



National Initiative for Skill Integrated
Higher Education (NISHE) Project

www.crispindia.net/nishe

Handbook for Apprenticeship Embedded Degree Programs (AEDPs)

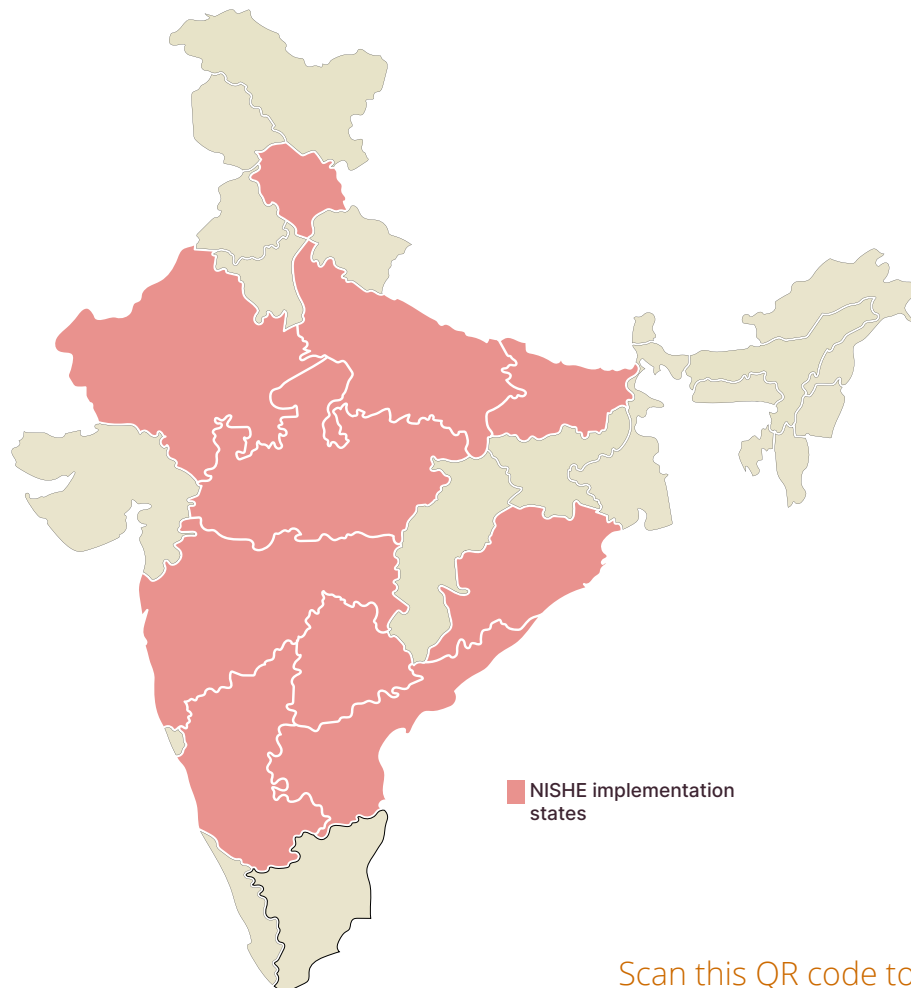
Prepared by



Centre for Research in
Schemes & Policies (CRISP)

www.crispindia.net

NISHE implementation states



Scan this QR code to access the related resources ▼



Please feel free to email to nishe@crispindia.net for any queries.

Contents

Foreword	3
Introduction: The Need for AEDPs.....	4
What are AEDPs?	4
About CRISP & NISHE	5
Structure of AEDPs.....	6
AEDPs are as per the UGC Guidelines.....	7
AEDP Batch Size.....	7
Evaluation Criteria of Apprenticeship	8
Difference between AEDP Apprenticeship, OJT & Internship.....	9
Stakeholders' Roles and Responsibilities.....	10
Annexure 1: Sector-wise AEDPs.....	12
Steps for Implementation of AEDPs	13
FAQs for Students	17
FAQs for States	22

Foreword

RS Julania (IAS Retd.)

National Lead, NISHE

Founding Member, CRISP



Warm Greetings! CRISP has been founded by 10 retired senior civil servants (who worked at the level of Secretary to the Government of India) as a not-for-profit organization. CRISP partners with State/Central Governments on a 'no charge basis' for impact at scale in identified social sectors. All members of CRISP work without any remuneration on 'give back to society' principle.

CRISP has set up the National Initiative for Skill-integrated Higher Education (NISHE) for embedding skilling in higher education at undergraduate level. Under NISHE, CRISP supports state governments, universities and higher education institutions for implementation of Apprenticeship Embedded Degree Programs (AEDPs).

The AEDPs have been designed in consultation with stakeholder industries in various sectors through Sector Skill Councils and industry organisations, and are UGC Guidelines Compliant. AEDPs combine academic coursework with industry relevant work experience and make graduate students skilled, market-ready and employable. Retaining 70 to 80% of the curricula and content of standard 3-year/4-year BA/BCom/BSc/BBA programs, AEDPs include 20 to 30% curricula and contents for sector-specific skills in sectors such as retail, banking and finance, logistics, HR management, life sciences management, healthcare management, etc. In the final semester/ year of the degree program, an AEDP student is placed under compulsory stipendiary apprenticeship in the industry for practical learning.

Upon graduation, a student is skilled for entry level managerial roles in relevant industry establishments. AEDPs are currently implemented in 340 higher education institutions in 9 States, and are getting expanded to another 2 States in AY 2026-27.

The project is student-centric and is a win-win for all: the quality of higher education improves, students acquire in-demand skills, and the industry gains skilled manpower.

I believe this handbook is going to be very handy for all stakeholders. The handbook includes FAQs and SOPs on AEDPs. With best wishes.

A handwritten signature in black ink, appearing to be 'RS Julania'.

Introduction: The Need for AEDPs

According to the India Employment Report, 2024; the Indian demography indicates contrasting trends, illustrating peculiarities of Indian Labour markets:

- Unemployment rises with education, except for technical graduates.
- Most jobs are low-quality and in the informal sector.
- Production is becoming more capital-intensive, reducing labour demand.
- The job market's capacity to absorb workers is shrinking.
- Higher education attainment is low, with high dropout rates.

Therefore, bridging the gap between industry needs and education becomes indispensable to making graduates skilled, experienced, and employable. However, labour markets vary across sectors, requiring a customized approach. No single entity has complete expertise, so collaboration among stakeholders is essential. Policies and tools can help create a common platform to align education with industry needs.

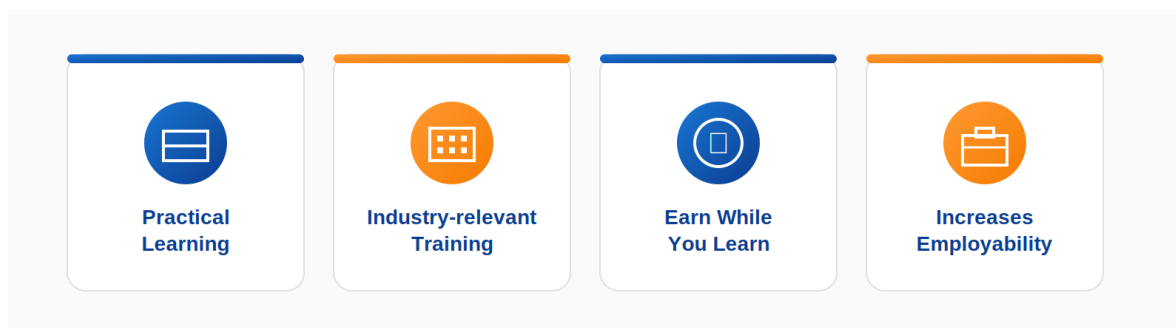
The Apprenticeship Embedded Degree Program (AEDP) is one such instrument, which focuses on graduate employability by coordinating various entities, with the state leading the effort. According to the Apprenticeship Act, 1961; apprenticeship training means *“a course of training in any industry or establishment undergone in pursuance of a contract of apprenticeship and under prescribed terms and conditions which may be different for different categories of apprentices”*. A person undergoing apprenticeship training in pursuance of a contract of apprenticeship is called an apprentice.

What are AEDPs?

Unlike traditional undergraduate programs, AEDPs are typically 3-year degree programs that combine academic coursework with practical work experience. The UGC Guidelines released in March 2025 stipulate that AEDPs shall be treated equivalent to conventional undergraduate degrees, making students of AEDPs eligible for further postgraduate study, scholarships, competitive exams, etc. Students enrolled in such programs split their time between classrooms and workplaces. In an AEDP setting, students pursue theory for two years followed by a complete final semester/year apprenticeship. This approach enriches their learning journey and also equips them with the tangible skills that employers seek. The AEDPs structure may be adapted by universities in line with their academic framework. CRISP facilitates the implementation of AEDPs by continuously coordinating with all the relevant stakeholders.

[FAQs](#) on AEDPs and the SOPs are enclosed.

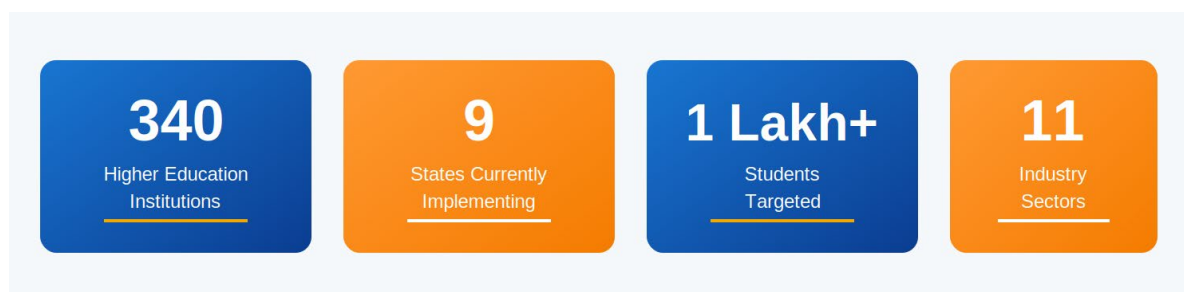
The following are the major benefits of AEDPs:



About CRISP & NISHE

The [Centre for Research in Schemes and Policies \(CRISP\)](#) is an initiative by a group of 10 civil servants, who worked at the level of Secretary to Govt. of India and Chief Secretary to the State Government, to help the State & Central Governments in designing/ redesigning/ evaluating the schemes/ policies in social sector. CRISP, a unique organisation set up by civil servants and those in public service, each with more than three decades of experience, gives back to society, by helping in better structuring of the implementation process of the schemes and policies. The organization works **pro bono** with a focus on improving the implementation of schemes at **no charge basis** to State Governments.

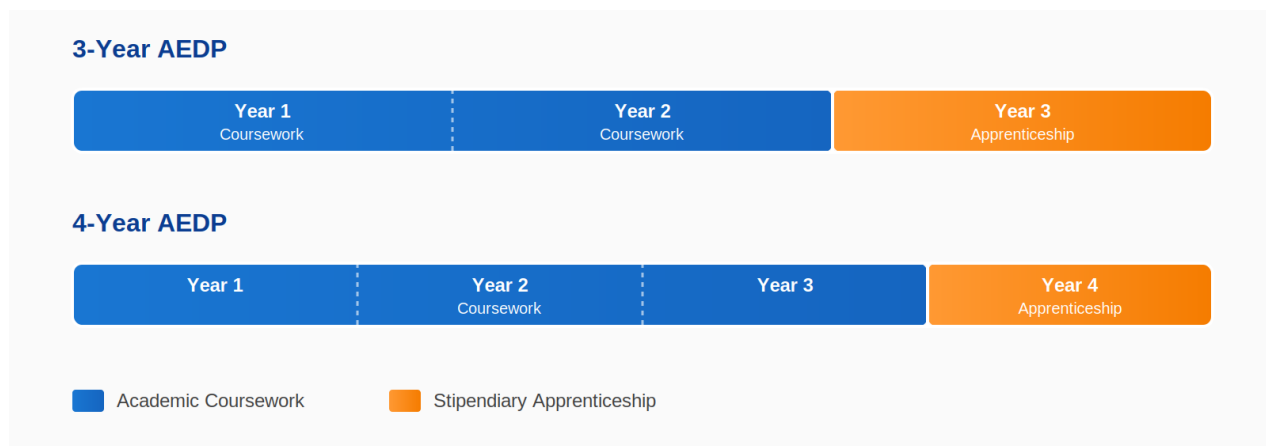
CRISP launched the [National Initiative for Skill-Integrated Higher Education \(NISHE\)](#) with an objective of enhancing employability outcomes of about 1 lakh+ general education students in about 1400+ colleges across the nation. NISHE works on a no-charge model to the state governments in **professionalizing the general education** by adhering to the UGC Guidelines for HEIs to offer AEDPs, March 2025. AEDPs were implemented in the states of Uttar Pradesh and Telangana in AY 2023-24 and are expanded to the states of Andhra Pradesh, Karnataka, Maharashtra and Madhya Pradesh in AY 2024-25. In AY 2025-26, the states of Odisha, Rajasthan and Himachal Pradesh are added to the NISHE project with an plan to expand it to Bihar and Punjab in AY 2026-27.



Structure of AEDPs

AEDPs are available in 3-year and 4-year models:

- **3-year AEDP:** 2/ 2.5 years of academic coursework, followed by final year/ semester apprenticeship.
- **4-year AEDP:** At least 3 years of coursework, followed by a final-year apprenticeship.



The coursework in AEDP consists of 03 components i.e., Core Courses, General Courses and AEDP Skill Courses. Core and General Courses can be modified by HEIs as needed. It is recommended that the core structure of **AEDP-specific Skill Courses** and **Apprenticeship components** be retained to maintain alignment with industry requirements; however, Universities may suitably adapt the curriculum i.e., Core Courses (DSCs, DSEs) and General Courses (MDCs, AECs, SECs, VACs) in accordance with their academic frameworks.

At the institutional level, AEDPs are required to adhere to the UGC's Guidelines, National Credit Framework; and Curriculum & Credit Framework for UG Programmes.

- The UGC Guidelines for HEIs to offer AEDPs, 2025 points out that a 3-year UG program must have at least 120 credits and a 4-year UG program must have at least 160 credits, as mentioned in the Curriculum and Credit Framework for UG Programs, 2022.
- As per the Curriculum and Credit Framework for UG Programs, 2022 point 3.2.2: minimum 50% of the total credits must be allocated for Majors. This includes credits allocated for skill courses & apprenticeship.
- As per the UGC Guidelines for HEIs to offer AEDPs, 2020 points 18, 19 & 20; students must pursue a core/minor course with at least 24 credits at UG level to be eligible to pursue PG in that particular course.

AEDPs are as per the UGC Guidelines

AEDPs are formulated adhering to the [UGC Guidelines for HEIs to offer AEDPs, March 2025](#) with an aim to enhance employability outcomes of students pursuing UG programs by integrating industry-relevant skills into the curriculum. The AEDP degree issued by the university is **equal to other UG degree programmes** (like B.A., BBA, B.Sc., B.Com.) for the purpose of higher studies, competitive examinations and scholarships.

UGC Guidelines for HEIs to offer AEDPs, 2025 confirms the following:

5.4. *'An Apprenticeship Embedded Degree Programme shall be treated at par with the regular UG degree programmes specified by the UGC under section 22 (3) of the UGC Act, 1956, for all purposes, including further education and recruitment/employment.'*

5.5. *'Students graduating from the Apprenticeship Embedded Degree Programme shall be eligible to take admission in the Master's/Ph.D. programme'.*

AEDPs follow the relevant national guidelines like UGC, NCrf, NCF, NEP 2020:

- **3-year AEDPs:** Apprenticeship lasts from 1 semester to 3 semesters.
- **4-year AEDPs:** Apprenticeship lasts from 2 semesters to 4 semesters.
- At least one semester of apprenticeship is mandatory, accounting for 20% of total program credits within the Choice-Based Credit System (CBCS).
- Apprenticeships are **off-campus**, conducted in industries, organizations, or enterprises, requiring HEIs to establish **MoUs with industry establishments**.
- HEIs with a valid NAAC accreditation can implement AEDPs.

AEDP Batch Size

The ideal batch size is 50-60 students. A batch size smaller than 30 may not be cost-effective for the college. If the batch size is small, students should be shifted to nearby colleges.

Assessment

All the theory papers across courses (DSC, DSE, MDCs, AECs, SECs, VACs) including AEDP specific Skill Courses shall be evaluated by the University/ Autonomous College on par with their other Non-Professional/ Conventional Degree Programmes. The apprenticeship shall be evaluated both by the industry and HEI, as per the evaluation framework and criteria specified in the UGC Guidelines for HEIs to offer AEDPs, March 2025. If the college intends to get a NSDC certificate for the Skill Courses for its students, they may reach out to the relevant Sector Skill Council (SSC) for skill assessments for the certification, by paying the applicable assessment fees (Obtaining an NSDC Certificate is optional).

Evaluation Criteria of Apprenticeship

As per the UGC Guidelines, 2025; the training of the students/apprentices shall be evaluated and the weightage of various components of the assessment shall be mutually decided between the HEI and the industry/establishment as per the following:

- A. Evaluation by industry/establishment (min. 30% – max. 40% weightage).
- B. Evaluation by faculty mentor based on the on-site visit(s) (min. 30% – max. 40% weightage).
- C. Evaluation through seminar presentation and Viva Voce at the HEI (remaining weightage – min. 20% – max. 40%)

Note: For the seminar presentation and Viva-Voce, industry experts may be invited by the HEI.

Difference between AEDP Apprenticeship, OJT & Internship

It is crucial to understand the differences between apprenticeship, OJT and internship:

Feature	AEDP Apprenticeship	On-the-Job Training (OJT)	Internship
Governance	Graduation Degree (B.A., BBA, B.Com., B.Sc.) University Degree Apprenticeship Act, 1961	None	None
Duration	1 semester to 4 semesters	Varies	4-8 weeks
Stipend	Mandatory	Optional	Optional
Certification	University degree certificate	May not provide formal certification	May not provide formal certification
Focus	Practical, job-role skills, networking	Practical experience	Workplace exposure

Stakeholders' Roles and Responsibilities

Stakeholder	Roles and Responsibilities
Higher Education Department (HED) and/or Commissionerate of Collegiate Education (CCE) and/or State Higher Education Council (SHEC)	Taking ownership of the program and outlining the vision for the success of the project.
	Selecting and approving participating colleges, adhering to the UGC guidelines
	Appointment of a state-level Nodal Officer from the Government
	Continuous monitoring and coordination with universities and HEIs
	Ensuring the availability of and motivating the faculty for training
	Necessary approvals for implementation of project, including issuance of orders and directives, BoS approvals, waiving of fees and deposits where necessary, inclusion of AEDPs in scholarship criteria, etc.
	Promote AEDPs through extensive awareness campaigns
	Periodic and proactive coordination with all the stakeholders
Centre for Research in Schemes and Policies (CRISP)	Continuous review and monitoring of the project
	CRISP plays a facilitatory and advisory role in the implementation of State government-driven project.
	Disseminating the AEDPs model curricula to the state government
	Facilitating the Faculty Training Programmes (FTPs) to enable the existing faculty to teach AEDP Skill Courses
	Developing and helping HEIs develop quality teaching-learning content
	Supporting stakeholder coordination, where required
Sector Skill Councils (SSCs)	Continuous monitoring of the project by periodic visits
	Developing occupational standards by the NSQF and skill development programs
	Conduct optional assessment for Skill Courses and provide NSDC certification
	Developing Curricula and Teaching-learning Content

Stakeholder	Roles and Responsibilities
BOATs	Signing of MoUs with the Higher Education Institutions (HEIs)
	Identification and onboarding of industry establishments in the vicinity of HEIs
	Facilitation of the Tripartite Agreement (TPA) between the HEI, Student and Establishment through the NATS 2.0 portal
	Ensuring apprentice student received the minimum stipend from the Government of India
	Enforcing the Apprenticeship Act, 1961
Universities	Issuance of Board of Studies (BoS) approvals for AEDPs and displaying the approved curricula on their websites
	Conducting examinations and awarding degrees for AEDPs
	Promote AEDPs through awareness campaigns
	Ensure academic validation and integration within the formal higher education framework
	Forge industry partnerships and strengthen placement cells at the university level and the colleges level
Higher Education Institutions (HEIs)	Awareness drives to promote AEDPs
	Making faculty available for Faculty Training Programmes (FTPs)
	Deploying trained faculty for relevant subjects, for which the training was obtained
	Entering into a bipartite MoU with the BOATs
	Entering a Tripartite Agreement (TPA) with the student and establishment through BOATs and onboarding students on NATS portal
	Identifying and assigning qualified champion faculty members to coordinate programs
	Conducting assessments as per the prescribed schedule and monitoring progress of the students and the program

• table continued on next page

	Using the teaching-learning material provided by CRISP and industry expert organisations
	Arranging lectures from industry experts and industry visits.
	Monitoring students' progress during the apprenticeship duration

Annexure 1: Sector-wise AEDPs

S.No.	Sector Name	AEDPs under each Sector
1	Retail	BBA/ B.Com. Retail Operations
2	Logistics	BBA/ B.Com. Logistics BBA/ B.Com. E-Commerce Operations
3	Tourism & Hospitality	B.Sc. Tourism & Hospitality Operations BBA Tourism & Travel Management
4	Media & Entertainment	B.Sc. Game Art and Design B.Sc. Animation and VFX B.Sc. Digital Marketing and Advertising B.Sc. Film and TV Production B.Sc. Media Communication B.A. Content and Creative Writing BBA Event Management
5	Healthcare	BBA/ B.Sc. Healthcare Management
6	Life Sciences	B.Sc. Pharmaceutical Manufacturing and Quality B.Sc. Marketing and Sales
7	BFSI	BBA/ B.Com. BFSI
8	Management & Entrepreneurship	BBA/ B.Com. HR Operations BBA/ B.Com. Digital Sales & Marketing
9	Electronics	B.Sc. Digital Electronics B.Sc. Industrial Electronics
10	Apparels	B.Sc. Fashion Design and Technology
11	Construction Management	B.Sc. / B.Com. Construction Project Management B.A./ B.Sc. / B.Com. Real Estate & Property Management B.A./ B.Sc. / B.Com. Sustainable Construction & Infrastructure

Steps for Implementation of AEDPs

Implementation in States from AY 2026-27

1. Signing of MoU

Signing of MoU between the Higher Education Department (HED), State Government and CRISP will formally serve as the foundation for the collaboration for the facilitation of Apprenticeship Embedded Degree Programs (AEDPs) in the Non-Professional/ Conventional Degree Colleges of the state. The State Government shall act as the primary implementing authority, while CRISP shall provide facilitation and advisory support.

2. Submission of Action Plan by CRISP

After the MoU signing, CRISP submits an indicative Annual Action Plan to the Higher Education Department for the approval containing the list of potential colleges and AEDPs for the academic year. The action plan details the selection criteria of colleges which are:

- Colleges with a valid NAAC grade/ NIRF ranking
- Colleges located in urban areas/ industrial clusters.
- Colleges with a strength of 1000 or above students.

3. Appointment of SPOC from the Higher Education Department

The Higher Education Department (HED) appoints a Single Point of Contact (SPOC) for all communication and collaboration purposes with the CRISP team to ensure that all aspects of the project are aligned and executed smoothly across all the stakeholders (HED, CCE, SHEC, Universities, Colleges).

4. Approval of HEIs and AEDPs by the Higher Education Department

The Higher Education Department (HED) reviews and approves the list of colleges and AEDPs for the implementation of project. This ensures that the most suitable colleges are mapped with AEDPs, which is essential for the successful delivery of the programs.

5. Curriculum Submission to Universities for Approval

Prior to the commencement of the academic year, CRISP submits the *model curricula* (prepared by the respective industry experts) of AEDPs to the Higher Education Department (HED) for the review and approval of the AEDPs. The universities review and approve the curricula to ensure they align with their universities' norms and academic standards.

It is recommended that the core structure of **AEDP-specific Skill Courses** and **Apprenticeship components** be retained to maintain alignment with industry requirements; however, Universities may suitably adapt the curriculum i.e., Core Courses (DSCs, DSEs) and General Courses (MDCs, AECs, SECs, VACs) in accordance with their academic frameworks.

6. Issue of Prospectus for AEDPs by the Higher Education Department

The prospectuses for AEDPs need to be issued by the Higher Education Department. These prospectuses provide information on the colleges offering AEDPs from AY 2026-27 i.e., available AEDPs with curriculum, eligibility criteria, and admission procedures, to prospective students. The Higher Education Department are required/ expected to display the list of colleges offering AEDPs on their State Admissions Portal so that students can opt for AEDPs during the admissions cycle.

7. Approval by Universities' BoS and Academic Council to start AEDPs

The Boards of Studies (BoS) and Academic Councils of the Universities need to approve the AEDPs (curricula with detailed syllabus and examination pattern), after making the requisite changes and display on their respective Universities websites. This approval allows the colleges to officially begin offering the programs, ensuring they meet both educational and industry requirements. **CRISP has no role in fee determination or certification processes.**

The fee for AEDPs is the same as the fees for the other Non-Professional/ Conventional Degree Programmes decided by the State Government/ Universities. AEDPs are offered at **no additional charge** to the students. Where AEDPs are run on self-finance mode, there the fee structure is determined by colleges in tandem with their respective universities.

All the theory papers across courses (DSC, DSE, MDCs, AECs, SECs, VACs) including AEDP specific Skill Courses shall be evaluated by the University/ Autonomous College on par with their other Non-Professional/ Conventional Degree Programmes. The apprenticeship shall be evaluated both by the industry and HEI, as per the evaluation framework and criteria specified in the UGC Guidelines for HEIs to offer AEDPs, March 2025. If the college intends to get a NSDC certificate for the Skill Courses for its students, they may reach out to the relevant Sector Skill Council (SSC) for evaluating the students, by paying the applicable exam fees (this is optional).

8. Extensive Awareness Campaigns on AEDPs

From January to June 2026, extensive awareness campaigns need to be carried out by the colleges and the Higher Education Department. These campaigns promote AEDPs to students, guiding them on the benefits and opportunities available through the programs. CRISP team may provide the necessary support (if required) in these awareness campaigns.

Students completing XII standard must be targeted. Additionally, the colleges are requested to display the advertisement for the AEDPs prominently on their respective websites.

9. Admissions & Classes Commencement

The final step is the commencement of admissions and classes for the odd semester/ year in June/ July 2026. Students admitted to the AEDPs will begin their classes, marking the official start of the educational sessions.

10. Faculty Training Programmes (FTPs)

During July-September 2026, CRISP facilitates the sector-wise and year-wise FTPs for faculty teaching AEDPs in the state and may bear the training cost of the FTPs. These training sessions equip the faculty with the necessary pedagogical approaches and knowledge to effectively teach the AEDP specific Skill Courses. The colleges are requested to nominate 2 faculty per AEDP per year (I year/ II year), who will be teaching AEDP specific Skill Courses, teaching from the relevant departments for the training, that will be conducted by the relevant industry experts, facilitated by CRISP.

11. Signing of MoUs between Colleges and BOATs

MoUs will be signed between the colleges and the respective Board of Apprenticeship Training (BOAT) in the presence of the Higher Education Department. These agreements will formalize the partnership, defining the responsibilities of each party in delivering the AEDPs.

S.No.	Region-wise BOATs	Applicable States
1	BOAT (Northern Region), Kanpur	Uttar Pradesh, Rajasthan, Himachal Pradesh
2	BOAT (Western Region), Mumbai	Madhya Pradesh, Maharashtra
3	BOAT (Southern Region), Chennai	Andhra Pradesh, Telangana, Karnataka
4	BOPT (Eastern Region), Kolkata	Odisha, Bihar

Following the two years of classroom-based coursework, a Tripartite Agreement (TPA) will be signed between the Student, Institution and Industry Establishment, facilitated by the BOAT. Mapping of industries by the BOATs on a district wise basis.

- Onboarding of new establishments on the National Apprenticeship Training Scheme (NATS) portal at least three months before the commencement of apprenticeships.
- Mapping students onto industry establishments through NATS portal.

- Facilitating the signing of TPAs via the NATS portal, by the IV semester (at least 3 months before the commencement of the final year apprenticeship).

12. Submission of Data to CRISP, as per the format prescribed (Periodically)

CRISP will share indicative templates for data collection. This data will be filled and shared by the colleges periodically, so that progress of the AEDPs may be closely monitored. Colleges may reach out to the CRISP state teams for any queries or assistance. Data sharing shall be at the discretion of the State Government.

13. Industry Mapping

The State Government has to actively support the apprenticeship mapping across the districts where AEDPs are running in colleges. Coordinated mobilization of key departments, particularly Skill and Industry, along with District Collectors and District Industries Centres (DICs), has to be ensured. A convergent approach will enable timely identification and onboarding of suitable industry establishments, thereby ensuring strong forward linkages and a seamless apprenticeship experience for students. CRISP may support coordination, if required.

14. Periodic Evaluation of Students' Progress

The colleges are requested to monitor their students' attendance and progress. While the BOAT and industry establishment shall closely monitor the students' attendance and progress during their apprenticeship, the colleges have to mentor and monitor the students continuously, and provide any support necessary for the students. The colleges are encouraged to contact their respective BOAT directly should any clarification with regard to the students' participation in the apprenticeship be sought. They may mark the CRISP state teams in their communications, if facilitation support is required.

15. Outreach to BOAT for Material, Industry Visits, etc.

The colleges are encouraged to periodically reach out to industries/ BOATs for organizing guest lectures, industry visits, etc. The advantage of the AEDP is that it builds a direct link between the colleges and the relevant industry body. The colleges are requested to make the most of this resource, and to make sure that the channels of communication with the industry bodies are active and maintained consistently. The college may take care to mark a copy of their correspondence with the industries/ BOAT with the CRISP team, to enable follow-up (if required).

FAQs for Students

Q. Why is the AEDP important?

The AEDP combines academic learning with practical hands-on work experience, making students job-ready, improving their employability outcomes upon graduation. These Apprenticeship Embedded Degree Programmes (AEDPs) not only provide you with industry demanded skills but also give you industry work exposure with stipend.

Q. What do I gain from this AEDP?

You gain practical skill sets that are demanded by the industry in the current job market. These skill sets are merged into your degree curriculum and on completion, you will have a degree in hand with a year's industry apprenticeship, during which you will earn stipend as per the Apprenticeship Rules (revised from time to time). You will be provided with a strong foundation of domain knowledge and work ethic that will make you ready for professional roles.

Q. What is an apprenticeship? Will I get a stipend if I choose this AEDP?

An apprentice is a person who has entered into a contract of apprenticeship with the employer for apprenticeship training under the Apprentices Act.

Yes. If you choose the AEDP, you will earn a stipend during the apprenticeship. This apprenticeship would help you gain a better understanding of the industry and also provide you with hands-on experience. It will boost your degree credentials, make for a good CV and ideal for jobs.

Q. How is this AEDP different from regular degrees like B.A., B.Sc. and B.Com.?

Unlike regular degree programs, AEDPs emphasize practical training alongside academic coursework, preparing students with skills directly applicable to industry needs. Regular degree programs lack apprenticeships and often fail to align with industry requirements. AEDPs make you an ideal candidate for jobs in your chosen industry and also open numerous opportunities for higher education. For serious and eager students, there is an immense scope for vertical mobility.

Q. How much stipend can I expect from the apprenticeship?

The stipend is as per the Apprenticeship Rules (revised from time to time) and the revised minimum monthly stipend is Rs. 12,300 during these apprenticeships (yet to be implemented). In an era of unpaid internships, AEDPs provide government-monitored apprenticeships in the industry relevant to your AEDP!

Q. Where will I be placed for the apprenticeship?

Placement locations for apprenticeships vary by program and partnerships with industries. You may have to relocate to urban areas or areas where the industries are. It is the industry and availability of apprentice slots that decide the location of apprenticeship. Students willing to move can gain much more from the programme.

Q. Does the AEDP have proper recognition?

Yes, AEDPs are just like your regular degree programs, fully recognised and approved by the UGC and Universities, but with special and upgraded features. You will be evaluated by your college in the same manner and awarded a degree.

Q. What is the scope for higher studies after completing the apprenticeship?

AEDPs provide a solid foundation for further studies or specialized training in the chosen field, enhancing career prospects and opportunities for advanced degrees. You can go for an MBA, Masters and further. Many of the students who have previously opted for AEDPs have gone for MBA and because of their industry specific knowledge and skills they were given more preference in interviews!

Q. Will I study in the same college for the theoretical part of the program?

Yes. The classes for the theoretical part of the AEDP will be conducted in the college. You are expected to move only for apprenticeships.

Q. What if I don't like the AEDP after six months? Can I shift to a regular degree after that?

Switching programs may vary by institution policy, but it's generally advisable to consult with academic advisors or program coordinators for guidance.

Q. Is there a guarantee of getting a job after the apprenticeship?

Successful apprentices who have worked with merit do usually find jobs immediately. Industry does not let go of good apprentices.

Q. Will there be campus recruitment for placements? Who will help to get the job?

There will not be college placements. The BOATs have the responsibility to provide apprenticeship linkage, which on successful completion, normally leads to jobs.

Q. Will the marks obtained during the apprenticeship be added to my overall academic record?

Yes, AEDPs incorporate apprenticeships into your curriculum. Your performance as an apprentice will be evaluated and assessed, it will contribute to your overall CGPA or percentage.

Q. What if I don't want to do the apprenticeship? Can the AEDP be completed without an apprenticeship?

Apprenticeships are integral to AEDPs, providing essential hands-on experience. To complete the AEDP, you have to finish the apprenticeship to be awarded a degree. Although it is advisable and ideal to complete the AEDP, AEDPs are aligned with the multiple entry and exit policy of NEP 2020. You have exit options. An AEDP will have diluted value without apprenticeship.

Q. What happens if the number of students in a course is less than 10 or 15?

This situation depends on the institution's policies. They may decide to combine batches with a nearby college offering the same course.

Q. Will I be charged anything extra for the apprenticeship program except the government fees?

No. The fees applicable for conventional degree programmes applies for AEDPs also.

Should a student opt for Skill Assessment and Certification, then they would be expected to pay the Assessment Fee to the Sector Skill Councils (SSCs) directly. While taking skill certification is advised, it is optional.

Q. What kind of support will be provided by the state government during the program?

The state government owns the programme and oversees the programme, facilitate quick University approvals and motivate the colleges constantly.

Q. Who will teach me in the Program?

Qualified existing faculty at the college are identified, who are ready to teach these AEDPs. They will receive training from the AEDP Specific Experts, who will equip them with inputs needed to effectively deliver AEDPs, ensuring relevance and quality.

Q. Who will evaluate the apprenticeship? Will it be an internal or external evaluation?

Your performance during the apprenticeship will be evaluated by both your reporting manager from the industry establishment and college together, as per the UGC Guidelines.

Q. If the evaluation is external, will there be a delay in the process?

Institutions aim to ensure timely evaluations, but any delays related to external evaluations will be communicated in advance to minimize disruptions. Evaluation of apprenticeship by industry is very timely and immediate.

Q. When will my exams be conducted?

Exam schedules are typically aligned with academic semesters, and specific timelines will be provided by your educational institution.

Q. What is CRISP, and what is its role in AEDPs?

CRISP, the Centre for Research in Schemes and Policies, is a not-for-profit organisation that facilitates the implementation of AEDPs across the country, ensuring quality, consistency, and scalability by closely coordinating with BOATS, SSCs and educational institutions.

Q. What are Sector Skill Councils, and what are their functions?

Sector Skill Councils (SSCs) are industry bodies regulated by the Ministry of Skill Development and Entrepreneurship. They develop curriculum, support teacher training, provide skill certification. Their mandate is to provide rightly skilled manpower to all industry and service sector groups in the country as per National Occupation Standards. They design job role-based curricula that are assessed as per the National Skill Qualification Framework.

Q. What is the Board of Apprenticeship and Training (BOAT), and what is its function?

The BOAT is a Central Government entity which falls under the purview of the Ministry of Education. It is responsible for:

- Organizing/Mobilizing tripartite agreements between the student, the HEI and the Industry establishment.
- Onboarding HEIs onto the NATS portal
- Facilitating apprenticeship placements and apprenticeship evaluation.

Q. What is the process of obtaining an apprenticeship?

An apprenticeship for a student pursuing an AEDP can be obtained in two ways:

(1) Registering on the NATS portal (2) Connecting directly to establishments offering apprenticeships. Your college faculty will be guiding you to ensure apprenticeships are made possible through either of the above means.

For case (1), once the college completes its registration on the NATS portal, students shall register on the NATS portal, with the help of their faculty co-ordinators. Once registered, they can search for industries corresponding to their AEDP sector/trade which are offering apprenticeships and connect to them through the NATS portal. Industries may connect back to the student or the college and there will be some hiring processes - interviews or assessment tests - based on which the students will be selected for apprenticeships.

In case (2), faculty co-ordinators will connect students with establishments that are ready to take apprentices. This may also include some hiring processes as stated above, based on the apprenticeships offered.

CRISP facilitates the colleges in building connections to establishments and registrations on the NATS portal.

Q. Am I eligible for an apprenticeship if I have backlogs?

Yes. However, you need to finish the backlogs by the end of the apprenticeship period to receive your final degree. Students have to wait for an extra semester/ year, if they fail to clear the backlogs within the stipulated time.

All the rules applicable for Conventional Degree Programmes shall be applicable to AEDPs, as AEDPs are treated on par with other degree programmes.

Q. Should I take this AEDP?

Definitely, yes!

FAQs for States

Q. What are Sector Skill Councils (SSCs)? Are they government or private?

Sector Skill Councils (SSCs) are formed by the Ministry of Skill Development and Entrepreneurship (MSDE) along with leading industries in that sector. The National Skill Development Council (NSDC) of the MSDE formed SSCs along with the Industry to develop the occupational standards and to pioneer high quality skill programmes. SSCs are Section 8 companies operating on a no-profit-no-loss basis.

<https://www.msde.gov.in/en/organizations/ssc>

Q. What are the Boards of Apprenticeship and Training (BOATs)? Are they government or private?

The BOAT is a Central Government entity which falls under the purview of the Ministry of Education. It is responsible for:

- Organizing/Mobilizing tripartite agreements between the student, the HEI and the Industry establishment.
- Onboarding HEIs onto the NATS portal
- Facilitating apprenticeship placements and apprenticeship evaluation.

For more information on BOATs, please visit: <https://www.education.gov.in/boards-apprenticeship-training>

Q. How are SSCs and BOATs linked with the Industry Experts?

SSCs are industry bodies represented by the industry leaders and therefore are directly linked with the industry experts. Similarly, BOATs are a Government of India platform that onboards establishments to facilitate apprenticeships.

Q. Who is preparing the curriculum for AEDPs i.e., SSCs or Industry?

NSDC supervises the curriculum preparation by the SSCs. All the job role-based Qualification packages used in the curriculum are examined by the National Council for Vocational Education and Training (NCVET) and approved.

Q. Who will award the Degrees i.e., Universities, BOAT or SSCs or Joint Degrees?

Degrees are awarded only by the Universities. SSCs and BOATs will not award degrees. SSCs may provide skill certification and assessments, for those candidates who wish to avail that facility.

Q. What is the validity of the Degrees awarded by the SSCs or Joint Degrees? Are these Degrees valid for Government Exams and Foreign Studies?

SSCs don't award degrees. They only facilitate the creation of curriculum, skill assessment. Only Universities are authorised to award degrees. The degrees are as per UGC guidelines and are valid for government scholarships, government exams and higher studies.

Q. What is the difference between AEDP and Skill-Embedded Degree Program?

In AEDPs, the Stipendiary Apprenticeship is a mandatory part of the degree curriculum. Skill-Embedded Degree Programs may not have apprenticeships.

Q. Can we implement the AEDPs as part of our Regular Degree Programs? For example, can we implement Retail for 02 semesters in BBA or B.Com.?

AEDPs are stand alone, undergraduate general degree programs, of 3-4 years duration, with an embedded long-term skilling component in the form of a stipendiary apprenticeship. They may be offered in addition to the existing undergraduate programs being offered by the HEIs.

Q. Can we implement the AEDPs as one year diploma programs with apprenticeship?

No, AEDPs can't be implemented as one year diploma programs with apprenticeship. Students need to pursue a full 3-year AEDP to learn the subject and attain skills as per the requirements of the industry.

Q. What are the advantages / benefits of implementing AEDPs for students and colleges?

Pursuing AEDPs make the students industry-ready with the skill sets required to step directly into jobs upon completing their degree programs. By the end of their degree program, they gain practical skill and hands-on experience making them employable.

Q. Are the colleges implementing AEDPs covered under the NATS? How can colleges register under the NATS?

The BOATs are responsible for managing this process. NATS is a collaborative arrangement between the government and industrial establishments, and is facilitated by the BOATs. HEIs may reach out to the relevant BOAT for assistance in being onboarded onto the NATS platform.

Q. What will happen if the University's Board of Studies (BoS) doesn't give approval after starting the AEDP?

Colleges need to obtain permission from universities in advance. The state government is facilitating this process only for the first year. It is a crucial responsibility shared by the college, university, and government. The ownership of the project lies with the college, and they should get all the required permissions.

Q. What should colleges do if the students don't receive the promised compensation during their apprenticeship and students aren't placed?

In a rare instance where an apprenticeship stipend is not paid, the state government will establish a complaint redressal mechanism to handle such issues, with the relevant BOAT. Placement decisions rest with the industry, determined by their needs and the apprentice's performance. Employability is solely based on the performance of students.

Q. Do we have any employment-oriented short term training course for the students which the colleges can implement?

CRISP emphasizes the importance of thorough skill development programs over short-term courses. Embedding skills in students is a long-term process, ensuring they are fully learned and efficient in the market. These sustainable skills help students achieve long-term benefits.

Q. Can we implement skill-oriented online certification courses directly or in association with the industry?

There are skill-oriented online courses available, however, skilling must be hands-on and sustainable for the long run.

Q. When is the state government planning to start these AEDPs in the colleges?

The state government is responsible for establishing timelines aligned with their academic year. CRISP coordinates with relevant stakeholders and is prepared to offer support as soon as the government indicates readiness. University approvals and admissions fall under the purview of the colleges and government authorities.

Q. What is the National Apprenticeship Training Scheme (NATS)?

The National Apprenticeship Training Scheme provides practical, hands-on On-the-Job-Training (OJT) opportunities for graduate, diploma, and vocational certificate holders. The duration of the training ranges from 6 months to 1 year, and it allows students to gain professional work experience in various sectors. The scheme aims to bridge the gap between employer requirements and the available talent pool in the market. <https://nats.education.gov.in/about-us.php>

Q. What is the National Apprenticeship Promotion Scheme (NAPS)?

This is a scheme of Govt of India launched to encourage industries to take Apprentices in their establishments. Under this, Govt reimburses 25% of the stipend paid to the Apprentices by industry, subject to a maximum of Rs. 1,500. It is paid as direct benefit transfer to the account of the Apprentice.

<https://nsdcindia.org/naps>

Q. What is the difference between Internship, On the job training and Apprenticeship?

This table outlines the key differences among Apprenticeship Training, On-the-Job Training, and Internship, including governance, duration, stipend, certification, focus, and regulatory framework aspects.

Feature	AEDP Apprenticeship	On-the-Job Training (OJT)	Internship
Governance	Graduation Degree (B.A., BBA, B.Com., B.Sc.) University Degree Apprenticeship Act, 1961	None	None
Duration	1 to 4 semesters	Varies	4-8 weeks
Stipend	Mandatory	Optional	Optional
Certification	University degree certificate	May not provide formal certification	May not provide formal certification
Focus	Practical, job-role skills, networking	Practical experience	Workplace exposure

Q. The curriculum provided by CRISP consists of multiple components. Do the universities have the flexibility to make any changes in the curriculum?

The curricula shared by CRISP are developed by the respective SSCs and reviewed by the UGC experts to ensure alignment with industry standards and UGC guidelines. Without making changes to the skill components, universities have the flexibility to make slight modifications to accommodate their compulsory courses, similar to practices in other states.

However, the skill component, comprising 50% of the curriculum, must adhere to the design specified by the SSCs.

Q. Can the colleges design industry-oriented curriculum by inviting the Industry Experts directly i.e., by excluding the SSCs?

Yes.

Q. Are some labs' infrastructure /equipment needed to be arranged for these skill courses? If so, what expenses are supposed to incur on this account?

A lab facility is required in the colleges offering AEDPs in sectors like Media & Entertainment; Electronics and Tourism & Hospitality Operations. For AEDPs in Healthcare and Life Sciences sectors, an investment of INR 2 lakhs may be required.

Sector-wise Expense (per lab/facility)

- Media & Entertainment: INR 30 - 40 Lakhs
- Electronics: INR 30 - 40 Lakhs
- Tourism & Hospitality: INR 30 Lakhs
- Life Sciences: INR 2 Lakhs
- Healthcare: INR 1.5 Lakhs

Q. What kind of infrastructure is required for labs?

The infrastructure requirements will be provided by the SSCs to the selected colleges at the time of finalising discussions with them, once the exact course preference is known to them.

Q. Does the state government need to allocate infrastructure support for initiating these programs?

For Logistics, Retail, and BFSI AEDPs, the college requires no additional infrastructure beyond a classroom for 60 students. Healthcare programs may necessitate a laboratory costing approximately 1-1.5 lakhs. Tourism & Hospitality courses require labs, which may cost around Rs. 25 lakhs to establish. Alternatively, facilities at Institutes of Hotel Management or willing hotels can be utilised. Life Sciences incur annual expenditures ranging from Rs. 5,000 to 2,00,000 on chemicals and minor equipment per class. Media & Entertainment programs, being specialised, require varying infrastructure needs depending on the specific course chosen, as determined by the SSC after evaluating existing college facilities.

Q. Are there any Exit options after the first year or second year available?

AEDPs are aligned with NEP 2020 and provide multiple entry and exit points for the students. But it is **not advisable to leave midway** since substantive skilling and aspirational jobs will not be forthcoming. The AEDPs are useful only when the entire 3-year/ 4-year degree is completed.

Q. Is it possible for a prospective student to pursue a regular B.Com. program while auditing certain credits from B.Com. Logistics, leading to a diploma or degree in B.Com. Logistics?

AEDPs are standalone degree programs developed in accordance with UGC guidelines and credit structure. They are structured as 3-year or 4-year programs that students must commit to exclusively, without concurrent enrollment in other B.A./B.Sc./B.Com. programs. Upon successful completion of the AEDP, students become eligible for further education in fields such as Science, Arts, Commerce, or Management, depending on their specialisation. The degree is recognized by the University, ensuring its validity for pursuing higher education both domestically and internationally.

Q. How will the teaching staff be recruited? What role does CRISP play in sourcing and securing faculty for these courses?

The program utilizes the existing teaching staff of the colleges, and does not require the recruitment of additional staff. In case suitable faculty is not available with the college for the AEDP subject, then such teachers may be hired before the commencement of the academic year by the HEIs. CRISP, SSCs or BOATs would not play a role in faculty recruitment. However, CRISP facilitates a faculty training program for college faculty before admissions conclude, ensuring they are well equipped to teach the curriculum aligned with industry requirements.

Q. What is the minimum batch size required to launch AEDPs?

The ideal batch size is 50-60 students. Any batch size of less than 30 may not be cost effective for the college. If the batch size in one college is small, it is advisable to shift students to nearby colleges.

For any queries,

Please connect with us!

website: <https://nishe.crispindia.net/>

Email: nishe@crispindia.net

Ground Floor, TSIC Zonal Office Building, Financial District,
Gachibowli, Nanakramguda, Hyderabad, Telangana – 500032



**Centre for Research in
Schemes & Policies (CRISP)**

www.crispindia.net

Registered Office: 20, Onward Workspaces,
Okhla Phase III, New Delhi - 110020

Central Office: TGIIIC Zonal Office Building,
Financial District, Nanakramguda, Gachibowli,
Hyderabad-500032

www.crispindia.net