

# Comparative Study Apprentices Rules 2019 vs 2025

Analyzing Key Changes and Immediate Actions for Employers



## Agenda



- 1. Degree Apprenticeship Intro
- 2. Updated Definitions & Eligibility
- 3. PwD Reservation
- 4. Gap Between Apprenticeships
- 5. Max Apprenticeship Trainings
- 6. Stipend Changes
- 7. Training Delivery Modes
- 8. Apprenticeship Contracts
- 9. Reporting Requirements
- 10. Overseas & Client Site Training
- 11. Institutional Roles

## Degree Apprenticeship Introduction



#### 2019 Rules Overview

Degree apprenticeships were not defined or recognized.

Apprenticeship programs focused primarily on diploma,
technician, or vocational levels without formal integration with
degree curricula.

#### **2025 Rules Update**

Degree apprenticeships introduced as integrated academic programs combining degree/diploma studies with apprenticeship components embedded in the curriculum, enhancing practical exposure.

#### **Immediate Actionables**

Review and establish tie-ups with colleges offering approved degree/diploma programs. Explore and develop degree-linked apprenticeship schemes aligned with 2025 regulations to ensure compliance and smooth onboarding.

## **Updated Definitions and Eligibility**



#### **Expanded Definitions**

The 2025 rules clearly define institutions as colleges offering approved degrees or diplomas, include contractual staff per the 2019 Code on Wages, and recognize persons with benchmark disabilities under the RPwD Act, 2016.



#### **Eligibility Criteria**

Eligibility now includes graduate, technician, vocational, and degree apprentices, with degree apprentices requiring Apprenticeship Adviser approval after final exams.



#### **Inclusion of PwDs**

Unlike 2019, the 2025 rules mandate reservation for PwDs in apprenticeship programs, ensuring equitable access and compliance with disability laws.

# Reservation for Persons with Disabilities (PwDs)

Highlights

- Mandatory reservation of apprenticeship slots for PwDs introduced in 2025 rules.
- Unfilled PwD slots may only be filled by candidates meeting minimum fitness standards, ensuring inclusivity.
- Strengthens equal opportunity employment and promotes workplace diversity.
- Encourages employers to develop inclusive hiring practices and improve PwD representation.
- Legal compliance reduces risk of penalties and enhances company reputation.

## Compliance Challenges

- Requires systematic tracking and documentation of PwD slot reservations and fulfillment.
- Employers must ensure availability of suitable roles and accommodations for PwD apprentices.
- Unfilled reserved slots cannot be easily reassigned, potentially impacting apprenticeship quotas.
- Compliance requires updating HR policies and staff training, increasing administrative workload.
- Non-compliance risks legal consequences and reputational damage.

## **Gap Between Apprenticeships**

01

2019: No Gap Rule

02

2025: One-Year Gap

03

**Exceptions & Limits** 

04

**Tracking & Compliance** 

No mandatory gap existed between successive apprenticeships, allowing continuous training without restrictions.

 Review apprentice records for overlaps or continuous training. A minimum one-year gap is required between two apprenticeships to ensure proper skill development and fairness.

 Enforce policies to maintain a one-year gap before reengaging apprentices. Gap reduced to 3 months if apprentice resigns for personal reasons, waived if employer is at fault, exempt for women; max 2 apprenticeships lifetime, second in different trade.

 Track exceptions and ensure compliance with apprenticeship limits. Use the apprenticeship portal to monitor history and enforce gap rules before onboarding new apprentices.

 Audit records regularly and update HR systems to flag non-compliance.

## **Maximum Apprenticeship Trainings Allowed**

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#### 2019 Rules: No Cap on Trainings

- No limit on the number of apprenticeships an individual can undertake.
- Apprentices could repeat the same trade multiple times.
- No formal mechanism to track apprenticeship history.
- HR policies did not require validation of prior apprenticeship counts.



### 2025 Rules: Maximum Two Apprenticeships

- Maximum of 2 apprenticeships allowed per individual in a lifetime.
- Second apprenticeship must be in a different trade from the first.
- HR must verify apprenticeship history before onboarding.
- Restrict offers to apprentices who have not exceeded the limit.

## **Stipend Changes**

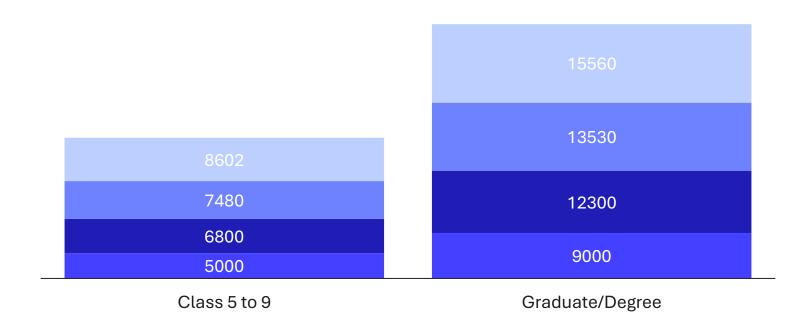
#### **Stipend Comparison and Budgeting**

- 2019 stipend range: Approximately ₹5,000 to ₹9,000 for various apprenticeship levels.
- 2025 revised stipend scale: ₹6,800 for Class 5 to 9 apprentices, up to ₹12,300 for Graduate/Degree apprentices.
- Additional increments of +10% in the second year and +15% in the third year for ongoing apprenticeships.
- Employers need to re-budget apprentice payrolls to accommodate increased stipend rates and forecast financial impact.

#### **Apprenticeship Stipend Range: 2019 vs 2025**

2019 Stipend (₹)2025 Stipend Year 1 (₹)

2025 Stipend Year 2 (₹) 2025 Stipend Year 3 (₹)



## **Training Delivery Modes**



01 2019: In-Person
Practical
Training Only

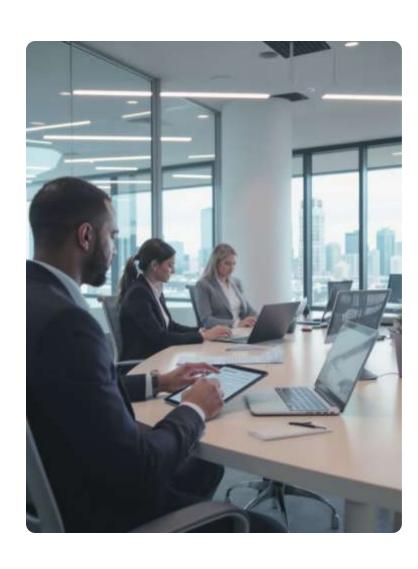
Training was limited to on-site practical and basic handson sessions, requiring physical presence at the workplace or training center.



2025: Flexible
Digital and
Blended
Learning

Training can now include online, virtual, electronic, and blended modes between 8 am and 6 pm, allowing remote access and digital delivery of apprenticeship content.

## **Apprenticeship Contracts**



#### **2019 Rules: Physical Agreements**

- Contracts signed physically between apprentice and employer.
- No mandatory online registration or digital record keeping.
- Simple bilateral agreement without institutional involvement.
- Limited traceability and slower processing of contract formalities.

## **2025 Rules: Online and Tripartite Contracts**

- Mandatory online registration of all apprentices via portal.
- Degree/Sandwich apprentices require tripartite contract: Institution, Employer, and Apprentice.
- Digital contracts streamline onboarding and compliance tracking.
- Employers must transition contract processes to the online portal promptly.

## Reporting Requirements



Under the 2019 Apprenticeship Rules, employers maintained only basic records of apprentices without any formal reporting requirements. In contrast, the 2025 Rules require employers to submit comprehensive quarterly reports for all categories of apprentices—including graduate, technician, and degree apprentices—to the Regional Apprenticeship Adviser in a prescribed format. This shift aims to improve monitoring, compliance, and data accuracy across apprenticeship programs. To ensure timely and consistent reporting, organizations should create a compliance calendar and assign clear responsibilities for report preparation and submission, integrating these tasks into their HR and training workflows.





## **Overseas and Client Site Training**

- 2019 rules had no specifications on client site or overseas training for apprentices.
- 2025 rules permit one apprentice per establishment to be deputed at a client site domestically or overseas.
- Additional benefits include stipend, travel allowance, boarding, and insurance for deputed apprentices.
- Employers must budget for overseas postings and obtain approval from the Apprenticeship Adviser before deputation.

## **Institutional Roles and Responsibilities**



#### 2019 Role: Limited to Teaching

Institutions were primarily responsible for classroom teaching with minimal involvement in apprenticeship compliance or administrative processes.



### 2025 Role: Expanded Compliance Duties

Institutions must now manage mapping apprenticeships, maintain reporting on a digital portal, and ensure regulatory compliance with Apprenticeship Advisers.



#### **Formalizing Partnerships**

Institutions need to establish formal MoUs with employers to clearly define responsibilities for apprenticeship reporting and coordination.

## **Summary of Key Changes & Immediate Actionables**

01

**Degree Apprenticeships** 

02

Eligibility & PwD Reservation

03

Training & Gap Compliance

04

Stipend & Training Delivery

05

**Contracts & Reporting** 

Incorporate degree and diploma apprenticeships as part of academic programs, partnering with colleges to align curricula and apprenticeship opportunities.

- Review and formalize tieups with academic institutions
- Develop degree-linked apprenticeship frameworks
- Update recruitment policies for degree apprentices

Expand eligibility to include contractual staff and PwDs with mandated reservation slots; ensure approvals and documentation are in place for compliance.

- Revise HR policies to include contractual staff and PwD reservations
- Implement eligibility verification process
- Document reservation compliance efforts

Enforce maximum two apprenticeships per individual with required minimum gap periods; track apprentice history to ensure adherence.

- Establish apprentice tracking system via portal
- Monitor apprenticeship gaps before reengagement
- Train HR teams on new limits and gap rules

Adjust stipend budgets to reflect revised scales and enable blended in-person and virtual training delivery as per new guidelines.

- Rebudget stipend allocations
- Set up digital infrastructure for blended learning
- Communicate stipend and training changes to stakeholders

Move to mandatory online registration and tripartite contracts for degree apprentices; establish quarterly reporting routines to Apprenticeship Advisers.

- Transition all apprenticeship contracts to online portal
- Formalize tripartite agreements
- Create a compliance calendar for quarterly reporting



Thank you

