

GOVERNMENT OF INDIA
MINISTRY OF SKILL DEVELOPMENT AND ENTREPRENEURSHIP
LOK SABHA
UNSTARRED QUESTION NO - 2516
ANSWERED ON – 15/12/2025

APPRENTICESHIP AND ON-THE JOB TRAINING (OJT)

2516. SHRI DEVUSINH CHAUHAN:
SHRI MUKESH RAJPUT:

Will the Minister of SKILL DEVELOPMENT AND ENTREPRENEURSHIP be pleased to state:

- (a) the measure taken/being taken by the Government to ensure mandatory On-the Job Training (OJT) in short-term courses under Pradhan Mantri Kaushal Vikas Yojana (PMKVY) 4.0 along with the penalties applicable upon training providers who fail to provide a genuine placement;
- (b) the target of the Government to increase the number of active apprentices under the Pradhan Mantri National Apprenticeship Promotion Scheme (PM-NAPS) during the Financial Year 2025-26;
- (c) the manner in which the Government is promoting short term micro-credential courses and the manner in which industry is likely to recognize and evaluate these courses compared to full-term certificates; and
- (d) whether the Government has reviewed the ease of doing business measures relating to engagement of apprentices by Micro, Small and Medium Enterprises to reduce the compliance burden under the Apprenticeship Act?

ANSWER

THE MINISTER OF STATE (INDEPENDENT CHARGE) IN THE MINISTRY OF SKILL DEVELOPMENT AND ENTREPRENEURSHIP

(SHRI JAYANT CHAUDHARY)

(a) On-Job-Training (OJT) is an integral component of the PMKVY 4.0 to ensure trainees gain real-industry exposure. The Ministry of Skill Development and Entrepreneurship ensures identification and mapping of OJT partners at the training proposal submission stage itself. The training providers are required to declare the start and end date for the OJT on Skill India Digital Hub (SIDH) portal. The establishments offering OJT issue a certificate upon completion, indicating the trainee's duration of training and attendance. This certificate is also uploaded on the SIDH portal.

Under PMKVY 4.0 which is under implementation since FY 2022-23, the focus is to empower our trained candidates to choose their varied career path and they are suitably oriented for the same through On-Job Training (OJT) embedded industry relevant skill courses.

(b) In the current financial year (2025-26), a physical target of 13 lakh apprentices has been set under the National Apprenticeship Promotion Scheme (NAPS), out of which 7.12 lakh apprentices have been engaged up to October 2025.

(c) In order to provide more flexibility in skilling ecosystem, smaller modules of learning in the form of National Occupational Standards (NOS) and Micro Credentials (MC) have been approved under the National Skills Qualification Framework (NSQF). A NOS / Micro-Credential defines measurable workplace competencies, knowledge and skills delivered through focused,

flexible learning units for upskilling, reskilling, cross sectoral skilling and meeting specific industry needs starting from 7.5 hours duration. On the basis of demand and requirement of the industries, the National Council for Vocational Education and Training (NCVET) approves the NOS / Micro-credentials after the mandatory industry validations.

(d) An enhanced version of the apprenticeship portal facilitates an integrated digital process for establishments, including MSMEs, to manage activities such as registration, course selection, candidate engagement, contract issuance, training monitoring, stipend management, and assessment uploads. To make these processes easier and reduce compliance burden, establishments may avail support from district-level Assistant Apprenticeship Advisers and empanelled Third Party Aggregators (TPAs).
