



National Apprenticeship Training Scheme (NATS)

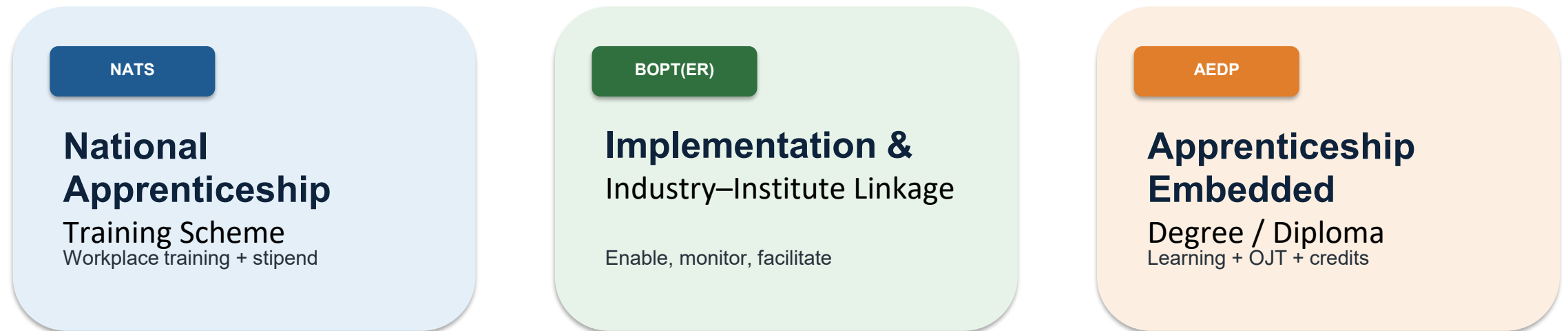
Board of Practical Training (Eastern Region)
Ministry of Education Department of Higher Education Government of India

Presentation for Bapu shabhagar, Patna

Date: 13th September, 2026

One ecosystem. Three connected layers.

A simple journey from workplace exposure to embedded apprenticeship in higher education.



THE CONNECTED JOURNEY

Learn → Train → Apply → Assess → Earn → Become employable

Closing the gap between classroom and workplace

The source presentations position apprenticeship as a practical employability bridge.

The challenge

Academic learning alone may not provide enough workplace readiness for many graduates.

The response

Apprenticeship combines learning with structured on-the-job training and exposure to real work environments.

The outcome

Students build practical skills, professional behaviours, communication and teamwork—while gaining industry experience.

WORK-INTEGRATED LEARNING

Theory + Practice + Assessment = Employability

National Apprenticeship Training Scheme

The core apprenticeship pathway implemented and monitored by BOPT(ER) for graduate and technician apprentices.

STRUCTURED

On-the-job training under the Apprentices Act 1961

STIPEND

Minimum prescribed stipend; establishments may pay higher

INDUSTRY LINK

Training happens in an establishment/workplace

CERTIFICATION

Progress assessment and certificate of proficiency on successful completion

NATS turns academic knowledge into demonstrated workplace capability.

Apprentices Act 1961 — the operating framework

Selected provisions from the supplied NATS presentation.

Employer obligations

- Provide training in accordance with the Act and Rules
- Ensure qualified supervision
- Fulfil the apprenticeship contract

Engagement band

- Establishments with 4+ workers are eligible
- 30+ workers: engagement is obligatory
- Annual band: 2.5%–15% of total strength
- Monthly limits also apply

Assessment & certificate

- Employer assesses progress
- Regional Board grants certificate of proficiency on satisfactory completion
- Employer may also issue its own certificate

BOPT(ER): the implementation bridge

Board of Practical Training (Eastern Region), Kolkata — autonomous body under Ministry of Education, Govt. of India.



BOARD OF PRACTICAL TRAINING (EASTERN REGION)

Implementation and monitoring of NATS for Graduate and Technician Apprentices.

Industry engagement

Principals / TPO meets • Industry–Institute Interactive Meets • Industry Meets

Student outreach

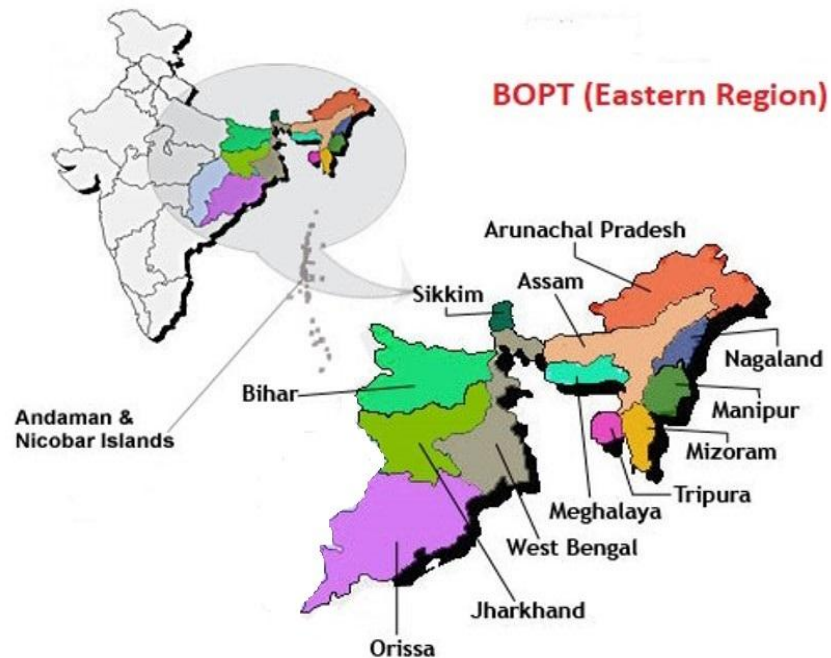
Career Guidance Programmes • Meet the Apprentices • Selection interviews / Job Fairs

Quality & monitoring

Facilitation, monitoring and stakeholder coordination across the Eastern Region

BOPT(ER) jurisdiction

The supplied presentation identifies the Eastern Region states/UTs covered by BOPT(ER).



1

Andaman & Nicobar Islands

2

Arunachal Pradesh

3

Assam

4

Jharkhand

5

Manipur

6

Meghalaya

7

Mizoram

8

Nagaland

9

Odisha

10

Sikkim

11

Tripura

12

West Bengal

A regional platform connecting institutions, establishments and apprentices.

What the apprentice receives

Keep the NATS value proposition simple, practical and outcome-focused.



12 MONTHS

Engineering graduates & diploma holders

6–36 MONTHS

Non-engineering graduates / diploma holders

₹7K–₹9K+

Minimum prescribed stipend rates in supplied presentation; higher stipend may be paid

Engineering Graduate / Diploma: 12 months

Activating the Pipeline: Transforming Academic Supply into Industry-Ready Assets

Sector Framework	Stream Classification	Institution Type	Total HEIs	Annual Student Outturn
Central Government (MoE)	Technical & General	Degree & Post-Grad	2	3000
 State Government	Technical	Degree Programs	9	18,000
		Diploma Programs	20	22,000
	Non-Technical	Degree Programs	9	2,65,000
		Diploma Programs	19	17,000
 Private Sector	Technical	Degree Programs	100	13,000
		Diploma Programs	11	32,000
	Non-Technical	Degree Programs	324	8,000
 State Aggregates		Diploma Programs	38	2,000
	Combined Grid	All Institutions	532 HEIs	3,80,000 Graduates

Bihar University Matrix
17 State-run Universities
08 Private-run Universities
2 Central Universities

Pipeline Fulfills Capacity: Bihar produces a **massive 3.80 Lakh graduates annually.**
By systematically Targeting initial 25% of the annual outturn (onboarding approx. **1.0 students onto the NATS network** (after graduation) over the next 5 years, the state’s may target creation of about 5 lakhs trained workforce.
As the population belongs to Non-Technical students, prioritizing ADEP shall be prominent steps for creating work ready graduates.

NATS Overview : Bihar (FY 2025-2026)

Apprentices Engagement

- Student Registered on NATS- **39,130**
- Students trained as Apprentices- **8296**
- Apprentices from Weaker Section of Society- **1,774 (SC/ST/OBC)**
- Female Apprentices – **31.71%**
- Stipend Disbursed - **10.14 Cr**

Top 10 Engaging Sectors

1. **Education and Training: 1,824** apprentices (22%)
2. **Consulting Services: 1,254** apprentices (15%)
3. **Construction & Infrastructure: 1,116** apprentices (13%)
4. **Others: 1,086** apprentices (13%)
5. **IT/ITES: 558** apprentices (7%)
6. **Logistics and Supply Chain: 421** apprentices (5%)
7. **Government Departments: 342** apprentices (4%)
8. **Healthcare (Hospitals & Allied): 318** apprentices (4%)
9. **Power and Energy: 204** apprentices (2%)
10. **Railways: 184** apprentices (2%)

**PSU, Govt Dept,
Private Sector &
MSMEs, Universities
& Higher Education
Institutions**

Requesting the state government to issue standing directive to all State Government Dept, PSUs and Autonomous Bodies, local bodies, Private sectors including CA/CS firms, MSMEs, Universities and HEI to encourage their maximum participation and apprentices engagement up to the permissible 15% limit targeted to create overall 1laks of training seats annually for students of Bihar. **50% e.g Rs 12300/2 (Rs 6150 P.M) for each apprentices for 12 months will be born by Central Govt. through BOPT.**

NATS Outreach : Bihar (FY 2025-2026)

Career Guidance Programme/ Rozgaar Margdarshan

- **66** Conducted
- **6964** Students Participated

Principal TPO Meet

- **6** Conducted
- **28** Institutions Participated

Industry Meet

- **2** Conducted
- **29** Industries Participated

Industry Institution Interaction Meet

- **3** Conducted
- **25** Industries Participated
- **30** Institution Participated

Meet the Apprentices

- **89** Industries Covered
- **1834** Apprentices Participated

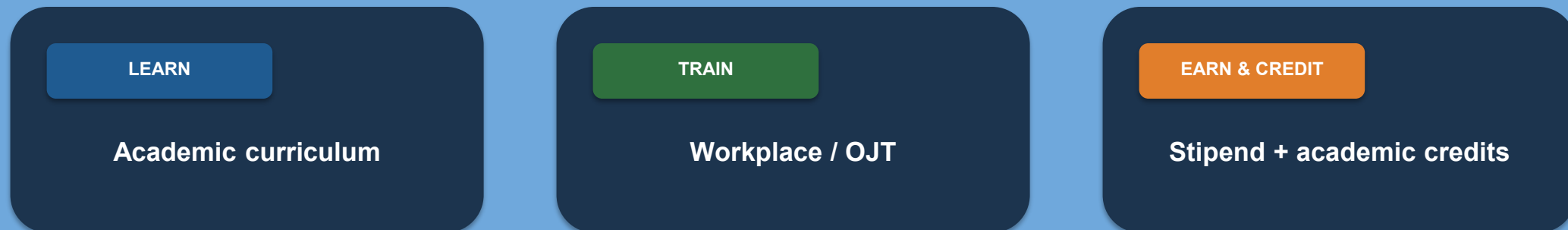
Participation of all stakeholders

Requesting the state government to encourage students, HEI's, industries and relevant departments to actively participate in BOPTER's outreach activities for wider adoption of NATS and improved employability outcomes.

AEDP

Apprenticeship Embedded Degree / Diploma Programme

Move apprenticeship from “after the classroom” to “inside the learning journey”.



What AEDP changes

An apprenticeship pathway integrated into an approved degree/diploma programme.

Definition

A student admitted to a Degree/Diploma programme of an AICTE-approved institute can pursue apprenticeship training as an integrated component of the degree/diploma.

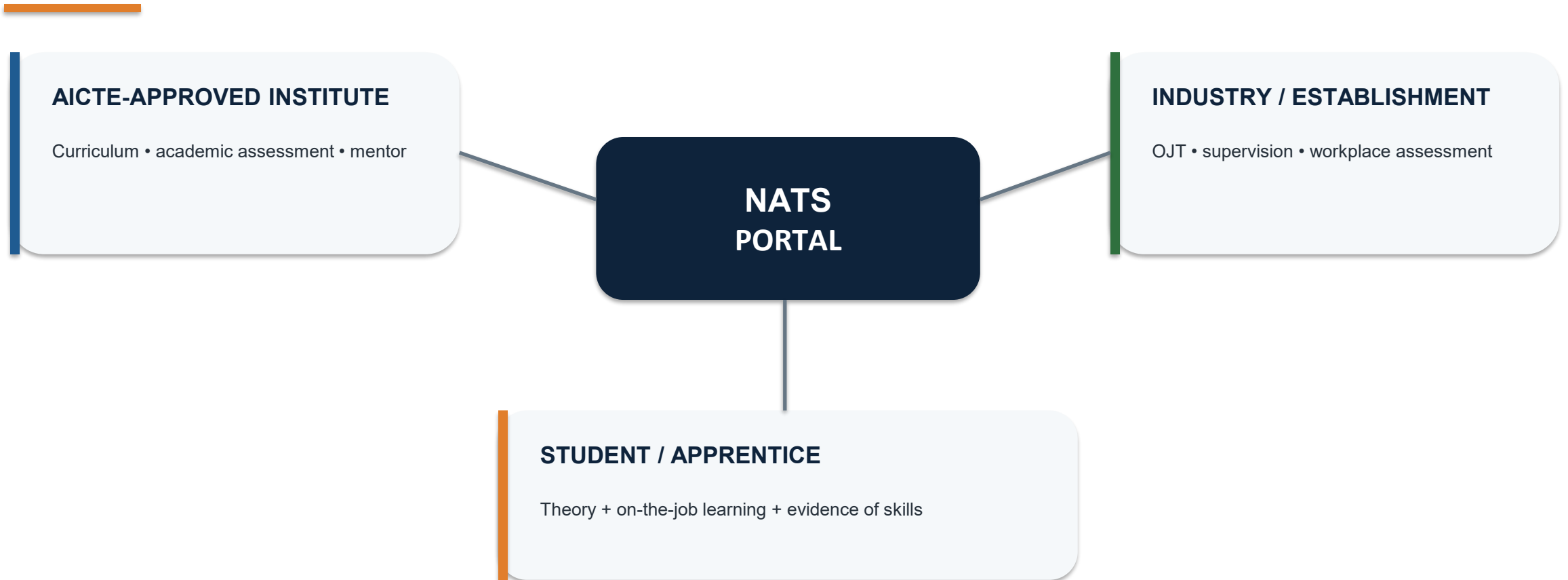
Core objectives

- Enhance employability through work-integrated learning
- **Promote outcome-based learning**
- Strengthen higher education–industry linkage
- Bridge industry skill gaps

ACADEMIC LEARNING + WORKPLACE LEARNING + INDUSTRY LINKAGE

How AEDP works

The supplied guidelines place the institute, industry and student in a coordinated model supported by NATS.



Tripartite agreement • Apprenticeship plan • Monitoring • Assessment

AEDP duration & credit mechanism

Embedding apprenticeship does not alter the overall degree/diploma duration.

PROGRAMME	MINIMUM	MAXIMUM
Diploma – 3 Years	1 Semester	3 Semesters
UG – 4 Years	2 Semesters	4 Semesters

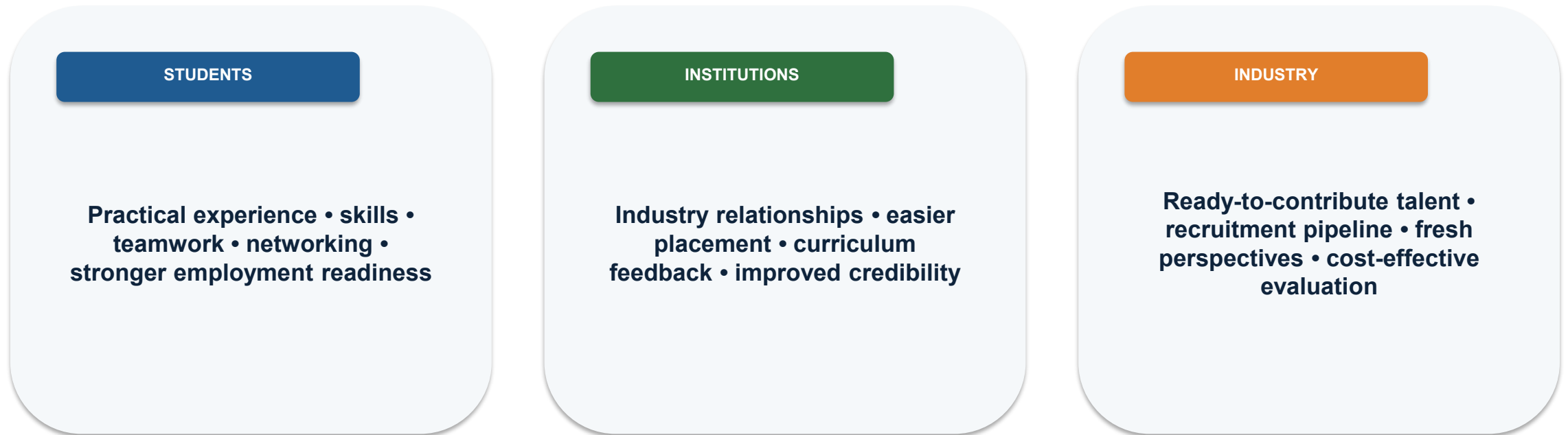
Credit mechanism

As per the supplied AEDP presentation: 30 training hours = 1 credit;
1 year / 1,200 hours = 40 credits; 6 months / 600 hours = 20 credits.

Apprenticeship can be scheduled continuously or at intervals, depending on discipline and practicality.

Why AEDP is meaningful

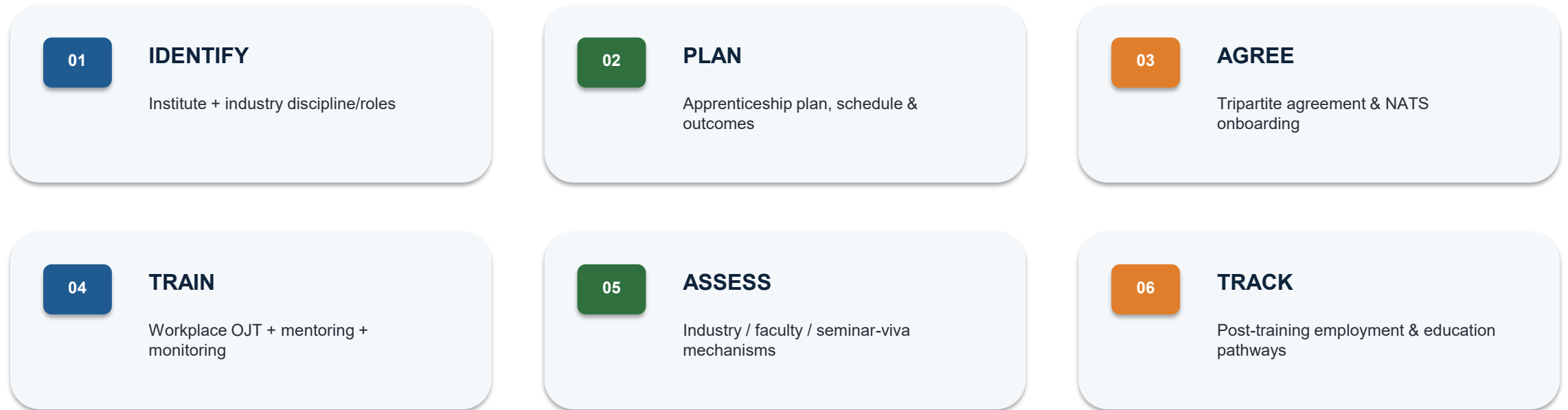
One model creates value for students, institutions and industry.



A win-win-win proposition

From policy to practice

A practical sequence for adoption and scale.



NATS provides the apprenticeship pathway • BOPT(ER) enables the ecosystem • AEDP embeds it into higher education

The case for scale

Selected figures and signals stated in the supplied presentations.

15 lakh

Engineering graduates produced annually
(NASSCOM 2019 survey cited in source)

2.5 lakh

Reportedly succeed in getting jobs in core
engineering industry (same cited survey)

79%

Apprentices reported as getting employment
after successful one-year apprenticeship in a
NITI Aayog evaluation study cited in source

The message: strengthen the bridge between learning, workplace exposure and employment.



Thank You

Empowering youths since 1968

Aditya Bhardwaj
Officer on Special Duty - Bihar
E-mail - aditya@osd.bopter.org
7090524865

Job-ready youth.
Industry-ready talent. Future-ready institutions.