



सशक्त युवा, समर्थ भारत!



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nats.education.gov.in



National Apprenticeship Training Scheme (NATS)



The National Apprenticeship Training Scheme (NATS) is a flagship Scheme of Government of India, implemented by Department of Higher Education, Ministry of Education.

In order to meet the requirements of the industries and to utilize the facilities available in the industries, the Government of India facilitated NATS for training fresh Graduates in Engineering/Technology, Diploma holders in Engineering/Technology and Graduates in BA / B.Sc. / B.Com. as Apprentices under the purview of the Apprentices Act 1961 as amended in 1973 and Apprenticeship Rules, 1992 (as amended in 2015).



OBJECTIVES

- To fulfil any gap in practical/hands on experience of fresh graduate engineers, diploma holders in engineering and graduates in general stream, which they do not acquire during their regular studies.
- To establish liaison between the industries and technical institutes to improve the quality of technical education.
- To secure facilities for training in different establishments, both private and public sector organizations.
- To make selections for placement from among the applicants who wish to undergo training.



Eligibility Criteria for Stakeholders

ESTABLISHMENT

It is optional for Establishments having manpower between 4 to 29 to engage apprentices, but mandatory for Establishments with 30 or more manpower to engage apprentices in the band of 2.5% to 15% of the overall manpower.

INSTITUTIONS

Any Engineering, Polytechnic and Arts & Science college/institution /University approved by Statutory authorities are eligible to enroll under the NATS.

STUDENTS

Graduates/Diploma holders in Engineering / Technology and Graduates in General streams such as B.A., B.Sc., B.Com., etc, who have passed out during the last five years are eligible to undergo apprenticeship training under the NATS.



BENEFITS

ESTABLISHMENTS

- NATS enables cost optimization to serve as a compelling incentive to embrace apprenticeship as a strategic approach in hiring apprentices.
- NATS is a cost effective platform for development of talent pool as per the requirement of the establishment.
- Government of India is providing the financial support to the industries by way of reimbursing 50% of the statutory stipend.
- Scheme helps the industries to develop human resources for their present and future manpower requirements.
- Scheme facilitates one year lead time to observe the Apprentices performances before providing regular employment.
- Scheme ensures continuous availability of trainees in the establishment.
- Scheme ensures continuous productivity in the establishment.
- The establishment can adopt any convenient method for selection of Apprentices.

STUDENTS

- NATS helps in nurturing and enhancing the skills of emerging professionals and solidifying their position as a transformative force in the current job market.
- After successful completion of one year apprenticeship training, the students are awarded with a Certificate of Proficiency by the Government of India.
- Successful completion of one year apprenticeship is considered as possessing one year working experience, while applying for any further jobs in Government Sector.
- Opportunity to acquire training in strategic sectors/niche technologies like Defence, Aerospace, emerging technologies, etc.

INSTITUTIONS

- NATS is not solely a talent development tool, but it also serves as a comprehensive solution by seamlessly blending academic learning with practical on-the-job training.
- NATS facilitates industry-academia collaboration, promoting on-the-job training for their students.
- Facility for bulk enrolment of students is provided in the NATS portal from the institution login.
- NATS facilitates training for students undergoing Sandwich courses as per their curriculum.
- NATS promotes the rate of placement of their students across various establishments.



Minimum Stipend Payable to the Apprentices

#	CATEGORY OF APPRENTICES	MINIMUM STIPEND RATE PER MONTH
1	Graduate Apprentices	Rs.9000/-
2	Diploma (Technician) Apprentices	Rs.8000/-
3	Graduate Apprentices (Sandwich)	Rs.8000/-
4	Diploma (Technician) Apprentices (Sandwich)	Rs.7000/-

The Training establishments are free to pay higher stipend than the Government prescribed minimum stipend, however 50% re-imburement to the establishment is restricted to the Govt. fixed minimum stipend rate only.

Salient Features of NATS ➤

- Period of training is one year. Establishment can engage Apprentices at any point of time through the year.
- Establishment can engage Apprentices from any part of the country considering the eligibility criteria.
- Apprentices are entitled for leave and holidays as observed by the state in which the establishment is located.
- The user manual for all transactions such as Student enrolment, Establishment enrolment, Contract creation, Raising Records of progress / Add performance, claim submission, Issue of Digital certificate of proficiency are available in the web portal nats.education.gov.in -> Home Page -> Manual.
- Swapping Category and interchanging subject-field is permissible within the allotted training slots, in case of non-availability of suitable candidates.

Way Forward ➤

- NATS provides opportunities for young minds to enhance their skills and employability, due to the evolving strategic shift in industry i.e. Industry 4.0.
- Due to this strategic shift, many routine jobs will get obsolete and many new emerging technologies/jobs will be on the rise for which NATS will be a platform for the students to adopt the technological evolution and be job-ready.
- The implementation of the process of Direct Benefit Transfer (DBT) for the NATS has been initiated successfully, which benefits the apprentices to receive the Government share of stipend directly to their bank accounts.

TESTIMONIALS



Ms. Priyanka Das

Apprentice, Kalyani Bottling Plant, West Bengal

BOPT (ER)

“ Being a fresher it is very difficult for us to get a job in industry. NATS has really helped me in my professional front by providing good industrial training through the organization and I believe that it will help me to grow further in my future career. I would like to thank our respected DGM Sir from Kalyani Bottling Plant for guiding us at the time of our training. (Winner of Apprentices of the Year Award from BOPT(ER), Kolkata during the celebration of Regional Apprenticeship Day 2021). ”

NATS Portal served as a platform for OPTCL to register and manage Apprenticeship opportunities. From NATS portal OPTCL is able to select suitable candidates for Apprenticeship by searching candidates based on specific criteria and qualifications. NATS enhances the productivity of the establishment and provides financial support to the industries by way of reimbursing 50% of Central Govt. Share of stipend paid to the Apprentices. It is a very good initiative of the Government of India for Skill development.



Mr. Sarthak Upadhyay

Apprentice, Airports, Authority of India, IGI Airport New Delhi

BOAT (NR)

“ As a fresh graduate, landing a job in the industry can be quite challenging. Thankfully NATS is providing excellent training that will really boost my career prospects. Moreover, NATS is also providing me a monthly stipend amount Rs. 15000/PM (Govt. share Rs.4500/PM received through DBT) which is helping me to manage my daily & monthly expenses. I believe that it will help me to grow further in my future career. I would like to thank our respected Sir, Mr. Ketan Shiva Rawat, Assistant Manager at Airports Authority of India, IGI Airport for their guidance during the training. ”

Airports Authority of India is a well-established Mini-Ratna Public Sector Unit. NATS Portal served as a platform for AAI to register and manage Apprenticeship opportunities. From NATS portal AAI is able to select suitable candidates for Apprenticeship by searching candidates based on specific criteria and qualifications. NATS enhances the productivity of the establishment and provides financial support to the industries by way of reimbursing 50% of Central Govt. Share of stipend paid to the Apprentices.





TESTIMONIALS

TESTIMONIALS



Ms. Deepika Dhakad
Graduate Apprentice,
GAIL India Limited, Vijaipur,
Madhya Pradesh

BOAT (WR)

“ It was my pleasure to work in Gail India, Vijaipur, MP and gain field experience to enhance my skills. In the tenure of one year, I got to learn the real world technical knowledge and the practical application of my Chemical Engineering principles and techniques. It was a great experience to work under the mentorship of such experienced and knowledgeable employees of Gail. Learning by exploring and communication is the key. ”



Shri Ashish Wadekar
Senior Dy. General Manager,
Larsen & Toubro Limited, Mumbai,
Maharashtra

BOAT (WR)

“ National Apprenticeship Training program helps the establishment to meet its apprentice requirement. During one year of apprenticeship training students are trained by way of on-the-job training, as per the Organisation's need. After completion of the on the job training, the apprentices are ready to apply their learning. Both organisations and apprentices are benefitted by this scheme. ”



Mr. Ashok Kumar S
Graduate Apprentice Trainee
Pegatron Technology India Pvt Ltd.
MWC, Chengalapattu, Tamil Nadu

BOAT (SR)

“ It was an incredible opportunity to work at Pegatron and gain extensive experience in mobile manufacturing. Throughout my one-year tenure, I developed practical skills and a thorough understanding of the industry-specific principles and techniques. Working alongside Pegatron's highly experienced and knowledgeable employees was a tremendous learning experience. The hands-on exposure significance on continuous learning and communication greatly enriched my professional growth. I am deeply appreciative of the chance to be part of such an innovative team and to contribute to Pegatron's advancements in mobile manufacturing. ”

“ We are pleased to announce our engagement with the National Apprenticeship Training Scheme (NATS) at Pegatron, a renowned and leading mobile manufacturing company in India. This program helps our establishment to participate in skilling the young talents through apprenticeship program and prepare them for the mainstream effectively. On-the-Job Training: We are sure that students receive comprehensive on-the-job training and tailored pattern of training at our facility. Skill Development: Apprentices are deputed along with skillful trainer and managers to equip them with practical skills and gain experience that align with best practices and industry standards. This scheme benefits both Pegatron and the apprentices. The apprentices gain valuable hands-on experience, while we benefit from their fresh perspectives and enthusiasm of candidates. After completing the on-the-job training, the apprentices will be ready to apply their learning in real-world scenarios, contributing to the growth and success of Pegatron. We are excited to welcome our new apprentices and look forward to a productive and enriching year ahead.”

PEGATRON



Mr. Kumaraguru S
Director – Human Resources
Pegatron Technology India Pvt Ltd.
Chengalapattu, Tamilnadu