

GOVERNMENT OF INDIA
MINISTRY OF SKILL DEVELOPMENT AND ENTREPRENEURSHIP
RAJYA SABHA
UNSTARRED QUESTION NO - 1236
ANSWERED ON 10/12/2025

APPRENTICESHIPS AND ON-THE-JOB TRAINING (OJT)

1236 # SMT. RAMILABEN BECHARBHAI BARA:

Will the Minister of SKILL DEVELOPMENT AND ENTREPRENEURSHIP be pleased to state: -

- (a) the steps taken by the Ministry for effective implementation of On-the-Job Training (OJT) in short-term courses under the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) 4.0, and type of penalties to be imposed on such training providers, if actual OJT is not made available at the training centers;
- (b) whether Government has any target to increase the number of active trainees under the Pradhan Mantri National Apprenticeship Promotion Scheme (PM-NAPS) by the year 2025– 26; and
- (c) whether Government has any proposal to incentivize short-term micro-credential courses and the way industry will recognize those as compared to full-fledged certificates

ANSWER

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

(SHRI JAYANT CHAUDHARY)

- (a) Under Pradhan Mantri Kaushal Vikas Yojana 4.0 (PMKVY 4.0), On-the-Job Training (OJT) is mandated under the Short-Term Training component to provide candidates with better industry exposure. Training Providers are required to upload the OJT commencement details and the OJT completion certificate indicating duration and candidate attendance on the SIDH portal to ensure effective implementation. Based on the above, if it is found that OJT is not being conducted by Training Centres, various penalties are specified including de-affiliation, blacklisting, penal recovery and legal action.
- (b) Under Pradhan Mantri National Apprenticeship Promotion Scheme (PM-NAPS), in the current Financial Year (2025-26), a physical target of 13 lakh apprentices has been set. Out of this target, 7.12 lakh apprentices have been engaged up to October 2025, with the balance to be achieved in the remaining months of the current financial year.
- (c) In order to provide more flexibility in skilling ecosystem, smaller modules of learning in the form of National Occupational Standards (NOS) and Micro Credentials (MC) are also being approved under the National Skills Qualification Framework (NSQF).

A National Occupational Standard (NOS) / Micro-Credential defines measurable workplace competencies, knowledge and skills delivered through focused, flexible learning units for upskilling, reskilling, cross-sectoral skilling and meeting specific industry needs starting from 7.5 hours duration.

On the basis of demand and requirement of the industries / Original Equipment Manufacturers (OEMs), National Council for Vocational Education and Training (NCVET), approves the National Occupational Standards (NOS) / Micro-credentials after the mandatory industry validations.

Also, appropriate provisions under National Credit Framework (NCrF) has been made such that credits accumulated by the candidates undergoing skilling in NOS / MC are stored in Academic Bank of Credit (ABC) and the same may be utilized for pursuing higher level educational or skill courses.
