GOVERNMENT OF INDIA
MINISTRY OF SKILL DEVELOPMENT AND ENTREPRENEURSHIP
RAJYA SABHA
STARRRED QUESTION NO. *294
ANSWERED ON 20/08/2025

REVIEW OF APPRENTICESHIP CAP UNDER NAPS-2.0

*294. SHRI SHAKTISINH GOHIL:

Will the MINISTER OF SKILL DEVELOPMENT AND ENTREPRENEURSHIP be pleased to state:

(a) whether Government is aware of the acute shortage of skilled workers in labour-intensive industries such as garment manufacturing, footwear, leather and textiles; and

(b) whether Government is also aware that the cap on engaging apprentices, currently limited to 2.5 per cent to 15 per cent of the workforce under Rule 7B of the Apprenticeship Rules,1992 is hindering large-scale youth training under the National Apprenticeship Promotion Scheme (NAPS) 2.0 and acting as a barrier in taking a big leap to build a pool of trained personnel?

ANSWER

THE MINISTER OF STATE (INDEPENDENT CHARGE) IN THE MINISTRY OF SKILL DEVELOPMENT AND ENTREPRENEURSHIP

(SHRI JAYANT CHAUDHARY)

(a) to (b): A statement is laid on the table of the House.

STATEMENT REFFERED TO IN REPLY TO PART (a) TO (b) OF RAJYA SABHA STARRED QUESTION NO. *294 ANSWERED ON 20.08.2025 REGARDING 'REVIEW OF APPRENTICESHIP CAP UNDER NAPS-2.0'

(a) Labour-intensive sectors such as garment manufacturing, footwear, leather, and textiles continue to contribute significantly to employment and economic development. Strengthening skills development, improving coordination between training initiatives and industry needs, and encouraging broader workforce participation—particularly among youth and women—contributes to support the resilience of these sectors. As per the Periodic Labour Force Survey (PLFS) 2023-24 reports, 4.1% of persons in the age group 15–59 years received formal vocational/technical training, while 30.6% received informal training. Under the Skill India Mission, the Ministry of Skill Development and Entrepreneurship (MSDE) delivers skill, re-skill and up-skill training through an extensive network of skill development centres under various schemes, viz. Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Jan Sikhshan Sansthan (JSS), National Apprenticeship Promotion Scheme (NAPS) and Craftsman Training Scheme (CTS) through Industrial Training Institutes (ITIs), to all the sectors including garment manufacturing, footwear, leather, and textiles of the industry across the country. The Skill India Mission aims at enabling youth of India to get future ready, equipped with industry relevant skills. The brief of these schemes is as under:

- Pradhan Mantri Kaushal Vikas Yojana (PMKVY): PMKVY Scheme is for imparting skill development training through Short-Term Training (STT) and up-skilling and re-skilling through Recognition of Prior Learning (RPL) to youth across the country.
- Jan Shikshan Sansthan (JSS) Scheme: The main target of the JSS is to impart vocational skills to the non-literates, neo-literates and the persons having rudimentary level of education and school dropouts up to 12th standard in the age group of 15-45 years, with due age relaxation in case of "Divyangjan" and other deserving cases. Priority is given to Women, SC, ST, OBC and Minorities in the rural areas and urban low-income areas.
- National Apprenticeship Promotion Scheme (NAPS): This Scheme is for promoting apprenticeship training and increasing the engagement of apprentices by providing financial support for payment of stipend to apprentices. Training consists of Basic Training and On-the-Job Training / Practical Training at workplace in the industry.
- Craftsmen Training Scheme (CTS): This scheme is for providing long-term training through Industrial Training Institutes (ITIs) across the country. The ITIs offer a range of vocational/skill training courses covering a large number of economic sectors with an objective to provide skilled workforce to the industry as well as self employment of youth.

(b) Apprenticeship training in India, governed by the Apprentices Act,1961 and the rules framed thereunder, serves as a cornerstone for skill development through industry-led, on-the-job training. The Central Apprenticeship Council (CAC), constituted under the Act, plays a pivotal role in shaping national apprenticeship policies, aligning vocational training with industry demands, and expanding opportunities across diverse sectors of the economy. The CAC is currently chaired by the Hon'ble Minister (Independent Charge), Ministry of Skill Development & Entrepreneurship. The 38th meeting of the CAC, held on 26th May 2025, marked a significant step forward in modernizing the country's apprenticeship ecosystem. Among the key decisions taken was a 36% increase in apprentice stipends, with a provision for future revisions to be linked to the Consumer Price Index (CPI). One of the agenda of the 38th CAC is regarding regulating apprenticeship engagement upto 25% of the total strength by an establishment and a new sub-rule under Rule 7B was proposed. The members of the Council comprising representatives from public and private sector employers, the Central and State Governments, Union Territories, and experts in industry, technical education, and labour, opined that promoting higher apprenticeship engagement beyond a certain threshold could lead to the perception of apprentices as a source of cheap labour, potentially impacting the availability of regular employment opportunities. The Central Apprenticeship Council, therefore, observed that the matter required further deliberation and, therefore, it was not taken up for decision.

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