

MEMORANDUM OF UNDERSTANDING

(MOU)

BETWEEN



BOARD OF APPRENTICESHIP TRAINING (WESTERN REGION), MUMBAI

An autonomous body of Ministry of Education, Government of India

&



DIRECTORATE OF HIGHER EDUCATION, GOVERNMENT OF MAHARASHTRA

for

**Implementation of Apprenticeship Embedded Degree/ Diploma Programme (AEDP)
under National Apprenticeship Training Scheme (NATS) of Ministry of Education,
Government of India.**

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING (here in after referred to as “MoU”) is executed on this 2nd Day of April 2025 at Mantralaya, Mumbai.

BETWEEN

BOARD OF APPRENTICESHIP TRAINING (WESTERN REGION), MUMBAI

**An autonomous body of Department of Higher Education, Ministry of Education,
Government of India**

AND


DIRECTORATE OF HIGHER EDUCATION, GOVERNMENT OF MAHARASHTRA

This Memorandum of Understanding (MoU) entered on 2nd day of the Month of April in the year 2025 at Mumbai.

BOARD OF APPRENTICESHIP TRAINING (WESTERN REGION), MUMBAI [BOAT (WR)] under the Department of Higher Education, an autonomous body of Ministry of Education, Government of India and Directorate of Higher Education, Government of Maharashtra enter into this understanding that industrial training component of minimum 6 months to a maximum of 1 year integrated in the final year of Apprenticeship Embedded Technical as well as Non-Technical Graduate, and Diploma courses may be covered under National Apprenticeship Training Scheme (NATS) with stipendiary coverage at a rate as prescribed by the Government of India, NATS, in line with the Office Memorandum No.16-6/2024-TS.VII dated 20/12/2024 (Attached as Annexure I) received from the Ministry of Education, Government of India.

1. About BOAT (WR)

- 1.1. Established in 1968, Board of Apprenticeship Training (Western Region), Mumbai, is an autonomous organization under the Department of Higher Education Ministry of Education, Department of Higher Education, and Government of India.
- 1.2. The Board is functioning at 2nd floor, New Administrative Building, NSTI Campus, V.N. Purav Marg, Sion (East), Mumbai- 400 022.
- 1.3. The major function of the Board is to implement and monitor the provisions of The Apprentices Act 1961, as amended in 1973 and 2014, so far as they relate to the training of Graduates, and Diploma holders in Technical as well as General streams in exercise of powers conferred to the Board under Section 23 of the said Act.


BOAT (WR), Mumbai

Page 2 of 10


Directorate of Higher Education


2. About Directorate of Higher Education

Directorate of Higher Education, founded in October of 1984, is a state office functioning under the governance of the Department of Higher and Technical Education, Government of Maharashtra. The objective of the directorate of higher education is to evolve perspective development plans for higher education in the state, encourage innovations in overall curricular development in the University and the Colleges, promote coordination of the educational institutions among themselves and explore the scope for interaction with industry and other related establishments. All Universities, Autonomous colleges, Government colleges, Aided, and Non-Aided colleges are regulated by Directorate of Higher Education under the state of Maharashtra.

There are Ten regional offices in the State to oversee the functioning of colleges in the respective regions, located at Mumbai, Pune, Panvel, Kolhapur, Solapur, Aurangabad, Nanded, Jalgaon, Amravati, and Nagpur.

3. Definitions

- 3.1. "AICTE" shall mean the All-India Council for Technical Education.
- 3.2. "Apprenticeship Embedded Degree/ Diploma Program (AEDP)" shall mean a programme enabling a student admitted to an undergraduate programme of the Higher Educational Institution, recognized as per The UGC Act, 1956, to pursue apprenticeship training as an integrated component of the degree/ diploma programme in compliance with these guidelines. The said AEDP programme shall adhere to all the guidelines published by University Grants Commission (UGC) and/or All-India Council of Technical Education (AICTE) from time to time as applicable to the programme, and as per guidelines issued by Government of Maharashtra.
- 3.3. "Board" shall mean BOARD OF APPRENTICESHIP TRAINING (WESTERN REGION), MUMBAI [BOAT (WR)] which is an autonomous body of Department of Higher Education, Ministry of Education, Government of India.
- 3.4. "DHE" shall mean Directorate of Higher Education, Government of Maharashtra.
- 3.5. "National Apprenticeship Training Scheme (NATS)" shall mean the flagship programmes of Government of India for Skilling Indian Youth in Trade disciplines. NATS under the provisions of The Apprentices Act, 1961, and The Apprenticeship Rules, 1992, both as amended from time to time till date; offers Graduate, and Diploma holders; a practical, 'hands-on 'On-the-Job-Training (OJT)' based skilling


BOAT (WR), Mumbai


Directorate of Higher Education

- opportunities for a duration of one year for Technical courses, and six months to three years for Non-Technical courses.
- 3.6. "NATS 2.0 Portal" shall mean the national portal for NATS having the URL <https://nats.education.gov.in>;
- 3.7. "UGC" shall mean the University Grants Commission.

4. Background

- 4.1. New Education Policy, 2020, emphasizes to bridge the Education-Employability gap among students. Apprenticeship is a tried and tested model to improve the employability of students.
- 4.2. In accordance with that, UGC has issued revised Guidelines for Higher Educational Institutions (HEIs) to offer Apprenticeship Embedded Degree/ Diploma Program (AEDP) in 2025, under which HEIs are required to offer Apprenticeship Embedded Degree/ Diploma Program (AEDP) at undergraduate level with a mechanism of industry-academia linkages and outcome-based learning of students.
- 4.3. The objectives of the AEDP are as follows:
- 4.1.1 To enhance the employability of students pursuing undergraduate level degree/ diploma programmes.
- 4.1.2 To focus on outcome-based learning in all degree/ diploma programmes to achieve graduate attributes and desired proficiency levels.
- 4.1.3 To promote active linkage between HEIs and industries/ establishments.
- 4.1.4 To bridge the skill gap identified by industries.

5. Purpose of the MoU

- 5.1. The specific purpose of this MoU is to establish a relationship and cooperation between the Board, the DHE and all HEIs under DHE to ensure that the industrial training component of the final year degree and diploma programme is covered as apprenticeship under NATS. NATS is governed under the provisions of The Apprentices Act, 1961, and The Apprenticeship Rules, 1992 as amended thereafter.

6. Applicability of the MoU

- 6.1. The MoU shall be applicable for all AEDP courses recognised as per The UGC Act, 1956, and considered to be compliant by UGC as mentioned in the AEDP Guidelines, to pursue apprenticeship training as an integrated component of the degree/ diploma

programme in compliance with these guidelines. The said AEDP programme shall adhere to all the guidelines published by University Grants Commission (UGC) and/or All-India Council of Technical Education (AICTE) from time to time as applicable to the programme.

- 6.2. All the provision (s) of The Apprentices Act, 1961, and The Apprenticeship Rules, 1992, as amended from time to time shall supersede all or any clause of this MoU in case it is found conflicting in nature.
- 6.3. This MoU and activities mentioned therein shall cover the institutions guided by DHE and students of these institutions. It will be the responsibility of the Heads of institutions to motivate the participation of students in the activities.

7. Period of MoU

- 7.1. This MoU will come into effect from the date of signature by both parties and will be valid for an initial period of four years, however, will be reviewed at every academic year end.
- 7.2. The MoU will be renewed after taking review of the earlier activities as per mutual understanding of both parties, unless terminated or replaced with a new MoU.
- 7.3. The MoU may be modified or terminated by one month written notice to the other party.
- 7.4. The termination of MoU shall not affect the commitment and on-going activities which are planned or are being executed at the time of termination.

8. Roles and Responsibilities of the Board

- 8.1. The Board in consultation shall extend the coverage of NATS to the industrial training component of minimum 6 months and maximum of 1 year period of the final year students enrolled in AEDP Degree and Diploma programmers of the Institution.
- 8.2. Organize workshops/ seminar/ meetings with establishments/ industries and industry associations with support of HEIs to promote Apprenticeship Training through AEDP under NATS.
- 8.3. The Board shall be responsible for issuance of 'Certificate of Proficiency (CoP)' through NATS 2.0 portal subject to the training establishment uploading all requisite information for generation of such Certificates.
- 8.4. The financial support of Government share of stipend to student will be available only while undergoing Apprenticeship Training component in final year of undergraduate level programme.

8.5. The 50% of stipend share of minimum rate of stipend as prescribed by Government of India will be disbursed by Government of India to the apprentices via DBT and remaining 50% will be paid by respective Company / industry.

9. Roles and Responsibilities of DHE and Higher Education Institutes (HEIs) under it

9.1. The DHE, through its ten regional offices in Mumbai, Pune, Panvel, Kolhapur, Solapur, Aurangabad, Nanded, Jalgaon, Amravati, and Nagpur, shall assist in bringing together all HEIs under its purview for propagating NATS and AEDP to its students.

9.2. The DHE shall help in mobilizing HEIs and its students to help in the awareness and sensitization about NATS. They shall also be involved in several awareness and outreach events which will be conducted by BOAT (WR) frequently throughout the year.

9.3. The DHE shall promote HEIs to register themselves as establishments and engage apprentices for their own administrative or teaching assistance roles.

9.4. The DHE shall encourage HEIs to set up AEDP courses or convert their existing courses into AEDP courses, to promote bridging of the skill gap by providing industry-relevant training in the form of apprenticeships to students.

9.5. HEIs must have ranked in the University category of the National Institutional Ranking Framework (NIRF) in the latest NIRF rankings

OR


HEIs must have a valid grade/ score by the National Assessment and Accreditation Council (NAAC)

OR

HEIs must have a valid basic accreditation by the National Assessment and Accreditation Council (NAAC) and complying with the criteria specified by the Commission from time to time.

9.6. HEIs to enroll its eligible students on the NATS 2.0 portal (www.nats.education.gov.in) for apprenticeship of minimum 6 months to a maximum of 1 year integrated in the final year of Apprenticeship Embedded Graduate (Technical/Non-Technical) and Diploma (Technical/Non-Technical) courses that can be covered under National Apprenticeship Training Scheme (NATS).

9.7. The HEIs may seek support of the nearest Common Service Centre (CSC) for the enrollment of students on the NATS 2.0 portal.


BOAT (WR), Mumbai


Directorate of Higher Education

- 9.8. The HEIs shall supply the information to the students that the said AEDP courses may be considered to be equivalent to the Sandwich courses as defined in The Apprentices Act, 1961, and The Apprenticeship Rules, 1992, both amended from time to time. The apprentices of such degree and diploma courses shall be termed as “Graduate Apprentice (Sandwich)”, and “Technician Apprentice (Sandwich)” respectively.
- 9.9. The HEIs are required to engage the students, especially of final year, to enable the above in experiencing and implementing NATS to the fullest.
- 9.10. The HEIs shall collaborate with the nearby industries/ establishments for providing industrial training to their students by directing all such industries/ establishments to register on the NATS 2.0 portal, for including industrial training under NATS and providing stipendiary support to the apprentices under intimation to BOAT (WR).
- 9.11. The HEIs shall ensure that once all the eligible students are enrolled on NATS 2.0 portal, they are directed to join the concerned establishment for undergoing apprenticeship training for the period as demanded in the course curriculum, minimum of which shall not be less than six months and maximum shall not be more than one year.
- 9.12. The HEIs shall ensure that all such students execute the Contract of Apprenticeship through the NATS 2.0 portal with the training establishment immediately after their joining as apprentices.
- 9.13. The HEIs shall ensure that stipend as per Rule 11 of The Apprenticeship Rules, 1992, as amended time to time, is payable to the apprentices by the concerned training establishment. The Central Government share of stipend up to 50% of the minimum prescribed rate shall be paid directly to the Apprentices through Direct Benefit Transfer (DBT) mechanism of NATS 2.0 portal.
- 9.14. The HEIs shall include a digital banner/ poster about NATS and a redirecting link on the landing page of their official website, which will lead to NATS 2.0 portal with URL www.nats.education.gov.in.
- 9.15. The HEIs may include Apprenticeship Training placements as part of their Placement Cell processes.
- 9.16. The HEIs may integrate concepts from the industry training in their course curriculum, as relevant and in consultation with the establishments.
- 9.17. Industry assessments may be included as a part of the HEI’s grading criteria for the apprentice to increase effectiveness of the apprenticeship training.
- 9.18. The HEIs and Board may import new-age skills under NATS viz. AI, ML, IoT, Block chain, and more to make the youth aware of and immersed in these skills.


- 9.19. The HEIs may establish NATS Facilitation Centers in their campus, which will help in the facilitation of NATS awareness, NATS 2.0 portal registrations, issue resolution, and more so that more aspirants will enroll for AEDP courses.
- 9.20. The HEIs is expected to keep a record of the final placements of NATS apprentices after their course completion and share the same with the Board.
- 9.21. The HEIs shall facilitate establishing of an Apprenticeship Alumni Connect to further students' interest and awareness of NATS.
- 9.22. The HEIs shall coordinate and facilitate with the concerned establishments for the smooth and successful completion of the apprenticeship training in accordance with the guidelines published by University Grants Commission (UGC) and/or All-India Council of Technical Education (AICTE) from time to time as applicable to the programme as well as all the provision(s) of The Apprentices Act, 1961, and The Apprenticeship Rules, 1992, as amended from time to time.
- 9.23. The institute shall mandatorily submit a list of all the programmes covered under AEDP in the prescribed format and nomenclature for onward submission to the NATS 2.0 Portal team so that the courses could be listed on the NATS 2.0 Portal and made available for the students for selection during their enrollment process.
- 9.24. Both the parties to nominate and inform the names of their coordinators for effective communication and ease of activities along with communication details.

10. Notices

- 10.1. Any notice or other communication under this MoU shall be given in writing and delivered by hand, sent by post, facsimiled transmission, or e-mail.

11. Amendment

- 11.1. This MoU may be amended on consent of both the parties to align with the Guidelines published by University Grants Commission (UGC) and/or All-India Council of Technical Education (AICTE), from time to time as applicable to the programme.
- 11.2. This MoU may be amended on consent of both the parties to align with the provision(s) of The Apprentices Act, 1961, and The Apprenticeship Rules, 1992, as amended from time to time.
- 11.3. This MoU may be amended on consent of both the parties to align with the provision(s) and directions of the Ministry of Education, as issued from time to time.


BOAT (WR), Mumbai


Directorate of Higher Education

12. Force Majeure

12.1. Neither party shall be liable to the other for failure or delay in the performance of any of its obligations under this MoU for the time and to the extent such failure or delay is caused due to acts of God, natural disaster, fire, floods, explosions or earthquake, epidemic or quarantine restrictions, serious accidents, war, insurrection or riots, strikes, legal necessity or labor troubles, or any other cause beyond the party's reasonable control, provided that sufficient notice of such occurrence of force majeure is communicated to the other party.

13. Signatures

13.1. This MoU constitutes in principle to proceed and work out more detailed modalities to operationalize the same between the parties. No amendments consent or waiver of terms of this MoU shall bind either party unless in writing or signed by both parties.

13.2. Both the parties agree and assure each other about the secrecy and maintaining the privacy of all sorts of communication and details of students during the period of MoU and thereafter.






BOAT (WR), Mumbai



Directorate of Higher Education

All the above contents are read over and understood by both the parties to this MoU.
Hence the MoU is executed on 2nd day of April month 2024.

<p>First Party: Signed on behalf of BOARD OF APPRENTICESHIP TRAINING (WESTERN REGION), MUMBAI</p>  <p>Shri. P. N. Jumle, Director, BOAT(WR), Mumbai</p> <p>Date:</p>	<p>Second Party: Signed on behalf of DIRECTORATE OF HIGHER EDUCATION, GOVERNMENT OF MAHARASHTRA</p>  <p>Dr. Shailendra Deolankar, Director, DHE Government of Maharashtra</p> <p>Date:</p>
<p>Witness: 1</p>	<p>Witness:2</p>



BOAT (WR), Mumbai



Directorate of Higher Education

No.16-20/2024-TS.VII
Government of India
Ministry of Education
Department of Higher Education
(TS-VII Section)

Shastri Bhawan, New Delhi
Dated: 08th October, 2024

Office Memorandum

Subject: Inclusion of Apprenticeship Component in the Final Year Degree, and Diploma Courses (Technical and General Streams) under National Apprenticeship Training Scheme (NATS)-reg.


The undersigned is directed to say that for further propagating the apprenticeship program, it has been decided to extend the stipendiary coverage of NATS Scheme to final-year students enrolled in degree, and diploma programs that include Industrial training component as apprenticeship training under National Apprenticeship Training Scheme (NATS).

2. The Apprenticeship component of minimum 6 months to a maximum of 1 year integrated in the final year of Apprenticeship Embedded Technical as well as Non-technical Graduate, and Diploma courses can be covered under National Apprenticeship Training Scheme.

3. The said courses may be considered to be equivalent to the Sandwich course as defined in The Apprentices Act, 1961 and The Apprenticeship Rules, 1992, both amended time to time. The apprentices of such courses shall be termed as "Graduate Apprentice (Sandwich course)", and "Technician Apprentice (Sandwich course)".

4. To cover the Apprenticeship Embedded Degree, and Diploma programs under NATS, a Memorandum of Understanding between Universities/HBIs and Regional Boards responsible for implementation of National Apprenticeship Training Scheme in the respective Region, will be required to be done.

This issue with the approval of Competent Authority.


(Gaurav Singh)
Director (Hdu Tech)

To
The Directors
BoAT(NR, SR and WR)/BoPT (ER)

16-6/2024-TS.VII
Government of India
Ministry of Education
Department of Higher Education

Shastri Bhawan, New Delhi
Dated: 20th December 2024

OFFICE MEMORANDUM

Subject: Inclusion of Apprenticeship Component in Degree & Diploma Programs (Technical & General Stream)-reg.


The undersigned is directed to refer to the OM No 16-20/2024-TS VII dated 08.10.2024 regarding inclusion of apprenticeship component of minimum 6 months to a maximum of 1 year integrated in the final year of Apprenticeship Embedded Technical as well as non-technical Graduate, and Diploma courses under NATS scheme.

2. Now, in supersession of this OM, it has been decided to extend the coverage of NATS Scheme to all the students enrolled in Degree & Diploma Programs subject to UGC guidelines provided their program includes an embedded industrial training component of 6 months to 1 year.

3. The said courses may be considered to be equivalent to the Sandwich course as defined in The Apprentices Act, 1961 and The Apprenticeship Rules, 1992, both amended time to time. The apprentices of such courses shall be termed as "Graduate Apprentice (Sandwich course)", and "Technician Apprentice (Sandwich course)".

4. To cover the Apprenticeship Embedded Degree, and Diploma programs under NATS, a Memorandum of Understanding between Universities/HEIs and Regional Boards responsible for implementation of National Apprenticeship Training Scheme in the respective Region, will be required to be done.

This issue with the approval of Competent Authority.



(Kunal Raja Gautam)

Under Secretary to the Government of India
Tele : 011 23070431

To

The Directors
BoAT/BoPT (NR, WR,ER,SR)