

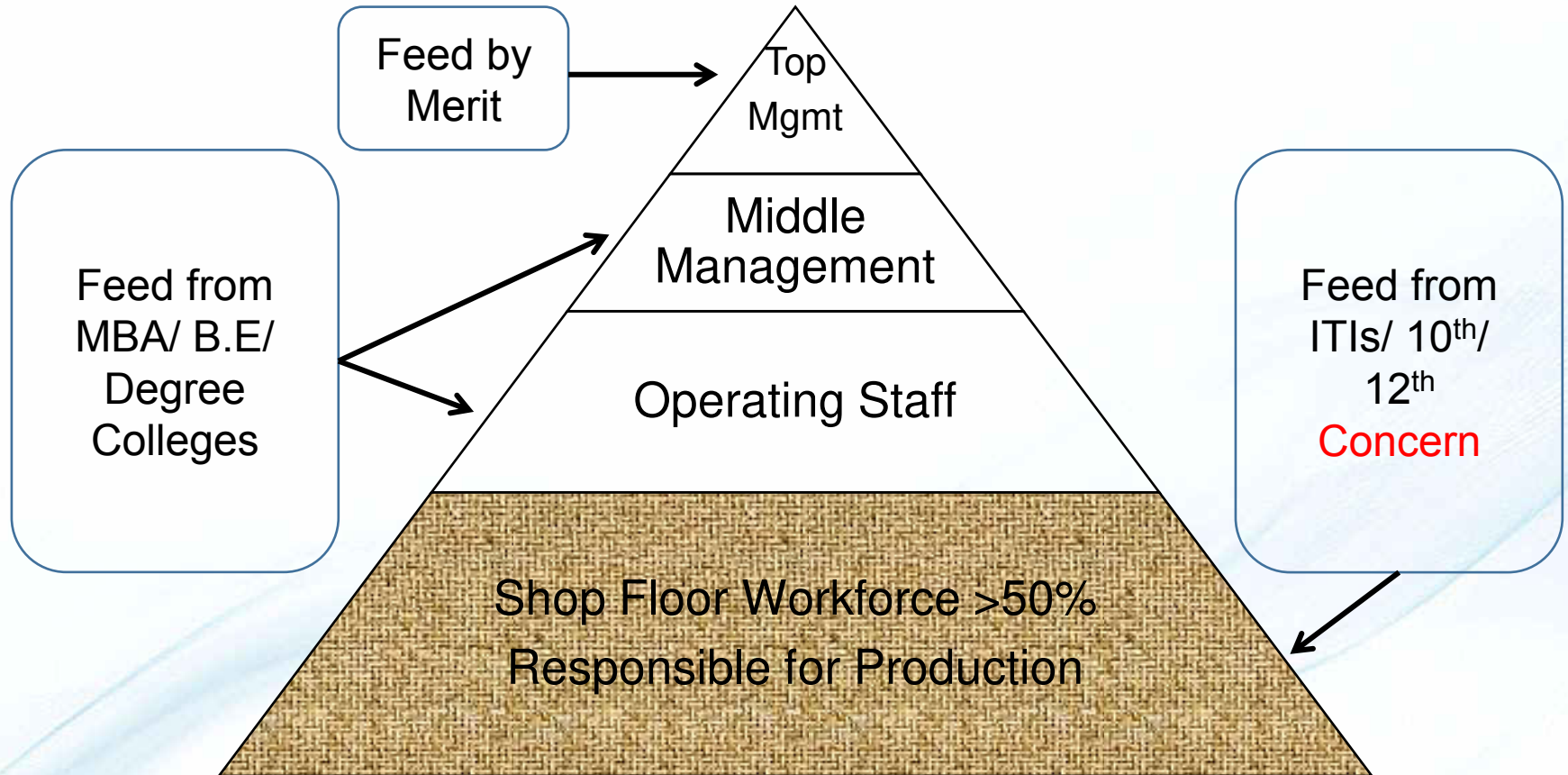


# National Employability Enhancement Scheme Through Apprenticeship

## NEESA

NEEM Accredited

# Organization Pyramid

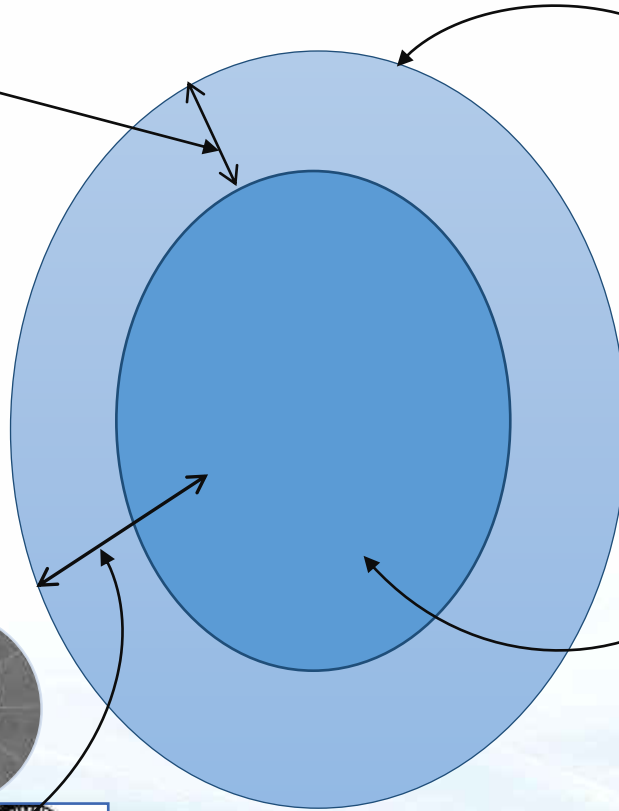


# The Origin of On Job Training

**PREVIOUS SKILL GAP**

- Technology still getting advanced
- Institute lags behind
- With modern machines Institutes not able to keep pace
- With Modern Machines Fees will go still higher
- Course will get still costly
- This category of manpower cannot afford fees

**Need of OJT**



- Operate High End Machines
- Latest Technology

**Industry Technical Skill Requirement**



- Low End Machinery
- High Cost Machinery not economically feasible

**Institute Infrastructure**

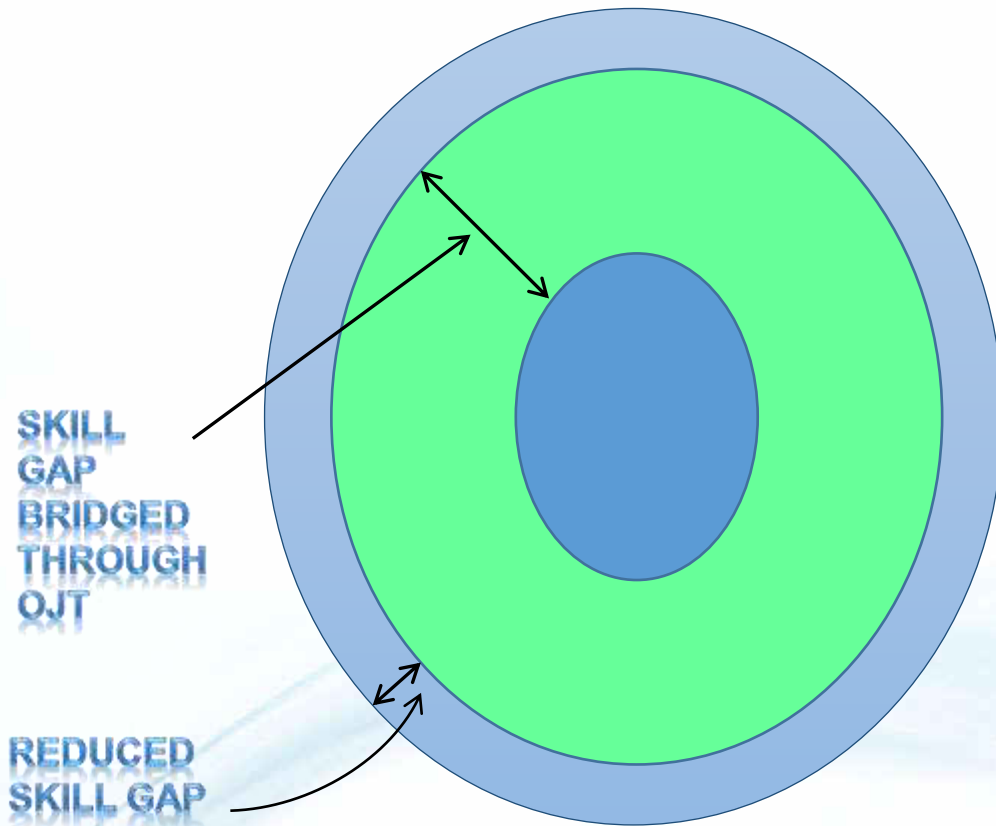


**Trainees Background**

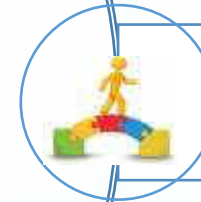
This category of manpower cannot afford fees

**PRESENT SKILL GAP**

# Features of On Job Training



Provides hands on exposure and experience

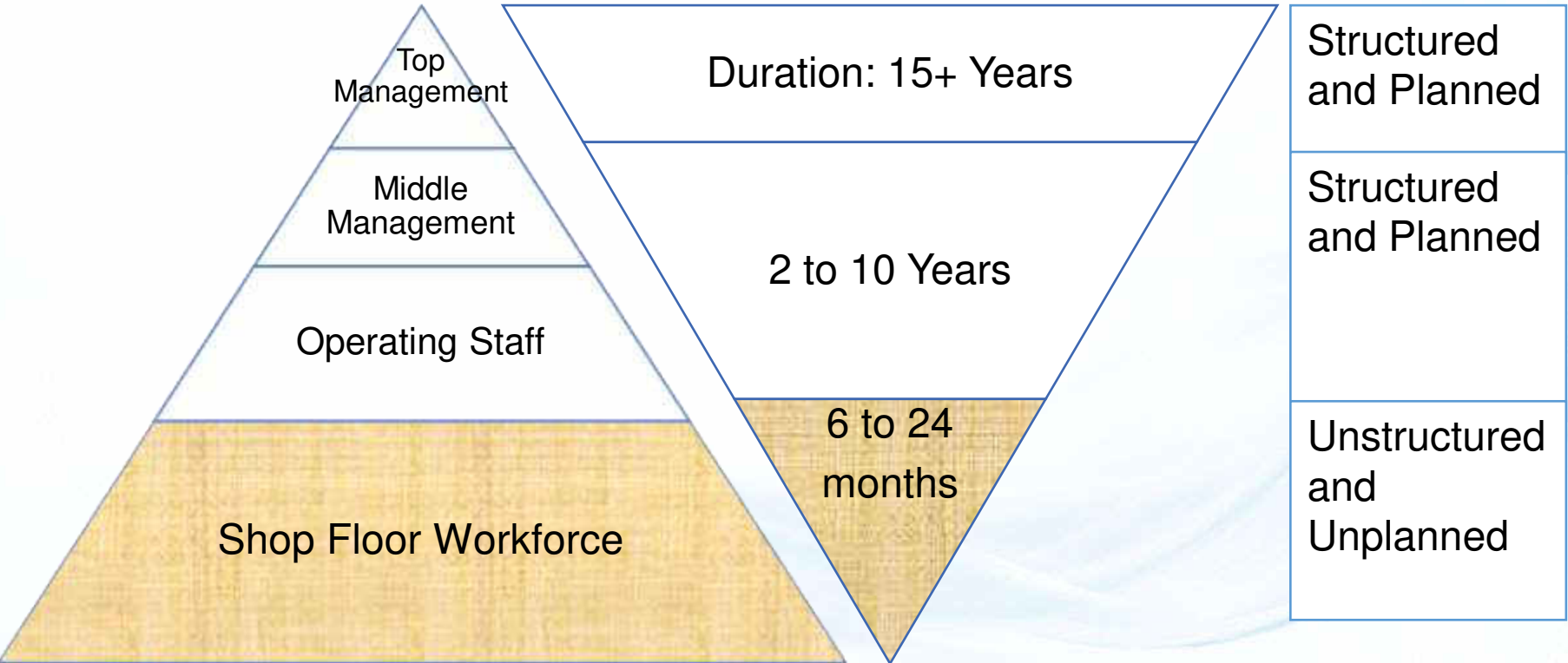


Bridges the Gap between Industry and Institutes



Stipend for livelihood

# OJT Duration- Organization Pyramid





Initiative by ***Government of India***

**OJT** for Shop-floor Workforce and Operating Staff

**N**ational **E**mployability  
**E**nhancement **M**ission (**NEEM**)

HRD Ministry Through AICTE



# NEEM - Highlights

## Eligibility

- Pursuing/ completed / discontinued his/ her Graduation/Diploma in any Technical / Non – Technical Stream(Clause 4.3 & 4.4)

## Age

- 18 to 35 years(Clause 4.2)

## Duration

- 2 Years(Clause 5.2)

## Identification

- NEEM Trainee

## Industrial Sectors

- Automobile, Auto Comp, Chemicals, Pharmaceuticals, Electronics, Construction, Hospitality, IT/ ITeS etc.(Clause 8.1 to 8.23)

# NEEM - Regulations

Reference: <http://www.aicte-india.org/download/NEEM.PDF>

## Compliance

- Health, Safety and Welfare (Clause 10.1)

## Stipend

- Minimum Wages of Unskilled Category with respect to the particular Trade and State. (Clause 15.1 & 15.2)

## Training

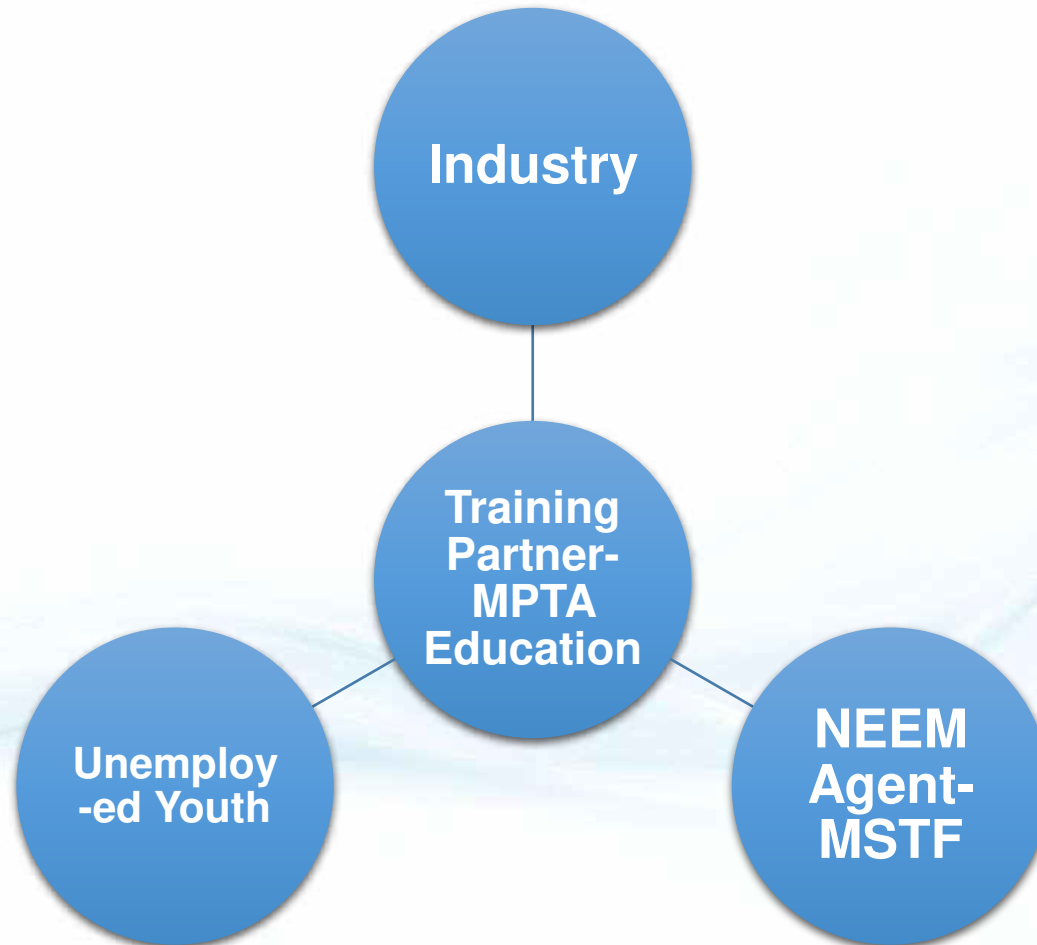
- Way of Classroom/ Cloud/Satellite etc. (Clause 9.2)

## Statutory

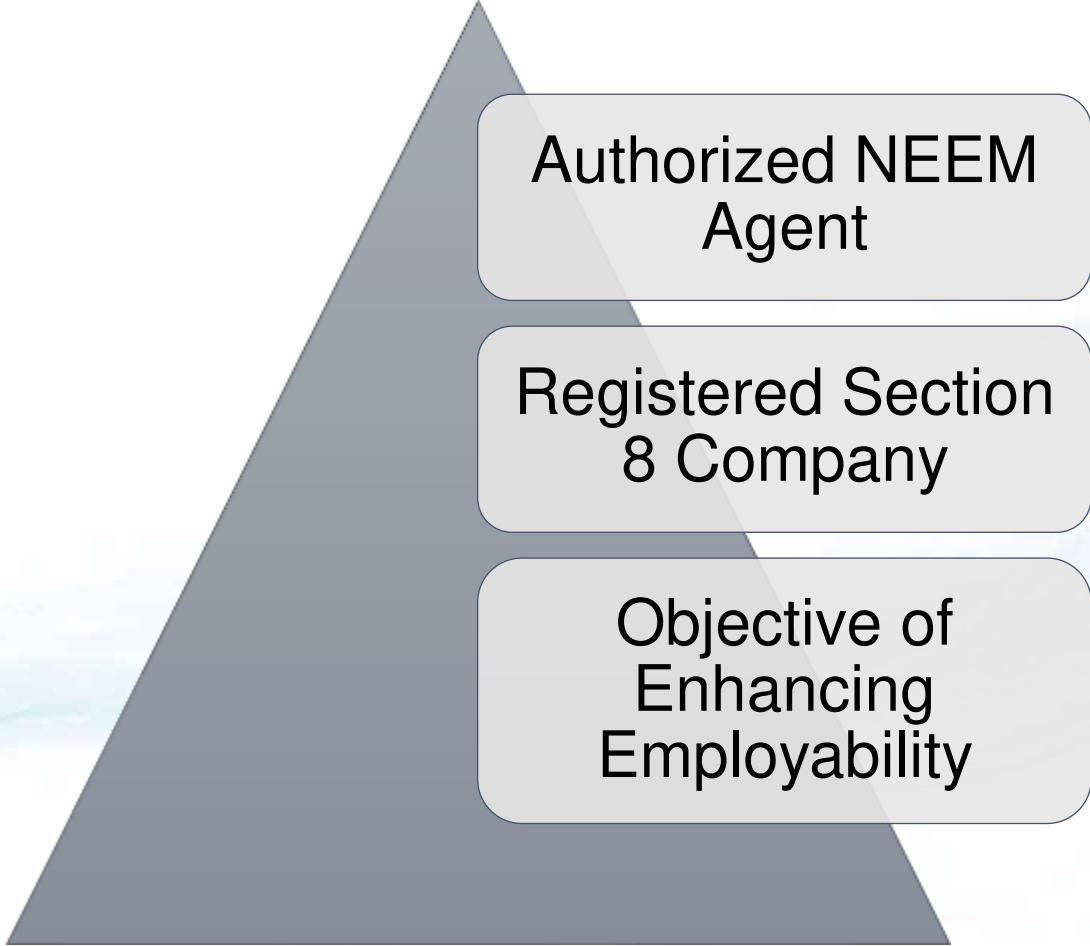
- Not Applicable (Clause 15.2)



# NEEM - Framework



# NEEM Agent : MPTA Skill Training Foundation (MSTF)



Authorized NEEM  
Agent

Registered Section  
8 Company

Objective of  
Enhancing  
Employability

# MSTF and MPTA Education Limited



**MSTF**  
NEEM Agent



**LAUNCHES...**

**NEESA** NEEM Accredited

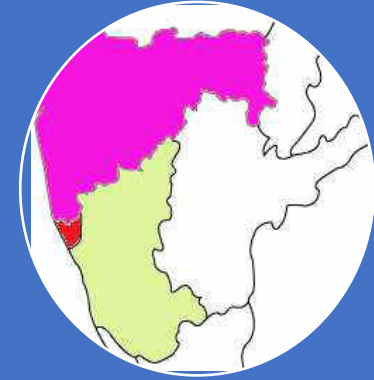
**National Employability Enhancement Scheme Through  
Apprenticeship**



Strong Execution  
Capacity



Deputes more than  
10,000 OJTs Yearly



Presently Operating in  
all districts of  
Maharashtra, parts of  
Karnataka and Goa

**Why MPTA Education Limited?**



**SULZER**



**JABIL**



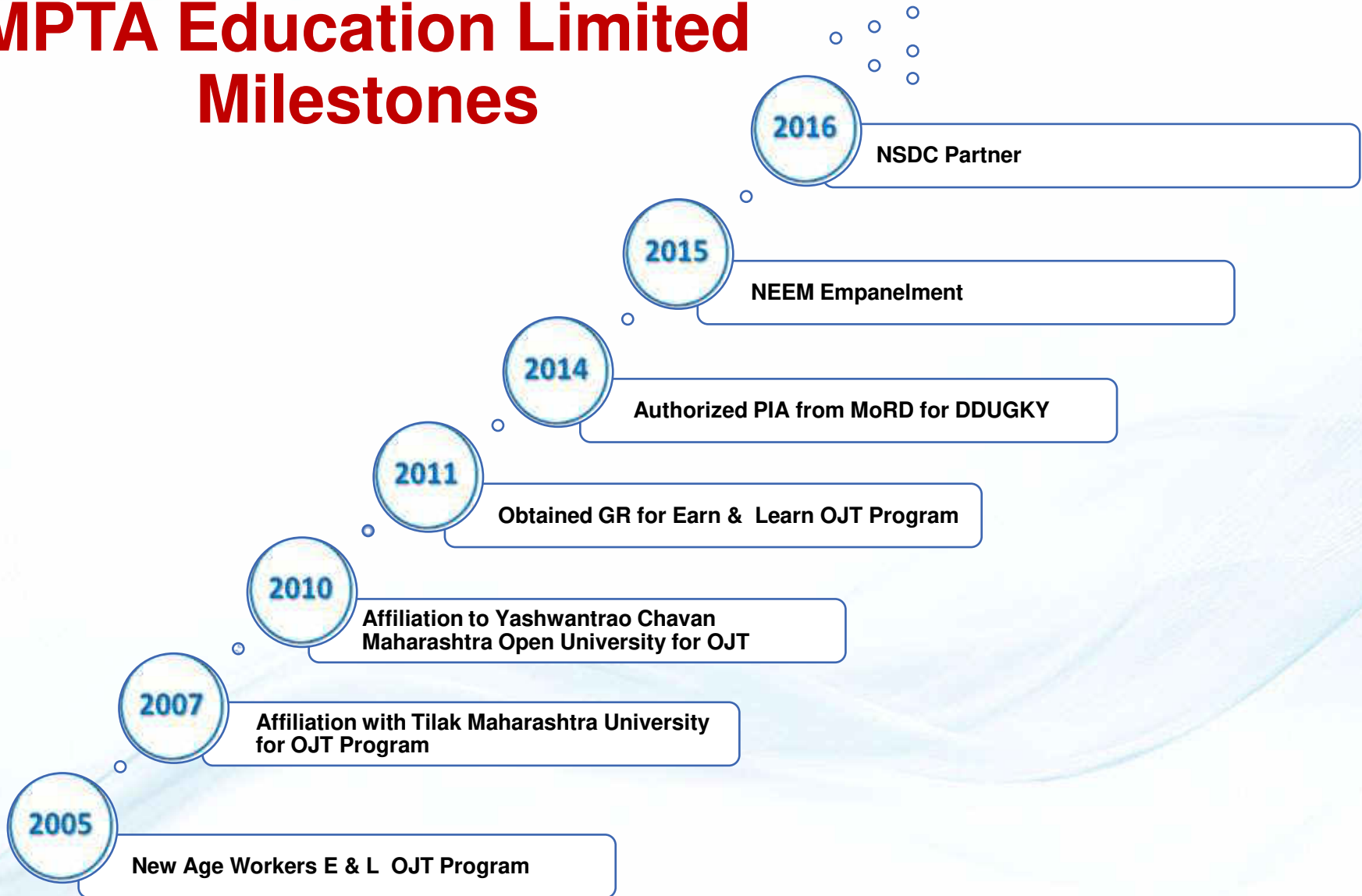
**3M**

**Gabriel**



**MATE**

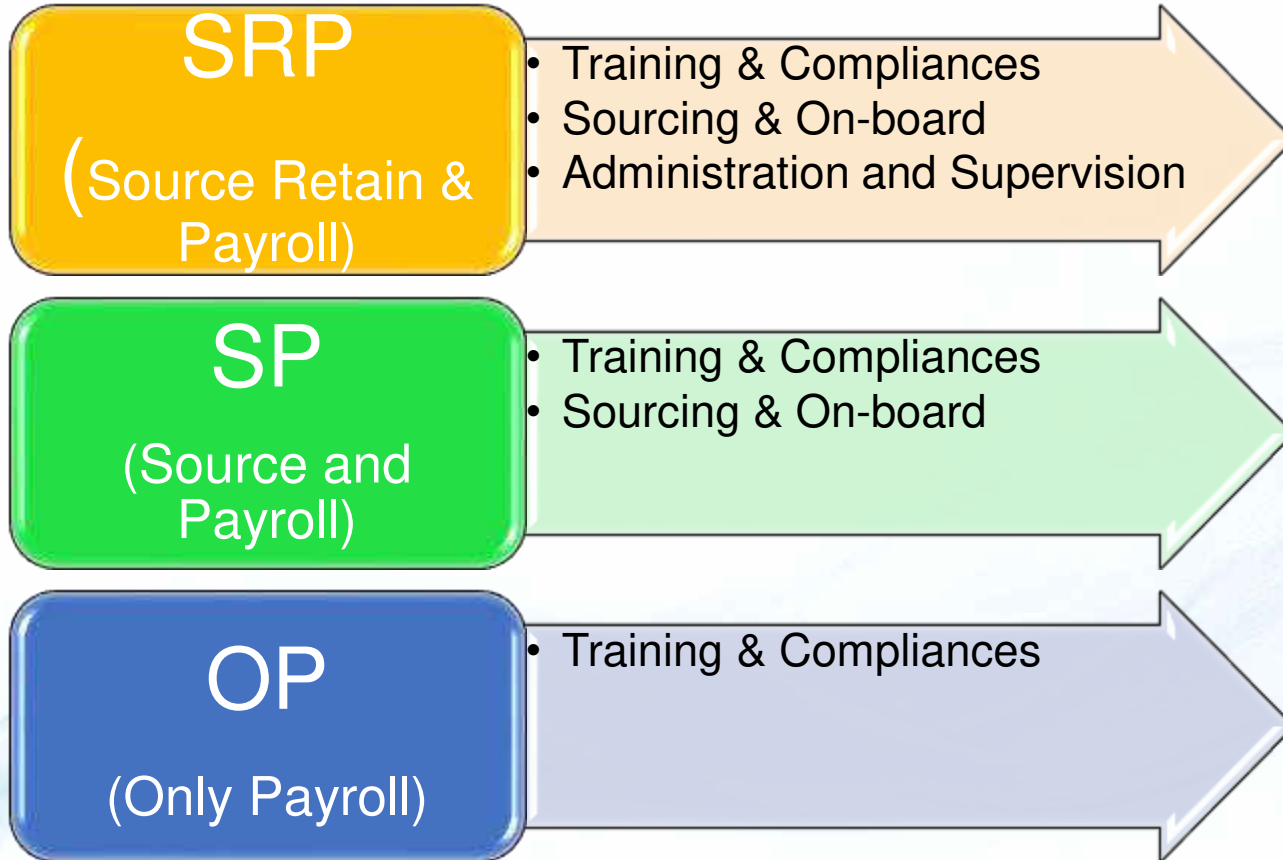
# MPTA Education Limited Milestones



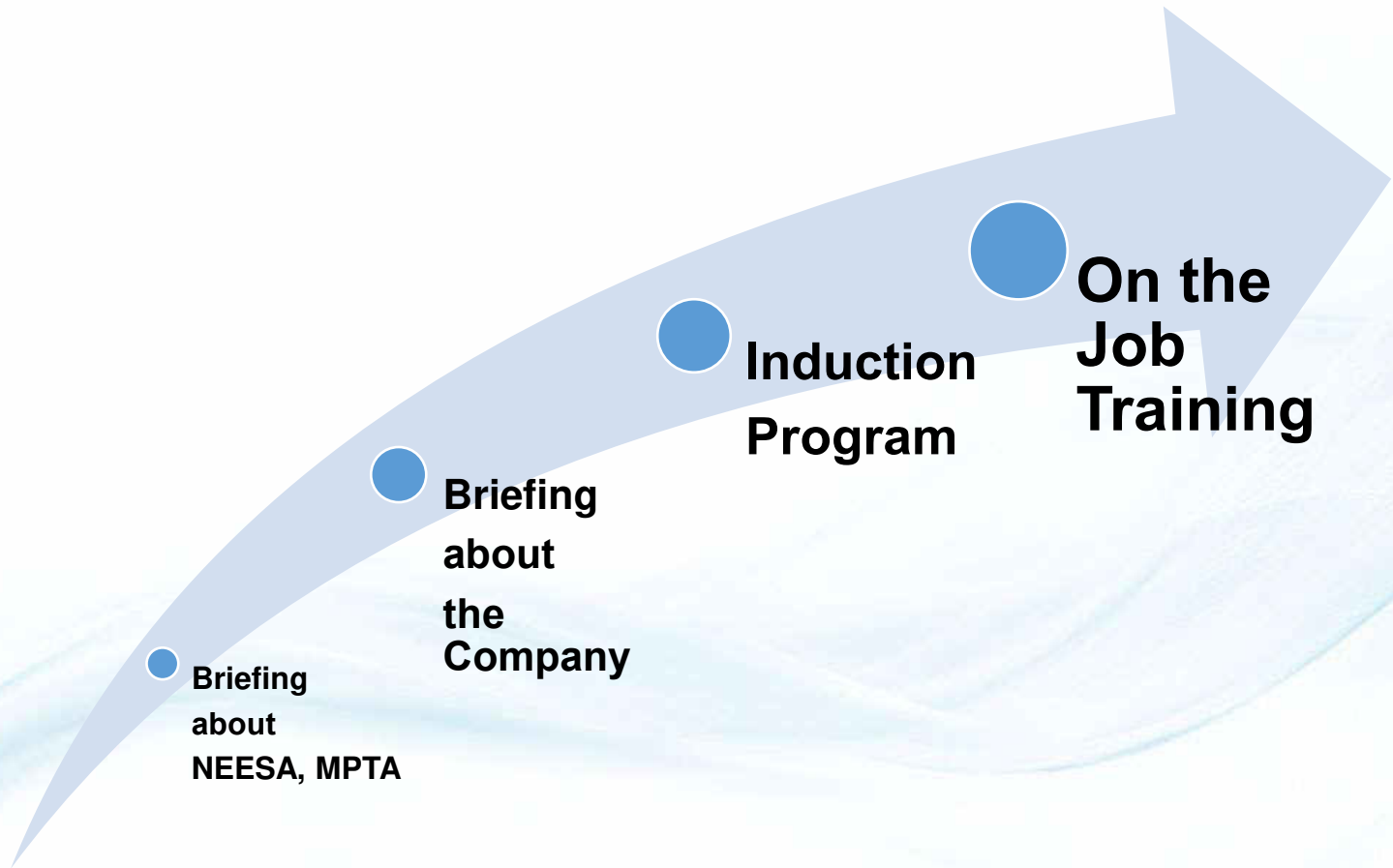


# **IMPLEMENTATION of NEESA**

# Operating Models of NEESA



# Orientation ( 1 to 4 days)



## **Working Hours:**

General Shift – First 15-20 Days

G/A/B/C Shift as stipulated by the Company after 15 days(Clause11.1)

## **Leave / Holidays/ Weekly Offs:**

As applicable to regular Employees (Clause11.3)

## **Overtime:**

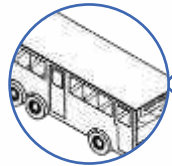
After Approval of MSTF and MPTA Designate.

The Stipend is paid at double the normal rates. (Clause11.2)

# Compliances



Canteen



Transport



Uniforms



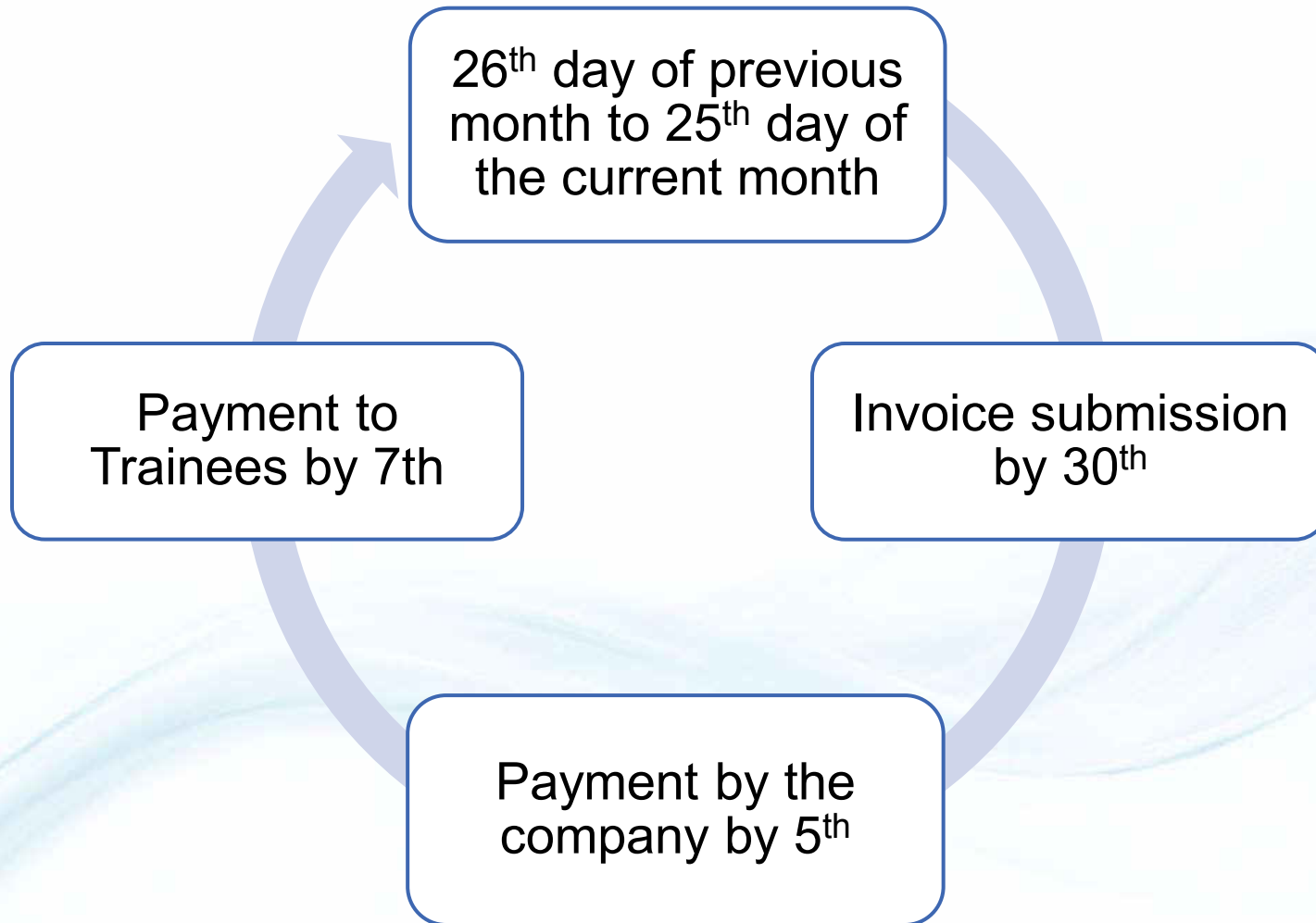
Safety Shoes



Insurance – WC Policy  
(Clause 12.1)

Compliance with Health, Safety and Welfare –  
To be provided by company As per NEEM guidelines

# Billing Cycle





# Pre – Requisites of NEESA

- Weekly Review during the first 3 months and subsequently
- Monthly / Quarterly Review of Performance of the Program
- Mechanism to be developed for periodic feedback from the trainees
- Not to compare this Program with Contract Labor



A

Experienced Manpower available for a longer duration of time.

D

Trainees show more positive attitude and are more disciplined.

V

Industries can induct NEESA Trainees in line with their present and future Skill Requirement

A

N

Government Gazette – under NEEM, AICTE Regulations 2013

T

A

Statutory Compliances & Labor Laws not applicable

G

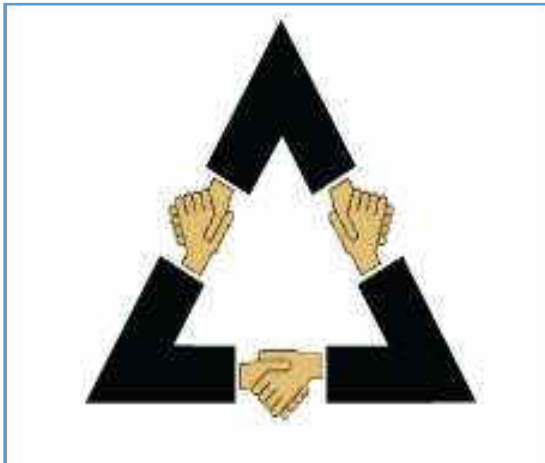
E

No long term liability

S

Company can absorb these skilled manpower (if need be) after the completion of Training

# Sign Off



Tripartite Agreement between  
MSTF, MPTA and Respective  
Company



Nomination of 2 Officers by  
Company(POC)  
# One from HR  
#One from Production  
Department

