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HC-01, MBA III HR
Date 13/10/2020

APPRENTICESHIP

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Settlement of disputes -

Any dispute between employer and apprentice refer to apprentice adviser.

(1) Any disagreement or dispute between an employer and an apprentice arising out of the contract to apprenticeship shall be referred to the apprenticeship adviser for decisions.

(2) Any person aggrieved by the decisions of the apprenticeship adviser under sub sec (1) may within the 30 days from date of communication to him such decision, prefer an appeal against the decision to the apprenticeship Council and such appeal shall be heard and determined by a Committee of that Council appointed for the purpose.

Any person aggrieved with the decision of apprentice adviser within 30 days prefer an appeal to apprenticeship Council. Appeal shall be heard by a committee of that Council appointed for the purpose.

(3) The decision of the Committee under sub sec (2) and subjects only to such decisions the decisions of the apprenticeship Adviser under sub sec (1) shall be final.

Holdings of test and grant of Certificate and conclusion of training -

(1) Every trade apprentice, who has completed the period of training shall appear for a test to be conducted by the National Council to determine his proficiency in designated trade in which he has undergone his apprenticeship training.

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who passes test of proficiency shall be referred by the national council

Apprenticeship

(2) Every trade apprentice who passes the test referred to in sub sec (1) shall be granted a certificate of proficiency in the trade by the National Council -

Progress in apt training of every graduate or technician shall be assessed by the employer.

(3) The progress in apprenticeship training of every graduate or technician training shall be assessed by the employer from time to time.

Every apprentice whether graduate or technician vocational complete training shall be granted certificate by the board.

(4) Every graduate or technician apprentice, or technician (vocational) apprentice completes his apprenticeship training to the satisfaction of the concerned Regional board, shall be granted a certificate of proficiency by the Board.

Every graduate or technician who complete his apprenticeship training to the satisfaction of the concerned Regional board shall be granted a certificate of proficiency by the Board.

(5) Every graduate or technician apprentice, or technician (vocational) apprentice, who complete his apprenticeship training to the satisfaction of the concerned Regional board shall be granted a certificate of proficiency by the Board.

Offer and acceptance of employment -

(1) It shall not be obligatory on the part of employer to offer any employment to any apprentice who has completed the period of his apprenticeship training in his establishment. nor shall be obligatory on the part of apprentice to accept an employment under the employer.

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Apprenticeship

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(2) Notwithstanding anything in sub sec (1), where there is a condition in contract of apprenticeship that the apprentice shall after successful completion of the apprenticeship training, serve the employer. The employer shall, on such completion, be bound to offer suitable employment to the apprentice and the apprentice shall be bound to serve the employer in that capacity for such period and on such remuneration as may be specified in the contract.

Authorities

- (1) In addition to the govt, there shall be following authorities under this act, namely —
- (a) The National Council
 - (b) The Central apprenticeship Council
 - (c) The state Council
 - (d) The state apprenticeship Council
 - (e) The All India Council
 - (f) The Regional Boards
 - (g) The Board or state Council of technical education
 - (h) The Central Apprenticeship adviser
 - (i) The state apprenticeship adviser.

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1. Every state Council shall be affiliated to the national Council and every state Apprenticeship Council shall be affiliated to the Central Apprenticeship Council.
2. Every board or state Council of technical education and every Regional board shall be affiliated to the Central Apprenticeship Council.
3. Each of the authorities specified in sec(1) shall, in relation to apprenticeship training under this act, perform such function as are assigned to it by or under this act or by the govt.
4. Provided that the State Council shall also perform such functions as are assigned to it by National Council and the State Apprenticeship Council shall also perform such functions as are assigned to it by the Central Apprenticeship Council.

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