

No. MSDE-5/01/2022-AP
(E-55199)

Government of India
Ministry of Skill Development & Entrepreneurship
(Apprenticeship Training Division)

New Delhi, 29-10-2025

To

All Establishments covered under the Apprentices Act, 1961

Subject: Advisory on applicability of National Apprenticeship Promotion Scheme (NAPS) benefits – Regarding

Sir/ Madam,

The government is striving to train 4.6 million youth from 2022-23 to 2025-26 through apprenticeship training under Pradhan Mantri National Apprenticeship Promotion Scheme (PM-NAPS). PM-NAPS encourages apprenticeship opportunities in prevailing manufacturing and service sectors. The scheme also stress for enrolment of apprentices in small establishments especially Micro, Small and Medium Enterprises (MSMEs), and those located in the underserved areas such as aspirational districts and North-East Region.

2. In this regard, inviting reference to Section 18 of the Apprentices Act, 1961, it is being informed that Apprentices engaged under the Act are trainees and not workers. This section of the Act, further clarifies that the provisions of any law with respect to labour (such as those regulating the workers) do not apply to apprentices.

3. Also, the guidelines of NAPS-2 very clearly states that benefits under the scheme are extended only to those eligible apprentices defined under the Apprentices Act, 1961. However, no stipend support will be available under NAPS-2 to the Central and State Government Departments and Central and State Public Sector Undertakings/Enterprises, including Public Sector Banks.

4. It is, therefore, establishments are prohibited from claiming any NAPS benefits for personnel covered as "workers" or regular employees under labour statutory frameworks (such as ESI, EPF, etc.). NAPS benefits - stipend reimbursement and incentives - are restricted only to eligible apprentices engaged under a valid contract of apprenticeship and as per the extant guidelines. Attempts to register regular employees or workers as apprentices with the intention of drawing NAPS benefits are particularly barred and treated as a scheme violation.

5. Establishments are, therefore, advised to periodically review their processes and apprenticeship records to ensure legal compliance with the Apprentices Act and guidelines governing NAPS. Any irregularity in the classification of trainees or incorrect claiming of NAPS benefits may invite regulatory scrutiny and penal action.

Yours faithfully,



(V.S. Arvind)
Director (AT)

Copy for information to:

1. Sr PPS to Secretary (MSDE), New Delhi
2. PS to AS(AT), MSDE, New Delhi
3. Sr PPS to DG(T), DGT, New Delhi
4. PS to DDG, DGT
5. DDG (Hqrs)/ DDG (ER)/ DDG (SR)
6. Regional Directors of all RDSDEs
7. All State Apprenticeship Advisors
8. CEO, NSDC / Exec VP (NAPS), NSDC
9. All Joint Apprenticeship Advisers (JAAs) / CEOs of all Sector Skill Councils (SSCs)
10. All Third Party Aggregators (TPAs)
11. GM (NAPS) / GM (IT), NSDC – with a request to upload this advisory on the portal and also ensure messages are sent through email/ SMS to all stake holders.
12. Guard file 2025
