓	✓	✗
Bonus	✓	✓	✗
Gratuity	✓	✓	✗
Union/ IR Issues	✓	✓	✗
Litigation	✓	✓	✗
Mandatory Act	✗	✓	✓
Expenses Covered Under CSR	✗	✓	✓
Duration	N/A	1 Year	6 month - 3 year
Qualification of Candidate	N/A	11th Pass, Diploma & BE	5th, 11th, 12th & Graduate

BENEFITS OF PARTNERING WITH GRETIS TO ENGAGE IN NAPS SCHEME :

Our experience in working with resources and talent is reinforced with decades of learnings.

Our database of talent ready to be coached and upskilled is regularly updated and constantly expanding.

We enable employers to engage a higher number of youth in their workspace by opening up new channels for creating an up-to-date talent pipeline and filling skill gaps.



FOR MORE DETAILS CALL

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