

National Employability Through Apprenticeship Program

NETAP

From



TeamLeaseTM
Skills University

Putting India to Work

PPP with



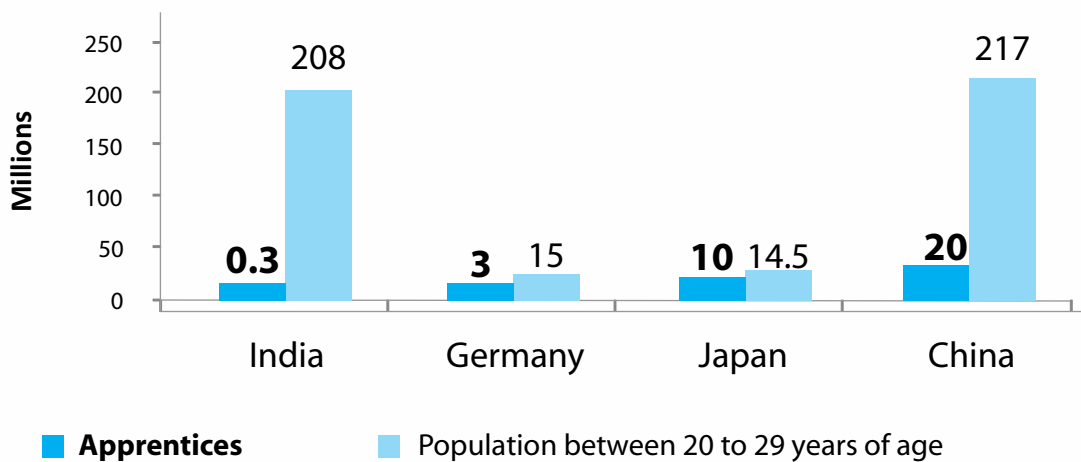
Confederation of Indian Industry



N·S·D·C
National
Skill Development
Corporation

India

- Youth Unemployability is a growing challenge because 10 lac youth will enter the labour force every month for the next 20 years
- Apprentices are a powerful vehicle for improving employability because of learning-by-doing and learning-while-earning
- India has only 25,000 employers appointing apprentices. UK has 2 lac and one state of Australia (Queensland) has 26,000
- The Apprentice Act of 1961 mandates that every employer appoint apprentices but it is rigid, unevenly implemented, and ineffective



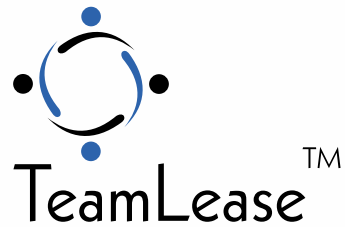
Global Experience

Germany

- 1969, a law (the Berufsbildungsgesetz) was passed
- Regulated and unified the vocational training system
- 75% of youth have attended dual system
- 342 recognised trades, 24-36 month period
- No employment guarantee

United Kingdom

- 1964, revamp from 1990, 1994 led to the Modern Apprenticeship
- 180 Frameworks by the Sector Skills councils
- Employment contract, but off-the-job training and assessment is wholly funded by the state for apprentices aged between 16 and 18.
- Government contributes 50% of training cost for apprentices > 19 yrs



- Hired somebody every 5 minutes for 5 years that's only 5% of the kids who came to us
- India's largest HR service firm; hiring, hygiene, productivity
- 1400 customers, 80,000 employees in 1000+ locations
- One of the largest payers of PF & ESI in the country



TeamLease Skills University

- India's first vocational University; Associate Degree
- Setting up 22 community colleges in Gujarat
- Two research centres; Labour markets, Technology in Education



NETAP

What is NETAP?

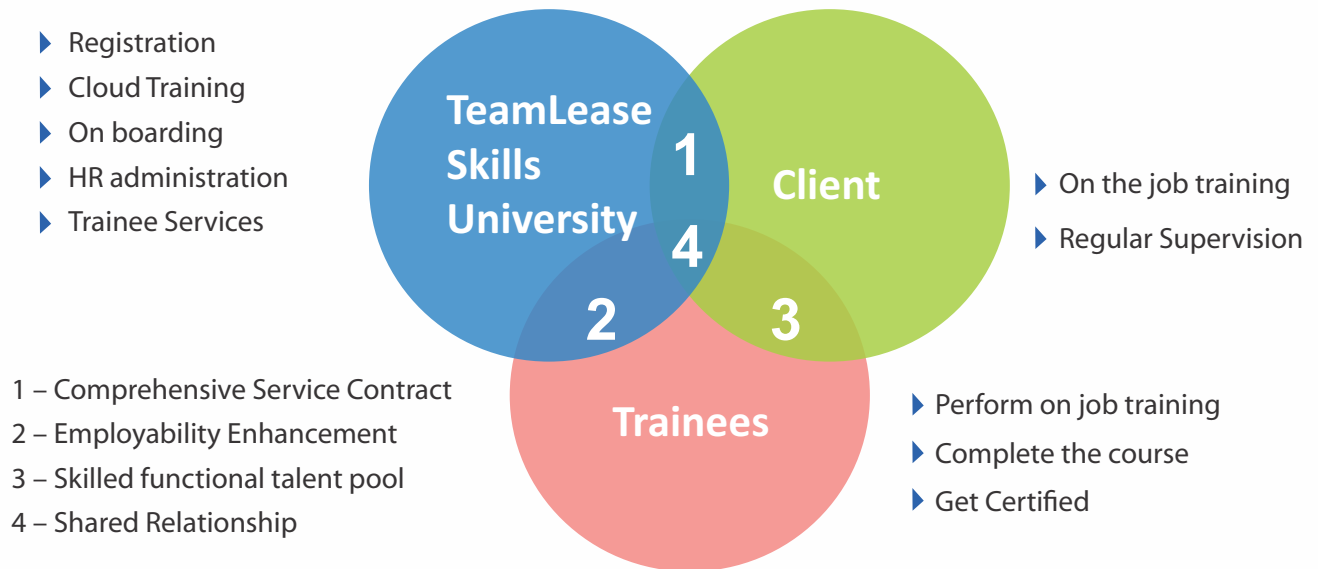
India's Largest Employability Scheme is a Public Private Partnership of Teamlease Skills University, CII, and NSDC under the National Employability Enhancement Mission of the Ministry of HRD (AICTE).

It is aimed at enhancing employability and provide a large scale platform for:-

- Overcoming the current challenges of the Apprenticeship Act
- Unemployed youth to build skills through Learning by doing and Learning while earning
- Provide them with access to practical skills
- Build a matching infrastructure which connects the youth with the corporate skill requirements
- 2 lac apprentices every year for the next 10 years. At peak capacity, it will be the world's largest apprenticeship program

NETAP is registered under NEEM Notification (F.No 37-3/Legal/AICTE/2013) which is the only governing law for this scheme

Tri-Partite Relationship



NETAP & Corporates

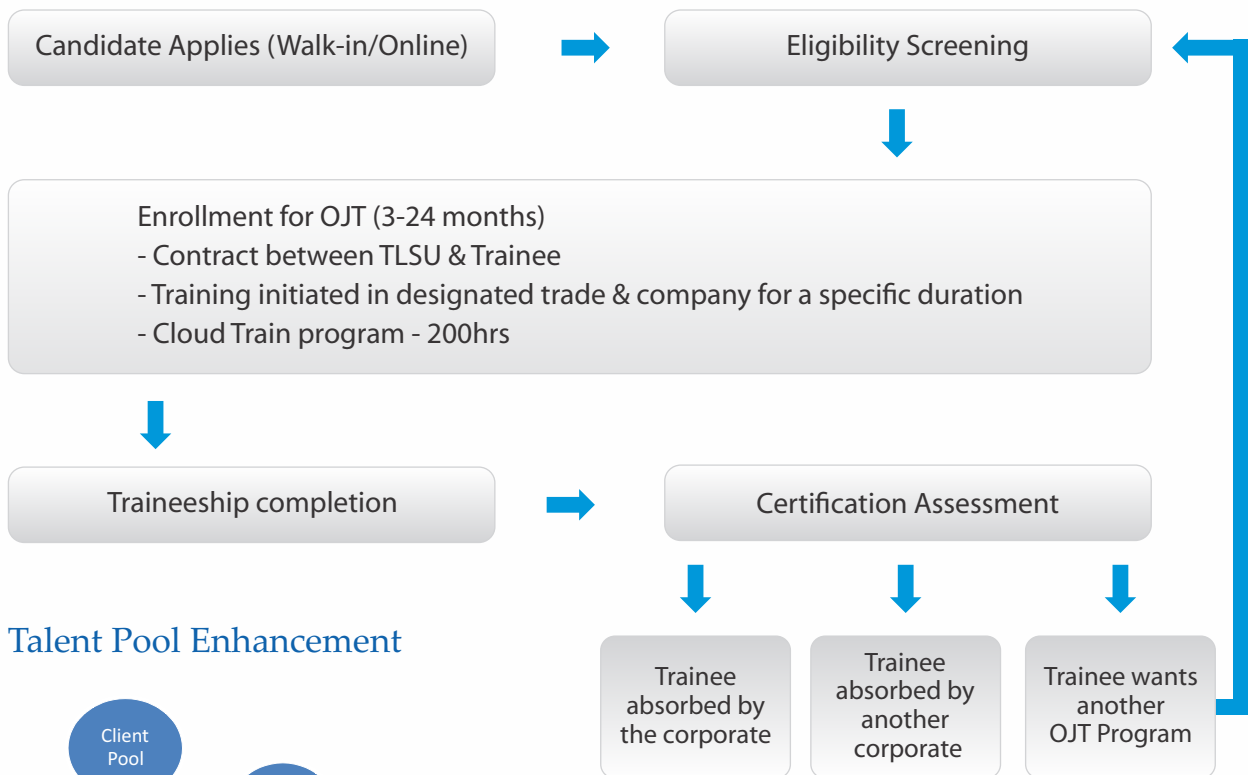
- Trainees can be appointed in any trade or function at any location in India
- Consolidated stipend equivalent to the applicable unskilled minimum wage (it can be higher)
- Training tenure - Between 3 - 24 months
- Maximum number of trainees that can be deputed for OJT shall not exceed 300 at any given point of time under NETAP
- Trainee shall be engaged during regular working hours and they would be eligible for leaves as per company's own policy.
- Each Trainee shall be covered under the Employee Compensation Act.
- All trainees will be enrolled in a free 200 hour online course for soft skills, English and computers. They can further enroll voluntarily or via the employer for other TLSU certificate/diploma/associate degree courses delivered online.

NETAP & Trainee

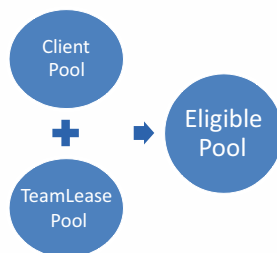
- A person from 18 to 35 years of age who has completed graduation / diploma or a person pursuing/discontinued studies leading to graduation / diploma in any technical/non technical field and registered under NETAP is called a trainee
- A NETAP apprenticeship qualifies for credit towards certificates/diplomas/degrees offered online by Teamlease Skills University (TLSU)
- All trainees shall be given an apprenticeship-cum-employability training proficiency certificate or Apprenticeship training completion certificate based on the successful completion of training.

Help build the world's largest Apprenticeship Program

Operational Flow



Talent Pool Enhancement



Operating Structure

- All trainees will be enrolled as students of Teamlease Skills University
- TLSU will sign an agreement with the employer for the payment of stipends (pass through to candidate), an administrative fee (to meet costs for the non-profit operation that will decline with scale) and providing training slots
- The employer will receive a single invoice for stipend amounts and service charges every month
- TLUS will provide trainees with a unique id number, a call centre in 13 languages, a web portal, and handle all regulatory filings
- At the end of the training period, the employer will have the first right to hire the candidate else he or she will return to TLSU

Table Contrasting the Apprentices Act, 1961 and NETAP

Specifics	Apprentices Act, 1961	NETAP, 2014
Trades	Restricted to those specified in the Designated Trade list. Services largely goes unrepresented	Across all industries and across all skill sets.
Geographic Coverage	Based on regional approvals from the Regional Directorates of Apprenticeship Training (RDAT) or Board of Apprenticeship Training (BOAT) and State Apprenticeship Advisers	No boundaries. No separate approvals. Can be deployed anywhere in India
Compliance	6 forms have to be submitted by employers at different time intervals with each State	All filings with AICTE by NETAP (employers do not need to submit anything to the government)
Stipend	As per the ACT	Benchmarked to Minimum Wage of the unskilled category for the state in which the trainee is to be deployed
Age	14 years and above	Between 18 to 35 years only
Applicable Legislation	The Apprenticeship ACT 1961	NEEM Notification (attached)
Eligibility of Trainee	14 years and above and meets physical fitness criteria	Any graduate or diploma holder. Anyone pursuing graduation or diploma in technical or non technical field with atleast 18 years of age and atmost 35 years of age
Training period	As strictly specified in the designated trade list	Any duration between 3 months to atmost 24 months
Terms of Termination	Termination only on expiry of Apprenticeship Period or by writing to the Apprentice Adviser	Either party can terminate by giving 30 days notice.
Designated Authority	RDAT, BOAT, Central Apprenticeship Council	AICTE
Compensation for Injury	As per Employee Compensation Act	As per Employee Compensation Act
Hours of work, OT, Leave, Holiday	Hours of work – as per the policy of the company in which they are getting trained OT – Not applicable Leave & Holiday – as per the policy of the company in which they are getting trained	Hours of work – as per the policy of the company in which they are getting trained OT – Not applicable Leave & Holiday – as per the policy of the company in which they are getting trained

5 Reasons to engage with NETAP

- 1 Building a pipeline for bottom of pyramid hiring
- 2 Clear legal structure to take candidates for a test drive with no obligation to hire
- 3 Possible lower attrition given apprenticeship credit and degree connectivity
- 4 Single window for national compliance
- 5 Stipends paid qualify as CSR spend; do well and do good

Build India's Employability Pipeline

NETAP

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Age-wise population data source: Source - <http://www.nationmaster.com>

