



Action Plan & Program Calendar

April 2025 to March 2026



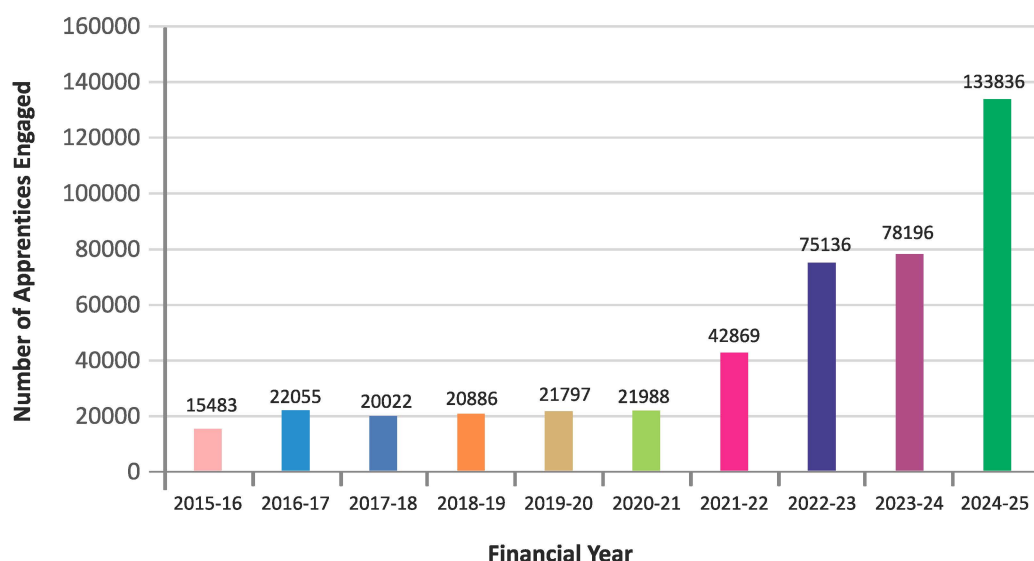
Board of Practical Training

Eastern Region, Kolkata

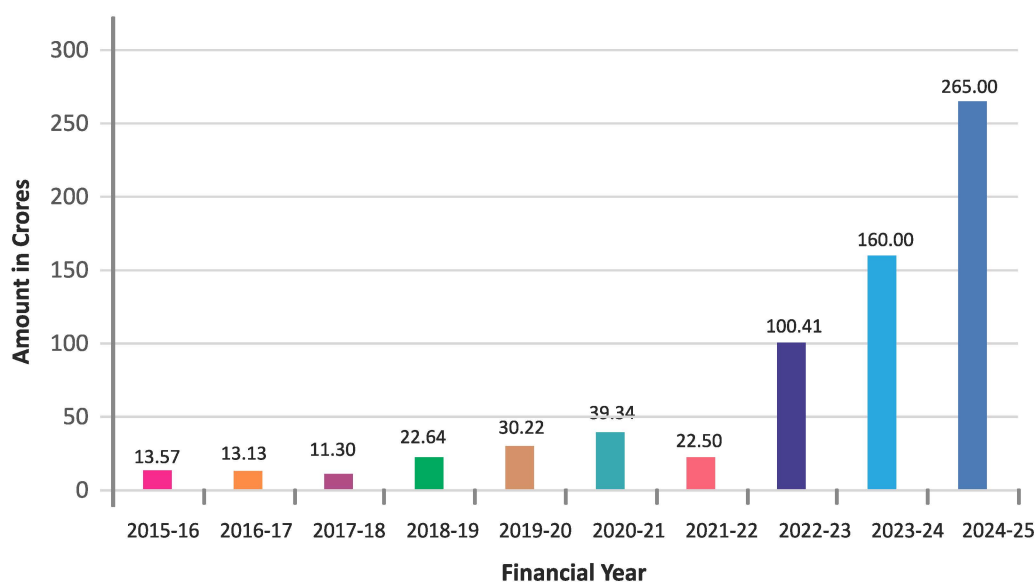
An Organisation under the Ministry
of Education
Department of Higher Education,
Government of India, New Delhi

Highlights of our Achievements

Engagement of Apprentices during 2015-16 to 2024-25 as on 31.03.2025



Total Amount of Stipend released during 2015-16 to 2024-25 as on 31.03.2025



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ABOUT US

Established in 1968, Board of Practical Training (Eastern Region), Kolkata is an organisation under the Ministry of Education, Department of Higher Education, Govt. of India. The Board is functioning at its own premises at Block-EA, Sec-I, Salt Lake City, Kolkata-700064, West Bengal. The major function of the Board is to implement and monitor the provisions of the Apprentices Act 1961, as amended time to time so far as they relate to the training of Graduates & Diploma Holders in all streams as Graduate and Technician Apprentices under the Apprentices (Amendment) Act, 2014 in exercise of power conferred to the Board under the said Act. The Board has also been assigned with the responsibility of arranging Apprenticeship training for sandwich course students in the Establishments/Industries for the Students of Technical courses approved by AICTE and also support AEDP course students.



A group photo of BoG Members, BOPT(ER), Kolkata



OUR VISION

To facilitate the freshly qualified Graduates & Diploma students in all streams for acquiring practical training in industries / establishment and thus to make them more employable.



OUR MISSION

To create skilled technical manpower for the nation by utilising the training facilities available in industries / organisations to the maximum possible extent by imparting quality training to the apprentices

FOREWORD

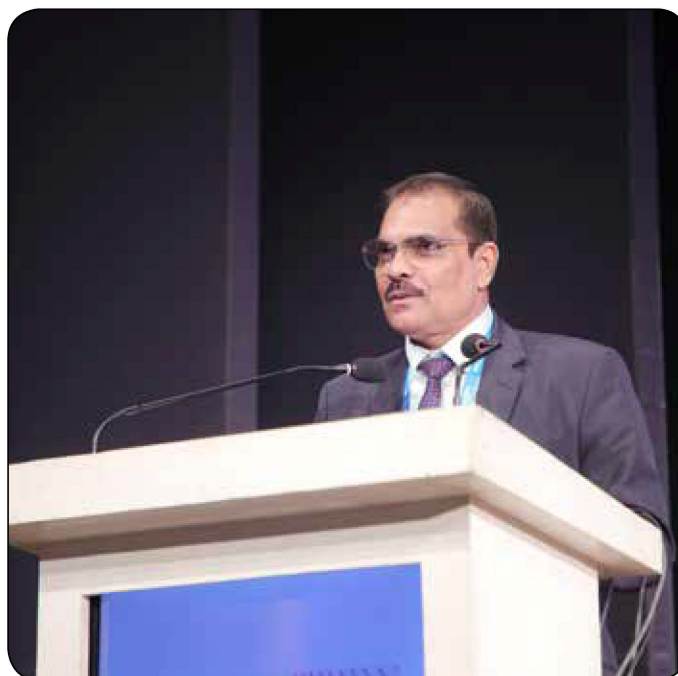
Over five decades, Board of Practical Training, Eastern Region, [BOPT] under the Ministry of Education, Govt. of India is catering social service in Eastern Region of the country by facilitating Apprenticeship Training to the freshly qualified Graduates & Diploma students in different establishments for developing skilled manpower for their use. Thus, the service being provided by BOPT has a pivotal role in enhancing the skill of freshly qualified Graduates & Diploma students and making them more employable in today's modernised job platform.

The scope of NATS has now been expanded to include students from Humanities, Science and Commerce besides students from engineering stream. The scheme aims to train about 8.57 lakhs students during next five i.e. from 01.04.2021 to 31.03.2026 for which the outlay of the scheme has also been enhanced to Rs. 3,054 crores across India.

Govt. of India has set up "Skill Development Mission" with an aim to further manifestation of the Scheme to cover more and more aspiring students under the purview of the Scheme. While moving ahead, with the continuously increasing demand, National Apprenticeship Training Scheme (NATS) portal was launched by Ministry of Education, Govt. of India and process re-engineering has been continuously done as part of simplification of the registration process for industry and student. The portal is working effectively as virtual platform in facilitating the implementation of The Apprentices Act in the Eastern Region of the country with much needed ease.

Ministry of Education, Govt. of India, further directed to go for implementation of the Act for Industrial Training of B.Tech / Diploma Course pursuing students as Sandwich Course Apprentices. This initiative is expected to enhance the employability skill of Graduates and Diploma Students aspiring for Apprenticeship Training.

National Institute of Labour Economics Research and



Dr. S.M. Ejaz Ahmad, Director, BOPT(ER)
in an event at BOPT(ER)

Development (NILERD), Govt. of India in 2019 was requested to conduct National Survey on Efficacy & Impact of NATS. After conducting the survey, NILERD has submitted its report and the finding of the report says- *"It is very clear from the findings of our study that the National Apprenticeship Scheme is very beneficial for the industries and apprentices. It helps in meeting the shortage of skilled human resource and provides current and future pool of human resource to the labour market. The scheme is unique as it is meant for technical personnel. It contributes to higher productivity of the establishment by supplying medium and higher level of industrially trained technical resource. NATS should continue with revised stipend rates approved vide Gazette Notification dated 25th September, 2019".*

Most of the recommendations of the above mentioned study have been accepted by the Govt. of India in line with this, the cabinet committee on economic affairs



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in its meeting held in November 2021 approved a stipendary fund of Rs, 3056 crores for implementation of scheme during the period 2021-26.

The study suggests that the scheme may be expanded and more and more trainees in the existing & emerging fields may be included under its ambit. The need of the hour is to utilize the available resources of the industry for skilling our young graduates by giving them on-the-job training and making them employable. This will solve the problem of skill shortage on the one hand and employability of graduates on the other.” With the increased target of training more than 2,50,000 apprentices during 2025-26 on account of Non-Engineering Graduates also included under NATS,

BOPT has to adopt more innovative, concentrated and all out effort to reach to the target.

In this context I am pleased to place before you the 'Action Plan & Program Calendar April 2025 – March 2026' which outlines our yearly plans and activities along with a glimpse of some important events of 2024-2025. I request all the stakeholders to be apart of this endeavor in bridging the gap between demand and supply of the skilled manpower.

DR. S. M. EJAZ AHMAD

Director



Dr. S.M. Ejaz Ahmad, Director, BOPT in an event at BOPT

1. HIGHLIGHTS OF IMPORTANT PROGRAMMES

1. INDUSTRIES MEET – STRENGTHENING INDUSTRY ENGAGEMENT IN APPRENTICESHIP IMPLEMENTATION

As part of its continuous efforts to strengthen industry participation and improve the effective implementation of the National Apprenticeship Training Scheme (NATS), BOPT (Eastern Region) organized several Industries Meet events during the financial year 2024–25. These meetings served as an important platform for direct engagement with representatives from both public and private sector establishments across diverse sectors including manufacturing, services, healthcare, IT, and MSMEs.

The primary objectives of these interactions were to:

- Raise awareness about the provisions and benefits of the Apprenticeship Programme under NATS;
- Address concerns and operational challenges faced by industries in onboarding and mentoring apprentices;
- Share success stories and best practices from industries with established apprenticeship frameworks;
- Encourage unregistered establishments, especially in the non-engineering sector, to actively participate in the scheme.



Dr. S.M. Ejaz Ahmad, Director, BOPT(ER)

Through these dialogues, BOPT emphasized the role of industry in building a skilled and future-ready workforce by offering hands-on training opportunities to fresh graduates. Industry partners were sensitized about the simplified processes of registration, contract approval, stipend reimbursement, and compliance under the scheme.

The feedback gathered during these interactions played a crucial role in identifying procedural bottlenecks and regional issues related to student supply, training infrastructure, and post-apprenticeship employment. Many industries expressed willingness to increase their apprentice intake, provided there is stronger institutional collaboration and more robust support for student mobilisation.

Moving forward, BOPT plans to institutionalize the Industries Meet as a regular feature of its engagement



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strategy, aimed at fostering long-term partnerships with industry stakeholders, aligning curriculum with market needs, and achieving the broader vision of "Earn While Learn" through a robust apprenticeship ecosystem. The following table outlines the industry interaction sessions held during the financial year 2024–25 :

	Venue	Date	No. of Industries / Establishment / Representatives participated
1	Software Technology Parks of India (STPI), Ranchi, Jharkhand	04.04.2024	20
2	Mal Metaliks Pvt. Ltd., Jamshedpur, Jharkhand	30.05.2024	05
3	Co-Working Studio, Patna, Bihar	01.07.2024	01
4	Shiv Girija Utsav Hall, Begusarai, Bihar	16.07.2024	34
5	NITTTR, Kolkata, West Bengal	09.07.2024	04 (Assessment guideline for criticism)
6	NITTTR, Kolkata, West Bengal	22.07.2024	02 (Assessment guideline for criticism)
7	NITTTR, Kolkata, West Bengal	12.08.2024	04 (Assessment guideline for criticism)
8	OPlus Co-Workspace, Danapur, Patna, Bihar	30.08.2024	18
9	B-Hub, BSFC Building, Patna, Bihar	25.09.2024	10
10	Conference Hall, BOPT(ER), Kolkata	22.11.2024	05
11	Utkal Chamber of Commerce, Bhubaneswar, Odisha	31.01.2025	55
12	The Conclave Hotel, The Citadel, Kolkata, West Bengal	20.11.2024	35
13	Conference Room, 8th Floor, Shaila Tower, Salt Lake, West Bengal	16.01.2025	15
14	ICT Training Centre, Aizawl, Sikkim	5th – 6th December 2024	12
15	Online Meeting	24.03.2025	50



A glimpse of Industry meet held at BOPT(ER) on 09.04.2024



2. INSTITUTION MEET – ENHANCING ACADEMIC COLLABORATION FOR EFFECTIVE APPRENTICESHIP IMPLEMENTATION

In alignment with the objectives of the National Apprenticeship Training Scheme (NATS), BOPT (ER) organized multiple Institution Meets during the financial year 2024–25 to foster stronger collaboration between academia and industry in the implementation of NATS. These meetings brought together representatives from universities, engineering colleges, general degree institutions, and polytechnics across the Eastern Region, with the aim of building institutional capacity and awareness around the importance of apprenticeship training for graduate students.

The Institution Meets focused on several key areas:

- Sensitization of institutional stakeholders about the structure, benefits, and operational procedures of NATS;
- Clarifying roles and responsibilities of Training and Placement Cells (TPCs) in facilitating student registration, mobilization, and employer coordination;
- Encouraging integration of apprenticeship awareness into academic counseling, orientation sessions, and placement activities;
- Discussing challenges faced by institutions in mobilizing students, particularly from non-engineering streams;
- Driving Institutional on boarding on the NATS portal are promoting systematic monitoring and reporting & student participation metrics.

These interactions also provided a valuable platform for institutions to share field-level insights, successful mobilization strategies, and feedback on the support required from BOPT for smoother execution of apprenticeship processes. A recurring theme in the discussions was the need for sustained awareness among students, especially in Tier-2 and Tier-3 institutions, regarding the career value and long-term benefits of apprenticeship training.

As a follow-up to these meets, BOPT has planned to establish Nodal Officers in major institutions to act as single points of contact for coordinating apprenticeship-related activities. Capacity-building workshops and digital toolkits for faculty and placement officers are also being developed to support this initiative.

The Institution Meet initiative marks a crucial step toward building an ecosystem where academic institutions actively partner in shaping a skilled, industry-ready workforce through structured apprenticeship opportunities.

Sl No	Venue	Date	No. of Institution/ Representatives participated
1	YBN University, Ranchi, Jharkhand	12.06.2024	15
2	Smart Class Room, BOPT(ER), Kolkata	09.04.2024	44
3	Smart Class Room, BOPT(ER), Kolkata	26.04.2024	38
4	Smart Class Room, BOPT(ER), Kolkata	19.07.2024	22
5	Smart Class Room, BOPT(ER), Kolkata	21.11.2024	40
6	Auditorium of Taxation, Department of MINECO, Aizawl, Sikkim	04.12.2024	22



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3. INDUSTRY-INSTITUTE MEET AT NITTTR, KOLKATA

To strengthen the implementation of the National Apprenticeship Training Scheme (NATS), BOPT (ER) organized a series of Industry-Institute Meets at NITTTR, Kolkata, during July and August 2024. The Primary objective was to develop and refine an assessment framework for apprentices in alignment with the Qualification Pack (QP) and National Occupational Standards (NOS) issued by NSDC.

The meetings served as an effective forum for academic experts and industry representatives to jointly discuss curriculum structuring, assessment methodology, and implementation challenges. Collaborative decisions were made on integrating industry-specific tools, evaluation processes, and modular assessment approaches for enhanced apprenticeship outcomes.

Sl No	Date	Venue	Key Topics Discussed	Notable Participants	Key Outcomes and Action Points
1	26.06.2024	Video Conference Room, BOPT(ER), Kolkata	Key Challenges in the current scheme - namely lack of systematic evaluation methods, insufficient progression pathways and the critical need to integrate apprenticeship within formal education frameworks	Director and all Officers of BOPT (ER) - 05 Establishment Representatives - 45	<ol style="list-style-type: none">Industry Inputs: SEM Technologies and Tata Steel committed to sharing study materials and assessment practices.Institutional Role: NITTTR Kolkata to draft sector-specific apprentice assessment modules.Modular Assessment Model: A combination of theoretical and observational evaluation was proposed and to be finalized.Framework Finalization: NITTTR to share the draft model with BOPT(ER) and establishments for review and implementation.Ongoing Collaboration: All stakeholders agreed to maintain continuous coordination for effective rollout of the assessment system.

2	9 July 2024	Seminar Hall, Dept. of CSE, NITTTR	Structuring curriculum (QP/ NOS), assessment framework development	Dr. S.M. Ejaz Ahmad (Dir., BOPT), C. Raja Rao, K. Chandra Mouli, Sem Technologies, Tata Steel	
3	22 July 2024	Board Room, Chanakya Bhavan, NITTTR	Assessment guidelines, Ministry advisory, QP-NOS alignment, stakeholder collaboration	Prof. D.P. Mishra (Dir., NITTTR), Dr. R. Dasgupta, Ms. Kumud Lata Singh (Tata Steel), BOPT team	
4	12 August 2024	Seminar Hall, Dept. of CSE, NITTTR	Assessment tools for IT/ITeS sector, modular assessment model, observation-based methods	SEM Tech, Xplore Tech, Radical Minds, Dr. U. Kar, Dr. R. Dasgupta, BOPT officials	
5	19.08.2024	Online Meet	Assessment Mechanism (Assessment guideline for criticism)	14 Officers from Oil India Ltd. along with representatives from NITTTR, PWC & BOPT(ER)	
6	23.08.2024	Online Meet	Assessment Mechanism (Assessment guideline for criticism)	03 officers from Hindalco Aluminum along with representatives from NITTTR, PWC & BOPT(ER)	



A view of the Workshop on Assessment & Creditization held at BOPT(ER) on 03.01.2025



4. WORKSHOP ON MIGRATION AND ONBOARDING OF INSTITUTES & UNIVERSITIES TO THE NATS PORTAL

To facilitate the seamless integration of academic institutions into the National Apprenticeship Training Scheme (NATS) digital infrastructure, the Board of Practical Training (Eastern Region) organized a **Workshop on Migration and Onboarding of Institutes & Universities to the NATS Portal**. The workshop aimed to familiarize institutions with the upgraded features of the NATS 2.0 portal and guide them through the step-by-step process of registration, data migration, and student onboarding.

OBJECTIVES OF THE WORKSHOP:

- To ensure all existing and new institutes/universities are successfully migrated to the NATS 2.0 portal.
- To provide hands-on training for institutional administrators, nodal officers, and Training & Placement Officers (TPOs).
- To address technical challenges related to student registration, verification, and dashboard usage.
- To promote full compliance with digital processes in line with Ministry directives.

KEY HIGHLIGHTS:

- **Live demonstrations** were provided on institutional onboarding, linking courses to NSQF levels, uploading student data, and establishing industry connect.
- Institutions were briefed on **mandatory fields** for registration, **approval workflows**, and best practices to avoid data validation errors.
- Discussions also covered how institutions can facilitate **apprentice mobilization**, monitor training progress, and support establishments in identifying eligible candidates.
- Officials from BOPT(ER) responded to queries regarding **integration issues, role assignments, and MIS reporting** from the portal.
- All participating institutions agreed to nominate dedicated NATS coordinators and initiate student onboarding drives in the coming academic term.

A significant number of institutions completed their initial onboarding process during the workshops, details as follows:



Stakeholders meeting on NATS implementation at BOPT(ER)

Sl No.	Date & Venue of the Workshop	Name of the Institution / University	Total no. of notified seats
1	21 October 2024 Binod Bihari Mahto Kolyanchal University (BBMKU), Dhanbad, Jharkhand	Binod Bihari Mahto Kolyanchal University, Dhanbad	20
2		B.S.K. College, Maithon	5
3		Bokaro Steel City College, Bokaro	10
4		Chas College, Chas	10
5		K.B. College, Bermo	8
6		Katras College, Katrasgarh	4
7		P.K. Roy Memorial College, Dhanbad	10
8		R.S. More College	7
9		RSP College, Jharia	8
10		S.S.L.N.T College, Dhanbad	9
11		Sindri College, Sindri	5
12	25 February 2025 Vinoba Bhave University (VBU), Hazaribagh, Jharkhand	Vinoba Bhave University	20
13		Adarsh College, Rajdhanwar	9
14		Chatra College, Chatra	4
15		Model College, Chatra	4
16		Sri Ram Krishna Mahila College, Giridih	7
17		St. Columbus College, Hazaribagh	10
18		Giridih College	7
19		Jagannath Jain College	9
20		K. B. Women's College	8
21		Markham College of Commerce	9
22		Ramgarh College	8
23		Women's College, Chatra	4
24		Women's College, Koderma	4



Highlights from the Institutional onboarding event held in Jharkhand.



5. NATS AWARENESS PROGRAMME

As part of its continuous efforts to promote the **National Apprenticeship Training Scheme (NATS)** and ensure its effective implementation across higher education institutions, the **Board of Practical Training (Eastern Region)** conducted a series of **NATS Awareness Programmes** with colleges, universities, and technical institutions across the Eastern Region.

OBJECTIVES OF THE PROGRAMME:

- To familiarize academic institutions with the objectives, benefits, and processes of the NATS.
- To encourage active participation of universities and colleges in apprenticeship facilitation.
- To explain institutional responsibilities in student registration, mobilization, and industry linkage.
- To guide institutions on using the NATS portal (2.0) for smooth digital operations and compliance.

PROGRAMME HIGHLIGHTS:

- Detailed presentations on the structure and scope of NATS, including the role of stakeholders—BOPT(ER), institutes, industries, and students.
- Live demonstrations on portal usage: institute registration, course mapping, student enrollment, and contract generation.
- Clarification of government incentives and stipend-disbursement mechanisms.
- Sharing of success stories from institutions with strong apprenticeship implementation models.
- Interactive Q&A sessions to resolve administrative, procedural, and technical challenges.

PARTICIPANTS:

The awareness sessions saw enthusiastic participation from Principals, Training and Placement Officers (TPOs), Nodal Officers, and administrative staff from engineering colleges, polytechnics, management institutes, and general degree granting universities.

OUTCOMES:

- Several institutions initiated or completed their onboarding process on the NATS portal expanding the program's institutional footprints.
- Institutes committed to appointing dedicated NATS coordinators and launching targeted awareness campaigns to inform students about apprenticeship opportunities.
- Improved understanding of apprenticeship roles, career pathways, and their impact on long-term employability for students.
- A significant push towards boosting the supply of graduate apprentices across both engineering and non-engineering disciplines.

WAY FORWARD:

BOPT(ER) plans to conduct more such awareness sessions in collaboration with State Education Departments, affiliating universities, and regional skill development bodies. The goal is to ensure **100% institutional onboarding** and promote **industry-institute linkage** for sustainable apprenticeship growth.



6. TWO-DAY WORKSHOP ON PENDING CLAIM BILLS AND RECORD OF PROGRESS (ROP) THROUGH NATS 1.0 PORTAL

BOPT(ER) conducted a two-day webinar workshop in collaboration with the Department of Science, Technology & Technical Education (DSTTE), Government of Bihar, on 22nd and 23rd October 2024. The workshop focused on addressing pending claim bills and the Record of Progress (RoP) for the generation of claims and Certificates of Proficiency (CoP) through the NATS 1.0 Portal.

The workshop was chaired by Shri Udayan Mishra, Hon'ble Director, DSTTE, Government of Bihar, and was attended virtually by 38 Principals and Training & Placement Officers (TPO) from various engineering colleges, as well as 46 Principals/TPOs from polytechnic colleges located across Bihar.

The workshop commenced with a reference to the BOPT communication regarding the discontinuation of the NATS 1.0 Portal, effective 6th November 2024. Shri Mishra emphasized the importance of completing all formalities, including pending RoP and claim bills, before the stated deadline.

Shri Mantosh Kumar, OSD, BOPT(ER), and Shri Aditya Bhardwaj, OSD, BOPT(ER), reviewed the NATS 1.0 portal status for each participating institution, ensuring the resolution of all outstanding RoP and claim bills.

The workshop was supported by Joint Director Shri Santarpal Singh from DSTTE, and coordinated by Md. Afroz Afzal, OSD, DSTTE, Government of Bihar. Under the guidance of Shri K. Chandra Mouli, Hon'ble Assistant Director, BOPT(ER), the event concluded with a vote of thanks from Shri Aditya Bhardwaj, OSD, BOPT(ER), Patna.

7. BIHAR DIWAS 2025 CELEBRATION - BOPT(ER) PARTICIPATION

Event Overview

The Board of Practical Training (Eastern Region) (BOPT(ER)), Kolkata, participated in the Bihar Diwas 2025 celebrations, held at Gandhi Maidan, Patna, from March 22-24, 2025. The event, marked the 113th anniversary of Bihar's formation and was organized by the Directorate of Higher Education, Education Department, Government of Bihar. BOPT(ER) set up an informative and interactive stall to promote the National Apprenticeship Training Scheme (NATS) to a wide range of visitors, including students, institutions, and industries.

Inauguration and Theme

The celebrations were inaugurated by Hon'ble Chief Minister Shri Nitish Kumar, accompanied by Deputy Chief Ministers Shri Samrat Choudhary and Shri Vijay Kumar Sinha. The dignitaries released symbolic volumes to represent to the collective aspiration of the people of Bihar. The event was centered around the theme "Unnat Bihar – Vikasit Bihar" (Advanced Bihar – Developed Bihar), reflecting the state's commitment to inclusive progress and future development.

BOPT(ER) STALL AND OBJECTIVE

BOPT(ER) actively participated by setting up an interactive stall to disseminate information about NATS. The primary goal was to raise awareness among students, job seekers, and



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industry representatives about skill development opportunities and career pathways through apprenticeships. The stall served as a platform to promote NATS and its benefits for all stakeholders.

Impact and Engagement

The BOPT(ER) stall saw enthusiastic participation and generated substantial impact during Bihar Diwas-2025. Key outcomes includes:

- Increase awareness about on-the-job training under NATS for students.
- Significant surge in registrations among fresh graduates and diploma holders, both in Engineering and Non-Engineering disciplines.
- Enhanced understanding among industries and institutions regarding the mutual benefits of participating in NATS.
- Encouragement for Bihar's youth to engage in skill development programs under government schemes.

Conclusion

Bihar Diwas 2025 was a significant event, celebrating the state's cultural heritage, historical legacy, and its ongoing development. BOPT(ER)'s active participation in the event emphasized the importance of skill development, aligning with Bihar's vision of an advanced and developed future under the theme "**Unnat Bihar – Vikasit Bihar.**" The event successfully promoted NATS, contributing to the state's goal of building a skilled workforce to meet the growing demands for its industries and institutions.



Few glimpses from the BOPT(ER) stall during Bihar Diwas celebration held from 22-24 March, 2025

8. WEBINAR WITH BFSI'S ON IMPLEMENTATION OF NATIONAL APPRENTICESHIP TRAINING SCHEME (NATS)

In alignment with the directives of the Ministry of Education, Government of India, the Board of Practical Training (Eastern Region), Kolkata organized a webinar with various public and private sector banks to facilitate the implementation of the National Apprenticeship Training Scheme (NATS) in the banking sector.

The primary objective of the webinar was to engage banking institutions in meaningful dialogue to explore the possibilities of onboarding graduates and diploma holders as apprentices, thereby bridging the skill gap and supporting the skilling ecosystem under NATS. Banks were apprised of the key features, benefits, and the simplified process of registration and compliance under the Apprentices Act, 1961.

Key Highlights:

- Relevance of NATS in building a job-ready workforce for the BFSI sector was emphasised.
- A detailed presentation outlined the roles and responsibilities of banks as employers under the scheme.
- The financial benefits of the scheme including reimbursement of 50% stipend by the Government, were discussed in detail.
- Simplified procedures for registration on the NATS portal, documentation requirements, and post-engagement support by BOPT were showcased.
- Several queries from bank representatives were addressed, especially concerning apprenticeship duration, eligibility criteria, stipend structure and applicable job roles in banking operations.

The webinar witnessed active participation from HR leaders and training heads of major banks who showed keen interest in leveraging the scheme for developing a trained and productive workforce. The Board assured continuous support in the apprenticeship engagement process, from candidate mobilisation and onboarding to compliance assistance.

Details of Participating Establishment from the BFSI sector

Sl. No.	Name of Bank & Date	Representative(s) Attended	Remarks / Key Outcomes
1	ICICI Prudential Life Insurance (19.04.2024)	Mr. Vineet Tyagi - Sr. VP Mr. Nishant Abhishek Mr. Rituparna Ganguly	Expressed interest in onboarding apprentices in clerical functions.
2	UCO Bank (15.06.2024)	Mr. Gunjan Kumar - Manager	Requested assistance in identifying eligible candidates.
3	Bank of Maharashtra (01.05.2024)	Mr. Rajiv Kumar - G.M. Ms. S. Shakh - Sr. Manager	Interested in deploying apprentices in rural branches.
4	IDFC Bank (20.05.2024)	Mr. Sanjay Shende - Head HR	Enquired about stipend reimbursement timelines.



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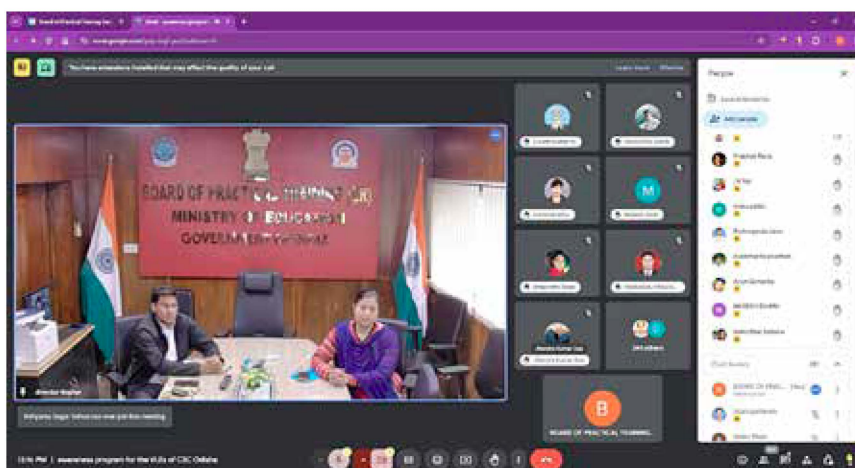
5	IndusInd Bank (09.05.2024)	Mr. Sanjay Sen - Rg. Head HR Mr. Prasun Roy Chowdhury - HR	Requested a follow-up session for zonal teams.
6	IDBI Bank (10.05.2024)	Mr. S.S. Toppo - G.M. HRD	Sought clarity on contractual obligations and apprentice exit process.
7	Ujjivan Small Finance Bank (14.08.2024)	Mr. Amarjit Kumar - Manager	Officials agreed to begin engagement of Apprentices in their organizations.
8	The Hongkong and Shanghai Banking Corporation Limited (HSBC) (03.04.2024)	Shri Praveen Kr Singh Senior Vice-President-HR Shri S. Mukherjee Kolkata Office (HSBC)	HSBC officials agreed to engage the required number of apprentices across their various offices.
9	Canara Bank (17.05.2024)	Shri D. Surendran, Chief General Manager Shri M. N. Rao, DM-HR Shri Pradeep Kumar Dogra, Assistant General Manager Shri Santu Ghosal, Senior Manager	The Officials from Canara Bank expressed their commitment to enroll in the NATS portal and take the necessary actions to engage the required number of apprentices in various branches and offices across the country.

9. MEETING WITH COMMON SERVICE CENTRE (CSC) OF ODISHA - 24TH DECEMBER 2024

A meeting was held on 24th December 2024 with the Common Service Centre (CSC) of Odisha State, including 268 Village Level Entrepreneurs (VLEs) and 5 District Managers, to discuss the implementation of the Apprentices Act, 1961 (as amended) in the state and collaborative role CSC's can play in enhancing outreach for NATS.

Detailed power point presentation was delivered by Assistant Director, BOPT(ER) explaining the end to end process of students registration on the NATS portal and the role CSC's can play in supporting the scheme. The discussion focused on how CSC Centres and their VLEs can collaborate with regional boards to increase the enrolment of fresh graduates in the NATS portal. The officials from CSC and VLEs raised several questions regarding student eligibility for apprenticeship training, the benefits for students, and the advantages for industries.

The undersigned encouraged CSC officials to organize more awareness camps in nearby colleges to inform students about the NATS programme. The State coordinators from CSC also briefed the VLEs on the process for enrolling students in the portal via their CSC login.



Officer BOPT(ER) during Online Meeting with different CSC Stakeholder

The meeting concluded with a resolution for CSC centres to actively participate in spreading awareness about NATS to nearby institutions and help boost student enrolment in the programme.

10. MINUTES OF THE MEETING WITH PRINCIPAL SECRETARY, DEPARTMENT OF HIGHER EDUCATION, GOVERNMENT OF WEST BENGAL ON IMPLEMENTATION OF NATS

Date: 23rd August 2024 (Friday) **Time:** 12:00 Noon onwards

Venue: Chamber of the Principal Secretary, 6th Floor, Bikash Bhawan, Sector-I, Kolkata-700091

Members Present:

1. Sri Binod Kumar, IAS, Principal Secretary, Department of Higher Education, Govt. of West Bengal
2. Dr. Anindita Ganguly, Director of Technical Education, Govt. of West Bengal
3. Dr. S. M. Ejaz Ahmad, Director, BOPT(ER), Kolkata
4. Sri A. Chakraborty, Assistant Director, BOPT(ER), Kolkata

Report:

The meeting was convened to discuss the strategic implementation of the National Apprenticeship Training Scheme (NATS) in West Bengal. Dr. S. M. Ejaz Ahmad, Director, BOPT(ER), requested support from the Department of Higher Education to strengthen and accelerate the rollout of NATS in the state.

11. MINUTES OF THE MEETING ON INTEGRATION OF NATS WITH CSC SPV IN EASTERN REGION

Organized by: Board of Practical Training (Eastern Region), Kolkata

The meeting was convened on 1st October 2024 to discuss the integration of the **National Apprenticeship Training Scheme (NATS)** with **CSC SPV** centres in the Eastern Region, pursuant to the MoU signed on 16.07.2024 between the **Ministry of Education (MoE)**, Government of India and CSC SPV. The initiative is intended to support rural graduates and diploma holders in availing NATS services via the network of CSCs.

The session began with a welcome address by Dr. S. M. Ejaz Ahmad, Director, BOPT(ER) who also introduced the team members of BOPT(ER). In his keynote, he elaborated on the objectives of the NATS programme and the benefits of integrating it with CSCs to reach rural youth.

Smt. Deepti Punj, Central Project Coordinator, CSC SPV, assured full cooperation from CSC network for effective implementation of NATS. The state heads from various Eastern Region states supported this initiative.



Glimpse of the CSC Poster distribution programme on NATS Awareness held at Office of the DM Malda on 21.02.2025



Key discussions and outcomes:

- Promotional materials (e.g., posters, banners, flexes) related to NATS can be displayed at CSC centres using DAVP/marketing rates.
- Upon finalisation of the NATS portal integration with CSC SPV, BOPT(ER) may coordinate with CSC's central or state teams for seamless operational alignment.
- CSC SPV expressed optimism that the collaboration will significantly boost awareness, registration, and access to educational and apprenticeship services in rural areas.

The meeting concluded with a vote of thanks to all the participants for their valuable inputs and commitment towards effective implementation of NATS in partnership with CSC SPV.

12. APPRENTICESHIP-CUM-JOB FAIR - 2024-25

The financial year 2024–25 marked a significant milestone in terms of engagement of apprentices for the Board of Practical Training (Eastern Region), as both Engineering and Non-Engineering Graduates were comprehensively brought under the coverage of the National Apprenticeship Training Scheme (NATS). This inclusive approach substantially expanded the scope of the scheme, encouraging a large number of establishments—especially those not traditionally associated with engineering—to register on the NATS portal and participate in apprenticeship training.

While this broader outreach was a positive development, brought forth new challenges—most notably the mobilization of an adequate number of students to meet the growing demand from participating industries. In response, BOPT (ER) undertook a proactive approach by organizing a series of Apprenticeship-cum-Job Fairs across various states in the Eastern Region. These events were designed not only to facilitate apprenticeship placements but also to serve as a platform for bridging the skill-employment gap by aligning academic qualifications with the industry requirements. The Apprenticeship-cum-Job Fair provided a structured opportunity for Engineering and Non-Engineering Graduates to secure apprenticeship positions, with the prospect of long-term absorption in the workforce upon successful completion of their training.

Despite these initiative, student turnout was below expectations. This revealed a critical gap in awareness of the apprenticeship ecosystem, career preparedness and engagement—particularly among non-engineering graduates. Recognizing this, BOPT has resolved to prioritize student mobilization as a strategic focus area in the upcoming years. This will involve targeted outreach initiatives, collaborations with academic institutions, and enhanced awareness campaigns to improve participation and ensure equitable access to apprenticeship opportunities.

Furthermore, plans are underway to adopt digital outreach tools, leverage alumni networks, and strengthen coordination with state governments and skill development agencies to create a robust pipeline of apprentices across diverse disciplines.

The following table outlines the details of the Apprenticeship-cum-Job Fairs conducted during the financial year 2024–25:

Sl No.	Date & Venue	Name of the Establishment	No. of Candidates attended	No. of Candidates shortlisted
1	21 st August 2024 Seacom Engineering College, Dhulagarh, Howrah	Liimr Enterprises Private Limited	38	21
2		Sarala Development & Microfinance Pvt. Ltd.	14	7
3		Aditya Birla Fashion and Retail Limited	19	5
4		Grameen Shakti Microfinance Services Pvt. Ltd.	34	30
5		Sonodyne Technologies Pvt. Ltd.	31	20
6		Nbtmce (OPC) Private Limited	36	8
7		Siddheswarpur Sristee Society	33	33
8		CAD Institute Kolkata Pvt. Ltd.	37	26
9		Leads Socio Foundation	16	16
10		Dewar's Garage Ltd. (Maruti Suzuki Dealership)	36	16
11		Janakalyan Financial Services Pvt. Ltd.	10	8
12		Maa Dakshinewsar Textile	8	6
13		Standard Engineering Service	36	3
14		Hindcon Chemical Ltd.	31	3
15		T.C. Motors	20	8
16		Gobindakati Alor Sandhane Society (NGO)	16	16
17		Kolam Digital Ventures Limited	49	24
18		Uttrayan Financial Services Pvt. Ltd.	23	10
19		Xplore-Tech Services - Fusion BPO	28	17
20		Jagaran Microfin Pvt. Ltd.	33	21
21		IAC Electricals Pvt. Ltd.	43	13
22		WEBFIL Limited	54	24
TOTAL			645	335



View of inauguration ceremony and interview session during Job Fair at Seacom Engineering College



ACTION PLAN & PROGRAMME CALENDAR

April 2025 to March 2026

Sl No.	Date & Venue	Name of the Establishment	No. of Candidates attended	No. of Candidates shortlisted
1	19 th September, 2024 KIIT Polytechnic Campus, Bhubaneswar, Odisha	Aditya Car Automotive	11	7
2		Annapurna Finance Pvt. Ltd.	15	11
3		BPOC Pvt. Ltd.	12	12
4		IDAX Consulting & Research Pvt. Ltd.	6	5
5		Sampurna Bc Pvt. Ltd.	33	15
6		Vesper Hospitality Pvt. Ltd.	8	2
7		Surge Tech Energy Pvt. Ltd.(Behalf of CEO)	5	3
8		People’s Forum	2	1
9		Ansimap Technology Pvt.Ltd.	2	1
10		Knostics Infodel Pvt. Ltd.	1	1
11		Indian Instituite of Gastroenterolosity & Hepatology	12	3
12		Hotel Empires Bhubaneswar	4	2
13		CIEL HR Services Ltd.	5	5
14		Badami Devi Cultural Trust	4	1
15		TATA Motors (Trupti Enterprises Pvt. Ltd. Bhubaneswar)	30	5
16		Pinnacle HR Pvt. Ltd.	7	7
17		Trident Bhubaneswar	17	6
18		Ode-Ray Industries Ltd.	10	7
19		Maha Shakti Foundation	20	9
20		B.S.N.L	7	7
21		Mahavir Ferro Alloys Pvt. Ltd.	17	15
22		Carriage Repair Workshop, Mancheswar(East Cost Railway)	19	19
23		Geonxt Info Solution Pvt. Ltd.	24	23
24		Envirocare Infra Solution Pvt. Ltd.	15	15
25		CSIR – (IMMT)	42	36
26		GTVET	31	20
27		Aabsys IT	64	19
28		Milk Mantra Pvt. Ltd.	17	12
29		Shyam Metalics	32	32
30		Paradeep Phosphates Ltd.	20	20
Total			492	321



Sl No.	Date & Venue	Name of the Establishment	No. of Candidates attended	No. of Candidates shortlisted
1	24 th - 25 th September, 2024 at RVS College of Engineering & Technology (RVSCET), Jamshedpur Jharkhand	Aadrika Enterprises	26	7
2		Bharat Coaking Coal Limited (BCCL)	100	18
3		Bmw Industries Ltd.	21	21
4		CTC India Pvt. Ltd.	3	2
5		Fleetguard Filters Pvt. Ltd.	21	13
6		IT-Scient Consulting Pvt. Ltd.	32	4
7		Inland Power Ltd.	18	6
8		JCACPL (Jamshedpur Continious Annealing & Processing Compnay Pvt. Ltd.)	27	6
9		Mecon Ltd.	44	44
10		Metalsa India Pvt. Ltd.	17	17
11		Multitech Components Pvt. Ltd.	2	2
12		Narsingh Ispat Ltd.	22	5
13		Pushkar Techno Pvt. Ltd.	14	0
14		Ramakrishna Forgings Ltd. Plant- 5		
15		Ramakrishna Forgings Ltd. Plant- 7	27	27
16		RHI Magnesita India Ltd.	9	0
17		Sparsh Innovators Pvt. Ltd.	42	13
18		TATA Motors Ltd.	31	5
19		TATA Steel Ltd.	100	100
20		Yuvashakti Foundation	31	31
21		Accropoly Metal Industries Pvt. Ltd.	6	6
22		Blue Star Malleable Pvt. Ltd.	4	3
23		Highco Engineers Pvt. Ltd.	19	13
24		Himalaya Enterprises	16	9
25		Industrial Forge & Engineering Company Ltd.	5	2
26		IT-Scient Consulting Pvt. Ltd.	11	2
27		Jamna Auto Industries Ltd.	20	8
28		Mashal News	5	5
29		Mithila Motors Pvt. Ltd.	12	7
30		Narsingh Ispat Ltd.	19	5
31		Netmore Technology	4	2
32		PSPL Steel Processors Pvt. Ltd.	4	3
33		Pushkar Techno Pvt. Ltd.	15	0



ACTION PLAN & PROGRAMME CALENDAR

April 2025 to March 2026

Sl No.	Date & Venue	Name of the Establishment	No. of Candidates attended	No. of Candidates shortlisted
34		Protective General Engineering Pvt. Ltd.	16	12
35		Pratik Construction (P) Ltd.	0	0
36		Raider Security Services Pvt. Ltd.	18	10
37		Samarth Engineering Pvt. Ltd.	6	4
38		SASCO Steel Pvt. Ltd.	14	2
39		Sigma HTS LLP	13	6
40		Sparsh Innovators Pvt. Ltd.	24	10
41		Special Software (I) Pvt. Ltd.	10	7
42		Sudisa Foudary (P) Ltd.	12	8
43		TATA Steel Ltd.	32	32
44		Thriveni Earthmovers Pvt. Ltd.	7	4
45		Yuvashakti Foundation	21	21
TOTAL			900	502



Few photographs taken during Job Fair held at RSV College, Jamshedpur, Jharkhand

Sl No.	Date & Venue	Name of the Establishment	No. of Candidates attended	No. of Candidates shortlisted
1	13 th October, 2024 at NSHM Knowledge Campus, Durgapur, West Bengal	Pentapolis Foundation	8	8
2		BDG Metal And Power Ltd.	8	8
3		Neo Metaliks Ltd.	6	2
4		Matix Fertilisers and Chemicals Ltd.	22	2
5		Birla Corporation Limited	18	9
6		JAS Equipment and Engineers Pvt. Ltd.	0	0
7		Ultratech Cement Limited	7	2
8		Nu Vista Limited	2	0
9		Leads Socio Foundation	3	3
10		N-Gen Style Private Limited	4	4
11		Fusion CX Private Limited	17	15
12		Naktala Gita Foundation	0	0
13		Digital Business India	20	16
14		WEBFIL Limited	6	1
15		2Coms Consulting Pvt. Ltd.	26	12
16		The Supreme Industries Limited	24	14
17		Tega McNally Minerals Limited	6	2
18		Essar Oil and Gas Exploration and Production Ltd.	31	9
19		Eastern Coalfield Limited	0	0
20		Zycon Foundation	11	11
21		Dhosa Fincare Private Limited	7	4
22		Trijal Excelled Foundationtrijal Excelled Foundation	27	27
23		Swayansidhha Mutitrade Private Limited	14	3
TOTAL			267	152



Photograph taken during Job Fair held at NSHM Knowledge Campus, Durgapur, West Bengal



ACTION PLAN & PROGRAMME CALENDAR

April 2025 to March 2026

Sl No.	Date & Venue	Name of the Establishment	No. of Candidates attended	No. of Candidates shortlisted
1	12 th & 13 th December, 2024 at Karim City College, Sakshi, Jamshedpur, Jharkhand	Yazaki India Private Limited	10	1
2		TM International Logistics Limited	4	0
3		Bharat Coking Coal Ltd.	33	17
4		Automotive Axles Limited	15	4
5		Kross Limited	13	4
6		RSB Transmission (I) Ltd.	5	1
7		Central Mine Planning & Design Institute (CMPDI)	12	7
8		Sasco Steel Pvt. Ltd.	12	6
9		Sudisa Foundry (P) Ltd.	2	0
10		Highco Engineers Pvt. Ltd.	4	1
11		Blue Star Malleable Pvt. Ltd.	4	0
12		Air Water India Private Limited	5	2
13		BMW Industries Limited	25	12
14		Thriveni Earthmovers Pvt. Ltd.	15	4
15		Aldica Technologies Private Limited	22	10
16		TATA Motors Ltd.	52	31
17		PEBCO Motors Limited	12	4
18		Sigma HTS LLP	4	0
19		Special Software (India) Pvt. Ltd.	12	0
20		Pushkar Techno Pvt. Ltd.	0	0
21		M/s Mithila Motors Pvt. Ltd.	11	9
22		TATA Bluescope Steel Private Limited	40	3
23		JCAPCPL	15	6
24		TATA Steel Limited	92	56
25		ZF Commercial Vehicle Control Systems India Limited	6	3
26		Metalsa India Private Limited	15	0
27		Ramkrishna Forgings Limited Plant 5	12	0
28		Timken India Limited	20	11
29		Netmore Technology	10	0
30		Brakes India Private Limited	7	1

31	PSPL Steel Processors Pvt. Ltd.	6	1
32	Samarth Engineering Pvt. Ltd.	1	0
33	Metafab Industries Pvt. Ltd.	1	1
34	Omni Auto Limited	12	7
35	RV Associates	25	12
36	Narsingh Ispat Limited	18	11
37	SS Infra	7	0
38	Dataone Technosofte	18	2
39	Ledgrowth	8	1
40	SK Finserve	8	2
41	Ritika Printech Pvt. Ltd.	9	2
42	P D Forge Private Limited	10	3
43	Mashal News	9	1
44	Sparsh Innovators Pvt. Ltd.	17	4
45	Yashaswi Academy For Skills	11	8
46	JMT Auto Limited	40	20
47	ASL Motors	40	17
48	Industrial Forge & Engineering Co. Ltd.	10	0
TOTAL		739	285



Glimpses from Job Fair held at Karim City College Jamshedpur, Jharkhand



ACTION PLAN & PROGRAMME CALENDAR

April 2025 to March 2026

Sl No.	Date & Venue	Name of the Establishment	No. of Candidates attended	No. of Candidates shortlisted
1	27 th December, 2024 at Kristy Mela O Loko Sanskrity Campus, Kultali, Sundarban, West Bengal	S K Technology	1	1
2		Ipsen Technologies Pvt. Ltd.	3	2
3		M/s Espot Pay Management	0	0
4		LIIMR Enterprises Private Limited	1	0
5		Tagore Society For Rural Development	9	3
6		Fusion CX Private Limited	6	6
7		Aspiration Health	5	3
8		Gobindakati Alor Sandhane Sangha	0	0
9		Zycon Foundation	7	6
10		Swayansidhha Mutitrade Private Limited	0	0
11		Dhosa Fincare Private Limited	5	3
12		Yashaswi Academy For Skills	0	0
TOTAL			37	24



Connecting Talent with opportunity Moments from Job Fair held at Kultali, Sundarban, West Bengal



Sl No.	Date & Venue	Name of the Establishment	No. of Candidates attended	No. of Candidates shortlisted
1	16 th & 17 th January, 2025 at Gangadhar Mehar University, Sambalpur, Odisha	Hindalco Industries Ltd. Hirakud Power	12	10
2		TRL Krosaki Refractories Limited	5	4
3		The Unique Culture	0	0
4		Infosys Ltd.	425	389
5		Tatwa Technologies Ltd.	22	20
6		Bhushan Power & Steel Limited	55	47
7		Hinadanco Industries Ltd.	2	2
8		Kirin Technology Pvt. Ltd.	3	3
9		Mangalam Timber Unit of Mangalam Cement Ltd.	4	3
10		Vedanta Limited Jharsuguda	33	31
11		Fusion CX Private Limited	3	3
12		Ordnance Factory Badmal	15	12
13		Shyam Metalics & Energy Ltd.	17	12
14		TATA Power Western Odisha Distribution Ltd.	5	3
15		BSNL Odisha Circle	7	6
16		Odisha Mining Corporation Ltd.	2	2
17		GENX Diagnostics Limited	7	7
18		Ultratech Cement Limited, Jharsuguda	6	1
19		NTPC-Talcher Kaniha Angul	11	3
20		Peoples Forum	42	38
21		SS Steelloy Pvt. Ltd.	4	4
22		Indian Institute Of Gastroenterology & Hepatology	2	2
23		Krishna Automotive	16	14
24		Arya Iron And Steel Company Pvt. Ltd.	9	7
25		Surchi Bazar Pvt. Ltd.	6	4
26		Annapurna Finance Private Limited	62	60
27		Swaraj Hospital and Research Institute	4	3
28		National Society for Education and Research	1	1
29		Milk Mantra Dairy Private Limited	2	2



ACTION PLAN & PROGRAMME CALENDAR

April 2025 to March 2026

30	Samparna Business Correspondence Pvt. Ltd.	1	1
31	Sampark Fin Services Pvt. Ltd.	11	10
32	Mahanadi Coalfields Limited	793	579
33	Gram Tarang Technical Vocational Education Pvt. Ltd.	3	1
34	Knostics Infodel Private Limited	5	5
35	BPO Convergence Private Limited	7	7
36	Sri Jagannath Cultural Trust	1	1
37	Vedic Degree College	2	2
38	SAIL Rourkela	2	1
Total		1607	1300



(1)



(2)



(3)



(4)

1) Lightening of lamp by the dignitaries during inaugural session of Mega Job Fair 2) Shri Govind Jaiswal, IAS, JS MoE, Govt. of India & Chairman, BOPT(ER) deliberating inaugural speech 3) A view of the audience 4) Establishment interviewing one of aspiring candidate at the Mega Job Fair, Sambalpur, Odisha

Sl No.	Date & Venue	Name of the Establishment	No. of Candidates attended	No. of Candidates shortlisted
1	6 th March, 2025 at Assam Engineering Institute, Guwahati, Assam	NTPC Ltd. Bongaigaon	21	15
2		Marwari Hospitals	15	3
3		Assam Cancer Care Foundation	25	18
4		AED Foundation	13	4
5		Endurance Technologies	0	0
6		Pragya Professionals	12	3
7		Genus Power Infrastructures	11	2
8		Supreme Industries	0	0
9		Sun Pharma Laboratories Ltd.	24	3
10		Oil India Limited	58	32
11		Centre for Development of Advanced Computing	40	29
12		North East Nutrients Private Limited	17	4
13		Medhavi Foundation	0	0
14		Trijal Excelled Foundation	51	36
15		Trans Virtual Pvt. Ltd.	11	4
16		Oriental Engineers India Pvt. Ltd.	6	2
17		Progressive Fertichem Pvt.ltd.	6	2
18		Marico Ltd.	6	1
19		Arci Health Care Research Pvt. Ltd.	0	0
20		Premier Cryogenics Ltd.	2	1
TOTAL			318	159



Job Fair held at Assam Engineering Institute, Guwahati, Assam

Statistics of Job Fair 2024-25

No. of Job Fair Conducted 2024-25	No. of Student attended	No. of Student Shortlisted
08	5005	3078



EMPLOYMENT GENERATION THROUGH NATS: REGIONAL PERSPECTIVE

- ❖ National Apprentices Training Scheme (NATS) is implemented through Boards of Apprenticeship/Practical Training located at Mumbai, Chennai, Kanpur & Kolkata, which are autonomous organizations under the Department of Higher Education, Ministry of Education. The scheme addresses the gaps in the practical training of fresh graduate engineers, diploma holders in engineering and also of the non-engineering degree students so as to make them industry/establishment ready. It further aims to enhance their exposure to real world work environment and develop the technically competent human resource for the industries and establishments.



The objectives of the National Apprenticeship Training Scheme (NATS) are:

- ❖ To Promote skill development by bridging the gap between academic learning and practical skills particularly for the student who may not have had sufficient hands on training during their formal education.
- ❖ To facilitate the employers to train disciplined and skilled manpower to meet the required human resources in the emerging areas. According to the third party evaluation of the scheme by National Institute of Labour Economics Research & Development (NILERD) conducted in 2019, an autonomous organization under NITI Aayog, the post apprenticeship employment percentage under NATS is around 80% of total engagement. The employability percentage and details of students trained under NATS scheme is detailed below:

Financial Year	Students Trained under NATS	Post Apprenticeship Permanent Employment Data Collected	Percentage (%) Data Collected	Percentage (%) Got Post Apprenticeship Permanent Employment (Out of Data Collected)
2017-18	26561	22651	85.28	80.67
2018-19	31041	28421	91.56	80.69
2019-20	28962	26013	89.82	79.79
2020-21	24431	20812	85.19	71.53
2021-22	43223	34029	78.73	87.75
2022-23	75136	58711	78.14	83.47

* Source : NATS Portal.

2. NEW INITIATIVES TAKEN (2024-25)

2.1 APPRENTICESHIP EMBEDDED DEGREE/DIPLOMA PROGRAMME (AEDP)

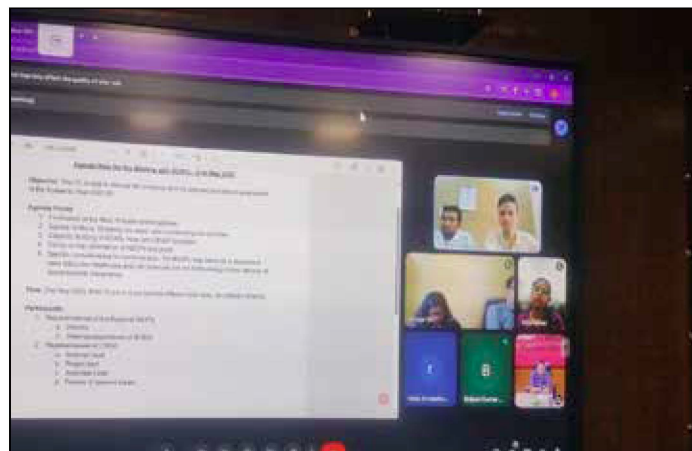
The Apprenticeship Embedded Degree/Diploma Programme (AEDP) is an innovative educational initiative designed to incorporate practical, industry-based training within undergraduate degree programs. This approach is in harmony with the National Education Policy (NEP) 2020, which champions a holistic educational experience that merges academic learning with vocational skills.

The University Grants Commission (UGC) has developed guidelines for the AEDP to ensure students gain the competencies needed to meet industry demands, thereby enhancing their employability. These guidelines encourage strong partnerships between educational institutions and industry partners to facilitate apprenticeship opportunities.

In the financial year 2024-25, the Board of Practical Training (BOPT) has made substantial progress by signing 13 Memorandums of Understanding (MoUs) with various educational institutions. These MoUs mark a significant commitment to embedding apprenticeships into degree programs and further aligning education with employment needs.



Director BOPT(ER) (Centre) discussing on implementation of AEDP in NATS



A view of the presentation during AEDP Meet held at BOPT(ER)

As of now, efforts to go onboard Higher Educational Institutions (HEIs) into AEDP have seen considerable success. In Odisha, 31 HEIs have shown interest in integrating the program into their curricula, while in Bihar, 13 institutions have joined this transformative initiative. These collaborations underscore a concerted effort to modernize and enhance higher education, ensuring students acquire skills that align closely with industry requirements. The role of BOPT is to enable ties between HEI and industry/establishment, be the focal point in driving the apprenticeship as per the tripartite contract, as applicable and to ensure

adherence to the guidelines related to stipend, training and other mandated compliances, as applicable.

The AEDP continues to gain momentum, promising to make substantial contributions to revitalizing India's educational and economic landscape by preparing students with practical skills essential for today's competitive job market.



2.2 APPRENTICESHIP-CUM-JOB FAIR PORTAL

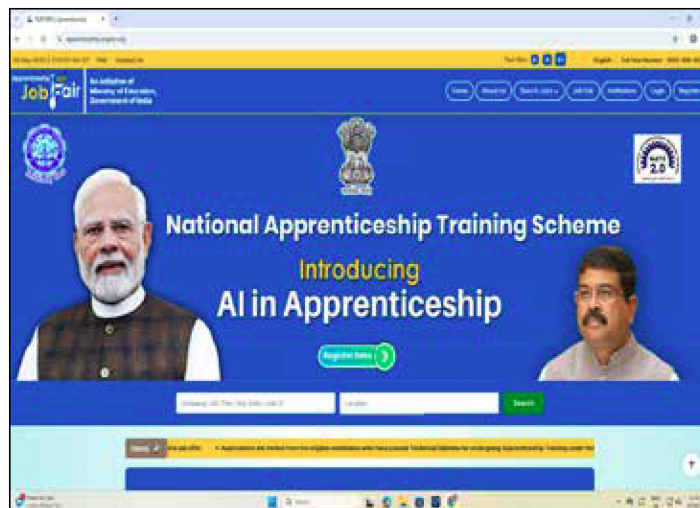
The **apprenticeship-Cum-Job Fair (ACJF) Portal** is an integrated digital platform developed and managed by the Board of Practical Training (Eastern Region), under the Ministry of Education, Government of India. Built using a robust technology stack—including HTML, CSS, JavaScript, Bootstrap, and jQuery for the front end, and Laravel with PHP for the back end, with MySQL as the database—the portal serves as a vital link between academic institutions and industries. Its primary objective is to facilitate smooth transitions for students from academic completion to hands-on industrial experience through structured apprenticeship opportunities.

Objective

The core objective of the portal is to seamlessly integrate three key components of apprenticeship facilitation across BOATs/BOPT:

- **Apprenticeship-Cum-Job Fairs**
- **Job Postings**
- **Panel Preparation**

By proactively engaging final-year students pursuing graduate or diploma programs, the portal



enables early registration—effectively reducing the time gap between academic qualification and apprenticeship onboarding.

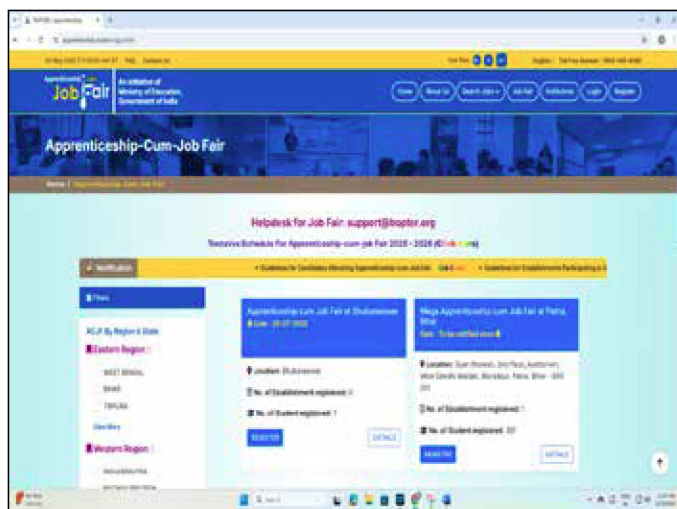
Core Features of ACJF Portal

1. **Job Fair** – Facilitates real-time engagement by allowing students and establishments to register, connect, and interact during organized job fairs.
2. **Job Post** – Enables companies to post detailed openings, while students can explore and apply for roles that match their qualifications.
3. **Panel Creation** – Automates candidate shortlisting based on predefined criteria, accelerating the selection process with smart matching.

Key Stakeholders

The portal serves a wide range of users:

- Students (Graduates and Diploma holders – technical & non-technical)
- Establishments (Public and Private sector organizations)
- Board of Practical/Apprenticeship Training (Kolkata, Kanpur, Mumbai, Chennai)



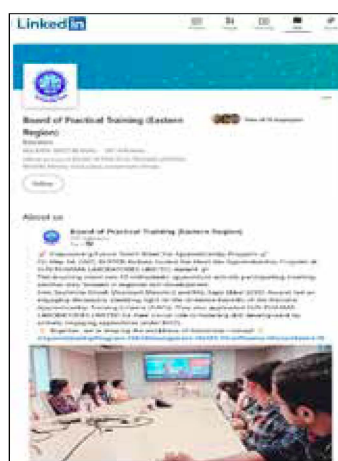
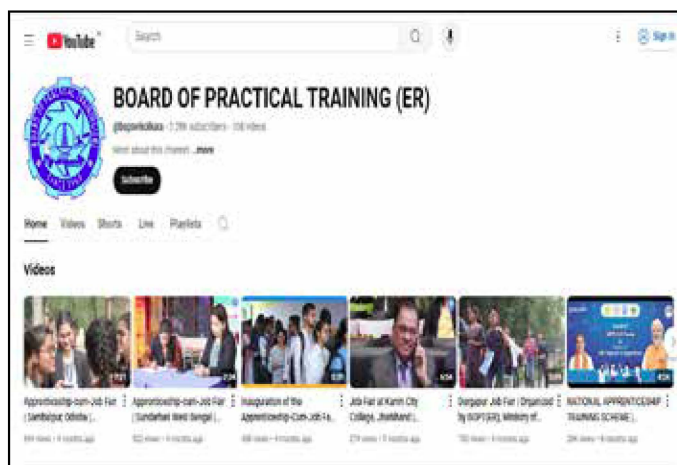
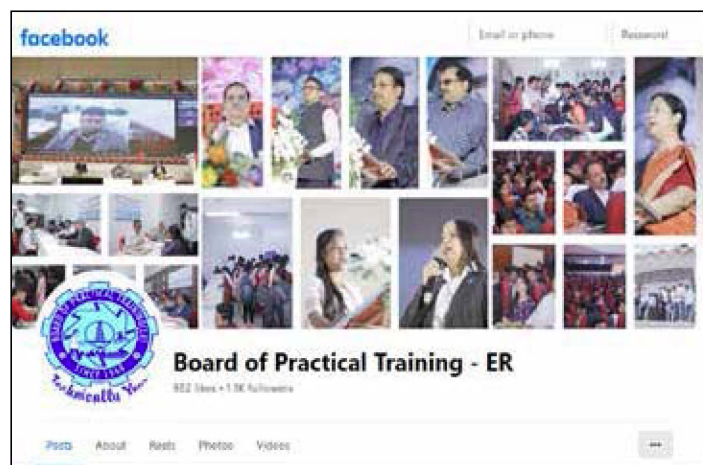
2.3 LEVERAGING SOCIAL MEDIA FOR ENHANCING NATS AWARENESS AND ENGAGEMENT

In today's digital age, social media platforms have emerged as powerful tools for disseminating information and engaging with diverse audiences. Harnessing the potential of these platforms, the promotion of the National Apprenticeship Training Scheme (NATS) can be amplified, reaching a wide array of students and stakeholders across the eastern region. This strategy outlines how social media can be effectively leveraged to propagate information about NATS, fostering awareness and encouraging participation of the students.

- Engaging Content Creation
- Targeted Advertising Campaigns

- Interactive Q&A Sessions
- User-Generated Content:
- Influencer Partnerships:
- Regular Updates and Reminders:

By harnessing the power of social media platforms such as **Facebook, Twitter, Youtube & Instagram**, **BOPT** can effectively propagate information about apprenticeship opportunities, thereby increasing awareness and encouraging participation among Engineering and Non-engineering students in the eastern region. Through effective content creation, targeted advertising campaigns, interactive sessions, user-generated content, influencer partnerships, and regular updates, the reach and impact of NATS can be maximized, contributing to the holistic target of attracting more than 2.0 Lakhs students for registration on NATS portal.





2.4 ASPIRATIONAL DISTRICT

The Board of Practical Training, Eastern Region (BOPT ER), has embarked on a mission to amplify educational and vocational training across various aspirational districts. These districts, identified based on specific socio-economic parameters, require concentrated developmental efforts to bridge skill gaps and elevate local economies. Within this framework, Begusarai in Bihar has been selected as a pivotal site for placing a liaisoning officer. This choice reflects the strategic intent to drive skill development initiatives and foster industry-academia partnerships.

Purpose of Establishing a Liaisoning Officer :

1. **Facilitating Skill Development:** The liaisoning officer in Begusarai will act as a conduit for implementing various skill development programs. These programs will be tailored to meet the local industrial requirements, thereby enhancing employability among youth and aligning training modules with market demands.
2. **Strengthening Industry-Academia Links:** By establishing direct links between educational institutions and local industries, the liaisoning officer will facilitate apprenticeships and vocational training, creating pathways for students to access real-world, hands-on experiences. This collaboration is vital for aligning academic curricula with practical demands.
3. **Empowering Local Youth:** The officer will play a crucial role in disseminating information about opportunities and programs, encouraging local youth to participate in skill enhancement initiatives. This will promote career awareness and provide guidance on accessing diverse professional landscapes.
4. **Monitoring and Evaluation:** Regular assessment of training programs and their effectiveness in meeting community needs will be a key responsibility. The officer will ensure that outcomes are measured, and

data collected can inform further strategic decisions for developmental efforts.

5. **Promoting Inclusive Growth:** Targeting Begusarai enhances the district's capacity to contribute to the broader regional growth of Bihar. By focusing on vocational education and training, BOPT ER aims to transform Begusarai into a model district where human capital development is prioritized.
6. **Social and Economic Impact:** In the long term, this initiative seeks to improve living standards and reduce poverty levels by equipping the workforce with necessary skills, thus attracting investment and boosting economic activities in the district.

The appointment of a liaisoning officer in Begusarai aligns with the broader vision of BOPT ER to drive transformative change in aspirational districts, ensuring that localized efforts complement national growth strategies. By fostering a skilled and educated workforce, BOPT ER aims to lay a foundation not just for immediate employability, but for sustainable economic development in the district and beyond.

2.5 ASSESSMENT AND CREDITISATION

The National Apprenticeship Training Scheme (NATS) aims to bridge practical experience gaps for learners, aligning with the National Education Policy 2020. Following directives from the Ministry of Education, the Board of Practical Training Eastern Region (BOPT ER) has been tasked with developing an assessment mechanism for apprentices. This involves collaboration with the National Institutes of Technical Teachers Training and Research (NITTTR Kolkata), the awarding body and the training establishments to create learning outcomes and digital resources, and to conduct assessments.

The primary objective of this initiative is to establish a robust and effective assessment mechanism for apprentices under NATS. This includes developing a curriculum, formulating assessment frameworks ensuring that apprentices are industry-ready upon

completion of their training in the assessed job role(s).

- Establish a continuous assessment mechanism for apprentices' on-the-job performance aligning with specific job roles
- Periodically monitor apprentices' progress via sample checklist and rubrics.
- Create a framework for creditising learning performance.

The pilot assessment involved evaluating 39 students from Xplore Tech (now Fusion CX) for the “Customer Service Associate” (non-technical profile) role. The pilot assessment process includes two assessment exams.



Director BOPT(ER) (2nd from right), Director NITTTR, Kolkata (extreme right) and Officers during meeting on assessment and creditization

Test	Module	Assessment	Conducted on
1	Module 1- Induction Training Module 2- General Training Module 3-Specialised Training Module 4- Advance Projected Oriented Training	MCQs (100 Questions, 3 Hours Duration)	18 March 2025
2	Module 5- MOOCs, Job Specific and New Age Skills	MCQs (100 Questions, 3 Hours Duration)	25 March 2025



A view of Senior official from NITTTR during presentation programme held at BOPT(ER)

Way Forward

- To broaden engagement, outreach was conducted to 163 establishments from IT/ITeS Sector, aiming to incorporate them into the upcoming FY training and assessment processes.
- Efforts are underway to evaluate around 450 apprentices completing their training between March 2025 to July 2025 for the courses already developed.
- Additional course offerings and refinements to the assessment framework are under discussion to better meet industry demands and improve outcomes.
- Additionally, BOPTER will focus on enhancing the effectiveness of assessments and the creditization process, considering the entry and exit qualifications of students.

2.6 CSC INTEGRATION

The Memorandum of Understanding (MoU) between the Department of Higher Education (DoHE) and CSC e-Governance Services India Limited (CSC SPV) outlines the integration of National Apprenticeship Training Scheme (NATS) services through the Common Services Centre's (CSCs) as an optional and assisted mode. The integration aims to facilitate the enrollment of beneficiaries into the NATS scheme using the Digital Seva Portal managed by CSC SPV.



ACTION PLAN & PROGRAMME CALENDAR

April 2025 to March 2026

1. **Integration with Digital Seva Portal:** CSC SPV will integrate its Digital Seva Portal with the NATS portal to facilitate the application process through CSCs.
2. **Services Offered through CSCs:** CSCs will provide assistance in filling application forms, and guiding applicants regarding the scheme and its benefits.
3. **Instructions and Coordination :** The MoU mandates that DOHE will initiate instructions for integration and support CSC SPV to enable CSCs to enroll applicants efficiently.
4. **Nominal Fee Charge :** CSCs may charge a nominal fee for application processing, while ensuring the service remains affordable to all applicants.

Benefits

- **Accessibility :** Provides a convenient and accessible option for citizens, especially those in rural areas, to enroll in the NATS scheme.
- **Assistance :** Offers guided support in application processes, reducing barriers to entry for beneficiaries.
- **Awareness and Advocacy :** CSCs will help in creating awareness about the NATS scheme, thereby increasing its reach and participation.

2.5 LAUNCH OF NATIONAL PORTAL (NATS 2.0)

The National Apprenticeship and Training Scheme 2.0 Portal was inaugurated by Hon'ble Union Education Minister, Shri Dharmendra Pradhan in New Delhi. This marks significant step towards democratizing apprenticeship, bridging skills gaps, and fulfilling the aspirations of the youth, preparing them for the future. During the launch, the Minister facilitated the disbursement of ₹100 crore in stipends to apprentices through the Direct Benefits Transfer (DBT) mode. These apprentices are undergoing training across various sectors, including IT/ITes, manufacturing, and the automobile industry, aligning with the government's focus on enhancing youth employability and skill development.

The NATS 2.0 portal is anticipated to be widely used by numerous beneficiaries for registration and application

for apprenticeships. Furthermore, establishments and industries are expected to leverage the portal to manage vacancies and contracts. This initiative is projected to support a significant number of young graduates and diploma holders in acquiring employability skills, accompanied by a guaranteed monthly stipend.

In his address during the NATS 2.0 launch event, Hon'ble Education Minister, Shri Dharmendra Pradhan emphasized the importance of the NATS Portal 2.0 in expanding the reach of apprenticeship opportunities and facilitating the matchmaking between candidates and employers. He asserted that the modern era calls for building competencies beyond academic degrees, urging for a curriculum that enhances employability skills. The Hon'ble Minister highlighted that the recent budget underscores the significance of boosting skill development and employment, advocating for an apprenticeship ecosystem encompassing diverse and emerging areas. He encouraged all stakeholders to strategize comprehensively to capitalize on the country's demographic dividend and urged educational institutions and industries to engage with the NATS 2.0 portal, calling for apprenticeship to evolve into a broad-based national movement.

To ensure that stipend benefits are delivered efficiently and transparently to intended apprentices, the Government of India has adopted the DBT mechanism



Hon'ble Education Minister being felicitated by Shri Govind Jaiswal, Joint Secretary and Chairman, BOPT(ER)/BOATs during launch of NATS 2.0 National Portal held at New Delhi



Shri Dharmendra Pradhan, Hon'ble Education Minister giving speech during NATS 2.0 Portal launch event

to transfer stipends directly to apprentices' bank accounts starting in 2024. This initiative aims to extend the DBT system for disbursing the government's stipend share to all scheme beneficiaries.

The NATS 2.0 portal, developed in-house by the Ministry of Education with support from AICTE, BoATs, and BoPT, serves as a one-stop solution for managing the apprenticeship lifecycle including student registration, vacancy advertisement, application processing, contract creation, certification, and reporting, as well as stipend disbursement via DBT. It is utilized by students, industries, institutions, and implementing bodies, having been tested in pilot mode prior to being launched in full functionality for end-to-end DBT processes.

2.6 MAN POWER RESOURCES: STAR CATEGORY

To enhance apprenticeship engagement under the National Apprenticeship Training Scheme (NATS), STAR resources have been strategically hired to amplify awareness and outreach efforts across key locations. These locations include Ranchi, Jamshedpur, Kolkata, Durgapur, Haldia, Patna, Hajipur, Bhubaneswar, Sundargarh, Guwahati, Shillong, Khurda, where STAR resources will play a crucial role in mobilizing students and establishments to onboard them onto the upgraded NATS 2.0 platform.

The deployment of STAR resources will occur chronologically, beginning with the identification and engagement of establishments and sectors in each

location. Their major roles and responsibilities will include:

- 1. Identify New Sectors for Apprenticeship Training :** STAR resources will proactively explore new sectors and establishments that can benefit from apprenticeship programs. By understanding industry dynamics and emerging sectors, they aim to expand the apprenticeship network to accommodate a wider array of apprentices.
- 2. Support Industries in Assessing Apprenticeship Needs :** Engaging with industries, STAR resources will evaluate apprenticeship requirements, ensuring the alignment of training programs with current market demands. They will organize Apprenticeship-cum-Job fairs, providing a platform for both apprentices and employers to meet and explore opportunities.
- 3. Visit Establishments to Assess Training Programs :** Regular visits to establishments will allow STAR resources to assess existing training programs, identify shortfalls, and provide recommendations for enhancements. This hands-on approach ensures apprentices receive high-quality training aligned with industry standards.
- 4. Promote NATS through Various Media :** To increase awareness of NATS 2.0, STAR resources will disseminate information using posters, magazines, pamphlets, and other promotional materials. These efforts will create a widespread understanding of the benefits and opportunities available through NATS.
- 5. Conduct / Participate in Workshops and Seminars :** Engaging educational institutions and establishments, STAR resources will organize and participate in workshops, seminars, and meetings to foster dialogue and collaboration. These events will focus on the significance of apprenticeships and introduce new initiatives like Assessment and AI Apprenticeship in India.



6. **Address Demand-Supply Disparities** : By visiting government bodies, educational institutions, and stakeholders, STAR resources will address demand-supply imbalances in apprenticeship training. They will facilitate onboarding processes and resolve grievances, ensuring smooth operations and satisfaction for all parties involved.

Through these comprehensive efforts, STAR resources aim to significantly elevate apprenticeship engagement under NATS 2.0. The strategic deployment across these pivotal locations will not only mobilize students and establishments but also promote innovative initiatives, making apprenticeship a viable and preferred path for skill acquisition and career development across India.

2.7 APPRENTICESHIPS IN ARTIFICIAL INTELLIGENCE UNDER THE NATIONAL APPRENTICESHIP TRAINING SCHEME (NATS)

The National Apprenticeship Training Scheme (NATS) is a flagship initiative of the Ministry of Education, Government of India, designed to bridge the gap between academic learning and industry requirements. This is achieved through the facilitation of structured on-the-job training for fresh graduates, diploma holders, and students enrolled in Apprenticeship Embedded Degree Programmes. The primary objective of the scheme is to enhance employability by equipping young professionals with practical skills and hands-on industry experience.

Under NATS, apprentices are provided with training opportunities in various sectors for a period ranging from six months to one year and upto thirty six months for non-technical graduates. During this tenure, they are eligible to receive a monthly stipend, with the minimum prescribed stipend being ₹9,000 for graduates and ₹8,000 for diploma holders. To support employers in implementing this initiative, the Government of India subsidizes 50% of the minimum stipend amount.

In accordance with the Apprentices Act, 1961,

establishments employing 30 or more personnel are mandated to engage apprentices within a range of 2.5% to 15% of their total workforce. The implementation of the scheme is overseen by four Regional Boards of Apprenticeship / Practical Training (BOAT/BOPT) located in Kanpur, Kolkata, Chennai, and Mumbai. These Boards are autonomous organizations functioning under the Ministry of Education.

Launch of AI Apprenticeship Programme

To cater to the growing demand for skilled professionals in the field of Artificial Intelligence (AI), the Ministry of Education is launching a dedicated AI Apprenticeship Programme under the NATS framework. This programme aims to provide structured, domain-specific apprenticeship training to graduates and diploma holders who wish to develop their expertise in cutting-edge fields such as:

- **Data Science**
- **Machine Learning**
- **Application Development**
- **Prompt Engineering**, among others.

The initiative invites participation from establishments that are actively involved in AI/ML activities. These can be broadly categorized into two types:

1. **Core AI/ML Technology Developers:** Organizations involved in developing fundamental AI/ML technologies and creating solutions for specific technical challenges.
2. **AI Technology Users:** Organizations that utilize AI/ML tools to address sector-specific problems in areas such as **Agriculture, Healthcare, Logistics**, etc.

Target Sectors for Participation

Emerging sectors utilizing AI technologies are especially encouraged to participate in this programme. While not exhaustive, the following sectors are considered high-priority for AI-driven



apprenticeship opportunities:

1. **Energy**
2. **AgriTech**
3. **Logistics**
4. **Healthcare & Bioelectronics**
5. **Manufacturing and Industry 4.0**
6. **Banking, Financial Services, and Insurance (BFSI)**
7. **Digital and Creative Economy**
8. **AI in Engineering**

How to Participate

Interested establishments can initiate their participation by contacting their respective regional BOAT/BOPT office. They are required to register on the NATS portal, which serves as a one-stop digital platform for all apprenticeship-related functions, including:

- Registration of establishments
- Posting of apprenticeship opportunities
- Selection and onboarding of candidates
- Creation of apprenticeship contracts
- Monitoring of trainee progress and training outcomes

Each participating establishment will work in collaboration with BOAT/BOPT to develop a comprehensive Apprenticeship Plan, which will outline specific Learning Outcomes and Competency Goals for the apprentices. Progress will be continuously assessed by the establishment during the apprenticeship period and documented in the Record of Progress (RoP) module on the NATS portal.

Upon successful completion of the one-year training period, apprentices will be awarded a Certificate of Proficiency, issued jointly by the establishment and the Ministry of Education through the respective regional Board.

AI Apprentice Engagement Plan under NATS: Target of 25,000 Apprentices

As part of the Government of India's strategic initiative to build a future-ready workforce in the domain of Artificial Intelligence (AI), BOPT has set an ambitious

target to engage 25,000 apprentices under the AI Apprenticeship Programme within the framework of the National Apprenticeship Training Scheme (NATS).

This engagement plan has been strategically divided among the key implementing offices under the Ministry's jurisdiction to ensure effective outreach, coordination, and implementation across regions. The distribution of targets is as follows

AI Apprentice Engagement—Over All Target-25000	
DD	15,000
Ad 1	5,000
AD 2	3,000
AD 3	2,000
Total	25,000

Breakdown of Responsibilities:

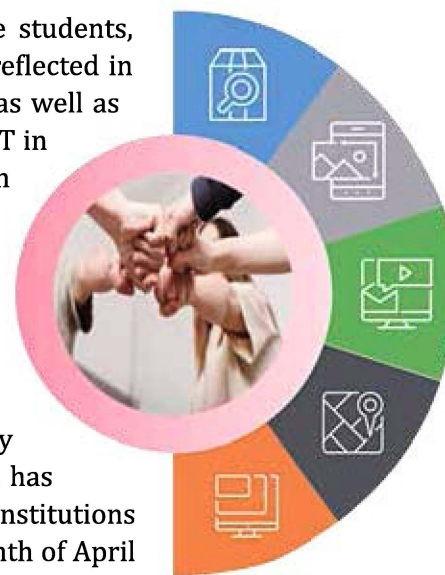
- **Deputy Director (DD):**
The largest share, 15,000 apprentices, has been allocated to the Directorate Division, reflecting its central role in spearheading the implementation of this programme. This division will focus on high-capacity regions, national-level establishments, and key strategic partnerships with large industries and tech firms engaged in AI development.
- **Assistant Director-1 (AD-1):**
Tasked with engaging 5,000 apprentices, AD-1 will work with regional establishments and institutions, ensuring participation from sectors such as AgriTech, Manufacturing, and Digital Services that are beginning to adopt AI technologies at scale.
- **Assistant Director-2 (AD-2):**
Assigned a target of 3,000 apprentices, AD-2 will focus on mid-sized enterprises and innovation hubs that are developing AI-driven solutions tailored to sector-specific challenges, including logistics and healthcare.
- **Assistant Director-3 (AD-3):**
With a target of 2,000 apprentices, AD-3 will concentrate on outreach to start-ups, MSMEs, and emerging tech clusters that are integrating AI into their operational frameworks, especially in niche areas like AI in engineering and creative technologies.



3. THRUST AREA FOR 2025-26

3.1 Strengthening the Supply

During the year 2024-25, BOPT faced several challenges to mobilize students, specially the Non-Engineering Graduates throughout the year as it is reflected in the low turnout of students during the Apprenticeship-cum-Job Mela as well as low enrolment on the portal. Accordingly, it has been decided that BOPT in the month of April, May & June, 2025 would extensively run the campaign to make the final year Graduates aware about NATS through developing connectivity on digital platform. It has been decided as a part of the strategy that the new video conferencing system developed at BOPT would be utilized to its maximum extent by creating and utilizing three slots of 2 hours a day and will be available for the institution, students to connect with BOPT. As part of "NATS Awareness Program" structured 2 hours session will be conducted featuring official from BOPT, Industry HR personnel and ex-apprentices for sharing information on NATS. It has been planned that out of about 3150 Non-Engineering Higher Education Institutions (HEIs), about 500 of them shall be covered in the first phase in the month of April & May, 2025. The remaining institutions will be engaged in subsequent phases over the following months.



3.2 Strengthening of Demand

It has been observed that about 3000 industries are registered in the Eastern Region on NATS portal out of which about 1000 (33%) have been engaging apprentices recently (within 3 years). Similarly, further analysis of data revealed that the percentage (%) seat utilization in these engaging establishments is about 35%. Accordingly, it has been planned to increase the establishment utilization to 70% and seat utilization to 90% in the engaging establishments during the year 2025-26. Two fold action has been planned for initiation – (a) the non engaging establishments must be strongly persuaded through written communications as well as direct visits so as to understand the importance of NATS and encourage apprenticeship engagement; (b) the establishments having low seat utilization will be notified and shall be requested to ensure that the seat utilization at no point of time during the year should be less than 90% of the quota decided for the said year.



A strong monitoring system of number of establishments informed and rate of conversion from non-engaging to engaging establishments as well as percentage industry utilization and seat utilization throughout the year shall be developed and operationalized. Support from State Governments in regards to engagement of apprentices in State Govt. Departments and PSUs shall be obtained from different State Governments. State Govt. of Jharkhand, West Bengal and Assam who have not implemented the Act in their State Govt. Departments and PSUs will be prioritised for targeted advocacy and engagement efforts.

3.3 Action Plan

Sl. No.	Particulars of the activities to be undertaken	Purpose for undertaking the activities	Quantum and Modalities of the activities	Time Frame / Duration
1)	Conduct of career awareness programme /career in different institutions with the target audience as students, mainly that of final year.	To attract more number of freshly qualified candidates aspiring for apprenticeship training.	Such programmes will be conducted in 20 different institutes out of which at least 5 institutes will be located in North Eastern States.	July, 2025- March, 2026
2)	Display of posters containing the salient features of apprenticeship training and beneficial aspects for students on the Notice Board of the technical institutions	- DO -	Attractive posters and writeups will be circulated to all the institutes for putting up on their Notice Boards so that more awareness is created among the final year students.	May, 2025 - October, 2025
3)	Publishing of advertisement for aspirants in the regional / local newspaper.	To facilitate the aspirants about the benefits of Apprenticeship Training scheme of Govt. of India so as to attract them to join it, especially students located in district town and remote villages	Regional newspaper having wider circulation as well as local newspaper in different States will be selected so as to give more wider publicity even to reach to all the students/institutes of remote villages.	April 2025 - March 2026
4)	Publishing advertisement in the form of notification for establishments located in Eastern Region of India	To inform the prospective employers about the statutory provisions in terms of compliance of the Act including various features including benefits of Apprenticeship Training Scheme for employers	The notification about the apprenticeship training scheme and their compliance will be published twice in a year so as to make the employers aware of their obligations in terms of engagement of apprentices. The employers benefit will also be highlighted to make the establishments to come forward willingly.	July, 2025 - August, 2025 February, 2026 - March, 2026



ACTION PLAN & PROGRAMME CALENDAR

April 2025 to March 2026

Sl. No.	Particulars of the activities to be undertaken	Purpose for undertaking the activities	Quantum and Modalities of the activities	Time Frame / Duration
5)	Creation of awareness among other stake holders (a) Conduct of Principals and TPOs Meet	To increase awareness on the apprenticeship training scheme, its salient features and benefits among the Heads and TPOs of institutions so as to develop a continuous liaison and guidance to the students.	These programmes will be conducted for which the dates and venues will be finalized in consultation with the State Govt. authority keeping in view the convenience of the participants. It is planned that total 4 such programmes will be conducted in different States in Eastern Region.	August, 2025- December, 2026
	(b) Conduct of Industry Institute Interactive Meet (IIIM)	To bring the academia and the industry under one roof for meaningful discussion so as to develop and foster a continuous liaison between them which in turn give a boost to the engagement of apprentices by the industry / establishment	These programmes are conducted based on the assessment made. It is planned that 8-10 IIIM will be conducted in different States in Eastern Region out of which 4-5 will be in the North-Eastern States.	June, 2025 - February, 2026
	(c) Conduct of Industry Meet	To apprise the employers about their obligations under the Apprentice Act including discussion on various provisions, process and procedure including benefits for establishments by complying with the provisions of the Act.	Such programmes will be conducted preferably in collaboration with industry association in different places to be finalized in discussion with the State Govt. It is planned that total 10 such programmes will be conducted.	April, 2025 - December, 2026
6)	Increase in the number of apprentices engaged a) Continuous follow up with the notified establishment through written and telephonic communication.	To ensure that all the notified establishments engage apprentices as per the minimum quota notified for them so that the notified training seats are fully utilized. Subsequently Contract of Registration Cards as per the provisions of the Act are received by the Board.	Rigorous follow-up through email, postal letters as well as telephonic calls will be made in terms of reminders etc.	Throughout the year

Sl. No.	Particulars of the activities to be undertaken	Purpose for undertaking the activities	Quantum and Modalities of the activities	Time Frame / Duration
	b) Regular review of the notified seats of the establishments notified three years before so as to change the allocation, if required based on reassessment.	To increase the number of notified training seats so that more training places are available for aspirants of apprenticeship training.	All the establishments notified three years before will be reviewed and based on the information freshly collected the earlier notification will be suitably modified, if required.	Throughout the year
	c) Identification of more number of new establishments so as to notify them through special drive.	- DO -	Already OSDs have been recruited and extension centres have been set up at Patna, Guwahati, Bhubaneswar & Jamshedpur and more will come up for intensive implementation of NATS. They are touring extensively in their respective region to identify new establishments.	Throughout the year
7)	Conduct of Centralised Selection in the BOPT office premises/at the industry premises / Job Fair etc.	To ensure that maximum number of students get opportunity for selection as apprentices.	The Centralised selection/ Camp will be conducted in the Board premises as well as in the establishments / institutions premises.	Throughout the year



Shri K. Chandramouli, Assistant Director, BOPT(ER) interacting with students during MAP event at Central Coal Fields Ltd., Ranchi, Jharkhand



ACTION PLAN & PROGRAMME CALENDAR

April 2025 to March 2026

Sl. No.	Particulars of the activities to be undertaken	Purpose for undertaking the activities	Quantum and Modalities of the activities	Time Frame / Duration
8)	Monitoring of training imparted under the apprenticeship training scheme by the employer a) Visits/inspection to the establishments b) Conducting 'Meet the Apprentices Programme (MAP)' / Supervisory Development Programme (SDP)	To inspect the infrastructure and other facilities available in the training establishments which are used for training of the apprentices and further to ascertain whether the number of training seats notified are appropriate. To develop a close interaction with the apprentices in the presence of the training supervisor to discuss the betterment of their training if any so that the quality of the training is up to the mark so as to give satisfaction to the apprentices. The establishments are provided with guidance to formulate/modify the training programmes practiced by them.	All such establishments who have not been covered in the visit schedule in the previous years are planned to be covered in the visit/inspection schedule of this year. In addition to that, any establishment will be included in the visit schedule based on the need. Accordingly it is planned that about 500 training establishments will be visited/inspected in different States in Eastern Region of India.	Throughout the year
9)	Collaborative venture with CII (ER)	To increase the coverage of establishments through CII (ER) under Apprentices Act.	To involve the member industries through State and Zonal level committees of CII (ER). Officers of BOPT will also represent in these committees. Industries will be involved in discussion so as to evolve with the set of skill requirement for training & jobs.	Throughout the year
10)	Conduct of Publicity and promotion through social media platform.	To increase the awareness level of NATS amongst different stakeholders.	Through Facebook, Twitter, LinkedIn and other social media posts on NATS benefits	Throughout the year

3.4 Activity wise Action Plan for Financial Year 2024-25

Sl. No.	Name of the Activity	Expected Outcome	Target Stakeholder	Quarter_1	Quarter_2	Quarter_3	Quarter_4	Total No.
1	Career Guidance Program in academic institutions	Increase in enrolment of final year students	Students, Institutes	—	130	50	50	230
2	Principal and TPO Meet	Increase in enrolment and awareness	Institutes	3	3	3	—	9
3	Industry Institute Interactive Meet	Forum for joint collaboration and discussion on Sandwich Programs	Establishment, Institute	—	4	4	4	12
4	Industry Meet through Industry Associations like FICCI, CII	Awareness about NATS and increase in notified seats	Establishment, Institute	5	3	2	—	10
5	Meet Your Apprentice Program / Visit / Inspections to industries	Quality Assurance, Appropriation of Training Seats and interaction	Establishment, Apprentice	25	50	50	25	150
6	Apprenticeship Melas / Camps	Opportunities for student to appear for multiple establishment / establishment wide pool of students	Establishment, Apprentice	2	3	5	2	12
7	TPA Workshop	Awareness, Encouragement and Monitoring	Establishment	1	1	1	1	4
8	OSD Review Meet	Monitoring and Benchmarking	Establishment	15	20	20	20	75
9	Publicity through Social Media Platform	Wider reach to all Stakeholders	Establishment, Apprentice, Institute	1 Post / 2 Days				180
10	Meeting with Zonal Committee of CII and FICCI	Consultation and Awareness	Establishment	(May 2025 Once in a month Feb. 2026)				10
11	Identification of New Establishments through OSD's	Increase in notified Seats and new Sectors	Establishment	Throughout the Year (All OSDs have been targtes to identify new industries)				850
12	Review of inactive establishments and seats engaged by vacant apprentices	Increase in notified Seats and apprentices engaged	Establishment	250	250	250	250	1000
13	Rigorous followup of inactive establishments	Increase in notified Seats and apprentices engaged	Establishment					
14	Director's interaction with All India Radio / Radio Mirchi and Other FM Channels	Awareness and Increased Enrolment of Students	Apprentice and Establishment	—	1	1	1	3
15	Distribution of NATS theme T-shirt, Caps and other stationaries	Publicity, Awareness and Campaign	Final Year and Graduated Students	—	—	1000	—	1000
16	Director's interaction with Top Management of Companies through Podcast and Video Interview	Awareness and Increased Enrolment of Students / Establishments	Apprentice and Establishment	—	1	1	1	3
17	Director's interaction with popular Youtube channels (Competitive Examinations / Career Counselling) in different languages	Awareness and Increased Enrolment of Students	Apprentice	—	1	1	—	2
18	Celebration of Regional Apprenticeship Day with awards for Apprentice, TPA, Student, OSD, Officer and Establishment	Recognition of Performers	All Stakeholders	—	—	1 (6th September 2025)	—	1



3.5 Name of the Programme: Industry Meet

Strategy: Group Meeting / Workshop / Seminar

PURPOSE

The 'Industries Meet' programme organized by BOPT Kolkata is a very important event all through out the year. The basic objective of such meet is to address the key issues related to apprenticeship training, maintenance of records & submission of returns of such training as well as to monitor the quality of the training. These interactive meets are required to understand the difficulties faced by the industries and the students and to further improve the number of training seats as well as the quality of training and effectiveness of the training ecosystem.



Industry-Institution Meet held on 12.06.2024

Sl. No.	Month	States	Meeting Co-ordinator [Dy. / Asst. Director, BOPT (ER)]
1	June, 2025	Bihar	Shri C. Raja Rao
2	August, 2025	Odisha	Smt. Sushmita Ghosh
3	September, 2025	West Bengal	Shri A. Chakraborty
4	September, 2025	Jharkhand	Shri K. Chandra Mouli
5	November, 2025	Meghalaya	Shri A. Chakraborty
6	November, 2025	Bihar	Shri K. Chandra Mouli
7	December, 2025	West Bengal	Shri A. Chakraborty
8	December, 2025	Assam	Smt. Sushmita Ghosh
9	January, 2026	Sikkim	Shri K. Chandra Mouli
10	February, 2026	Arunachal Pradesh	Shri K. Chandra Mouli

3.6 Name of the Programme: Industry-Institute Meet Strategy: Group Meeting / Workshop / Seminar

PURPOSE

It has often been reported that the quality of apprentices available does not fully meet industry expectations. Therefore, BOPT Kolkata introduced an 'Industry-Institute Meet' programme so that the institutes are able to know and understand the requirements of the establishments in terms of knowledge and skill requirement. This programme helps the institute to better align their curriculum and their students so that they can be ready to face the real challenges of the working environment.



(L-R) Dr. Lal Thansangi Fanai, Director, H&TE, Smt. K. Zodingliana, Joint Director (T), H&TE and Shri Arunava Chakraborty, Assistant Director, BOPT(ER) during workshop on NATS implementation event

Sl. No.	Month	States	Meeting Co-ordinator [Dy. / Asst. Director, BOPT (ER)]
1	June, 2025	West Bengal	Shri C. Raja Rao
2	August, 2025	Odisha	Smt. Sushmita Ghosh
3	August, 2025	Tripura	Shri A. Chakraborty
4	September, 2025	A & N Islands	Shri A. Chakraborty
5	September, 2025	Bihar	Shri K. Chandra Mouli
6	September, 2025	Assam	Smt. Sushmita Ghosh
7	October, 2025	West Bengal	Shri A. Chakraborty
8	October, 2025	Jharkhand	Shri K. Chandra Mouli
9	November, 2025	Odisha	Smt. Sushmita Ghosh
10	November, 2025	West Bengal	Shri C. Raja Rao
11	January, 2026	Jharkhand/AP	Shri K. Chandra Mouli
12	February, 2026	Jharkhand	Shri C. Raja Rao

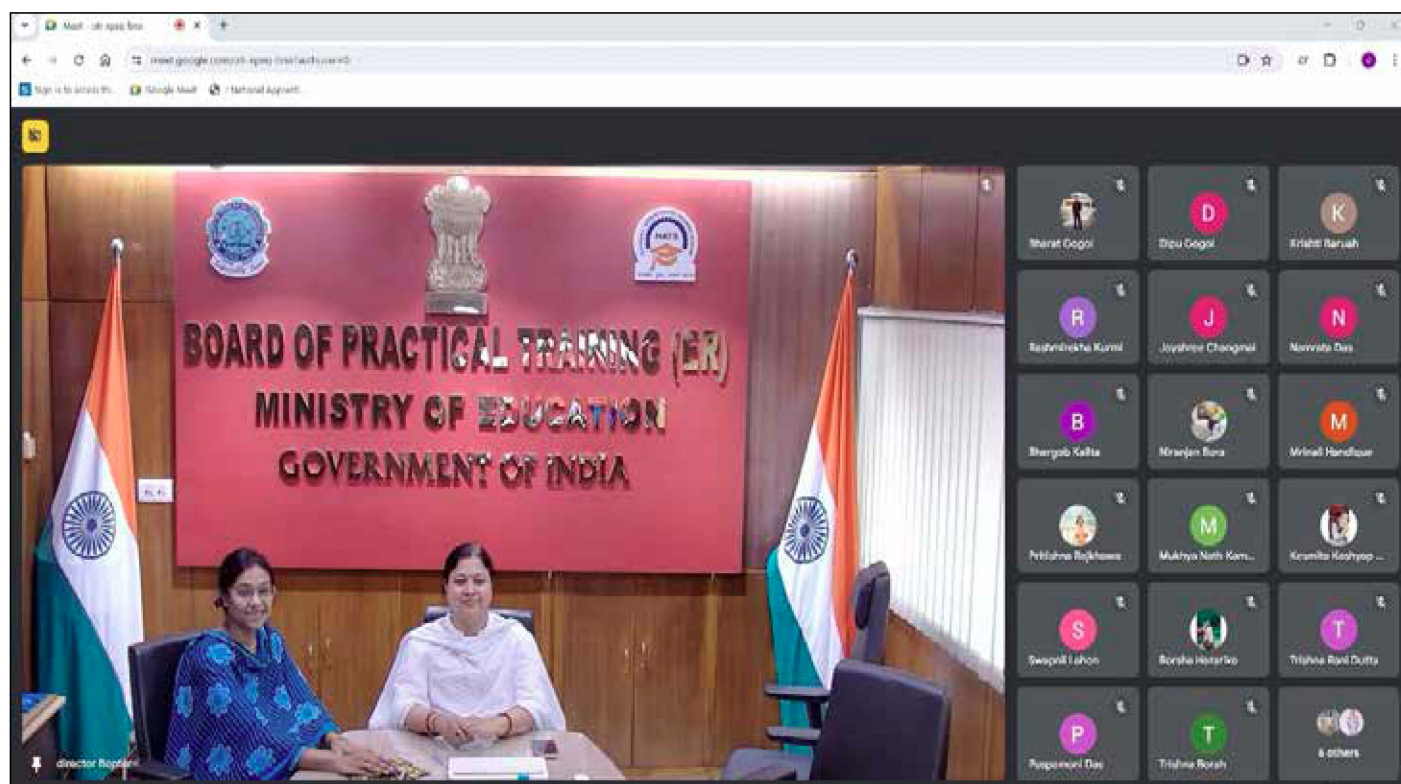


3.7 Name of the Programme: Institute Meet

Strategy: Group Meeting / Workshop / Seminar

PURPOSE

Educational institution play a pivotal role in the successful implementation of NATS. BOPT also interact with the Principal and Training-cum-Placement Officers of various engineering and diploma colleges throughout the year at different venues and all such programmes are named as Principal/TPOs meet. The Principals & TPOs of all such institutes are invited at one place and deliberations and subsequent discussions are also made to evolve suitable outcome on the points as per the agenda. Mainly these type of programmes are organized as a part of awareness and publicity measure of the Apprenticeship Training Scheme.



Student participated in NATS Webinar, Golaghat Polytechnic, Assam

Sl. No.	Month	States	Meeting Co-ordinator [Dy. / Asst. Director, BOPT (ER)]
1	July, 2025	Bihar	Shri K. Chandra Mouli
2	September, 2025	Odisha	Smt. Sushmita Ghosh
3	November, 2025	West Bengal	Shri A. Chakraborty
4	December, 2025	Jharkhand	Shri K. Chandra Mouli
5	January, 2026	West Bengal	Shri A. Chakraborty

3.8 Name of the Programme: Career Guidance Program

Strategy: Seminar

PURPOSE

The Board organizes Career Guidance Programme for the final year students belonging to degree and diploma. The Officers from this Board and faculties from other organizations located at various parts of Eastern Region are also invited to deliver lectures on a) entrepreneurship development b) Career prospects in large and small scale industries c) financial assistance & govt. schemes. Deliberations are also made on the following points to apprise the students about the necessity of practical training:

- The industrial environment and the role of the apprentices during the training period.
- The importance of Maintening of Work Diary to track learning.
- Effective utilization of the apprenticeship period to ensure meaningful skill enhancement and professional growth.
- To identify industry's expectations from the engineers and technicians.



Dr. S.M. Ejaz Ahmad, Director, BOPT(ER) (L) and Industry Representative during an event held at conference Hall, BOPT(ER)

Sl. No.	Month	States	No. of Institution	Meeting Co-ordinator [Dy. / Asst. Director, BOPT (ER)]
1	July, 2025	Odisha	08	Smt. Sushmita Ghosh
2	August, 2025	Assam	10	Smt. Sushmita Ghosh
3	August, 2025	West Bengal	10	Shri A. Chakraborty
4	August, 2025	Tripura	08	Shri A. Chakraborty
5	September, 2025	Odisha	10	Smt. Sushmita Ghosh
6	September, 2025	Arunachal Pradesh	04	Shri K. Chandra Mouli
7	October, 2025	West Bengal	16	Shri A. Chakraborty
8	October, 2025	Mizoram	03	Shri A. Chakraborty
9	October, 2025	Jharkhand	12	Shri K. Chandra Mouli
10	November, 2025	Bihar	12	Shri K. Chandra Mouli
11	December, 2025	Assam	08	Smt. Sushmita Ghosh
12	December, 2025	West Bengal	20	Shri A. Chakraborty
13	January, 2026	West Bengal	15	Shri C. Raja Rao
14	January, 2026	Odisha	12	Smt. Sushmita Ghosh
15	January, 2026	Sikkim	04	Shri K. Chandra Mouli
16	January, 2026	West Bengal	12	Shri A. Chakraborty
17	February, 2026	West Bengal	14	Shri C. Raja Rao
18	February, 2026	Assam	12	Smt. Sushmita Ghosh
19	February, 2026	Jharkhand	20	Shri K. Chandra Mouli
20	March, 2026	Bihar	20	Shri K. Chandra Mouli



3.9 Name of the Programme: Visit to Establishments Strategy

PURPOSE

Expanding apprenticeship training slots has consistently been a key challenge. In order to do so, identification of new establishments always remains a priority. However, during the year 2025-26, it has been decided that visits to the notified establishments with an objective of increasing the seat utilization from existing 27% to more than 60% and establishment utilization from existing 30% to 90% by March, 2026 will be emphasized upon. Officers of the BOPT will make concerted efforts to achieve these objectives, aligning closely with the target set by the Ministry. These efforts aim not only to enhance capacity utilisation but also to strengthen the overall impact and reach of the NATS.



OSD, BOPT(ER) during visit to an establishment M/s Sun Pharma in the State of Assam on 02.07.2024

Program Schedule :

Sl. No.	Month	States	No. of Estb.	Meeting Co-ordinator [Dy. / Asst. Director, BOPT (ER)]
1	June, 2025	West Bengal	03	Shri C. Raja Rao
2	July, 2025	West Bengal	05	Shri A. Chakraborty
		Arunachal Pradesh	02	Shri K. Chandra Mouli
		Odisha	04	Smt. Sushmita Ghosh
		Nagaland	02	Smt. Sushmita Ghosh
3	August, 2025	West Bengal	05	Shri A. Chakraborty
		Tripura	03	Shri A. Chakraborty
		Bihar	04	Shri K. Chandra Mouli
		Odisha	06	Smt. Sushmita Ghosh
		Nagaland	02	Smt. Sushmita Ghosh
4	September, 2025	West Bengal	10	Shri A. Chakraborty
		Bihar	04	Shri K. Chandra Mouli
		Assam	07	Smt. Sushmita Ghosh
		Manipur	01	Smt. Sushmita Ghosh
5	October, 2025	West Bengal	01	Shri A. Chakraborty
		Mizoram	01	Shri A. Chakraborty
		Odisha	03	Smt. Sushmita Ghosh
6	November, 2025	West Bengal	02	Shri A. Chakraborty
		Sikkim	02	Shri K. Chandra Mouli
		Assam	02	Smt. Sushmita Ghosh
		Odisha	04	Smt. Sushmita Ghosh
7	December, 2025	West Bengal	03	Shri A. Chakraborty
		Bihar	03	Shri K. Chandra Mouli
		Odisha	04	Smt. Sushmita Ghosh
8	January, 2026	West Bengal	03	Shri A. Chakraborty
		Odisha	02	Smt. Sushmita Ghosh
9	February, 2026	West Bengal	03	Shri A. Chakraborty
		Assam	02	Smt. Sushmita Ghosh
		Odisha	01	Smt. Sushmita Ghosh
10	March, 2026	West Bengal	03	Shri A. Chakraborty
11	March, 2026	Odisha	03	Shri C. Raja Rao



3.10 Name of the Programme: Meet the Apprentices Strategy: Seminar

PURPOSE

Meet the Apprentice Programmes' are organised at various establishments in Eastern Region where engineering Graduate and Technician, apprentices undergo apprenticeship training. All the apprentices in the establishments, officers of the training establishments are invited in the programme. The main purpose of 'Meet the Apprentices Programme' is to interact with the apprentices so as to know their activities during the training period, effectiveness of the training programme, problems if any faced by the apprentices or by the training departments so as to find the remedial measures and to overcome such problems. This initiative seems as a pivotal component of the Boards quality monitoring mechanism ensuring continuous improvement in apprenticeship delivery and alignment with industry expectation.



Meet the Apprentice Programme conducted by Officer, BOPT(ER) at Rail Wheel Plant, Bela, Patna, Bihar on 26.06.2024

Program Schedule :

Sl. No.	Month	States	No. of Estb.	Meeting Co-ordinator [Dy. / Asst. Director, BOPT (ER)]
1	June, 2025	Bihar	05	Shri K. Chandra Mouli
		Odisha	05	Smt. Sushmita Ghosh
		Jharkhand	06	Shri K. Chandra Mouli
2	July, 2025	West Bengal	06	Shri A. Chakraborty
		Arunachal Pradesh	03	Shri K. Chandra Mouli
		Odisha	06	Smt. Sushmita Ghosh
3	August, 2025	West Bengal	06	Shri A. Chakraborty
		Jharkhand	06	Shri K. Chandra Mouli
		Odisha	06	Smt. Sushmita Ghosh
4	September, 2025	West Bengal	05	Shri A. Chakraborty
		Jharkhand	06	Shri K. Chandra Mouli
		Assam	05	Smt. Sushmita Ghosh
		Odisha	06	Smt. Sushmita Ghosh
5	October, 2025	West Bengal	05	Shri A. Chakraborty
		Mizoram	02	Shri A. Chakraborty
		Jharkhand	06	Shri K. Chandra Mouli
		Odisha	04	Smt. Sushmita Ghosh
6	November, 2025	Meghalaya	02	Shri A. Chakraborty
		Sikkim	04	Shri K. Chandra Mouli
		Assam	05	Smt. Sushmita Ghosh
		Odisha	05	Smt. Sushmita Ghosh
7	December, 2025	West Bengal	05	Shri A. Chakraborty
		Bihar	06	Shri K. Chandra Mouli
		Odisha	05	Smt. Sushmita Ghosh
8	January, 2026	Sikkim	04	Shri K. Chandra Mouli
		Odisha	06	Smt. Sushmita Ghosh
9	February, 2026	West Bengal	05	Shri A. Chakraborty
		Jharkhand	06	Shri K. Chandra Mouli
		Assam	04	Smt. Sushmita Ghosh
10	March, 2026	West Bengal	05	Shri A. Chakraborty



3.11 Name of the Programme: Visits to Establishments & Institutes Strategy: Inspection and Interaction

PURPOSE

Officers of BOPT pay visits to different establishments fixed as per the mutual convenience of the industry/institutes and the Board officials throughout the year. These visits serve multiple purpose and a critical components of Board's quality assurance framework. The visits are called Inspection Visits during which the officer concerned reviews the stock of all matters relating to Apprenticeship Training along with verification of the records and returns made available by the training establishments, discussion are held on training programme module being followed etc. At the end of the inspection, a report is prepared, a copy of which is also shared with the establishments. These visits play a vital role in ensuring the quality and compliance of apprenticeship training programmes.

MOBILIZING NON-ENGINEERING COLLEGES FOR NATS: STRATEGIC PLAN FOR BOPT OFFICERS

With approximately 4,500 colleges in the eastern region, including a significant number of non-engineering institutions, there exists a vast untapped potential for expanding the reach of National Apprenticeship Training Scheme (NATS). To achieve the ambitious target of 2.8 lakhs apprentices for the year 2025-26, Board of Practical Training (BOPT) officers must devise a strategic plan to mobilize students in these institutions. This plan

outlines key steps to maximize outreach, engagement, and participation in NATS specially targeting non-engineering backgrounds.

1. Comprehensive Mapping:

- Conduct a detailed mapping exercise to identify all non-engineering colleges in the eastern region.
- Categorize colleges based on factors such as student enrollment, infrastructure, and geographic location to prioritize visitation schedule.

2. Collaboration with Stakeholders:

- Forge strategic partnerships with college authorities, faculty members, and student bodies to garner institutional support for NATS.
- Organize orientation sessions and workshops in collaboration with colleges to raise awareness and address queries regarding apprenticeship opportunities.
- Signing MoU with interested Institutions.

3. Personalized Engagement:

- Appoint dedicated liaison officers for each institution to ensure constant engagement.
- Conduct one-on-one counseling sessions with interested students to provide tailored guidance

and assistance throughout the application process.

4. Showcase Success Stories:

- Showcase success stories of past apprentices from non-engineering backgrounds to inspire confidence and motivation among prospective applicants.
- Organize interactive sessions featuring guest speakers who have benefited from NATS to share their experiences and insights.

5. Continuous Monitoring and Evaluation:

- Establish a robust monitoring and evaluation framework to track the progress of outreach activities and measure student engagement levels.
- Gather regular feedback from colleges and students to identify areas for improvement and refine outreach strategies accordingly.

Conclusion:

By implementing this strategic plan, BOPT officers can effectively mobilize students in non-engineering colleges across the eastern region, thereby expanding the reach and impact of the National Apprenticeship Training Scheme. Through concerted efforts and strategic collaboration, the target of 2.8 lakhs apprentices for the year 2025-26 can be achieved, contributing to the holistic development of skilled workforce in the region and contributing to national development.

Program Schedule :

Sl. No.	Month	States	No. of Estb.	No. of Inst.	Meeting Co-ordinator [Dy. / Asst. Director, BOPT (ER)]
1	June, 2025	Odisha	100	18	Smt. Sushmita Ghosh
2	July, 2025	West Bengal	150	23	Shri A. Chakraborty
		Jharkhand	100	18	Shri K. Chandra Mouli
		Assam	75	12	Smt. Sushmita Ghosh
		Odisha	125	23	Smt. Sushmita Ghosh
3	August, 2025	West Bengal/Tripura	148	12	Shri A. Chakraborty
		Bihar	148	23	Shri K. Chandra Mouli
		Jharkhand	148	23	Shri K. Chandra Mouli
		Odisha	148	23	Smt. Sushmita Ghosh
4	September, 2025	West Bengal	148	23	Shri A. Chakraborty
		West Bengal	49	6	Shri C. Raja Rao
		Bihar	122	23	Shri K. Chandra Mouli
		Jharkhand	122	23	Shri K. Chandra Mouli
		Assam	99	23	Smt. Sushmita Ghosh
		Odisha	148	23	Smt. Sushmita Ghosh
5	October, 2025	West Bengal/Mizoram	25	06	Shri A. Chakraborty
		West Bengal	99	06	Shri C. Raja Rao
		Bihar	99	18	Shri K. Chandra Mouli
		Odisha	120	23	Smt. Sushmita Ghosh
6	November, 2025	West Bengal/Mizoram	72	06	Shri A. Chakraborty
		Odisha	99	06	Shri C. Raja Rao
		Bihar	99	18	Shri K. Chandra Mouli
		Assam	99	23	Smt. Sushmita Ghosh
		Odisha	99	23	Smt. Sushmita Ghosh
7	December, 2025	West Bengal	148	13	Shri A. Chakraborty
		Arunachal Pradesh	24	02	Shri K. Chandra Mouli
		Odisha	99	18	Smt. Sushmita Ghosh
8	January, 2026	West Bengal	99	23	Shri A. Chakraborty
		Jharkhand	99	23	Shri K. Chandra Mouli
		Sikkim	49	06	Shri K. Chandra Mouli
		Odisha	99	23	Smt. Sushmita Ghosh
9	February, 2026	West Bengal	99	23	Shri A. Chakraborty
		Bihar	99	21	Shri K. Chandra Mouli
		Jharkhand	99	23	Shri K. Chandra Mouli
		Assam	99	23	Smt. Sushmita Ghosh
		Odisha	99	23	Smt. Sushmita Ghosh
10	March, 2026	West Bengal	99	18	Shri A. Chakraborty
		Jharkhand	99	18	Shri K. Chandra Mouli
		Assam	49	18	Smt. Sushmita Ghosh



3.12 Name of the Programme: Centralised Selection/Job Mela Strategy: Continuous follow up with the Establishments

PURPOSE

Throughout the whole year, the Board organizes and conducts Centralised Selection / Camps / Job Melas at Board's office premises as well as at establishment premises for selection of apprentices by the training establishments. The Centralised Selection/ Camps / Job Melas are organized to help the candidates in getting placed in various notified establishments and also the establishments to select suitable candidates as per the quota notified by the Board without incurring much of expenses. This initiative not only streamline the apprenticeship placement process but also strngthens industry-institution linkagepromotes faster absorption of trainee manpower into the workforce.



A view of an inauguration event of Centralised Selection / Job Fair held on 12.06.2024 at Jamshedpur, Jharkhand

Sl. No.	Month	States	No. of Camps	Meeting Co-ordinator [Dy. / Asst. Director, BOPT (ER)]
1	May, 2025	West Bengal	01	Shri A. Chakraborty
2	May, 2025	Bihar	01	Shri K. Chandra Mouli
3	July, 2025	Jharkhand	01	Shri K. Chandra Mouli
4	August, 2025	West Bengal	01	Shri A. Chakraborty
5	August, 2025	Assam	01	Smt. Sushmita Ghosh
6	September, 2025	Jharkhand	01	Shri K. Chandra Mouli
7	October, 2025	Odisha	01	Smt. Sushmita Ghosh
8	November, 2025	West Bengal	01	Shri A. Chakraborty
9	December, 2025	Odisha	01	Smt. Sushmita Ghosh
10	January, 2026	West Bengal	01	Shri A. Chakraborty
11	February, 2026	Bihar	01	Shri K. Chandra Mouli
12	March, 2026	Assam	01	Smt. Sushmita Ghosh

3.13 Strengthening of Outreach Programme

Extensive Outreach For Institutions And Students

BOPT (ER) plans to implement the following activities to develop thrust on extensive outreach for institutions and students with an outlay of Rs 20.0 Lakhs in F.Y. 2024-25

a) WEBINARS:

Regular webinars to be conducted in association with several institutions in eastern region of India.

b) AGGRESSIVE MEDIA SOCIAL CAMPAIGN:

Systematic post publications, SEO advancements, popularization through digital marketing, social media engagements, regular monitoring process to be conducted.

c) PRINT MEDIA ADVERTISEMENT:

Strategic advertisement will be published in the leading newspapers, periodicals, relevant magazines with special focus on full colour creative content and high impact placement in regional and national publications.

d) ELECTRONIC MEDIA CAMPAIGN:

Frequent talk shows, seminars, programs, debates, interactive session, Radio commercial Jingles etc. to be carried out via pertinent Television channels/Radio events (FM) to encourage and promote NATS.

e) OPEN MARKETING:

Hoardings and standees to be utilized at the institution program /events across the eastern region enhancing awareness level amongst the students and institutions. This multichannel outreach strategy is designed to ensure that the NATS reaches every corner of the eastern region creating a strong pipeline of skilled job ready graduates.



Overall Target setting for Financial Year 2025-2026

#		Details	April				May				June				July				August				September				October				November				December				January				February				March				FY 2025-26
A1	Apprentice Type	Graduates - Technical	Week 1	Week 2	Week 3	Week 4	Week 1	Week 2	Week 3	Week 4	Week 1	Week 2	Week 3	Week 4	Week 1	Week 2	Week 3	Week 4	Week 1	Week 2	Week 3	Week 4	Week 1	Week 2	Week 3	Week 4	Week 1	Week 2	Week 3	Week 4	Week 1	Week 2	Week 3	Week 4	Week 1	Week 2	Week 3	Week 4	Week 1	Week 2	Week 3	Week 4	Total								
A2		Diploma - Technical	537	537	537	1610	537	537	537	1610	537	537	537	1610	716	716	716	2147	716	716	716	2147	716	716	716	2147	716	716	716	2147	716	716	716	2147	1610	1610	1610	4830	1610	1610	1610	4830	1610	1610	1610	4830	64400				
A3		Graduates Non-technical	163	163	163	490	163	163	163	490	163	163	163	490	218	218	218	653	218	218	218	653	218	218	218	653	218	218	218	653	218	218	218	653	490	490	490	1470	490	490	490	1470	490	490	490	1470	19600				
A4		Diploma Non-technical	1608	1608	1608	4825	1608	1608	1608	4825	1608	1608	1608	4825	2144	2144	2144	6433	2144	2144	2144	6433	2144	2144	2144	6433	2144	2144	2144	6433	2144	2144	2144	6433	4825	4825	4825	14475	4825	4825	4825	14475	4825	4825	4825	14475	193000				
A5		AEDP	25	25	25	75	25	25	25	75	25	25	25	75	33	33	33	100	33	33	33	100	33	33	33	100	33	33	33	100	33	33	33	100	75	75	75	225	75	75	75	225	75	75	75	225	3000				
		Sub Total (A1 + A2 + A3 + A4 + A5)	2333	2333	2333	7000	2333	2333	2333	7000	2333	2333	2333	7000	3111	3111	3111	9333	3111	3111	3111	9333	3111	3111	3111	9333	3111	3111	3111	9333	3111	3111	3111	9333	7000	7000	7000	21000	7000	7000	7000	21000	7000	7000	7000	21000	280000				
B1	Sector	Central	117	117	117	350	117	117	117	350	117	117	117	350	156	156	156	467	156	156	156	467	156	156	156	467	156	156	156	467	156	156	156	467	350	350	350	1050	350	350	350	1050	350	350	350	1050	14000				
B2		State	47	47	47	140	47	47	47	140	47	47	47	140	62	62	62	187	62	62	62	187	62	62	62	187	62	62	62	187	62	62	62	187	140	140	140	420	140	140	140	420	140	140	140	420	5600				
B3		Private	2170	2170	2170	6510	2170	2170	2170	6510	2170	2170	2170	6510	2893	2893	2893	8680	2893	2893	2893	8680	2893	2893	2893	8680	2893	2893	2893	8680	2893	2893	2893	8680	6510	6510	6510	19530	6510	6510	6510	19530	6510	6510	6510	19530	260400				
		Sub Total (B1 + B2 + B3)	2333	2333	2333	7000	2333	2333	2333	7000	2333	2333	2333	7000	3111	3111	3111	9333	3111	3111	3111	9333	3111	3111	3111	9333	3111	3111	3111	9333	3111	3111	3111	9333	7000	7000	7000	21000	7000	7000	7000	21000	7000	7000	7000	21000	280000				
D1	States and UT	Assam	33	33	33	98	33	33	33	98	33	33	33	98	44	44	44	131	44	44	44	131	44	44	44	131	44	44	44	131	44	44	44	131	98	98	98	294	98	98	98	294	98	98	98	294	3920				
D2		Arunachal Pradesh	0	0	0	1	0	0	0	1	0	0	0	1	1	1	1	2	1	1	1	2	1	1	1	2	1	1	1	2	1	1	1	2	1	1	1	4	1	1	1	4	1	1	1	4	56				
D3		Bihar	274	274	274	823	274	274	274	823	274	274	274	823	366	366	366	1097	366	366	366	1097	366	366	366	1097	366	366	366	1097	366	366	366	1097	823	823	823	2468	823	823	823	2468	823	823	823	2468	32900				
D4		Jharkhand	227	227	227	680	227	227	227	680	227	227	227	680	302	302	302	906	302	302	302	906	302	302	302	906	302	302	302	906	302	302	302	906	680	680	680	2039	680	680	680	2039	680	680	680	2039	27188				
D5		Manipur	2	2	2	6	2	2	2	6	2	2	2	6	3	3	3	9	3	3	3	9	3	3	3	9	3	3	3	9	3	3	3	9	6	6	6	19	6	6	6	19	6	6	6	19	258				
D6		Meghalaya	0	0	0	1	0	0	0	1	0	0	0	1	1	1	1	2	1	1	1	2	1	1	1	2	1	1	1	2	1	1	1	2	1	1	1	4	1	1	1	4	1	1	1	4	56				
D7		Odisha	571	571	571	1713	571	571	571	1713	571	571	571	1713	761	761	761	2284	761	761	761	2284	761	761	761	2284	761	761	761	2284	761	761	761	2284	1713	1713	1713	5140	1713	1713	1713	5140	1713	1713	1713	5140	68533				
D8		Andaman and Nicobar	0	0	0	1	0	0	0	1	0	0	0	1	0	0	0	1	0	0	0	1	0	0	0	1	0	0	0	1	0	0	0	1	1	1	1	3	1	1	1	3	1	1	1	3	45				
D9		West Bengal	1207	1207	1207	3621	1207	1207	1207	3621	1207	1207	1207	3621	1609	1609	1609	4828	1609	1609	1609	4828	1609	1609	1609	4828	1609	1609	1609	4828	1609	1609	1609	4828	3621	3621	3621	10862	3621	3621	3621	10862	3621	3621	3621	10862	144827				
D10		Tripura	4	4	4	13	4	4	4	13	4	4	4	13	6	6	6	17	6	6	6	17	6	6	6	17	6	6	6	17	6	6	6	17	13	13	13	38	13	13	13	38	13	13	13	38	504				
D11		Nagaland	1	1	1	2	1	1	1	2	1	1	1	2	1	1	1	3	1	1	1	3	1	1	1	3	1	1	1	3	1	1	1	3	2	2	2	7	2	2	2	7	2	2	2	7	90				
D12		Sikkim	12	12	12	36	12	12	12	36	12	12	12	36	16	16	16	49	16	16	16	49	16	16	16	49	16	16	16	49	16	16	16	49	36	36	36	109	36	36	36	109	36	36	36	109	1456				
D13		Mizoram	1	1	1	4	1	1	1	4	1	1	1	4	2	2	2	6	2	2	2	6	2	2	2	6	2	2	2	6	2	2	2	6	4	4	4	13	4	4	4	13	4	4	4	13	168				
		Sub Total (D1 + D2 + D13)	2333	2333	2333	7000	2333	2333	2333	7000	2333	2333	2333	7000	3111	3111	3111	9333	3111	3111	3111	9333	3111	3111	3111	9333	3111	3111	3111	9333	3111	3111	3111	9333	7000	7000	7000	21000	7000	7000	7000	21000	7000	7000	7000	21000	280000				



ACTION PLAN & PROGRAMME CALENDAR
April 2025 to March 2026



REGIONAL APPRENTICESHIP DAY: 2025

Introduction:

Board of Practical Training (Eastern Region), Kolkata is an autonomous organization of the Ministry of Education, Department of Higher Education, Govt. of India established in the year 1968. The Board is performing its responsibilities of proper implementation of the Apprenticeship Act, 1961 as amended time to time in the Eastern Region comprising states of West Bengal, Bihar, Jharkhand, Odisha, Assam, Nagaland, Manipur, Tripura, Arunachal Pradesh, Mizoram, Meghalaya, Sikkim, and Union Territory of Andaman & Nicobar Islands. In accordance with the Apprenticeship Act and Rules, the board is empowered to assess and approve Apprenticeship Training facilities for freshly qualified Graduates & Diploma students as Graduate and Technician apprentices under the Apprentices (Amendment) Act, 2014 in respect of establishments/industries under various sectors, notify them to engage prescribed number of apprentices, oversee engagement of apprentices, monitor, and review the performance of the Apprenticeship Training Scheme both quantitatively and qualitatively. The responsibility of the Board also includes reimbursement of Central Governments' share of stipend at the rate of 50% on minimum prescribed rate claimed by the Training Establishments after successful registration of contract of Apprenticeship.

In order to provide on the job training (OJT) to the freshly qualified Graduates & Diploma Holders in an organized and effective manner, BOPT(ER) implement National Apprenticeship Training Scheme (NATS) through national web portal (www.nats.education.gov.in). This platform serves as a digital interface to support all stake holders including students, establishments/industries and academic institutions.



A glimpse of Regional Apprenticeship Day 2024 Celebration Programme



ACTION PLAN & PROGRAMME CALENDAR

April 2025 to March 2026

Over the past five decades, BOPT(ER) has made remarkable strides in advancing apprenticeship training having successfully facilitated training for over 15 lakhs students in collaboration with more than 3000 industries across the Eastern Region.

In recognition of this collective achievement, the competent authority of BOPT(ER), Kolkata has decided to honour top three outstanding stakeholders - Students, Establishments/Industries and Institutions from 13 states and union territory of the eastern region. These awards will be presented during the celebration of Regional Apprenticeship Day 2025 to be held on Saturday 6 September 2025.

Categories of the Award

Apprentice of the Year

Establishment of the Year

Institution of the Year

REGIONAL APPRENTICESHIP DAY 2025 (6th September 2025)

TENTATIVE CALENDAR DATES

Sl. No.	Description of Event Items	Target Date
1	Preparation of Nomination Forms and finalization of parameters for Selection of Nominees / Brochure for RAD-2025	1 st April - 30 th April, 2025
2	Preparation & sending of sponsorship form to potential organizations	15 th April - 30 th April, 2025
3	Seeking Nomination	1 st May - 30 th June, 2025
4	Booking of Hall / Decoration / Catering	15 th May - 15 th June, 2025
5	Finalization of Nomination	1 st July - 15 th July, 2025
6	Arrangement of Cultural Programme / Anchor/ Media/ Photographer/ Sponsorship	1 st July - 31 st July, 2025
7	Preparation of Guest List	15 th July - 31 st July, 2025
8	Preparation of Invitation card / Teaser	15 th July - 31 st July, 2025
9	Confirmation of Participation of Nominees	15 th July - 31 st July, 2025
10	Booking of Accommodation for Guests and Nominees	31 st July - 15 th August, 2025
11	Finalization of Guests List for Dias	31 st July - 15 th August, 2025
12	Certificate and Memento finalization and print of certificate	31 st July - 15 th August, 2025
13	Selection of Award winners name	5 th September, 2025
14	Celebration of RAD	6 th September, 2025

Objectives of RAD 2025:

1. Enhance awareness of the National Apprenticeship Training Scheme (NATS)(www.nats.education.gov.in) amongst key stakeholders Students, Industries and academic Institutions.
2. Promote apprenticeships as a ladder of opportunity empowering students with practical skills and preparing them for meaningful employment.
3. Recognition for the contribution of the Students, Establishments and Institutions in NATS during the year.
4. Bridge the gap between academic and industry by

fostering stronger collaboration and interaction between institutions and establishments.

To honour excellence, the following recognition will be conferred :

1. Apprentice of the Year
2. Establishment of the Year
3. Institution of the Year

Each awardee will receive a certificate of recognition and Memento of accomplishment in appreciation of their exemplary contribution to the apprenticeship ecosystem.

TARGET MONITORING

C. RAJA RAO DEPUTY DIRECTOR					
No. of Apprentices		1st Quarter 01.04.2025 to 30.06.2025	2nd Quarter 01.07.2025 to 30.09.2025	3rd Quarter 01.10.2025 to 31.12.2025	4th Quarter 01.01.2026 to 31.03.2026
	Total	10500	14000	14000	31500
	Total no. of Apprentices				70000
No. of Group Meeting/ Seminar/Workshop		—	—	1	—
	Total no. of Group Meeting/Seminar/Workshop				1
MAP (QIP)		—	—	—	—
	Total no. of MAP (QIP)				—
NATS Awareness Programme		—	—	—	—
	Total no. of Establishments / Institutes to be visited				—

A. CHAKRABORTY ASSISTANT DIRECTOR					
No. of Apprentices		1st Quarter 01.04.2025 to 30.06.2025	2nd Quarter 01.07.2025 to 30.09.2025	3rd Quarter 01.10.2025 to 31.12.2025	4th Quarter 01.01.2026 to 31.03.2026
	West Bengal	10380	13840	13840	31140
	Tripura	75	100	100	225
	Mizoram	23	30	30	67
	Meghalaya	10	14	14	32
	A & N Islands	12	16	16	36
	Total	10500	14000	14000	31500
Total no. of Apprentices				70000	
No. of Group Meeting/Seminar/ Workshop		3	3	4	5
	Total no. of Group Meeting/Seminar/Workshop				15
MAP (QIP)		6	10	16	18
	Total no. of MAP (QIP)				50
NATS Awareness Programme		10	20	20	20
	Total no. of NATS Awareness Programme				70

K. CHANDRA MOULI ASSISTANT DIRECTOR					
No. of Apprentices		1st Quarter 01.04.2025 to 30.06.2025	2nd Quarter 01.07.2025 to 30.09.2025	3rd Quarter 01.10.2025 to 31.12.2025	4th Quarter 01.01.2026 to 31.03.2026
	Bihar	5017	6690	6690	15053
	Jharkhand	5250	7000	7000	15750
	Sikkim	225	300	300	675
	Arunachal Pradesh	8	10	10	22
	Total	10500	14000	14000	31500
	Total no. of Apprentices				70000
No. of Group Meeting/Seminar/ Workshop		2	4	4	4
	Total no. of Group Meeting/Seminar/Workshop				14
MAP (QIP)		6	10	16	18
	Total no. of MAP (QIP)				50
NATS Awareness Programme		10	20	20	20
	Total no. of NATS Awareness Programme				70

SUSHMITA GHOSH ASSISTANT DIRECTOR					
No. of Apprentices		1st Quarter 01.04.2025 to 30.06.2025	2nd Quarter 01.07.2025 to 30.09.2025	3rd Quarter 01.10.2025 to 31.12.2025	4th Quarter 01.01.2026 to 31.03.2026
	Odisha	9900	13200	13200	29700
	Assam	556	740	740	1664
	Nagaland	10	14	14	32
	Manipur	34	46	46	104
	Total	10500	14000	14000	31500
	Total no. of Apprentices				64998
No. of Group Meeting/Seminar/ Workshop		2	4	4	4
	Total no. of Group Meeting/Seminar/Workshop				14
MAP (QIP)		6	10	16	18
	Total no. of MAP (QIP)				50
NATS Awareness Programme		10	20	20	20
	Total no. of NATS Awareness Programme				70

* NA - Not Assigned





EXTENTION CENTRE ADDRESS AND CONTACT DETAILS

Office	Address	Contact Details
Odisha Extension Centre (Bhubaneswar)	Government Polytechnic, Plot No:1, Xavier Road, Rail Vihar Chandrasekharpur, Bhubaneswar, Odisha - 751023	osd1.odisha@bopter.in osd2.odisha@bopter.in
North East Extension Centre (Guwahati)	Directorate of Technical Education, Assam Kahilipara, Guwahati, Assam – 781019	osd1.ne@bopter.in osdne@bopter.gov.in
Bihar Extension Centre (Patna)	1st Floor, IGSC-Planetarium Complex Bailey Road, Adalatganj, Patna, Bihar-800001	osd1.bihar@bopter.in osd2.bihar@bopter.in
Jharkhand Extension Centre (Jamshedpur)	Al-Kabir Polytechnic, Kabir Nagar, Kopali, Via –Mango, Jamshedpur, Jharkhand – 831012	osd1.jharkhand@bopter.in osd2.jharkhand@bopter.in
West Bengal Extension Centre (Durgapur)	NSHM- Knowledge Campus, Durgapur Arrah, Shibtaia via Muchipara, Durgapur, Burdwan, West Bengal-713212	osd2.westbengal@bopter.in osd1.admin@bopter.in

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NATS Portal : www.nats.education.gov.in