



Apprenticeship  
Management  
Service Provider Company



**National Apprenticeship Training Scheme (NATS)**  
Ministry of Education, Government of India

**National Apprenticeship Promotion Scheme (NAPS)**  
Ministry of Skill Development and Entrepreneurship (MSDE)

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# ABOUT US – PHOENIX INDIA



PHOENIX INDIA are working towards providing immediate and definite interventions to improve the skill levels of millions of youths, through appropriate vocational training and employability skill programs. The target beneficiaries include organized and unorganized workforce across the industries and PHOENIX INDIA aims to cover every individual who needs to develop employable skills. A vision of creating an ecosystem that would bring back the dignity of labour to all professions and occupations to create sustainable sources of income for the blue-collar workforce and youth in the country.

## WHAT IS APPRENTICESHIP?

### What is Apprenticeship?

Apprenticeship is a course of training in an industry or establishment, under a contract of apprenticeships of

- a) Basic training component and
- b) On-the-job-training (OJT)/ practical training at the workplace, which is mandatory under the Apprenticeship Act, 1961.

### SERVICES:

1. Apprentices Act 1961.
2. IT Staffing
3. Payroll & Compliances
4. Skill Development (Flexi MoU, NAPS, NATS, NSQF etc.)
5. Permanent Hiring
6. Training Courses in affiliation with UGC recognized University Degree / Diploma

### About NATS

National apprenticeships Training Scheme is one of the flag ship programs of Government of India Ministry of Education, Department of Higher Education, Government of India implements the National Apprenticeship Training Scheme through Board of Apprenticeship Training (BOAT) located at Chennai, Mumbai, Kanpur and Board of Practical Training (BOPT) at Kolkata of providing skill training by utilizing the facilities available in the industries to Graduates & Diploma Holders in Engineering & Technology and Graduate General Stream pass outs as Graduates Technician apprentice under the Apprentices Act 1961



Transforming the skill landscape

# UNDERSTANDING THE APPRENTICE SCHEMES



**Apprenticeship is Law: Establishments falling under Apprenticeship Mandate**

## Establishment Eligibility and Norms for Apprenticeship

Employee strength	Eligibility for Apprenticeship
0 – 3	Not eligible
4 – 29	Optional
>30	Mandatory to engage Apprentices @2.5% - 25%

**Stipend: Mandatory stipend to be paid to Apprentices as per minimum prescribed Stipend**

- Employee strength can comprise regular full-time employees, part-time, contractual employees' seasonal employees etc.

<b>Contract</b>	Contract between establishment and apprentice in mandatory and to be verified by Apprentice Advisor (AA)
<b>Regulation</b>	Concerned AA regulate contract, claim, etc.
<b>Stipend</b>	Mandatory stipend to be paid per month as per the minimum prescribed stipend
<b>Training</b>	On-the-job Training
<b>Training</b>	INR 500 per shortfall of apprenticeship per month for first 3 months and thereafter, INR 1,000 per month still such seats are filled up

## PHOENIX INDIA PROGRAM

**HR Services**

**Manpower Service**

**Management**

**University Courses**

**Apprenticeship**

**Skill Courses**

**Entrepreneurship**

### WORK-INTEGRATED “LEARN&EARN”

Learn and earn, a program initiated by phoenix India in collaboration with core Industries PAN India. Learn and Earn is hybrid model of On-the-job (OTJ) training coupled with theory sessions, allowing trainees to earn a monthly stipend which leads to Diploma / Degree certification.

Learn & Earn is a great opportunity for aspiring students who want to earn while learning. This program will help students to learn from various live projects and assignments which will further help them in getting better employability.



# UNDERSTANDING THE APPRENTICE SCHEMES

Parameters	NAPS(MSDE)		NATS(MOE)
	Category 1	Category 2	Category 3
Authority	DGT (Directorate General of Training)	NSDC (National Skill Development Corporation)	BOAT/BOPT
Portal	<a href="https://apprenticeshipindia.gov.in">https://apprenticeshipindia.gov.in</a>		<a href="https://mhrdnats.gov.in">https://mhrdnats.gov.in</a>
Minimum qualification	ITI passed	Graduate/Diploma/ 10+2 Vocational/ ITI/ 12th Pass/10th pass/ 5th pass and above	Graduate and Diploma holders in Engineering/ Technology Graduate in General Stream – BA/B.Sc./B. Com/BCA/BBA, etc. (Should have passed within the past 5 years)
Duration	Flexible: 9 months to 12 months based on industry requirement		
Trade category	Designated (Created by CSTARI)	Optional created by SSC and Establishments)	Designated
Assessment	NCVT	SSC/ Establishment	No Assessment
Certificate	NCVT	Joint (SSC and establishment)	Only experience certificate by Establishment
Minimum stipend/ month (company can pay more)	Graduate – INR 9,000, Diploma – INR 8,000, Vocational – INR 7000 ITI – INR 7,000, 12th pass – INR 7,000, 10th pass – INR 6,000, 5th to 9th pass – INR 5,000		
Hike in stipend	2nd year: 10% hike		Not applicable

<b>Head Office Mumbai:</b>	<b>Phoenix India, Office No. 611, 6th Floor, At. Crescent Business Park, Samhita Complex, Andheri East, Mumbai, Maharashtra- 400072, Mo: 96195 71195</b>
<b>Head Office Gujarat:</b>	<b>317, 3rd Floor, ABC Mall (Apple Business Center) Canal Road, Near Wisdom School, Kamrej, Surat, Gujarat- 394180</b>
<b>Surat Office Address:</b>	<b>444, Level 4, Kashi Plaza, In front of Signet Mall, Kamrej, Dist.-Surat, Gujarat- 394180, Mo: 90992 11156</b>
<b>Ahmedabad Office:</b>	<b>T13 Om Arcade, Next to Ved Arcade Mall, Near Vastral Metro Char Rasta, S.P Ring Road, Vastral, Ahmedabad, Gujarat-382418</b>
<b>Lucknow Office:</b>	<b>Iznaa Tower, Plot No. C-48, 3<sup>rd</sup> Floor, Vibhuti Khand, Gomti Nagar, Lucknow, Uttar Pradesh-226010</b>
<b>Morbi Office:</b>	<b>Shakti Chamber-1, First Floor, Shop No-30, Near Kotak Bank, 8-A National Highway, Morbi-2, Gujarat-363642</b>



## OTHER BRANCH

- 📍 Indore (Madhya Pradesh)
- 📍 Bhopal (Madhya Pradesh)
- 📍 Bhubaneswar (Odisha)
- 📍 Bengaluru (Karnataka)
- 📍 Udaipur (Rajasthan)
- 📍 Dehradun (Uttarakhand)
- 📍 Shimla (Himachal)
- 📍 Chandigarh (Punjab)
- 📍 Panipat (Haryana)
- 📍 Kolkata (West Bengal)