

Ordinance governing

Apprenticeship Based UG Degree Programme (ABDP) 2025

[Self-finance Scheme]



**Guru Ghasidas Vishwavidyalaya,
Koni, Bilaspur- 459009**



गुरु घासीदास विश्वविद्यालय, बिलासपुर (छ0ग0)
GURU GHASIDAS VISHWAVIDYALAYA, BILASPUR (CG)

(केंद्रीय विश्वविद्यालय अधिनियम 2009 संख्या 25, 2009 द्वारा स्थापित केंद्रीय विश्वविद्यालय)

(A Central University established by the central University Act. 2009 No. 25 of 2009)

नैक द्वारा A++ प्रत्यायित विश्वविद्यालय

NAAC A++ Grade Accredited Vishwavidyalaya

No. 226/Dev./2025

Date: 15/04/2025

कार्यालयीय ज्ञाप/OFFICE MEMORANDUM

विद्यापरिषद की स्थायी समिति की बैठक दिनांक 07/04/2025 के विषय क. अ.अ.वि.क. 03 के संबंध में लिये गए निर्णयानुसार गुरु घासीदास विश्वविद्यालय, बिलासपुर में एम्बेडेड अप्रेंटिसशिप पृथक कार्यक्रम विभागीय स्तर पर संचालित किये जाने संबंधी अध्यादेश के प्रारूपण हेतु, सक्षम अधिकारी द्वारा निम्नानुसार समिति का गठन किया गया है:

As per the resolution passed in the meeting of Standing Committee of Academic Council dated 07-04-2025 with reference to the Agenda Item No. अ.अ.वि.क. 03 to prepare draft ordinance regarding running of Separate Embedded Apprenticeship programme in Departmental level in Guru Ghasidas Vishwavidyalaya, Bilaspur, the competent officer has constituted a committee as under:

- | | |
|--|--------------------|
| 1. प्रो. अश्वनी दीक्षित
Prof. Ashwini Dixit | संयोजक
Convener |
| 2. प्रो. एस.सी. श्रीवास्तव
Prof. S.C. Shrivastava | सदस्य
Member |
| 3. प्रो. अनुपमा सक्सेना
Prof. Anupma Saxena | सदस्य
Member |
| 4. प्रो. शैलेन्द्र कुमार
Prof. Shailendra Kumar | सदस्य
Member |
| 5. प्रो. टी.वी. अर्जुनन
Prof. T.V. Arjunan | सदस्य
Member |
| 6. प्रो. सीमा राय
Prof. Seema Rai | सदस्य
Member |
| 7. प्रो. मनोज कुमार
Prof. Manoj Kumar | सदस्य
Member |

समिति शीघ्रातिशीघ्र मसौदा अध्यादेश प्रस्तुत करेगी।

The committee will submit the draft ordinance at the earliest.

आदेशानुसार / By Order,

कुलसचिव (कार्यवाहक)/Registrar (Acting)

प्रतिलिपि / Copy to:

- कुलपति के सचिव, गुरु घासीदास विश्वविद्यालय, बिलासपुर की ओर माननीय कुलपति के सूचनार्थ।
The Secretary to the Vice-Chancellor, Guru Ghasidas Vishwavidyalaya, Bilaspur for information to the Hon'ble Vice-Chancellor.
- निदेशक, आंतरिक गुणवत्ता एवं आश्वासन प्रकोष्ठ, गुरु घासीदास विश्वविद्यालय, बिलासपुर की ओर सूचनार्थ एवं आवश्यक कार्यवाही हेतु।
Director, IQAC, Guru Ghasidas Vishwavidyalaya, Bilaspur for information and necessary action.
- समिति संयोजक एवं समस्त सदस्यगण, गुरु घासीदास विश्वविद्यालय, बिलासपुर की ओर सूचनार्थ एवं आवश्यक कार्यवाही हेतु।
The Committee Convener and all members, Guru Ghasidas Vishwavidyalaya, Bilaspur for information and necessary action.
- कार्यालय प्रति। Office Copy.

सहायक कुलसचिव (विकास)/Assistant Registrar (Development)

Ordinance Governing Apprenticeship Based UG Degree Programme (ABDP) 2025 under Self-finance Scheme

(As per NEP 2020, CBCS, LOCF, NSFQ, NHEFQ, NSDC and NCrF, UGC
and AICTE Guidelines for ABDP in degree programmes)

(Ordinance prepared as per the provisions given in Statute 28(1)(b) of the
Central Universities Act, 2009)

1. Preamble

The NEP-2020 as a vision document, while advocating for a multidisciplinary higher education system, aims to transform the HEIs into hubs of skill-based training centres, and to promote a self-financing model with the sole objective of giving a free hand for the corporate to get involved in trading with the institutions. This ordinance outlines the guidelines and procedures for the establishment and management of self-financing programmes in HEIs in a viable manner. Self-financing programmes are designed to generate revenue for the university while maintaining high academic standards and providing additional educational opportunities. These programmes would not only bridge skill gaps in the locality / nation / region, but also play an important role in contribution to societal and market needs. The University proposes to adopt the self-financing model in offering different Apprenticeship Based courses in consonance of the vision and mission of NEP-2020.

2. Introduction

Apprenticeship Based degree program have been designed to bridge the gap between education and employability. The gap between the skills students learn and the skills students need is becoming more obvious, as traditional learning falls short of providing students with the knowledge they need to thrive in the 21st century workplace. Today's companies are looking for young talent that can think creatively, communicate clearly, collaborate, and solve real-world problems.

Apprenticeship Based Bachelor's degree programs will give students the perfect platform to launch their career or take it to the next levels.

Degree apprenticeships combine work with study. As an apprentice, students will not only earn a full-time bachelor's degree but also gain work experience while learning.

Degree Plus Apprenticeship courses at Guru Ghasidas Vishwavidyalaya will be designed to help students enhance and transform their skills as they participate in employability-focused education.

The National Education Policy 2020 brought many interesting and much needed suggestions to make our education system holistic. And as a part, it also introduced the Apprenticeship link Degree Program, in Guru Ghasidas Vishwavidyalaya to embed Apprenticeships in any UG degree programs (B.A. / B.Sc./ B.Tech / B.Com.

/B.B.A. /B.Ed. (4 year), B.A. LLB / B.Com LLB etc.) specified by UGC / AICTE / BCI / PCI and other regulatory bodies.

National Apprenticeship Training Scheme is one of the flagship programmes of Government of India for Skilling Indian Youth in Trade disciplines. The National Apprenticeship Training Scheme under the provisions of the Apprentices Act, 1961 amended in 1973; offers Graduate, Diploma students and Vocational certificate holders; a practical, hands-on On-the-Job-Training (OJT) based skilling opportunities with duration ranging from 6 months to 1 year.

Through the ages, apprenticeship has been a time-tested approach towards learning a craft or trade under the guidance of a skilled and experienced mentor. It has the double benefit of earning while learning. The Apprentices are taught the latest applications, processes and methodologies in their respective fields of work from some of the most renowned organisations in India. This also acts as a transition phase for HEI's student from classroom to a working background. The apprentice also learns soft skills, work culture, ethics and organisational behaviour while undergoing training. This goes a long way in helping him/ her secure permanent employment in the future. With its origins in the 1960s and in the early stage of India's industrialization process, the NATS scheme and NSDC (National Skill Development Council, India) today offers technically and professionally qualified youth with practical knowledge and skills required in their field of work so as to address any gaps in industry skill requirements and curriculum and thus in effect promote equitable employment opportunities. The Scheme covers graduated students or students pursuing either of the following categories of Graduate, Graduate Sandwich, Technician, Technician Sandwich, and Technician Vocational. Disciplines include Technical, Engineering disciplines and shall be extended further to Commerce, Arts, Humanities, Science and Management domains.

Establishments registered on the NATS 2.0 Portal have dedicated training managers, comprehensive training modules and training facilities and selected apprentices are provided on the job training as part of their apprenticeship tenure. This enables apprentices to enhance their skillsets and upgrade their professional skills. During the period of apprenticeship, the apprentices are paid a stipend amount, 50% of which is reimbursable to the employer from Government of India. Stipend Paid is aligned to minimum rates prescribed under the Act for each category of apprentice – Graduate. At the end of the training period the apprentices are issued a Certificate of Proficiency by Government of India which can be registered at all employment exchanges across India as valid employment experience. There is no guarantee of employment after completion of training as an apprentice. For implementation of NATS Scheme, Board of Apprenticeship Training (BOAT) regional offices conduct and organize Apprenticeship Fairs held periodically which provides students and establishments a valuable opportunity to meet their training/manpower needs.

The National Skill Development Corporation (NSDC), is dedicated to empowering India's youth through comprehensive skill development. Established on July 31, 2008, as a not-for-profit public limited company under section 25 of the Companies Act, 1956 (now corresponding to section 8 of the Companies Act, 2013), operate as a unique Public Private Partnership (PPP) model under the Ministry of Skill Development & Entrepreneurship (MSDE). The collaborative structure NSDC, with 49% of the share capital held by the government and 51% by the private sector, enables NSDC to be the principal architects of India's skill ecosystem.

NSDC actively support enterprises, start-ups, and organizations by providing funding support, concessional loans, and other innovative financial products, to enhance, support, and coordinate private sector initiatives in vocational training, ensuring that financial barriers do not hinder skill development. As the strategic implementation and knowledge partner of the Skill India Mission, NSDC focuses on creating efficient training initiatives that open up a world of opportunities in futuristic skills for the potential workforce.

Through strategic partnerships and innovative models, NSDC aim to build a robust skill ecosystem that not only meets current industry demands but also anticipates future trends, empowering India's youth to contribute significantly to the nation's growth and development.

3. Objectives:

- i. To enhance the employability avenues of the students through work integrated Undergraduate level degree programmes.
- ii. To focus on outcome-based learning in all degree programmes to achieve graduate attributes and desired proficiency levels.
- iii. To promote active linkage between higher educational institutions and industries/establishments.
- iv. To bridge the skill gap in the industries by actively participating in creating and effectively implementing ABDP in partnership with higher educational institutions and/or Board of Apprenticeship Training (BOATs)/ Board of Practical Training (BOPT).

4. Title and Commencement

The Regulations shall be called "Ordinance Governing Self-Financing Apprenticeship Based UG Degree Programme 2025".

The Regulations shall come into effect from the date of its approval by the Competent Authorities of Guru Ghasidas Vishwavidyalaya and its notification by the University.

5. Benefits:

5.1 Benefits to industry

- Availability of ready to contribute candidates for employment
- Perennial supply of highly motivated pre-professionals
- Students bring new perspectives to problem solving
- Visibility of the organization is increased on campus
- Quality candidate's availability for temporary or seasonal positions and projects
- Freedom for industrial staff to pursue more creative projects
- Availability of flexible, cost-effective work force not requiring a long-term employer commitment
- Proven, cost-effective way to recruit and evaluate potential employees
- Enhancement of employer's image in the community by contributing to the educational enterprise

5.2 Benefits to students

- An opportunity to get hired by the industry/ organization
- Practical experience in an organizational setting
- Excellent opportunity to see how the theoretical aspects learned into the practical world
- Helps them decide if the industry and the profession is the best career option to pursue
- Opportunity to learn new skills and supplement knowledge
- Opportunity to practice communication and teamwork skills
- Opportunity to learn strategies like time management, multi-tasking etc. in an industrial setup
- Opportunity to meet new people and learn networking skills
- Makes a valuable addition to their resume
- Enhances their candidacy for higher education
- Creating network and social circle and developing relationships with industry people
- Provides opportunity to evaluate the organization before committing to a full-time position

5.3 Benefits to institutions

- Build relations with industry
- Makes the placement process easier
- Improve institutional credibility institution's and branding
- Helps in retention of the students
- Curriculum revision can be made based on feedback from industry/students
- Improvement in teaching/learning process

6. Board of Administrative Management:

These Self-Financing Programmes will be managed and administered by a body namely, Board of Administrative Management. The Board will be constituted in the following manner:

- a. Chairman: The Hon'ble Vice Chancellor shall be the ex-officio Chairman of the Board
- b. Member Secretary: The Director / Dean of the concerned School of studies will be the ex-officio Member Secretary of the Board.
- c. Members: There shall be minimum nine members (HoD, Senior Faculty members and others) nominated by the Hon'ble Vice Chancellor from among schools of the University and from any other relevant field. The Vice Chancellor may also take into consideration the regulations of the concerned school regarding constitution of the Board if such regulations have been framed and passed by Statutory bodies of the University. The term of members other than the Chairman and Director / Dean will be of three years.
- d. Meeting of Board: The meeting of the Board should be held minimum one time in a year and in addition there shall be an Annual Board Meeting where the Dean shall present his annual report and budget and the Details of Account audited by a Chartered Accountant/ CAG.

6.1. Powers and Functions of the Chairman

- i. The Hon'ble Vice Chancellor who will be the Chairman of the Board of Administrative Management shall be the final authority.
- ii. He will preside over the meeting of the Board.
- iii. He can call the emergency meeting of the Board at any time.
- iv. He shall have the power of veto and also the right of casting vote in case of a division of opinion.
- v. He shall have the power to invite any person to attend the Board Meeting as a Special Invitee.
- vi. He may constitute any sub-committee for the development and expansion of the self-financing programmes.
- vii. He may take any further step for development and better management of the self-financing programmes.

6.2. A. Appointment, Powers and Functions of Director / Dean:

- i. The Director / Dean will be appointed by the Vice Chancellor from among working or superannuated teachers of the University or reputed institutions of the Government associated with the University, or reputed persons in the concerned field.
- ii. He / She should be a person with academic vision and administrative skill.

- iii. He/she will be the executive / administrative Head for all the self-financial courses of the University.
- iv. The tenure of the Director shall be of three years, if a teacher working as the Director superannuates from his original post during the tenure he/she will continue till the completion of the term.
- v. An extension for another one term may be given to a Director whose contribution are found to be impressive and praise worthy and whose continuation will be beneficial for the institution.
- vi. The Director is entitled for an honorarium as determined by the Board of Management.
- vii. In special circumstances, in case of gross irregularities and misconduct the Vice Chancellor may replace the Director in the larger interest of the University.

B. Duties and Responsibilities of Director / Dean

- i. Subject to any order, rules, Acts and Statutes, of the University, the Director shall be responsible for proper administration, functioning and financial management of self-financing Programmes.
- ii. The Director /Dean as Member Secretary will maintain a record of the Minutes of all the meetings of the Board and shall be responsible for the proper execution and implementation of the decision of the Board.
- iii. For all appointments, the Director / Dean shall issue the appointment letters.

6.3. Appointment, Powers and Functions of Programme Coordinator or HoD:

- i. The Programme Coordinator will be appointed by the Vice Chancellor from among working regular teachers of the University or Parttime / Adhoc teachers, for each Self-financing Programme.
- ii. He / She will look after all the academic activities of the self-financing programmes.
- iii. He / She will maintain all the records of the programmes along with the Cash book, Income & Expenditure account as well as the record of the students.
- iv. He / She will submit the expenditure proposal including the proposal for making the payment of remuneration of the Teachers/ staff to the Director.
- v. The Programme Coordinator will submit the Annual Budget through the Board of Studies to the Director.
- vi. The Programme Coordinator is entitled for a remuneration/ honorarium as determined by the Board of Management.

7. Approval and Implementation

- i. The self-financing programmes must be aligned to the mission and the vision of the Guru Ghasidas Vishwavidyalaya.
- ii. It must clearly define the programme and course objectives and learning outcome in terms.
- iii. In order to launch a self-financing ABD programme in a department, a detailed project report (DPR) is required to be prepared by the department concerned. The DPR shall consist of need, objectives and outcomes of the proposed self-financing ABDP, keeping in view the relevance of the same at local/ national/ regional/global levels. MoU's with the related institutes and industry and related sector skill council of India.
- iv. While developing proposals for self-financing programmes, the vision and mission of the university should be taken into consideration for attaining excellence in teaching-learning, research and placement. Thereafter, the DPR shall be submitted to the Board of Administrative Management through the respective Board of Studies (BoS).
- v. Upon the receipt of the DPR, the Board of Administrative Management shall evaluate its financial and academic viability.
- vi. The committee shall submit the recommendations to the Executive Council through the Academic Council. Programme Structure and Design:
- vii. The departments shall offer those academic programmes under Self-financing scheme which generate sufficient revenue by way of tuition fees, admission fee and others so as to meet all expenses pertaining to staff, ICT facilities, recurring expenses for course material, establishment and maintenance of laboratories, academic expenses, official expenses and all other incidental expenses as applicable to run the self-financing programmes.
- viii. The self-financing programmes should be designed in such a fashion that all the necessary credits and requirements are fulfilled to award a particular degree in accordance with guidelines / regulations of Statutory Bodies like UGC / NCTE / AICTE etc.

8. Procedure for Admission:

- i. The admission in the programmes shall be on all India basis involving written test or on the basis of marks obtained in the qualifying examination provided the candidate meets the eligibility criteria for the particular programme or as decided by the Board of Management.
- ii. The eligibility criteria shall be decided by the department concerned which will be notified along with the admission notification.

- iii. The intake capacity shall also be proposed by the Programme Coordinator.
- iv. The eligibility criteria, mode of admission and intake capacity shall be approved by the Board of Management.

9. Programme Fee:

The programme fee in self-financing ABD programmes shall be such that the revenue collection meets all the expenses to run the programme. The programme fee structure shall be prepared by the Programme Coordinator of the programme in consultation with the BoS taking into consideration the duration of the programme, the intended quality of instruction and facilities provided to the participants. The fee structure will be submitted to the Board of Administrative Management for approval.

10. Examination:

- i. All the rules and regulations of the Guru Ghasidas Vishwavidyalaya on the subject of Examination will be applicable to all the ABDP's.
- ii. The Programme Coordinator shall lay down the academic calendar mentioning the semester and internal examination dates, which shall be well circulated. After commencement of the classes within fifteen days the course registration shall be done by the students. The Programme Coordinator should look into that matter of examination. The details of the courses taught should be submitted to the Programme Coordinator along with the external question setter list to the Director (ABDP) for his approval. Director shall advise the Coordinator of the programme to contact the experts and set the question papers ready for the examination.
- iii. The examination time table will be published by the Programme Coordinator who, will assist the Controller of Examinations in conducting the examinations.
- iv. The examination forms will be filled up at least fifteen days before the commencement of the examination following the prevalent system of filling up the form.
- v. After due evaluation of the answer scripts, the results should be compiled by the Programme Coordinator and should place it to the Director for due approval and publication. The Director shall place the result before CoE and the Academic Council for due approval.
- vi. Any ambiguities raised in the result shall be sorted out at the Director level in consultation with the Programme Coordinator of the programme.

- vii. On the recommendation of the Director, the Controller of Examinations shall issue the marks and Certificates to the students pursuing self-financing programmes.

11. Assessment methodology of the apprenticeship component of the ABDP

- i. The assessment shall be aimed at assessing the skills/ proficiency of the Apprentice in a work setting as part of the apprenticeship component.
- ii. The assessment of apprentices shall be done, provided the students concerned have maintained a satisfactory level of attendance during the apprenticeship period.
- iii. The minimum attendance of the apprenticeship in the industry/establishment is 75%. The GGV shall have the flexibility to structure the assessment of the apprenticeship component in partnership with the industry/establishment.
- iv. 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 establishment as per the following:

S.No	Assessment Method	Weightage %
1	Evaluation by industry/establishment	25
2	Evaluation by faculty mentor based on the on-site visit	25
3	Project Report	20
4	Seminar / Presentation	15
5	Viva-Voce	15
	Total	100

- v. The evaluation weightage to the industry/establishment, faculty and University should be explicitly mentioned in the apprenticeship plan. The evaluation weightage to an individual entity shall not be more than 50%. However, for a specialized apprenticeship type, the evaluation weightage for industry/establishment may be 50%. For such cases, due justification needs to be submitted by the Department while presenting matter information/details/documents and should be implemented as approved by the Standing Committee of Academic Council.
- vi. Evaluation by industry/establishment (Indicative but not limited to): The industry/establishment shall assess the candidates based on the

following parameters – attendance, discipline and punctuality, familiarity with learning methodologies, skills, application of skills, comprehension and observation, professional ethics, safety and environmental consciousness, communication skills, supervisory skills and general conduct during the period.

- vii. Evaluation by faculty mentor (Indicative but not limited to): The Department shall depute one faculty member to mentor and evaluate students undertaking apprenticeship training. Such mentors will monitor, guide, and counsel the students as and when required.
- viii. The mentorship mechanism should be detailed in the apprenticeship plan.
- ix. Evaluation through project work/ seminar presentation/viva-voce: The student will submit a project report, give a seminar/presentation based on his training report before an expert committee to be constituted by the concerned department as per the norms of the University followed by viva-voce. The evaluation shall be based on the following criteria:
 - Quality of content/project report presented
 - Effectiveness of presentation
 - Depth of knowledge and skills
 - The delivery of the project outcome, wherever applicable
 - Apprenticeship Report
 - Attendance records, daily diary, departmental reports
- x. The marks provided by the industry/establishment and the institute shall be averaged to decide the student's final grade.
- xi. The overall credits assignment and the issue of certificates for the apprenticeship qualification shall be the responsibility of the University concerned in collaboration with the industry/ establishment.

12. Teachers and Staff:

- i. The staff required for self-financing programmes shall be recommended by the Programme Coordinator in consultation with the BoS along with the essential qualification for various teaching and non-teaching posts under self-financing programmes. The Board of Administrative Management will approve the same and the advertisement should be released accordingly. It shall be governed by the Recruitment Rules of the University.
- ii. The appointment on various positions under self-financing programmes shall be purely temporary in nature and will continue as long as these are financially viable and continuation of the programmes. The employees under self-financing programmes shall have no right to

demand to regularize their services. The staff shall be engaged for a period of full duration of the programmes. However, if a teacher is engaged in during the mid of the academic session for the first time, the contract period shall be co-terminus with the closure of the academic sessions. However, under no circumstances, the total contract period would exceed beyond the duration of the programme. A teacher/staff shall not be allowed to unilaterally terminate his/her contract during the mid of the academic sessions. However, if a teacher/staff is interested in getting his/her contract terminated, one month's notice shall be required in advance failing which salary of one month's notice period shall be required to be paid in lieu thereof.

- iii. The essential qualification in respect of teaching positions shall be as per the essential qualification prescribed by the UGC / AICTE / NCTE / other regulatory bodies as the case may be.
- iv. The essential qualification in respect of non-teaching positions shall be as per the essential qualification prescribed in the 'Cadre Recruitment Rules for Non-Teaching Employees' of the University.
- v. The appointment shall not be in a regular pay scale with increments. The teachers will be recruited as Guest Faculty or Contractual Faculty on a consolidated remuneration as determined by the Board of Management. No other allowances as admissible to a regular faculty will be payable to the guest faculty/contractual faculty.
- vi. The non-teaching employees will be engaged on a monthly consolidated remuneration as decided by the Board of Management. No other allowances as admissible to a regular employee will be payable to the contractual employees.
- vii. The teachers/employees engaged on contractual basis shall be entitled to the leave 1½ days per calendar month on pro-rata basis. The teachers and employees in the self-financing ABD programmes shall be engaged by way of personal interview and/or skill test (wherever applicable) after inviting application through advertisement to be released in the local newspaper and University website through a duly constituted Selection Committee(s).
- viii. All the appointment to the various categories of the posts shall be made by the Chairman of the Board of Administrative Management on the basis of recommendation of the Selection Committee.
- ix. The Selection Committee shall have the following members for teachers selection:

- 1. Director - **Chairmen**
(Or Dean of the School concerned, If Director is different person)
- 2. Head of the Department concerned - **Member**
(Or Programme Coordinator If HoD is different person)

3 &4. Two Subject Experts

- External Members

50% members along with one subject expert shall make the quorum.

- x. The Selection Committee for Non-teaching employees shall be constituted by the Director in consultation with the HoD / Programme Coordinator.
- xi. In addition to the above, existing faculty members of the department concerned may be engaged for taking classes of self-financing ABD programmes subject to the condition that he /she will take the classes beyond his/ her normal working hours, with the same compensation approved by the Board of Management.

13. Payment of Stipend

- i. The University will have an option of offering ABDP either through registration on the NATS portal or directly in partnership with the industry/establishment. Based on the option, the stipend will be paid as per the relevant rules/guidelines.
 - a. Offering of the ABDP directly in partnership with the industry/establishment: The stipend will be paid by the industry/establishment as per the Apprentices Act, 1961 & Apprenticeship Rules, 1992.
 - b. Offering of the ABDP through registration on the NATS portal: Stipend will be paid by the government as applicable and as per the agreement signed for the apprenticeship purpose with the BOAT/BOPT.
- ii. Minimum Prescribed stipend of Rs. 7000/- per month for Degree students or as approved by the Govt. of India from time to time with the approval of UGC/AICTE or any other regularity body. Stipend will be paid for a maximum duration of 12 months + 12 months (maximum) as per the Apprentices Act, 1961 & Apprenticeship Rules, 1992.
- iii. However, academic institutions/establishments would have the flexibility to run this programme in non-government funded mode as well wherein the Government and the establishment/industry shall not be bound to pay any stipend to the student.

14. Duration of the Programme

- i. ABD programme will have an option to offer apprenticeship in 2, 3 or 4 semesters as compulsory part of the degree programme without altering the total duration of the programme. In any case, the maximum

duration of the apprenticeship shall be as per the decision taken by the University subject of a maximum of 4 semester for FYUGP.

- ii. The spells of apprenticeship shall be scheduled either continuously or at intervals depending upon the requirement and practicality of the discipline concerned. However, no spell shall be less than 6 months or more than 12 months in any instance.
- a. The total duration of the programme shall not be altered.
- b. The apprenticeship spell shall be for at least one whole semester.
- c. The permissible apprenticeship duration shall only be for the apprenticeship / training only.
- d. MOOCs, courses may be offered during this period.

15. Credit Mechanism

- i. As per the NCrF, 30 hours of Training will correspond to 1 Credit. Accordingly, a one-year apprenticeship training shall correspond to 40 credits (which shall be considered equivalent to 1,200 hours of learning). Similarly, a 6-month apprenticeship training shall correspond to 20 credits (equivalent to 600 hours).
- ii. The credit assignment to an apprenticeship embedded qualification is subject to the assessment of the apprentice's qualifications as per the pre-defined learning outcomes.
- iii. The actual hours spent in the industry shall be in accordance with the provisions of the Apprenticeship Rules as amended from time to time, whereas for the calculation of credits, the mechanism at point (i) above shall be applicable.
- iv. Out of total credit required for the award of 4-year degree, a Minimum 50% of the credits (140) should be covered as major/ core courses and specific DSE / Minor courses.
- v. Total apprentice credits should be less than or equal to the 50 % credits required for the award of degree.
- vi. Minimum 160 Credits were required for the award of 4-year apprentice-based degree.
- vii. Additional credits (above 140 credits) if any will be inclusive, and will reflect in the transcript

16. Financial Management:

- i. The Programme Coordinator in consultation with the BoS will prepare and approve an Annual Estimate Budget which will be placed before

the Board of Administrative Management through the Director. The estimates will be met under the budgetary provisions.

- ii. A separate bank account will be maintained for the self-financing programmes. The accounts will be operated jointly by the Director and Programme Coordinator. All funds received from the participants will be deposited in the bank account.
- iii. One third of the revenue collected from the self-financing programmes will be transferred to the University account. Two third of the revenue will be utilized for meeting the expenditure of the self-financing programmes including the remuneration of the Teachers & staff, etc.
- iv. Day to day contingency expenses may be met by the orders of the Director.
- v. All the purchases will be made in accordance with the GFR-2017.

17. Expenditure Norms:

The following expenditure norms are required to be followed:

- i. For the expenses pertaining to various support services within the institute (Seminar Hall/ auditorium, honorarium to Institute faculty, staff and students etc.), bills will be directly paid by the office of Director, after these are duly endorsed by the programme coordinators and Course Coordinators.
- ii. Advances will be granted to the Programme Coordinator(s) of the programmes for workshops and meeting expenses of petty nature only. Such advances will be normally restricted to Rs. 50,000/-. No advance will be granted unless the previous advance is settled.
- iii. Except for approved off-campus courses, workshops and conferences during the specified duration and the reasonable travel time margins, all other outstation travels of the coordinators and the resource persons (internal and external) will require prior approval of Director (SFC), in a specified format along with the submission of leave form.
- iv. To facilitate the Programme Coordinator, a 3-member Self-financing courses purchase committee will be constituted by the Director / Dean to process all expenses, utilizing non-Institute services (registration kits, mementos, food etc.). The committee will have one member from the coordinating team and two faculty members outside the team. The committee will carry out market survey, identification of vendors and price negotiations, etc. Purchase requisitions may be processed with the recommendations of the committee members and with the Course Coordinator's signature. The Programme Coordinator of the self-financing courses are required to provide the break-up of lecture and

- laboratory hours in the honorarium plans for faculty and technical staff. Any exception will require prior approval with justifications of Director.
- v. All honorarium payments will be made through online/account payee cheques only.
 - vi. In case of courses wholly sponsored by Government or quasiGovernment agencies, (AICTE, DST, CSIR, ISTE, and others) the rules and norms set by those agencies are to be followed.
 - vii. A budget approved by the Department offering ABDP need to be approved by the Director, before the commencement of the session. A transaction audit will be made annually for the self-financing programmes.

18. Repeal and Amendment:

- i. This Ordinance pave the way to create new regulations for each ABDP offered by various departments.
- ii. The University may amend any provision of this ordinance in view of the Directives issued by the GoI/ MoE/ AICTE/ UGC or any other regulatory body from time to time. Such amendments shall have to be passed/resolved/adopted by different statutory bodies of the University as per Central University Act 2009.

19. Saving Clause:

Regardless of any failures or errors (omissions and commissions) within this ordinance and regulations based on this ordinance, the Vice Chancellor's decisions are final and cannot be challenged.

Suggested Sector Skill Councils and Apprenticeship Based Programmes and related Courses

I. Retailers Association Skill Council of India (RASCI)

RASCI is a not-for-profit, independent public limited organization established under Section 25 of the Companies Act. It has been funded by the Government of India along with Equity participation from Retailer's Association of India, Reliance Retail Ltd., Future Retail India Ltd., Shoppers Stop Ltd., Globus Stores (P) Ltd., Trent Ltd., Infiniti Retail Ltd. and Connaught Plaza Restaurant (P) Ltd. to function as the Apex Skill Development Council for the Retail Industry.

RASCI is a collaborative and comprehensive source of expertise and independent advice for industry, training organizations, educational institutions, certifying bodies, employees, students or jobseekers about skill development in the retail industry.

Course: Apprenticeship Based Degree Programme (ABDP)–BBA in Retail Operations

Other Courses: Modern Retail Stores Operations, E- Commerce, FMCG, Direct Sales & Entrepreneurship.

II. Logistics Sector Skill Council (LSC)

Logistics Sector Skill Council (LSC) is a non-profit, Section 8 Company set up by Ministry of Skill Development & Entrepreneurship, National Skill Development Corporation and Confederation of Indian Industries with the aim to ensure skilled and trained human resource at entry level and up-skilling of the logistics workforce. LSC works with stakeholders, including industry players, government agencies, training providers, and academic institutions, to identify the skill gaps in logistics sector and design training programs to address those gaps. LSC is an approved awarding body of NCVET.

Global Logistics Industry includes all activities of the supply chain, such as transportation, customer service, inventory management, the flow of information, and order processing. Other activities of the supply chain are warehousing, material handling, purchasing, packaging, information dissemination, and maintenance, etc. There is a huge employment potential for skilled students at every part of the value chain.

Course: Apprenticeship Based Degree Programme (ABDP)–BBA in Logistics

Other Courses: Warehousing (Storage & Packaging), Land Transportation, EXIM Logistics (Freight Forwarding & Customs), E-Commerce, Liquid Logistics, Port Terminals (ICDs and CFS), Air Cargo Operations, Cold Chain Logistics, Road Transportation.

III. Healthcare Sector Skill Council

The Healthcare Sector Skill Council (HSSC), a not-for-profit society, has been promoted by the Confederation of Indian Industry (CII), National Skills Development Corporation (NSDC) and Healthcare Industry Leaders representing both public and private sector. The Council is mandated to create a robust and vibrant eco-system for quality vocational education and skill development in Allied Healthcare space in the country. In addition, the Healthcare Sector Skill Council aims to serve as a single source of information on healthcare sector with specific reference to Skill and Human Resource Development in India.

Course: Apprenticeship Based Degree Programme (ABDP)–BBA in Healthcare Management Course

Other Courses: (Patient Relation Services), Hospital Front Desk Co-ordinator, Telehealth Service Coordinator, Panchkarma Technician, KsharaKarma Technician, Coordinator, Phlebotomist.

IV Life Sciences Sector Skill Council (LSSSC)

LSSSDC is a not for profit, non-statutory certification body under mandate of Ministry of Skill Development and Entrepreneurship and is registered under the Societies Act, 1860. It has been set up by National Skill Development Corporation (NSDC) and promoted by Confederation of Indian Industry (CII), in partnership with various stakeholder organizations representing both Industry and Govt. Stakeholders.

LSSSDC is recognized and approved, as a Sector Skill Council for Life Sciences Sector for Pharmaceutical sector (including AYUSH), Biopharmaceutical, and Contract Research, by National Skill Development Corporation.

Courses: BSc (Production), BSc (Pharma Sales), BSc (Quality Control), BSc (Warehouse Mgt).

V Media & Entertainment Skill Council (MESC)

Founded in 2012, Media & Entertainment Skills Council is a Not-for-Profit Organization, registered under the Societies Registration Act, 1860. The Council has been promoted by Federation of Indian Chambers of Commerce & Industry (FICCI) with financial support by National Skill Development Corporation (NSDC). The key objective of MESC is to create a robust and vibrant eco-system for quality vocational education and skill development in Media & Entertainment space in the country.

In addition, the Media & Entertainment Sector Skill Council aims to serve as a single source of information on M & E sector with specific reference to Skill and Human Resource Development in India. The Council is also implementing Standards, Training, and Accreditation & Reward scheme of Government of India. Telangana has a very high presence of the media and entertainment sector and has emerged as the film production power house to match Bollywood. The scale and variety of the entertainment industry is undergoing rapid change as also the technologies connected with production, advertising and the very business of media. Students of Telangana can directly benefit from a plethora of courses designed based on emerging job roles and skill gaps in the industry.

Courses: 1. BSc in Digital Marketing, Graphics & Advertising

2. BSc in Mobile Film making
3. BSc in Gaming
4. BBA in Media Business Management
5. BSc in Film Making
6. BSc in Audio Production
7. BA in Media Creation
8. BA in Performing Arts
9. BSc in Animation

Other Courses: Courses in AR/VR Developer, Cinematic Tourism, Studio Manager, Digital Marketing Manager, Costume Design, Multiplex Operation Manager, Prosthetic Artist, Event Manager, Correspondent, Anchor, Social Media Manager

VI Skill Council for Green Jobs (SCGJ)

Skill Council for Green Jobs is one of the most recently launched initiatives of the Government of India aligned to the National Skill Development Mission. It is promoted by the Ministry of New and Renewable Energy (MNRE) and Confederation of Indian Industry (CII). The creation of the SCGJ was approved on 28th September 2015. Established as a not-for-profit, autonomous, industry-led society, the SCGJ was incorporated under the Societies Registration Act XXI, 1860 on 1st October, 2015.

Green jobs are clean jobs that contribute to preserve or restore the environment, be they in traditional sectors such as manufacturing and construction, or in new, emerging green sectors such as renewable energy and energy efficiency. The Council is futuristic in its activities like Green Hydrogen but areas like solar energy are current and constitute a fast-growing segment of industry & life. The concept of Use-Recycle-Reuse forms the core of the Council's activities and is now a growing discipline internationally.

Environmental jobs are aimed at protecting and promoting environment and minimize the impact of various entities on the health of the Earth. Green jobs make a huge contribution in sectors like energy, agriculture, design, tourism, and transport. Fortune 500 companies now have a ranking parameter in the form of responsibility towards society where the basic production processes of a company are expected to be environment-friendly and geared for reusing of waste.

Courses: BSc (Renewable Energy), BSc (Solar Energy)

Other Courses: Solar Energy, Circular Economy, Solar PV Business Development Executive, Solar Photovoltaic Entrepreneur, Solar PV Maintenance & Installer etc.

VII Electronics (ESSCI)

The Electronics Sector Skills Council of India (ESSCI) is a Not - for - Profit Organization registered under the Indian Companies Act 1956. The Council has been promoted by Six Associations, i.e., CEAMA, ELCINA, IESA (formerly ISA), IPCA & MAIT, ELCOMA, supported by National Skill Development Corporation (NSDC), ESSCI has been recognized by NCVET as an awarding body for Electronics System Design & Manufacturing sector.

ESSCI focuses on establishing an effective and efficient ecosystem for developing and imparting outcome-oriented skills for Electronics Systems, Design and Manufacturing Industry (ESDM). ESSCI's mandate comprises a plethora of deliverables, including development of curriculum, courses, information database, and delivery system. ESSCI is responsible for standardization, accreditation, and certification processes to enhance the employability of the Indian workforce globally.

ESSCI brings together all the stakeholders –industry, labour & academia to develop a future- ready skilled workforce for the ESDM Sector.

Courses: BSc in Mechatronics, IOT, Electronic Hardware Design, Electronic Manufacturing, Digital Electrician, IT Infrastructure Management Service, Industrial Refrigeration & Air Conditioning.

Other Courses: VLSI Design Engineer, Quality Engineer, IOT Hardware Analyst, Embedded Full Stack IOT Analyst, Embedded Software Engineer, Quality Engineer, Robotics Automation Lead, Service Engineer (IT Hardware), Mechatronics Maintenance Specialist, Motor and Controller Design Engineer, Sales Engineer (Electronics Product), Field Engineer (RACW), (Electronics Hardware Design Engineer, Battery System Design Engineer.

VIII Tourism & Hospitality Sector Skill Council (THSC)

A Not-for-Profit Organization, registered under the Societies Registration Act, 1860, promoted by the Confederation of Indian Industry (CII) with inclusive representation of the Government, Industry, Industry Associations and Training Institutes across India. It is formed by the industry and for the industry to tackle the skilling of large manpower to fulfil the industry requirements, playing a crucial role in bridging this ever-growing gap. THSC is now an approved awarding body under National Council for Vocational Education and Training (NCVET). It has the mandate to create a robust and sustainable eco-system for skill development in the industry, catering to all the sub sectors of the industry, namely, Hotels, Tour Operators, Food Service Restaurants, Facilities Management and Cruise Liners.

The Council has the vision to create a robust industry aligned ecosystem by promoting skill development in Hospitality and Tourism sector, to benefit millions in India to get respectable employment opportunities for serving customers and other stakeholders.

It is on a mission to contribute to the development of industry competent workforce through the establishment of National Occupational Standards, Labour Market Information System, Affiliation of training partners / vocational institutions, Certification of Trainers, and facilitation of learner assessments and certification.

Courses: BSc Catering Technology & Culinary Arts
BBA Hospitality Management-Food & Beverage Service Operations
BBA Hospitality Management-Facility Operations
BBA Hospitality Management-Accommodation operations
BBA Hospitality Management-Restaurant Operations,
BBA Hospitality Management-Tour & Travel Operations

Other Courses: Travel Advisor, Counter Sales Executive-Tourism & Hospitality, Pastry Bakery Commis, Tour Guide, Nature Guide, Homestay Host, Barista Executive.

IX Apparel Made-ups and Furnishing Sector Skill Council (AMHSSC)

The AMH SSC was incorporated on December 24, 2013, as a company under Sec 25 of the Companies act 1956 with the objective of developing a skills repository for the Apparel, Made-Ups and Home Furnishings value chain. It further aims to build an organization that can develop standards, evaluation criterion and accreditation systems for providing multiple and varied technical skills in the textile sector including employability skills to both men and women & challenged persons with regular and direct inputs from industry. It creates opportunities for “Training of Trainers” in both the content and pedagogy for imparting skill training for workers engaged in the three chosen segments of the textile sector, apart from quality assurance.

The Council also develops and promotes a standardized, output oriented and quality assured affiliation and accreditation process to demonstrate sustainable business value through it. Its focus is on continuous improvisation of the training delivery value chain, i.e. training process, training content, trainers, curriculum design, industry endorsement for certification etc. Assisting in centres of excellence and innovation by utilizing the standardization in training, evaluation and certification developed by the SSC of the sector is another function. Integration of technology in training, development of a sector skill development plan and maintaining a skill inventory along with promotion of resource support agency (academies of excellence) is a key function.

AMH SSC is a body with a well-defined organizational structure comprising industry members from knitwear, apparel, hosiery, fashion design, made-ups / home furnishing, association, academia, domestic apparel industry, NSDC besides representative from Ministry of Textiles.

Courses: BSc / BA in Fashion Design & Technology
BA in Fashion Design

X Agriculture Sector Skill Council

Agriculture Skill Council of India (ASCI) is a Section 8, Not for profit concern working under the aegis of Ministry of Skill Development & Entrepreneurship (MSDE). ASCI works towards capacity building by bridging gaps and upgrading skills of farmers, wage workers, self- employed & extension workers engaged in organized / unorganized segments of Agriculture & Allied Sectors.

ASCI is contributing to nation building through skill development in agriculture especially at a time when country is experiencing stagnant agricultural growth, exodus of quality manpower to other sectors, changing climate with increased variability in production parameters and transformations in international agriculture

markets that are especially too subsidized, thereby challenging the competitiveness of Indian agriculture.

ASCI has taken upon itself the responsibility of transforming Indian agriculture through developing the skills of country's manpower in emerging areas of agriculture. With the development of 176 Qualification Packs, ASCI has covered most segments. It is now equipped to enter the education system by dovetailing its skill courses to curate full-fledged degree courses or electives/diplomas as per college choice. Its courses cover agriculture and all its allied sectors, thereby forming the core relevant for the agrarian sector of the economy.

Courses:

- B.Sc. Greenhouse Technology
- B.Sc. Farm Equipment Operation & Maintenance
- B.Sc. Horticulture
- B.Sc. Sustainable Agriculture
- B.Sc. Industrial Aquaculture & Fisheries
- B.Sc. Agriculture
- B.Sc. Industrial Fishing Technology
- B.Sc. Agriculture & Soil Science
- BBA Agri- Business Management
- B.Sc. Dairying and Animal Husbandry
- B.Tech. Agriculture Technology
- B.Sc. Beekeeping
- B.Sc. Organic Farming
- B.Sc. Medicinal Plants
- B.Sc. Agri-Entrepreneurship and Rural Enterprises

XI Capital Goods Sector Skill Council About Capital Goods Industry

The Capital Goods Skill Council is a unique initiative to play a proactive role and bridge the gap by creating a vibrant ecosystem for quality training and skill development for the capital goods sector. Capital Goods Skill Council (CGSC) is a Not-for-Profit Organization registered under the Societies Registration Act, of 1860. The Council has been promoted by Federation of Indian Chambers of Commerce and Industry (FICCI) and the Department of Heavy Industries (DHI), Government of India, with financial support by National Skill Development Corporation (NSDC). The supporting organisations include leading industry and industry associations representing both the public and private sector.

Strategic Importance

Capital Goods Sector comprises plant and machinery, equipment / accessories required for manufacture / production, either directly or indirectly, of goods or for rendering services, including those required for replacement, modernization, technological upgradation, and expansion. It also includes packaging machinery and

equipment, refrigeration equipment, power generating sets, equipment and instruments for testing, research and development, quality, and pollution control.

Capital Goods sector has multiplier effect and has bearing on the growth of the user industries, as it provides a critical input, i.e., machinery and equipment to the remaining sectors covered under manufacturing activity. The capital goods industry contributes 12% to the total manufacturing activity which translates to about 1.8% of GDP. If the goal of achieving 9% growth in GDP must be realized, then it is important for the manufacturing industry to grow at least by 11-13% per annum. This further requires that the Capital Goods sector, which is the core of manufacturing, should grow at around 17-19%.

Courses: B.Tech Industrial Tool Manufacturing,
B.Tech Production Technology,
B. Tech Printing & Packaging Technology,
B.Sc/ B.Tech Additive Manufacturing Technology,
B.Sc. / B.Tech Polymer Technology,
B.Tech / B.Sc. Advanced CNC Machining Technician,
B.Tech / B.Sc CNC Machining 5 Axis,
B.Sc. Machinist Tool Room.

XII SPEFL-SC

The Sports, Physical Education, Fitness, and Leisure Skills Council (SPEFL-SC) is a not-for-profit organization formed under the Ministry of Skill Development and Entrepreneurship (MSDE). Our mission is to empower individuals through skill-based training in the sports, fitness, and physical education sectors.

As a leading skill development council, we collaborate with industry experts, training institutions, and government bodies to bridge skill gaps, enhance employability, and promote a healthier nation. Join us in shaping a future where sports and fitness create opportunities for all!

Courses: General Fitness Trainer, Group Fitness Trainer, Personal Fitness Trainer, Strength and Conditioning Coach, Fitness Centre Head, Yoga Assistant-Sports, Yoga Trainer-Sports, Yoga Instructor-Sports, Sports Nutritionist, Physical Education Assistant, Physical Education Trainer, Community Sports Coach, Physical Education Head, Pool Maintenance, Lifeguard Pool / open water, Swimming Instructor, Rescue Operation Head, Sports Goods Manufacturing Helper, Sports Goods Craftsperson, Sports Goods Production Supervisor / Factory Manager, Camping & Trekking Guide, Gym Equipment Service Supervisor.

XIII Handicrafts HCSSC

Handicrafts and Carpet Sector Skill Council (HCSSC) has been established in the year 2014 with a core objective to provide deployable resources to the Handicrafts and Carpet Sector by enabling competency-based training as per the standards set in consultation with the industry. HCSSC is a recognized awarding body of the National Council for Vocational Education and Training (NCVET) and is jointly promoted by Export Promotion Council for Handicrafts (EPCH), Carpet Export Promotion Council (CEPC) and National Skill Development Corporation (NSDC) under the aegis of the Ministry of Skill Development and Entrepreneurship (MSDE) and Ministry of Textiles, In-line Ministry of HCSSC, Government of India.

The HCSSC's mission involves the overall development of skills and standards related to the Handicrafts and Carpet sector. Ten years after its inception, HCSSC aims at developing NOSs for over 125 job roles, certifying up to 2 million candidates, training as many as 5 thousand trainers and affiliating about 140 training institutes.

HCSSC envisions the development of the Handicrafts and Carpet sector. Its views incline to the skill development of every individual and group connected to the sector. HCSSC visualizes the Handicrafts and Carpet sector making its mark in the society – a society acknowledging the art, and also being employment-friendly for the trained artisans.

Courses: B.Sc. / B.A. Handicrafts

XIV CSDCI

The Construction Skill Development Council of India (CSDCI) is a Non-Profit Organization, registered under Section 8 of the Indian Companies Act, 2013.

This Sector Skill Council is a Recognised Awarding Body of National Council for Vocational Education and Training (NCVET) and has been constituted under the mandate of National Skill Development Corporation (NSDC) which is one of its own kind, Public Private Partnership organization in India to promote skill development.

Courses: B.Tech Constructions and civil works