



# APPRENTICESHIP

## **Apprenticeships**

### **What Is Apprenticeship Training?**

Apprenticeship training is a structured, work-based learning program that combines classroom instruction with hands-on, on-the-job experience. It provides individuals—whether students, early-career professionals, or career changers—with the opportunity to develop practical skills, gain industry knowledge, and grow professionally under the mentorship of seasoned experts.

Apprenticeships typically last between six months and four years, depending on the occupation and employer. During this period, apprentices receive a stipend or wage, which may increase as they progress and demonstrate higher levels of competency, in line with organizational and industry policies.

### **Why Choose an Apprenticeship?**

Apprenticeships are designed in collaboration with industry partners to ensure that the training aligns with current workforce demands. This ensures that apprentices gain real-world skills that are directly applicable in their chosen careers.

By working alongside experienced professionals, apprentices gradually build technical expertise, problem-solving skills, and professional confidence—making them job-ready from day one.

### **Where Can You Pursue an Apprenticeship?**

An apprenticeship can be done in both the public and private sectors, across a variety of industries. While they are especially common in construction, manufacturing, and other skilled trades, apprenticeships are also increasingly available in modern fields such as retail, finance, and cosmetology.

### **A Pathway to a Rewarding Career**

While entering a trade, technical field, or a modern profession, an apprenticeship offers a practical, affordable, and highly effective route to long-term career success through hands-on learning and direct industry engagement.

### **Benefits:**

- Long-term commitment (6 months-3 years).
- Fixed Stipend and increase with skill development
- Formalized with defined learning outcomes and progression.
- Typically includes mentorship and structured learning environment.
- Leads to nationally recognized career-specific certification

### **How NSDC helps in Apprenticeships:**

NSDC Academy offers comprehensive support for apprenticeship programs in alignment with the National Apprenticeship Promotion Scheme (NAPS). NSDC Academy apprenticeship offering is designed to bridge the gap between skill training and industry requirements by facilitating structured, hands-on learning opportunities.

### **Key Offerings:**

## **1. Implementation of NAPS**

NSDC acts as an implementing agency for the National Apprenticeship Promotion Scheme, offering:

- Support for registration of establishments and apprentices on the Apprenticeship Portal.
- Guidance on compliance with NAPS guidelines.
- Facilitation of financial benefits, including reimbursement of stipend and basic training costs.

## **2. Industry Partnerships and Mobilization**

- Collaboration with Sector Skill Councils (SSCs) and industry partners to identify apprenticeship roles and opportunities.
- Engagement with employers to onboard them onto the apprenticeship ecosystem.
- Mobilization of youth through apprenticeship fairs, workshops, and awareness campaigns.

## **3. Curriculum Alignment and Quality Assurance**

- Support in aligning apprenticeship curricula with the National Skills Qualifications Framework (NSQF).
- Assistance in structuring blended learning models that combine on-the-job training with classroom instruction.
- Quality monitoring of apprenticeship training programs.

## **4. Digital and Administrative Support**

- Access to digital tools and platforms for apprenticeship tracking and reporting.
- Streamlined documentation and management of apprenticeship records.
- Helpdesk and advisory services for enterprises and training partners.

## **5. Advocacy and Capacity Building**

- Support for policy implementation and advocacy for apprenticeship reform.
- Capacity building of employers and training providers through workshops and technical assistance.
- Promotion of apprenticeships as a viable career pathway for youth.