

1. Bifurcation between ITI / Diploma / Degree apprentices

- The 2.5%–15% quota is **overall**, including contractual staff.
 - However, **minimum 5%** of total seats must be reserved for *fresher apprentices* and *Skill Certificate holder apprentices*. If these cannot be filled, they may be converted to other categories with Apprenticeship Adviser's approval.
 - There is no separate bifurcation between ITI / Diploma / Degree in terms of percentage.
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2. Is it mandatory to take degree/diploma apprentices?

- No. Employers must engage apprentices within the 2.5%–15% band.
 - Degree/Diploma apprentices are **not mandatory** but are part of the eligible categories (Schedule IA includes Degree apprentices in addition to Graduate, Technician, and Vocational apprentices).
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3. Clarification on “Definitions”

- *Degree Apprenticeship*: Integrated academic course with apprenticeship as part of the curriculum.
 - *Contractual Staff*: Covered under Code on Wages, 2019, included in total strength for quota calculation.
 - *Person with Benchmark Disability (PwD)*: Defined as per Rights of Persons with Disabilities Act, 2016.
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4. Approval from Apprenticeship Adviser for Graduate apprentices

- Only **Degree Apprentices** (students still enrolled in academic institutions) require approval from Apprenticeship Adviser/Regional Central Apprenticeship Adviser to be engaged after passing their final exam.
 - For Graduate/Technician/Vocational apprentices (outside academic enrolment), no such explicit approval is mandated.
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5. Percentage of mandatory reservation for PwD

- The Rules mandate that **training places for persons with benchmark disabilities must be reserved** by employers in every optional trade, as per the Rights of Persons with Disabilities Act, 2016.
- However, **no specific percentage figure** is prescribed in the 2025 notification. The suitability of trades for PwDs will be notified separately by the appropriate Government.

6. Meaning of “Employer at fault”

- Defined in Rule 7D: If apprenticeship is terminated due to **failure on part of the employer** (non-compliance with Act/rules, breach of contract), then:
 - Apprentice need not observe the 1-year gap rule.
 - Employer is liable to pay compensation.

7. Stipend – linkage with Minimum Wages?

- The 2025 Rules provide a **fixed minimum stipend structure** based on educational qualification:
 - Class 5–9: ₹6,800
 - Class 10: ₹8,200
 - Class 12: ₹9,600
 - Certificate holders/ITI/Vocational/Diploma: ₹9,600–10,900
 - Graduate/Degree apprentices: ₹12,300.
- Additionally: 10% hike in 2nd year and 15% hike in 3rd year.
- There is **no linkage to Minimum Wages** under these amendments (unlike earlier practice).

8. Quarterly Reporting – Online/Offline?

- Employers must **maintain records** and submit **quarterly reports in prescribed Form Apprenticeship-3** to the concerned Regional Apprenticeship Adviser.
- This must be forwarded **through the apprenticeship portal**, hence **online submission is mandated**.

9. Use of Apprentices as substitutes for permanent labour

- Rules expressly state: *“Every apprentice undergoing apprenticeship training in an establishment shall be a trainee and not a worker; provisions of any labour law shall not apply to or in relation to such apprentice.”*
 - This ensures apprentices cannot be used as substitutes for permanent labour.
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