

No. DPE/GM-0050/2014-GM-FTS-1980
Government of India
Ministry of Heavy industries & Public Enterprises
Department of Public Enterprises

Public Enterprise Bhavan
CGO Complex, Block 14
Lodhi Road, New Delhi

Dated: 30th April, 2020

OFFICE MEMORANDUM

Subject: Implementation of Apprenticeship in CPSEs under post 'COVID-19' scenario.

The undersigned is directed to enclose herewith a copy of D.O letter no. MSDE-10(05)/2020-AP(PMU) dated 23.04.2020 from Secretary, Ministry of Skill Development & Entrepreneurship (MSDE) regarding involvement of Central Public Sector Enterprises (CPSEs) in engagement of apprentices for creation of skilled manpower under post 'COVID-19' scenario for information and necessary action.

Encl. as above.

(Rajesh Puri)
Deputy Director(GM)

To,

Secretaries of all Ministries / Departments concerned through e-mails.

Copy to:

1. CMD / Chief Executives of all CPSEs through e-mails.
2. Secretary, Ministry of Skill Development and Entrepreneurship.



D.O.No.MSDE-10(05)2020-AP (PMU)

23rd April 2020

Dear Shri Sailesh,

This is in reference of instruction of Hon'ble Prime Minister during the SGoS meeting held on 4th Jan 2020, to ensure involvement of all Central and State Public Sector Units in engagement of apprenticeship for creation of skilled manpower .

2. As per the provision made under the Apprentices Act, 1961 (amended up to 2014) and Apprentices Rules 1992 (amended up to 2019), it is obligatory on the part of enterprises having a manpower strength of 30 or more to engage apprentices in a band of 2.5% to 15% of their total manpower strength. Further, smaller enterprises having a manpower strength ranging from 4 to 29 employees are also permitted to engage apprentices in a band of 2.5% to 15%, though this provision is voluntary for them.

3. Under post 'COVID-19' scenario , India have to uplift and enhance its manufacturing and industrial output to reduce external dependency and for this Indian Apprenticeship Ecosystem can play a vital role. India has a competitive advantage in the services including the Information Technology Services, Pharmaceuticals, Biotechnology, and Medical tourism sectors which are expected to grow faster in coming times. Apprenticeship training would give an extra edge to companies across multiple sectors with job ready apprentices who could be utilized by industrial units in a cost effective manner, across geographies. I understand that lockdown would have led to disruptions in PSUs also, but it may be the right approach in having apprentices on-boarded right from the beginning after the lockdown ends.

4. The Department of Public Enterprises (DPE), being the nodal department for all the Central Public Sector Enterprises (CPSEs), can play major role in driving the entire Apprenticeship ecosystem among the CPSUs, which are well equipped with all required practical infrastructure and have a clear edge in terms of providing skill-based training to apprentices.

5. Hence, I request you to further issue necessary instructions to these PSUs to engage apprentices aiming at maximum utilization of training capacity available with them and upto the maximum permitted by law i.e. 15%. Creating a pool of skilled apprentices would be a win-win situation for all stake holders.

with regard,

Yours Sincerely,

Praveen Kumar
23/4/20
(Praveen Kumar)

Shri Sailesh,
Secretary
Department of Public Enterprises,
Block 14, CGO Complex,
Lodi Road,
New Delhi-110003.