

Comparative Study Apprentices Rules 2019 vs 2025

Analyzing Key Changes and Immediate Actions for
Employers

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Agenda



1. Degree Apprenticeship Intro
2. Updated Definitions & Eligibility
3. PwD Reservation
4. Gap Between Apprenticeships
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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)

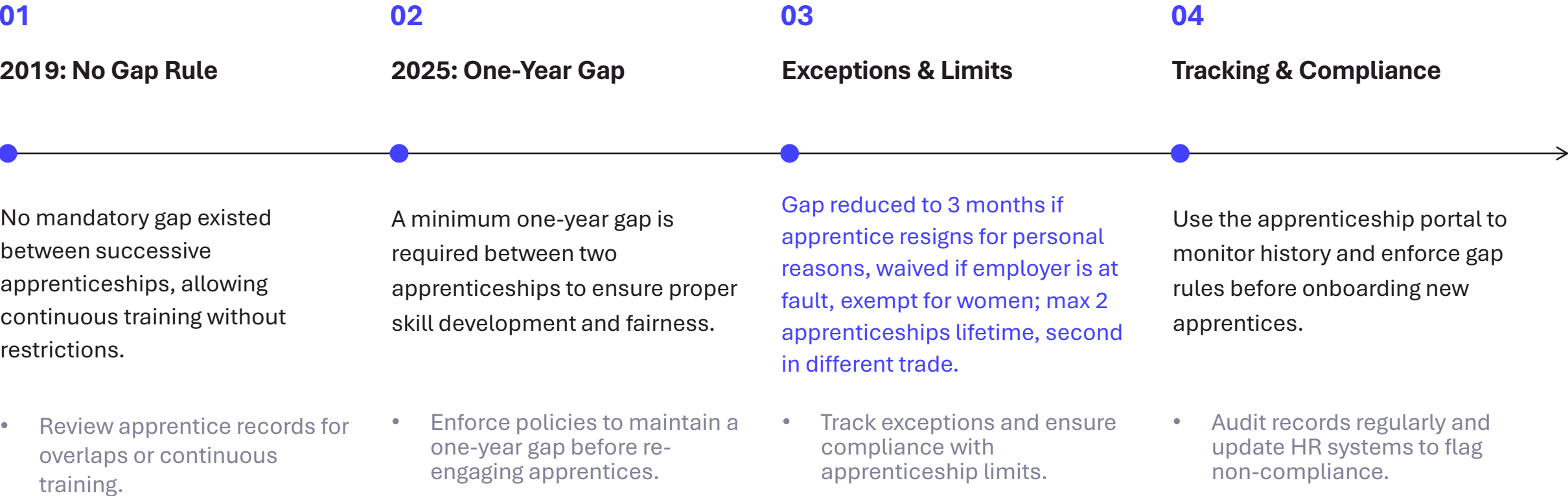
➤ Highlights

- 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



Maximum Apprenticeship Trainings Allowed



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

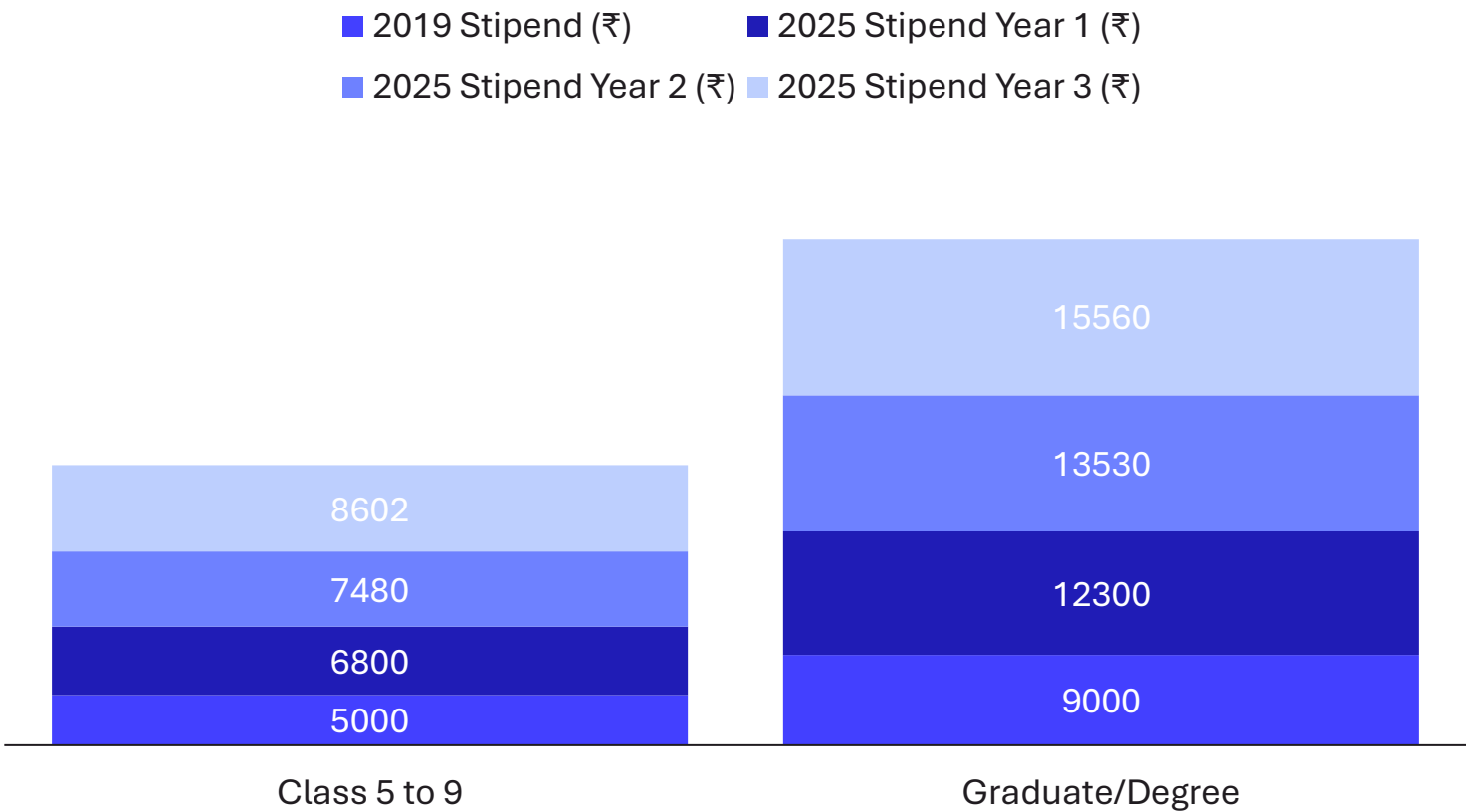
- Maximum of 2 apprenticeships allowed per individual in a lifetime.
- Second apprenticeship must be in a different trade from the first.
- HR must verify apprenticeship history before onboarding.
- Restrict offers to apprentices who have not exceeded the limit.

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



Training Delivery Modes



01 2019: In-Person Practical Training Only

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



02 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.



Training

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

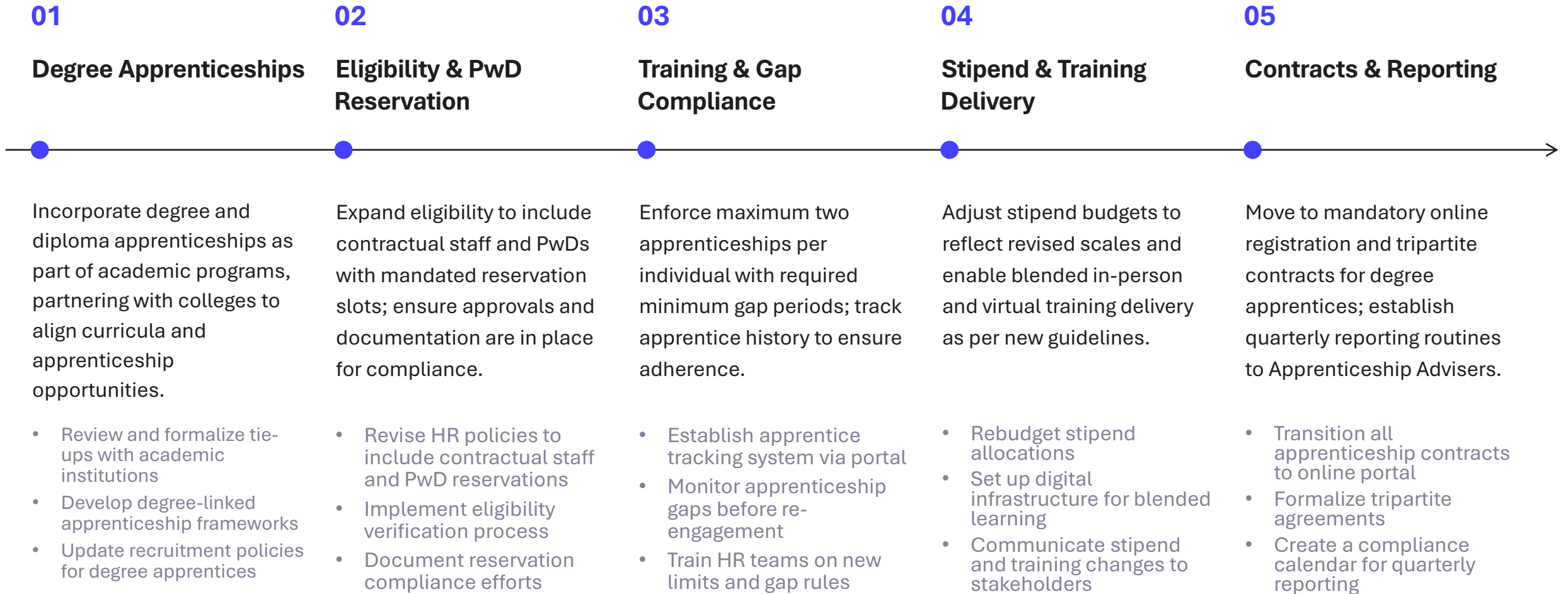
Institutions must now manage mapping apprenticeships, maintain reporting on a digital portal, and ensure regulatory compliance with Apprenticeship Advisers.



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



Thank you

