
OPPORTUNITY INFRASTRUCTURE

Apprenticeship / Placement Cell

WHAT THIS INSTITUTION IS

An Apprenticeship or Placement Cell is a unit inside an Industrial Training Institute (ITI), polytechnic, engineering college, or degree college that connects students with employers, facilitates apprenticeship registrations, and tracks employment outcomes. It is not a standalone institution. The Directorate General of Training (DGT) mandates a Training and Placement Officer (TPO) in each government ITI. The All India Council for Technical Education (AICTE) mandates a Training and Placement Cell in polytechnics and engineering colleges. Nationally, Pradhan Mantri National Apprenticeship Promotion Scheme (PM-NAPS, formerly NAPS, the National Apprenticeship Promotion Scheme) runs through apprenticeshipindia.gov.in and is implemented by the Ministry of Skill Development and Entrepreneurship (MSDE); the National Apprenticeship Training Scheme (NATS) is implemented by the Ministry of Education through nats.education.gov.in; both operate under the Apprentices Act, 1961 (most recently amended in 2014). PM-NAPS sits within the composite Skill India Programme alongside Pradhan Mantri Kaushal Vikas Yojana (PMKVY) 4.0 and Jan Shikshan Sansthan (JSS). PM-SETU (Pradhan Mantri Skilling and Employability Transformation through Upgraded ITIs) has designated select ITIs as hub institutions with enhanced industry linkages.

WHY THIS MATTERS TO YOU

If you are in an ITI, polytechnic, or college and want to find a job or apprenticeship after completing your course, the placement cell is supposed to connect you with employers. Ask for the TPO by name.



GOVERNANCE

LAW / POLICY	SCOPE
Apprentices Act, 1961 (most recently amended 2014)	Governs apprenticeship training in establishments
Skill India Programme (Central Sector Scheme, MSDE; restructured Cabinet 2025)	Composite umbrella covering PMKVY 4.0, PM-NAPS (formerly NAPS) and JSS
PM-NAPS / NAPS-2.0 Guidelines (MSDE, 2023)	Operative guideline for the apprenticeship promotion scheme
NATS Guidelines	Apprenticeship for degree/diploma holders under Ministry of Education
PM-SETU Scheme	Rs 60,000 crore scheme for upgraded ITIs with enhanced placement
DGT / AICTE Guidelines	Mandate placement cells in ITIs, polytechnics, and technical institutions

- **Ministry split:** PM-NAPS implemented by MSDE (DGT); NATS implemented by the Ministry of Education through the Boards of Apprenticeship Training (BoATs).
- **Inside ITIs:** DGT → State Directorate → Principal → TPO
- **Regional Oversight:** DGT posts Regional/Assistant Apprenticeship Advisors across districts
- **Institutional committees:**
- **In polytechnics / engineering colleges:** Placement Committee per AICTE norms – TPO as convener; Heads of Department (HODs), one industry representative, one alumni representative, student representative; reviews placement performance each semester
- **In Government ITIs:** the Institute Management Committee (IMC) performs the placement-oversight function alongside its broader governance role; the TPO reports to the Principal and presents placement data at IMC meetings
- **Funding:** Part of institutional budget; no separate placement cell budget in most states

KEY POSITIONS

POSITION	RESPONSIBILITY
Training and Placement Officer (TPO)	Employer relationships, campus drives, apprenticeship registration, alumni tracking
Principal / Head of Institution	Overall responsibility for placement outcomes
Apprenticeship Advisor (regional)	DGT-posted; oversees apprenticeship implementation across districts

MANDATED SERVICES

- Register students on the National Apprenticeship Promotion Scheme (NAPS) portal (apprenticeshipindia.gov.in) and match with establishments
- Organise campus placement drives with employer visits and interviews
- Build and maintain employer relationships through local factory and business visits
- Maintain alumni tracking records: where graduates work, salary, field of employment
- Organise industry visits and workplace exposure for students
- Communicate employer skill-gap feedback to the institution



LINKED SCHEMES

- **PM-NAPS (NAPS-2)** – government pays 25% of the prescribed stipend (capped at Rs 1,500/month) directly to the apprentice via Direct Benefit Transfer (DBT); the employer pays the remaining 75%. Portal: apprenticeshipindia.gov.in
- **NATS** – government pays 50% of the prescribed stipend (capped at Rs 4,500/month for graduate apprentices, Rs 4,000/month for diploma apprentices) directly to the apprentice via DBT during on-the-job training; the employer pays the balance. The NATS 2.0 portal (nats.education.gov.in), launched by Ministry of Education (MoE) on 30 July 2024, is the end-to-end platform for registration, apprenticeship lifecycle management, and DBT stipend disbursal
- **Certification:** On completion of training under NAPS, designated-trade apprentices appear for the All India Trade Test (AITT) and, on passing, receive a National Apprenticeship Certificate (NAC) issued by National Council for Vocational Education and Training (NCVET) / DGT (the regulator-and-operational-body pair that succeeded the erstwhile National Council for Vocational Training (NCVT) in 2018). Optional-trade apprentices under NAPS, and apprentices under NATS, receive a Certificate of Proficiency (CoP) issued by the Government of India
- **PM-SETU** – upgraded ITIs with industry hubs and enhanced placement
- **Skill India Digital Hub** – digital platform for skilling and placement

HOW TO LOCATE

Portal: Skill India Digital Hub (skillindiadigital.gov.in) is the MSDE-side discovery portal for skilling and apprenticeship under the Skill India Programme. NAPS-specific listings live at apprenticeshipindia.gov.in; NATS at nats.education.gov.in. The NCVT MIS portal at ncvtmis.gov.in (operationally retained name; underlying regulator is now NCVET / DGT) carries ITI details

Also: Go to the government ITI or polytechnic and ask for the TPO or placement cell directly

KEY FACILITIES

A functioning placement cell should have: a dedicated room with computer, internet, printer, and telephone; a notice board displaying available apprenticeships and job openings; access to the NAPS portal and student database; and a record-keeping system for placement and apprenticeship data.

WHAT A FUNCTIONING PLACEMENT CELL LOOKS LIKE

- A designated TPO exists (not just a faculty member with minimal time allocated)
- Students from the last batch are registered on the NAPS portal with apprenticeships started and completed
- Companies have visited for campus placement in the last academic year (a list with names is available)
- Placement data from the last graduating batch is verifiable with specific names and companies
- Final-year students know about NAPS and the placement cell's services
- The trades taught at the institution align with industries present in the district

GRIEVANCE REDRESSAL

During service delivery. The first point of contact is the TPO (Training and Placement Officer) or the Principal. For apprenticeship-specific issues, the Regional / Assistant Apprenticeship Advisor (DGT-posted) is a parallel route.



After service. Escalation is to the host institution's administration (Principal, Governing Body) and the state Directorate of Vocational Education and Training (DVET) / Directorate of Technical Education (DTE) / Directorate of Higher Education (DHE). For NAPS-related matters, the DGT's Regional Office and the Ministry of Skill Development have jurisdiction.

External. NAPS grievances go through apprenticeshipindia.gov.in → Grievance. NATS (degree/diploma apprenticeship) complaints go through nats.education.gov.in. MSDE and AICTE accept complaints via msde.gov.in and aicte-india.org respectively. The Centralised Public Grievance Redress and Monitoring System (CPGRAMS, pgportal.gov.in) is the consolidated route.
