

Apprenticeship (Amendment) Rules, 2025

Introduction

The Ministry of Skill Development and Entrepreneurship has notified the Apprenticeship (Amendment) Rules, 2025. The amended rules aim to broaden inclusion, formalise degree apprenticeship models, and revise stipend norms. The rules take effect from 11 September 2025, the date of their official publication.

Background

Apprenticeship training is one of the key components in creating skilled manpower in India and contributes to the 'Skill India' initiative.

To further strengthen apprenticeship training, recent reforms were proposed to include

- A 36% stipend hike (from INR 5,000 - 9,000 to INR 6,800 - 12,300) tied to the Consumer Price Index ('CPI')
- Attract talent and
- Support apprentices who otherwise get dropped in between the training programme.

Key amendments at a glance

1. Terms newly added

- **Degree Apprenticeship:** A course having apprenticeship as an integrated component of the curriculum.
- **Institution:** Degree/diploma colleges approved by a 'University' or a 'Board'
- **Regional centre:** Thenceforth, it will include the Regional Boards located at various cities other than Mumbai, Kolkata, Chennai and Kanpur.
- **Contractual staff:** This is a new term defined in the Code on Wages, 2019.
- **Person with benchmark disability:** Defined as per the Rights of Persons with Disabilities Act, 2016.

The above terms provide greater clarity and are updated in accordance with the latest applicable regulations.

2. Eligibility criteria

Eligibility for being engaged as a degree/graduate/technician/technician vocational apprentice will need to satisfy one of the minimum educational qualifications specified in Schedule IA to the Rules. Schedule IA is updated to include 'minimum qualification that is approved by the All India Council for Technical Education or University Grants Commission.'

3. Provisions for persons with benchmark disabilities

- Employer must reserve training places for disabled persons as per the Rights of Persons with Disabilities Act, 2016.

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- Vacant training places may be allotted to others meeting the minimum physical fitness criteria.
- The reservation applies to optional trades as well.

4. Revised monthly minimum stipend rate

Category	Stipend
School pass-outs (Class 5 – 9)	INR 6,800
School pass-outs Class 10	INR 8,200
School pass-outs Class 12	INR 9,600
National or State certificate holder	INR 9,600
Technician (vocational) apprentice or Vocational Certificate holder or Sandwich Course (Students from Diploma Institutions)	INR 9,600
Technician apprentices or diploma holder in any stream or sandwich course (students from degree institutions)	INR 10,900
Graduate apprentices or degree apprentices in any stream	INR 12,300

5. Restrictions on multiple apprenticeships

- A person may undergo a maximum of two apprenticeships.
- The second apprenticeship must be in a different trade.
- No Central Government stipend support for the second training.
- A one-year gap is required between two trainings, with certain exceptions.
- Women apprentices are exempted from the three-month waiting period in cases of self-terminated contracts.

6. Training period clarification

For 'Sandwich' and 'Degree' apprenticeship students, practical training in their academic curriculum will be counted as the period of apprentice training.

7. Updated employer responsibilities

Employers are required to

- Maintain quarterly training reports
- Upload the apprenticeship contracts to the 'Skill India portal' (<https://www.apprenticeshipindia.gov.in/>)
- Reserve training positions for persons with benchmark disabilities where applicable

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8. Enhanced role of institutions

For degree apprenticeships:

- The apprenticeship contract will be tripartite, i.e. between the institution, the apprentice, and the employer.
- Institutions must ensure contract compliance, update the apprenticeship portal, monitor progress, and notify the Apprenticeship Adviser of visits.

9. Updated schedules

- Schedule IA now includes degree apprentices as per AICTE/UGC standards.
- Schedule VI has been updated with new terms and working-hour norms for degree apprentices.

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Therefore

The Apprenticeship (Amendment) Rules, 2025 are announced after seeking recommendations from the Central Apprenticeship Council. The overhaul in the existing regulations emphasises the critical role of education and skilling as twin pillars of a self-reliant nation. The stipend hike (from INR 5,000 - 9,000 to INR 6,800 - 12,300) tied to CPI attracts talent and prevents apprentices from getting dropped during the training programme. Reforms like reserved slots for persons with disabilities, linking of degree programmes with apprenticeships and expanding the training to emerging sectors are believed to bridge India's skill gap, enhancing employability and fuelling industrial growth.

