

National Apprenticeship Training Scheme (NATS)

Department of Higher Education (DoHE), Government of India (GoI)

ABOUT NATS

The National Apprenticeship Training Scheme (NATS) is a flagship scheme of the Government of India aimed at enhancing the employability of India's youth and bridging the gap between academic skills and industry demands. The scheme provides on-the-job training to fresher graduates, diploma-holders, and students of Apprenticeship Embedded Degree/ Diploma Programmes (AEDP) and Sandwich courses.

Operated under the aegis of the Apprentices Act, 1961, and the Apprenticeship Rules, 1992, the scheme is implemented by the Department of Higher Education, Ministry of Education, through four regional Boards of Apprenticeship Training/ Practical Training (BoATs/ BoPT) located at Chennai, Kanpur, Kolkata, and Mumbai.

The scheme **aligns with the National Education Policy (NEP), 2020**, integrating apprenticeship-based skilling within the higher education framework. In the last 5 financial years, NATS has engaged more than **17 lakh apprentices across the country**.

A unique feature of this scheme is that the one-year on-the-job training undertaken by apprentices is recognized as **valid work experience for employment opportunities** in Central and State Government establishments.

LEGAL FRAMEWORK UNDER NATS

The Apprentices Act, 1961, mandates establishments with a workforce of 30 or more (including contractual, outsourced, and part time) to engage apprentices at 2.5%–15% of their total workforce. Establishments with a workforce in the range of 4 to 29 may choose to engage apprentices as per the Act.

ELIGIBILITY & STIPEND

NATS offers apprenticeship opportunities to all Graduates and Diploma-holders without any prior work experience for a duration of 6 months to 1 year. All graduates and diploma-holders can apply for apprenticeship under NATS within five years of passing their programme. NATS also provides apprenticeship opportunities students of AEDP and Sandwich courses.

The Act prescribes a minimum monthly stipend that apprentices must be paid as part of their training. Under NATS, the Central Government bears 50% of the minimum prescribed stipend and pays it to the apprentices directly through Direct Benefit Transfer (DBT). Establishments are encouraged to pay over and above the prescribed minimum amount of stipend.

Below is the latest prescribed stipend amount. Although apprenticeship durations may range from 6 months to 3 years, NATS provides stipendiary support to maximum of 1 year.

Category	Minimum Prescribed Monthly Stipend	Central Government Share of Stipend
Graduate (any stream) / AEDP (Degree)	₹ 12,300	₹ 6,150
Diploma Holder (any stream) / AEDP (Diploma) / Sandwich Course (Degree)	₹ 10,900	₹ 5,450
Sandwich Course (Diploma)	₹ 9,600	₹ 4,800

SECTORAL COVERAGE

NATS apprentices are trained across both **established** and **emerging sectors**. Apprentices gain opportunities in various sectors, ranging from IT/ITES, BFSI, Automobiles and Automotive, Electrical and Electronics, to Healthcare, Education & Training, Media, Consulting Services, and more. Since last year, apprentices are also getting trained in emerging sectors, such as, AI/ML, Drone Technology, Agri-tech, Renewable Energy, Industry 4.0, Robotics, and more.

BENEFITS TO STUDENTS

NATS provides multiple benefits to the apprentices engaged in apprenticeship training. The key benefits are as below:

- Industry-aligned training leads to job-role specific skills development
- Certificate of Proficiency (CoP): Government-certified proof of work experience
- Monthly stipend during Apprenticeship Training
- Enhanced employability
- Higher chance of absorption by the training establishment

NATS PORTAL

The NATS Portal (<https://nats.education.gov.in/>) connects aspiring apprentices, establishments, and institutions to facilitate apprenticeship opportunities under NATS. It enables students to easily find and apply for apprenticeships in organisations, gain practical industry experience, receive stipends directly

through DBT, and obtain a government-recognised Certificate of Proficiency that counts as valid work experience for government jobs.

IMPLEMENTATION OF NATS THROUGH FOUR REGIONAL BOARDS

NATS is implemented through four autonomous bodies under the Department of Higher Education, Ministry of Education by the Boards of Apprenticeship/ Practical Training (BOATs/BOPT):

Region	BOATs/BOPT	Location
North	Board of Apprenticeship Training (BOAT)	Kanpur
East	Board of Practical Training (BOPT)	Kolkata
West	Board of Apprenticeship Training (BOAT)	Mumbai
South	Board of Apprenticeship Training (BOAT)	Chennai

BOATs/BOPT manage the regional implementation of the scheme including liaising with Higher Educational Institutions and the industry.

COLLABORATION WITH HIGHER EDUCATION INSTITUTIONS

The success of NATS depends significantly on the **active partnership of Higher Education Institutions**, as they act as a key node to reach out to students as well as regional industry partners.

Below are a few areas of collaboration where HEIs can support NATS in its objective of enhancing youth employability in India.

1. **Awareness Generation:** Facilitate NATS orientation sessions, career guidance sessions, for students through collaboration with BOATs/BOPT
2. **Appointment of a NATS Nodal Officer:** Designate a senior member to coordinate NATS-related activities at the HEI
3. **Encourage Student Registration:** Motivate eligible students to register on the NATS portal: www.nats.education.gov.in
4. **Industry Linkages:** Facilitate liaison with local industries and HEI's placement cell to identify apprenticeship opportunities.
5. **Visibility:** Display NATS information on HEI notice boards, official website, and student communication channels.

The HEI's support will go a long way in empowering thousands of students with **skills, stipend, and a sustainable career pathway** thereby, directly contributing to the vision of Viksit Bharat 2047.

CONTACT DETAILS OF BOATS/BOPT

BOARD OF PRACTICAL TRAINING (EASTERN REGION), KOLKATA

- **Address:** Block-EA, Sector-1, SaltLake City (Opp. Labony Estate), Kolkata - 700064
- **Phone:** 033-23370750/51, Tollfree no. – 1800-345-4206
- **Email:** inf@boptr.gov.in
- **Website:** www.bopter.gov.in
- **State/UTs Under Purview:** Orissa / Assam / Bihar, Jharkhand / West Bengal / Manipur / Meghalaya / Mizoram / Nagaland / Arunachal Pradesh / Tripura / Sikkim / Andaman & Nicobar Islands.

BOARD OF APPRENTICESHIP TRAINING (NORTHERN REGION), KANPUR

- **Address:** 16, Block 1-A, Lakhanpur, Kanpur-208024
- **Phone:** 0512-2580349, 9773895326
- **Email:** admin@boatnr.org
- **Website:** www.boatnr.org
- **State/UTs Under Purview:** Chandigarh / Delhi / Haryana / Himachal Pradesh / Jammu & Kashmir / Punjab / Rajasthan / Uttar Pradesh / Uttarakhand / UT of Ladakh

BOARD OF APPRENTICESHIP TRAINING (SOUTHERN REGION), CHENNAI

- **Address:** 4 th Cross Road, CIT Campus, Taramani, Chennai 600113
- **Phone:** 044-22542235/22542236
- **Email:** director@boat-srp.com
- **Website:** www.boat-srp.com
- **State Under Purview:** Andhra Pradesh / Karnataka / Kerala / Lakshadweep / Puducherry / Tamil Nadu / Telangana

BOARD OF APPRENTICESHIP TRAINING (WESTERN REGION), MUMBAI

- **Address:** 2nd floor, New Administrative Building, NSTI Campus V.N. Purav Marg, Sion, Mumbai 400022
- **Phone:** 022-24055634/24055923
- **Email:** director.boatwr@gmail.com
- **Website:** www.boatwr.education.gov.in
- **State Under Purview:** Chhattisgarh / UT of Dadra and Nagar Haveli and Daman and Diu / Goa / Gujarat / Madhya Pradesh / Maharashtra
