

**File No. DGT-36/1/2021-AP**  
**(Computer No. E-38255)**  
 Government of India  
 Ministry of Skill Development & Entrepreneurship  
 (Apprenticeship Training Division)

New Delhi, dated 23.09.2025

To

1. All Central Regional Apprenticeship Advisors, RDSDEs
2. All State Apprenticeship Advisors
3. All Joint Apprenticeship Advisors, SSCs

Subject: Clarification on the rate of stipend to be paid to NTC/STC Certificate holders under Apprenticeship Training - Regarding

Sir/Madam,

Please refer to the OM of even number dated 15.09.2025 (copy enclosed), wherein an upward revision in the prescribed minimum stipend payable to apprentices engaged under the Apprentices Act, 1961, has been notified on the basis of Gazette Notification G.S.R. 610(E) dated 3rd September, 2025, published on 11th September, 2025, relating to the Apprenticeship (Amendment) Rules, 2025. The upward revision is effective from the date of publication of the aforesaid Gazette Notification. **It may be noted that establishments may offer a stipend rate higher than the revised prescribed minimum amount to make apprenticeship appealing and motivated for apprentices to join their establishment**

2. As per sub-rule (1AA) of rule 11 of the Apprenticeship Rules, 1992, during the second year of apprenticeship training there shall be an increase of 10 per cent. in the prescribed minimum stipend amount and further 15 per cent. increase in the prescribed minimum stipend amount during the third year of apprenticeship training. The prescribed minimum stipend rate for all categories of qualification for first year, second year and third year is tabulated below

**Table-1**

| SL. No. | Category  | Prescribed Minimum stipend as per sub-rule (1) of rule 11 | Figures in Rs. |              |                       |
|---------|---|---|----------------|--------------|-----------------------|
|         |   |   | First year*    | Second year* | *Third year and above |
| (1)     | (2)   | (3)   | (4)            | (5)          | (6)                   |
| (i)     | School pass-outs (class 5 <sup>th</sup> - class 9 <sup>th</sup> )   | 6,800   | 6,800          | 7,480        | 7,820                 |
| (ii)    | School pass-outs (class 10 <sup>th</sup> )  | 8,200   | 8,200          | 9,020        | 9,430                 |
| (iii)   | School pass-outs (class 12 <sup>th</sup> )  | 9,600   | 9,600          | 10,560       | 11,040                |
| (iv)    | National or State Certificate holder  | 9,600   | 9,600          | 10,560       | 11,040                |
| (v)     | Technician (vocational) apprentice or Vocational Certificate holder or Sandwich Course (Students from Diploma Institutions) | 9,600   | 9,600          | 10,560       | 11,040                |
| (vi)    | Technician apprentices or diploma holder in any stream or sandwich course (students from degree institutions)               | 10,900  | 10,900         | 11,990       | 12,535                |
| (vii)   | Graduate apprentices or degree apprentices or degree in any stream  | 12,300  | 12,300         | 13,530       | 14,145                |

\*Stipend below the mentioned rate is not allowed. However, establishments may offer a higher rate.

3. Further, as per sub-rule (1AAA) of Rule 11 of the Apprenticeship Rules, 1992, in the case of National or State Trade Certificate holders, the period of training already undergone by a trade apprentice in a school or other institution recognized by the National Council or State Council shall be taken into account for the purpose of determining the minimum payable rate of stipend.

...2...

4. Accordingly, with reference to para-1 to para-3 of this letter and further with reference to sub-rule (7) of rule 7 of the Apprenticeship Rules, 1992, for apprentices holding a National Trade Certificate (issued by NCVET) or a State Trade Certificate (issued by SCVT), **the prescribed minimum stipend payable** is illustrated at 'Annexure-I'.

5. When the educational qualification of the apprentice is above the essential / desirable educational qualification stated for the trade or if the period of training/education already undergone by the apprentice is not considered for an exemption/rebate, then the apprentice will be eligible for the prescribed minimum amount of stipend for that category of education during the first year of training. The same is illustrated in through an example in the table below.

Table-2

| Desirable educational qualification for a trade | Educational qualification of the apprentices | Whether period of training/ education already undergone by the apprentice is considered for exemption/ rebate | Minimum stipend to be paid during the training period |                                |                                |
|---|--|---|---|--------------------------------|--------------------------------|
|   |  |   | First year  | Second year                    | Third year                     |
| School pass-outs (class 10 <sup>th</sup> )      | Graduate                                     | No  | Rs. 8,200/- <sup>(1)</sup>                            | Rs. 8,200+10%<br>= Rs. 9,020/- | Rs. 8,200+15%<br>= Rs. 9,430/- |

<sup>(1)</sup> Prescribed minimum amount of stipend for School pass-outs (Class 10<sup>th</sup>). Stipend below the mentioned rate is not allowed. However, establishments may offer higher rate.

**6. Stipend rate during 'Basic Training' period:**

a) As per sub-rule (1A AAAA) of rule 11 of the Apprenticeship Rules, 1992, in the case of 'Fresher' apprentices, during Basic Training (BT) for a **period upto three months**, the stipend amount to be paid by the establishment shall be 50 per cent. of the prescribed stipend. Further, in case of simultaneous Basic Training (BT) and On-the-Job (OJT) Training, full amount of stipend is to be paid.

b) Basic training, under Apprenticeship training, is provided either 'sequentially' (i.e. Basic training is conducted first followed by OJT) or 'simultaneously' along with OJT. Accordingly, for '**Fresher**' apprentices (who have not undergone any prior institutional training):

- (i) If **Basic Training is conducted first (sequential)**: stipend = **50% of the prescribed minimum stipend** for up to **3 months**. After BT, full stipend is payable during On-the-Job Training (OJT).
- (ii) If **Basic Training is conducted along with OJT (simultaneous)**: **full stipend** is payable for the entire training period.

c) For trades with more than one spell of Basic Training (e.g., 2-year or 3-year trades):

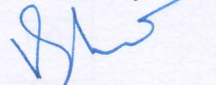
- (i) Only the **first spell of 3 months** will be at 50% stipend (if sequential).
- (ii) From the **second spell onwards, full stipend** is payable.

d) For **Optional Trades**, as per OM No. MSDE-14(01)/2022-AP-OT dated 18.05.2022:

- (i) BT duration (2-4 weeks) is always considered **embedded within OJT**, i.e. "simultaneous".
- (ii) Hence, apprentices must be paid the **full stipend** during the entire training period.

7. This letter supersedes letter No. MSDE-01/01/2018-AP(PMU) dated 15th November, 2019, issued by this Ministry. It is requested that this letter may be circulated widely amongst the establishments under your jurisdiction.

Yours sincerely,



(V.S. Arvind)  
Director (AT)  
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**Copy to:**

1. Sr PPS to Secretary, MSDE, New Delhi – For kind information.
2. PPS to JS(AT), MSDE, New Delhi- For Kind information.
3. Director General, DGT, New Delhi

4. DDG (Hqrs), DDG (ER), DDG (SR), DGT
5. Exec VP (dealing with Apprenticeship Training), NSDC, New Delhi (Kind attention: Shri Mahendra Singh Payal)
6. NSDC Team – Requested to: (i) upload this OM on the apprenticeship portal, (ii) circulate amongst the establishments engaging apprentices under the Apprentices Act, 1961 and TPAs.
7. efile No. 69444
8. Guard file 2025.

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Table 1

| Sl. No. | Category | First year   | Second year  | Third year   |
|---------|----------|--------------|--------------|--------------|
| 1       | Male     | Rs. 10,000/- | Rs. 10,000/- | Rs. 10,000/- |
| 2       | Female   | Rs. 10,000/- | Rs. 10,000/- | Rs. 10,000/- |

Second case: If any establishment under Apprenticeship Training provides the entry provision as NITC/TC and also include an award/allowance/extension of one year for the apprentice's training, the apprentice shall be considered in the second year of Apprenticeship Training and shall be paid Rs. 10,000/- during the second year and Rs. 11,000/- during the third year.

Table 2

| Sl. No. | Category | First year   | Second year  | Third year   |
|---------|----------|--------------|--------------|--------------|
| 1       | Male     | Rs. 10,000/- | Rs. 10,000/- | Rs. 11,000/- |
| 2       | Female   | Rs. 10,000/- | Rs. 10,000/- | Rs. 11,000/- |

Third case: If any establishment under Apprenticeship Training provides the entry provision as NITC/TC and also include an award/allowance/extension of two years for the apprentice's training, the apprentice shall be considered in the third year of Apprenticeship Training and shall be paid Rs. 11,000/-

Table 3

| Sl. No. | Category | First year   | Second year  | Third year   |
|---------|----------|--------------|--------------|--------------|
| 1       | Male     | Rs. 11,000/- | Rs. 11,000/- | Rs. 11,000/- |
| 2       | Female   | Rs. 11,000/- | Rs. 11,000/- | Rs. 11,000/- |

Fourth case: If the establishment is paying a salary higher than the prescribed minimum amount (i.e. greater than Rs. 5,000/-) it is not fit for the second year of training. The amount should be less than Rs. 10,000/- (Rs. 10,000/- + 10%) for the first year of training. The amount cannot be less than Rs. 11,000/- (Rs. 10,000/- + 10%) for the second year.

Table 4

| Sl. No. | Category | First year   | Second year  | Third year   |
|---------|----------|--------------|--------------|--------------|
| 1       | Male     | Rs. 10,000/- | Rs. 10,000/- | Rs. 11,000/- |
| 2       | Female   | Rs. 10,000/- | Rs. 10,000/- | Rs. 11,000/- |

## Annexure-I

Inviting reference to para-1 to para-3 of the letter, for apprentices holding a National Trade Certificate (issued by NCVT) or a State Trade Certificate (issued by SCVT), **the prescribed minimum stipend payable** will be fixed at Rs. 9,600/- and the stipend to be paid is illustrated

- a) **First case:** If any trade curricula under Apprenticeship Training prescribe the entry qualification as NTC/STC, the apprentice shall be paid Rs. 9,600/- during the first year of training, Rs. 10,560/- during the second year, and Rs. 11,040/- during the third year.

Table-A

| Rebate offered under schedule I of the Apprenticeship Rules, 1992 | Stipend to be paid during the training period |                                 |                                 |
|---|---|---------------------------------|---------------------------------|
|   | First year                                    | Second year                     | Third year                      |
| No rebate/ 3 months / 6 months                                    | Rs. 9,600/-                                   | Rs. 9,600+10% =<br>Rs. 10,560/- | Rs. 9,600+15% =<br>Rs. 11,040/- |

- b) **Second case:** If any trade curricula under Apprenticeship Training prescribe the entry qualification as NTC/STC and also include an allowed rebate/ exemption of one year for the apprentice's training, the apprentice shall be considered in the second year of Apprenticeship Training and shall be paid Rs. 10,560/- during the second year and Rs. 11,040/- during the third year.

Table-B

| Rebate offered under schedule I of the Apprenticeship Rules, 1992 | Stipend to be paid during the training period |                                 |                                 |
|---|---|---------------------------------|---------------------------------|
|   | First year                                    | Second year                     | Third year                      |
| One year  | -   | Rs. 9,600+10% =<br>Rs. 10,560/- | Rs. 9,600+15% =<br>Rs. 11,040/- |

- c) **Third case:** If any trade curricula under Apprenticeship Training prescribe the entry qualification as NTC/STC and also includes an allowed rebate/exemption of two years for the apprentice's training, the apprentice shall be considered in the third year of Apprenticeship Training and shall be paid Rs. 11,040/-.

Table-C

| Rebate offered under schedule I of the Apprenticeship Rules, 1992 | Stipend to be paid during the training period |             |                               |
|---|---|-------------|-------------------------------|
|   | First year                                    | Second year | Third year                    |
| Two years   | -   | -           | Rs. 9,600+15% =<br>Rs. 11,040 |

- a) **Fourth case:** If the employer/establishment is paying a stipend higher than the prescribed minimum stipend (i.e greater than Rs 9,600/-), it is to note that for the second year of training, the stipend cannot be less than Rs. 10,560 (Rs. 9,600/- +10%). Similarly, for the third year of training, the stipend cannot be less than Rs. 11,040/- (Rs 9,600+15%). The same is illustrated below

Table-D

| Stipend fixed is higher than the prescribed stipend of Rs 9,600/- | Stipend rate assumed for illustration | Stipend to be paid during the training period |              |              |
|---|---------------------------------------|---|--------------|--------------|
|   |                                       | First year                                    | Second year* | Third year*  |
| Between Rs. 9,601/- and Rs. 10,559/-                              | Rs.10,500/-                           | Rs. 10,500/-                                  | Rs. 10,560/- | Rs. 11,040/- |
| Between Rs. 10,560/- and Rs. 11,039/-                             | Rs.10,560/-                           | Rs 10,560                                     | Rs. 10,560   | Rs. 11,040/- |
| Rs. 11,040/- and above.   | Rs 11,040/-                           | Rs 11,040/-                                   |              |              |
|   | Rs. 12,000/-                          | Rs 12,000/-                                   |              |              |
|   | Rs 15,000/-                           | Rs 15,000/-                                   |              |              |

## Examples

\*Refer to Table-1 of the letter.

\*\* Refer to para-5 of the letter.

\*\*\* Refer to para-6(b) of the letter.

| Sl. No. | Name of the trade | Duration | Desirable Qualification | Qualification of the apprentice | Rebate applicability | Applicable training duration after rebate |                |              | Stipend*            | First Year Stipend                              |                                   | Second year stipend              |   | Third year stipend                |     |
|---------|-------------------|----------|-------------------------|---------------------------------|----------------------|---|----------------|--------------|---------------------|---|-----------------------------------|----------------------------------|---|-----------------------------------|-----|
|         |                   |          |                         |                                 |                      | Total                                     | Basic training | OJT          |                     | Stipend during basic training***                | OJT                               | Stipend during basic training*** | OJT   | Stipend during basic training***  | OJT |
| 1.      | Brew Master       | 6 months | 12 <sup>th</sup> class  | 12 <sup>th</sup>                | Not applicable       | 6 months                                  | Three months   | Three months | Not below Rs 9,600* | For 3 months<br>- @ 50% in case of 'Sequential' | Not below Rs 9,600/- for 3 months | --                               | -   | --                                | --  |
|         |                   |          |                         | Graduate                        |                      | 6 months                                  | Three months   | Three months |                     |   |                                   | Not below Rs 9,600**             | - Not below Rs 9,600/- for 3 months in case of 'simultaneous' | Not below Rs 9,600/- for 3 months | --  |

| Sl. No. | Name of the trade | Duration        | Desirable Qualification | Qualification of the apprentice | Rebate applicability | Applicable training duration after rebate |                |          | Stipend*           | First Year Stipend   |                                   | Second year stipend              |   | Third year stipend               |     |
|---------|-------------------|-----------------|-------------------------|---------------------------------|----------------------|---|----------------|----------|--------------------|--|-----------------------------------|----------------------------------|---|----------------------------------|-----|
|         |                   |                 |                         |                                 |                      | Total                                     | Basic training | OJT      |                    | Stipend during basic training***   | OJT                               | Stipend during basic training*** | OJT*  | Stipend during basic training*** | OJT |
| 2.      | Advanced welder   | 1 year 3 months | 10 <sup>th</sup> class  | 10 <sup>th</sup>                | Not applicable       | 1 year 3 months                           | Three months   | One year | Not below Rs 8,200 | For 3 months<br>- @ 50% in case of 'Sequential'<br>- Not below Rs 8,200/- for 3 months in case of 'simultaneous' | Not below Rs 8,200/- for 9 months | --                               | Not below Rs 9,020/- for remaining 3 months | --                               | --  |
|         |                   |                 |                         | ITI                             |                      | 3 months                                  | 1 year         | --       |                    |  |                                   | 1 Year                           |   | Not below Rs 9,600               | --  |

| Sl. No. | Name of the trade       | Duration        | Desirable Qualification | Qualification of the apprentice | Rebate applicability | Applicable training duration after rebate |                |                       | Stipend*           | First Year Stipend   |                                   | Second year stipend              |   | Third year stipend               |     |
|---------|-------------------------|-----------------|-------------------------|---------------------------------|----------------------|---|----------------|-----------------------|--------------------|--|-----------------------------------|----------------------------------|---|----------------------------------|-----|
|         |                         |                 |                         |                                 |                      | Total                                     | Basic training | OJT                   |                    | Stipend during basic training***   | OJT                               | Stipend during basic training*** | OJT*  | Stipend during basic training*** | OJT |
| 3.      | House keeper (Hospital) | 1 year 6 months | 10 <sup>th</sup> class  | 10 <sup>th</sup>                | Not applicable       | 1 year 6 months                           | Three months   | One year three months | Not below Rs 8,200 | For 3 months<br>- @ 50% in case of 'Sequential'<br>- Not below Rs 8,200/- for 3 months in case of 'simultaneous' | Not below Rs 8,200/- for 9 months | --                               | Not below Rs 9,020/- for remaining 6 months | --                               | --  |
|         |                         |                 |                         | ITI                             | One year             | 6 months                                  | --             | 6 months              | Not below Rs 9,600 | --   | Not below Rs 9,600/- for 6 months | --                               | --  | --                               | --  |

| Sl. No. | Name of the trade | Duration | Desirable Qualification | Qualification of the apprentice | Rebate applicability | Applicable training duration after rebate |                |                   | Stipend*              | First Year Stipend   |                                   | Second year stipend                        |                                    | Third year stipend               |     |
|---------|-------------------|----------|-------------------------|---------------------------------|----------------------|---|----------------|-------------------|-----------------------|--|-----------------------------------|--|------------------------------------|----------------------------------|-----|
|         |                   |          |                         |                                 |                      | Total                                     | Basic training | OJT               |                       | Stipend during basic training***   | OJT                               | Stipend during basic training***           | OJT*                               | Stipend during basic training*** | OJT |
| 4.      | Electrician       | 2 Years  | 10 <sup>th</sup> class  | 10 <sup>th</sup>                | Not applicable       | 2 years                                   | 6 months       | One year 6 months | Not below Rs 8,200    | For 3 months<br>- @ 50% in case of 'Sequential'<br>- Not below Rs 8,200/- for 3 months in case of 'simultaneous' | Not below Rs 8,200/- for 9 months | Not below Rs 9,020/- for all the 12 months |                                    | --                               | --  |
|         |                   |          |                         | ITI                             | 1 year               | 1 year                                    | --             | 1 Year            | Not below Rs 10,560/- | --   | --                                | --   | Not below Rs 10,560/- for one year | --                               | --  |

| Sl. No. | Name of the trade   | Duration | Desirable Qualification | Qualification of the apprentice | Rebate applicability | Applicable training duration after rebate |                |                    | Stipend*              | First Year Stipend   |                                   | Second year stipend                        |      | Third year stipend                         |                                    |
|---------|---------------------|----------|-------------------------|---------------------------------|----------------------|---|----------------|--------------------|-----------------------|--|-----------------------------------|--|------|--|------------------------------------|
|         |                     |          |                         |                                 |                      | Total                                     | Basic training | OJT                |                       | Stipend during basic training***   | OJT                               | Stipend during basic training***           | OJT* | Stipend during basic training***           | OJT                                |
| 5.      | Electrician (Mines) | 3 Years  | 10 <sup>th</sup> class  | 10 <sup>th</sup>                | Not applicable       | 3 years                                   | 9 months       | Two years 3 months | Not below Rs 8,200    | For 3 months<br>- @ 50% in case of 'Sequential'<br>- Not below Rs 8,200/- for 3 months in case of 'simultaneous' | Not below Rs 8,200/- for 9 months | Not below Rs 9,020/- for all the 12 months |      | Not below Rs 9,430/- for all the 12 months |                                    |
|         |                     |          |                         | ITI                             | 2 years              | 1 year                                    | --             | 1 Year             | Not below Rs 11,040/- | --   | --                                | --   | --   | --   | Not below Rs 11,040/- for one year |

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