

NETAP

National Employability Through Apprenticeship Program



Stipend Primer 2019

Apprenticeship Trends | NETAP and Market Stipends | Stipend Analysis | Supply Dynamics

Foreword

The Indian Labour Market has inadequacies in providing skilling and right-wage employment. Of the 51.1 crore people in the workforce, as of 2017, barely 4% are reported to have received formal skill training. A meager proportion of the 48 lac people who enter the workforce every year secure jobs and most continue to "work poor" long after.

The world over, apprenticeship programs are a proven approach to transitioning workforce entrants to high employability. Higher the skill and employability levels, the better is the probability of securing long term, equitable wage, employment. India lags behind most countries in getting its youth into apprenticeships and, therefore, in transforming their lives for the better. Apprentices comprise only 0.01% of the workforce. Given that 90% of the workforce is informal in nature this translates to 0.1% of the workforce being apprentices - a far cry from the 3.7% in Germany and Australia.

Public-Private-Partnerships (PPPs) play an important role in promoting apprenticeships in India. NETAP (National Employability Through Apprenticeship Program), a PPP of TeamLease Skills University, CII and NSDC, aims to help unemployed youth build skills through "Learning by doing and Learning while earning" while providing them with access to practical skills.

A formidable hurdle to promoting apprenticeships and achieving pay equity is the severe lack of quality data and analytical insights that help with decision making in policy, strategy and execution. TeamLease Skills University Thought Leadership initiatives focused on Apprenticeships aim to address information inadequacy in the market through hard data driven insights.

With the "Stipend Primer" we are taking giant strides in delivering high precision stipend data and analysis to decision makers across sectors and cities. We believe that this report arms labour market stakeholders with the right data points and key insights to prepare a high-employability workforce. This report is the first edition in this work in progress.

We, at TeamLease Skills University, hope that the report delivers value to you and look forward to hearing from you.

Sumit Kumar
Vice President, TeamLease Skills University.

Context, Scope and Constraints of the Study

Context:

The purpose of the Stipend Primer is to report stipend payouts to apprentices by employers under government supervised and Public-Private-Partnership initiatives. The report also highlights key insights pertaining to payouts by sector, region, educational qualification and roles.

The methodology includes review of literature related to apprenticeships in India, followed by analysis of stipend payout data under Market (government supervised such as NAPS) and Other Employability Enhancement Schemes (NETAP).

Scope and Constraints:

- Results of the study are based on the stipend earnings between April 2016 and March 2017 across 54,000 NETAP apprentice associates and 136,000 apprentices employed in organizations across 9 cities.
- Figures are close to accurate. The earnings include regular stipends and do not include incentives, allowances, bonus, over-time, one-time or unusual representative amounts.
- The information provided does not reflect level of responsibility of the apprentices.
- The analysis and modeling are a work-in-progress and not purporting to be a complete descriptor of market phenomena.
- The vacant slots may represent unavailability or lack of significant, current apprenticeship activity.
- This Primer is subject to limitations and only intended as a guide.

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Executive Summary

■ Stipend payout insights

Payouts: Other Employability Enhancement Schemes (OEES for short - schemes such as NETAP) versus Apprenticeship Act

■ Other Employability Schemes (OEES) pay 7.66% higher than the stipend paid under the Apprenticeship Act

- Market stipends (as per Apprentice Act) are 23% higher for Technical graduates than for non Technical apprentices; OEES stipends are higher for Technical graduates in 6 of the 9 cities covered by the study.
- Qualification Matters- Postgraduates and Engineering Graduates gets better paid across sectors as per both OEES and the market (as per Apprentice Act).
 - Post graduates and Engineers are paid 20% higher in the Manufacturing sector and 2% higher in the Services sector
- A trend that is truly against the norms: Diploma-holder apprentices are paid 2.5 times higher than minimum wages – in Chennai, Mumbai and Pune.

Executive Summary

■ Stipend payout insights

Topline findings

- The apprenticeship market has matured and pays out handsome stipends at a significant premium over minimum wages.

Top sectors and states (premium paid over minimum wage)

- Top sectors : Construction & Real Estate (125%), IT & ITeS (122%), FMCG (110%), Automotive (82%)

- Top states: Maharashtra (159%), Andhra Pradesh(132%), Tamil Nadu (112%), Gujarat (84%)

- Manufacturing and Services sectors both pay fairly high stipends in the average range of Rs.9,000 – Rs.10,000 per month.

- The Services sector pays marginally higher stipends compared to the Manufacturing sector (median measure)

- The Services sector pays a median stipend 1% (OEES) | vis-a-vis Apprenticeship Act
- The Manufacturing sector pays a median stipend of 1.5% (OEES) | vis-a-vis Apprenticeship Act
- Top 3 Manufacturing sectors: Construction/Building , Automotive & Allied Industries, Electrical & Electronics
- Top 3 Services sectors: Tourism and Hospitality, Banking & Financial Services, Consumer Products / FMCG

- In general, higher educational qualifications fetch higher stipend payouts.

- Each higher level of educational qualification fetches a stipend premium of 12% to 22% over the immediate lower level

- Large businesses pay significantly higher stipends [12% to 34%]; difference in stipends between medium and small businesses is not significant.

Executive Summary

■ Apprentice Mobility

Cost of Living versus Stipends

- It would be more attractive for candidates to move from the main hub cities to satellite cities / towns (when stipends between the two regions are compared by normalizing with the cost of living index)
- Normalized stipends for most satellite cities / towns are 10% to 47% higher than for their respective main hub cities. Delhi is a lone exception, with lower stipends for satellite cities / towns
 - Mumbai versus satellite cities / towns: 10%
 - Bangalore versus satellite cities / towns: 47%
 - Chennai versus satellite cities / towns: 18%
 - Delhi versus satellite cities / towns: - 28%
 - Hyderabad versus satellite cities / towns: 31%
- Mysore (35% - 48% higher normalized stipends) and Vijayawada (22% - 27% higher normalized stipends) are the best cities for apprentices to work in, and Noida (38% - 55% lower normalized stipends) and Gurgaon (27% - 33% lower normalized stipends) are the worst, based on the net cost versus benefit (ratio of the normalized stipend and the cost of living index)
- Generic and soft skills in apprentices are a hygiene factor, while domain specific skills are highly sought after. The stipend premium that specialized profiles fetch for domain specific skills is at least 21% to 39%
 - ITI are paid 11% more than 10th and 12th standard, Engineering graduates are paid 5% more than Non Engineering graduates, ITI's are paid 4% more than the diploma holders

Executive Summary

■ Candidate Stipend Expectations

■ Candidate expectations are significantly higher than stipends paid by employers. The divergence in the top 5 metro cities (in terms of candidate expectations) are as follows:

- Delhi [Candidate Expectation: Rs. 15,500 | Market Stipend: Rs. 9,033]
- Mumbai [Candidate Expectation: Rs. 12,800 per month | Market Stipend: Rs. 9400]
- Chennai [Candidate Expectation: Rs. 12,000 per month | Market Stipend: Rs. 9300]
- Bangalore [Candidate Expectation: Rs. 14000 per month | Market Stipend: Rs. 9800]
- Hyderabad [Candidate Expectation: Rs. 11,000 | Market Stipend: Rs. 8400]

% Variation - Candidate Stipend Expectation

- Delhi [Candidate Expectation: 71% | Market Stipend
- Mumbai [Candidate Expectation: 36% | Market Stipend
- Chennai [Candidate Expectation: 29% | Market Stipend
- Bangalore [Candidate Expectation: 42% | Market Stipend
- Hyderabad [Candidate Expectation: 30% | Market Stipend

■ Kolkata and Delhi have the highest percentage of candidates (around 80% or more) willing to relocate to any city – hub or otherwise

■ Employers are Raising Expectations

- A majority of employers (46% to 77% of those who responded to the survey) expect applicants to be aware about essential soft skills and a good 63% expect applicants to possess domain awareness.
- Employers rank domain awareness and quantitative / analytical abilities at the top (#1 through #3) in specialized domains [IT, Finance and Accounting, Production and Manufacturing].
- Soft skills awareness is predominant as compared to functional skills awareness in generic / support function domains [Administration, HR, Sales and Marketing] and its attributes are ranked #1 through #5.

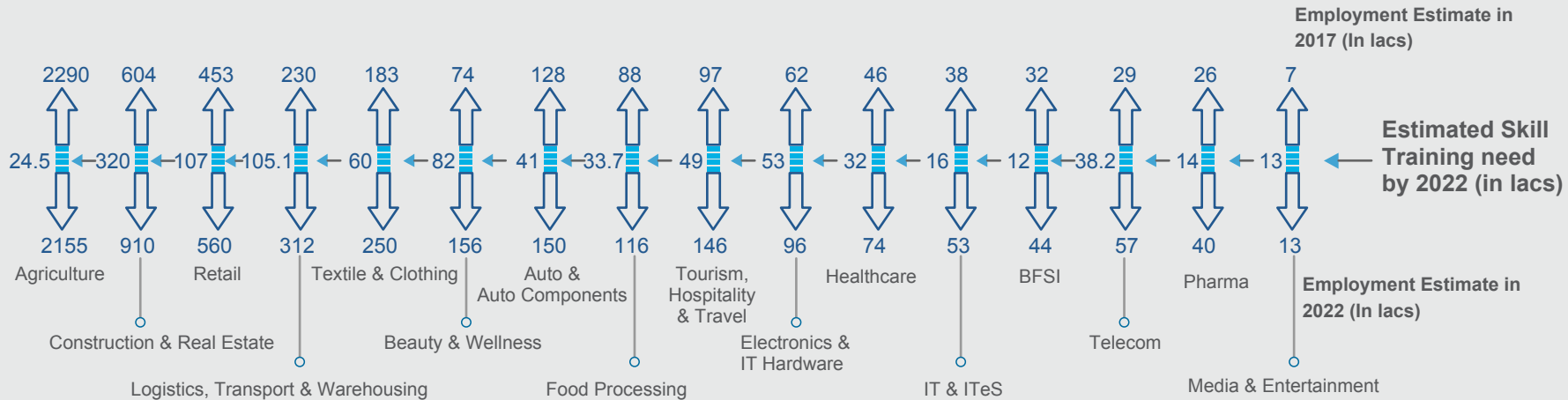
The Journey so far

Overview



Apprenticeships - a new paradigm for a proven practice: The need for skill training

Only **10%** of the total 51.1 crore workforce in the country has received some form of skill training



Data Source: TeamLease-valuvox analysis, May 2018 | Aggregators of Apprenticeship programs, Glassdoor.com, naukri.com, TeamLease (NETAP) stipend payout database

Apprenticeship programs promote skill acquisition and improve employability better than other skilling initiatives, and result in **67%** of the those trained being gainfully employed.

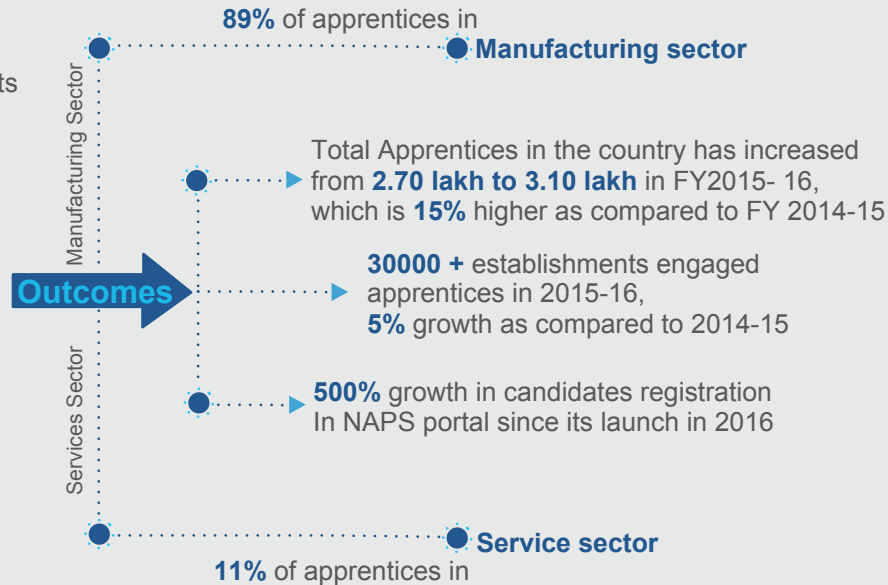
Apprenticeships - a new paradigm for a proven practice: Have the amendments to the Apprenticeship Act been effective

The new amendments to the Apprenticeship Act 1961 extend the practice to the service sector as well.

Amendments

HIGHLIGHTS of Recent Amendments

- Engagement up to 10% apprentices
- Revised Stipend
- Introduction of Optional Trades
- Inclusion of non-engineering
- New Sectors
- Web Portal



The new sectors adopting apprenticeships

- Tourism & Hospitality
- Retail
- Logistics & Transportation
- IT & ITeS
- Financial Services
- Healthcare
- Business Consulting & Research
- Construction
- Beauty & Wellness
- Electrical & Electronics
- Telecommunication
- Media & Entertainment
- FMCG
- FMCD

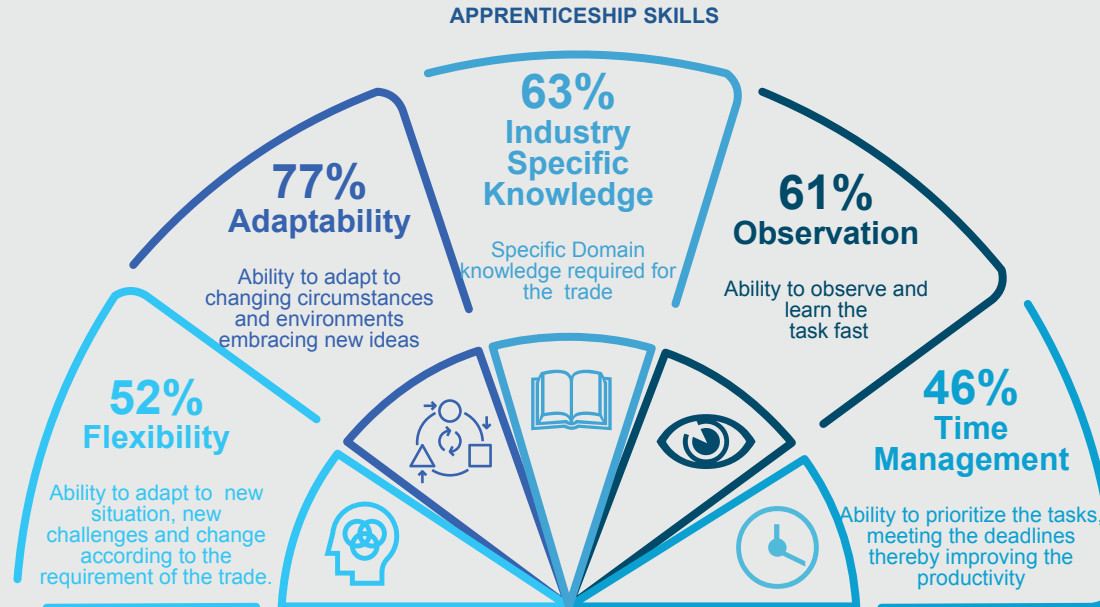
Source: Annual Report 2016-17, 2015-16, Ministry of Skill Development and Entrepreneurship | apprentice.gov.in | NAPS annual reports | NATS web portal

The revisions were proposed to remove existing administrative, regulatory, limited trades / sectors and other obstacles.

As a result engagement of apprentices across sectors witnessed a **10%** growth during 2015-16 as against **4%** in the preceding year.

Apprenticeship Employability-skills wish list: High-level overview of desired skills – across sectors and employers

Technical skills, learnt on the job during the Apprenticeship training period, are not a prerequisite.

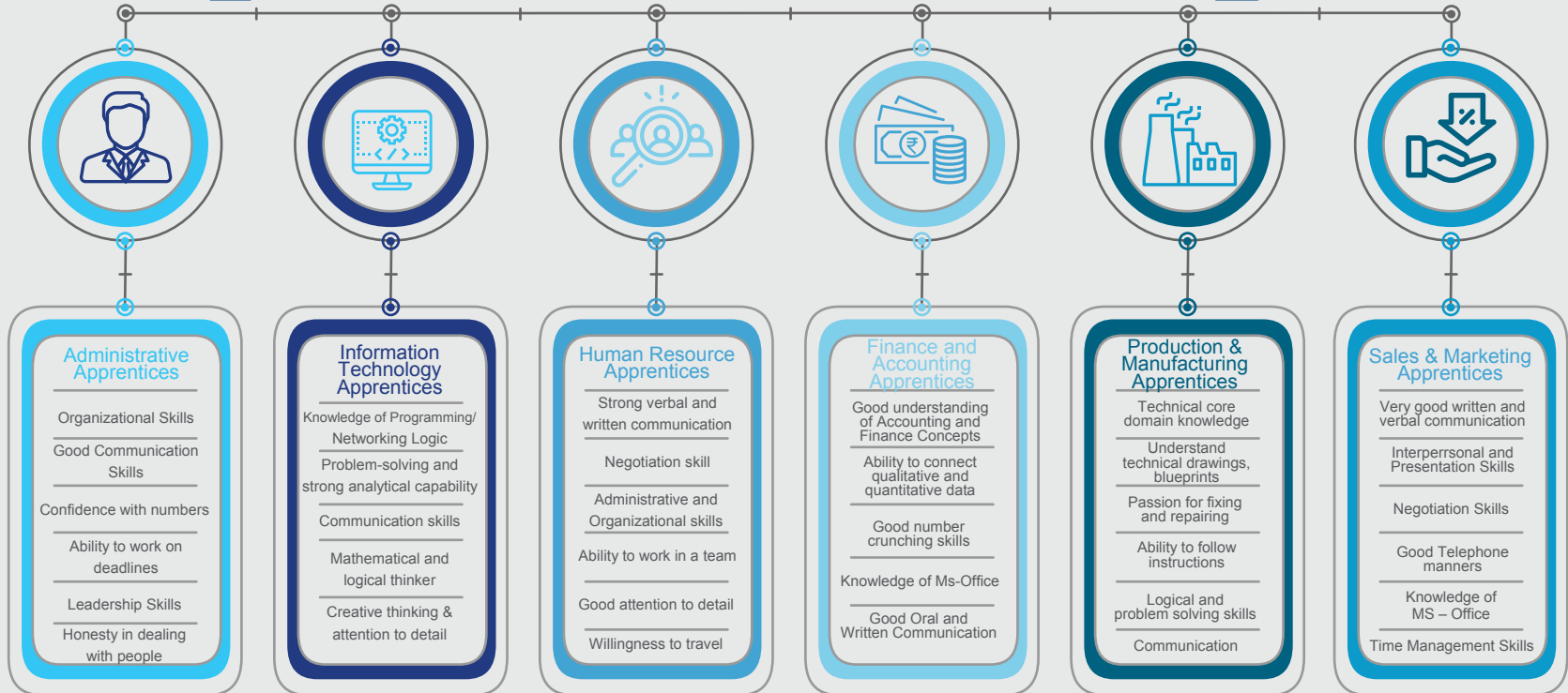


Data Source: TeamLease-valuvox Employer survey, March 2018

46% to **77%** of Employers who responded to the survey have come to expect essential soft skills among applicants and **63%** expect applicants to possess domain based skills.

Apprenticeship skills-awareness wish list: Domain based ranking of Apprenticeship skills awareness

In specialized domains [IT, Finance and Accounting, Production and Manufacturing] domain awareness and quantitative / analytical abilities are ranked **#1** through **#3**.

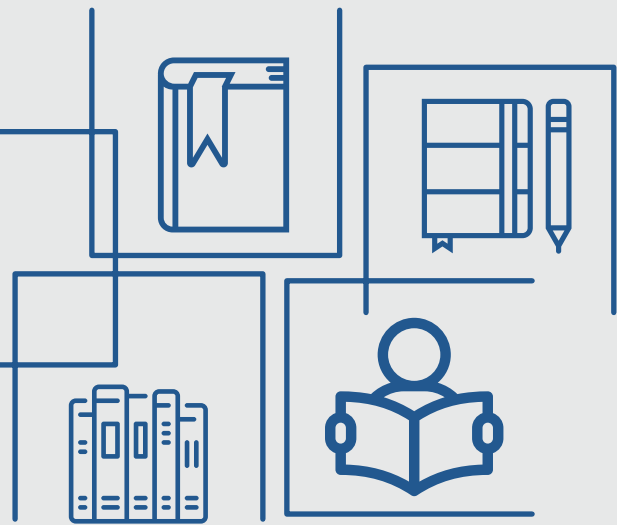


Data Source: TeamLease-valuvox Employer survey, March 2018

In generic / support function domains [Administration, HR, Sales and Marketing] soft skills awareness is predominant as compared to functional skills awareness and its attributes are ranked **#1** through **#5**.

Minimum Wages

Stipend Compendium



The Stipend Primer : minimum wages across sectors and states

Minimum Wage as per Other Employability Enhancement Schemes [OEES for short - such as NETAP]: TRADE APPRENTICESHIP

State	Automotive	Construction	IT & ITES	Tourism/ Hospitality	Retail	Electrical & Electronics	Manufacturing & Production	Healthcare & Pharma	Banking & Financial Services	Transport & Logistics	Media & Entertainment	Services (Repair & Maintenance)
Karnataka	11588	11588	11588	11588	11588	11588	11588	11588	11588	11588	11588	11588
Gujarat	7176	7176	7176	7176	7176	7176	7176	7176	7176	7176	7176	7176
Tamilnadu	6721	6721	6721	6721	6721	6721	6721	6721	6721	6721	6721	6721
Delhi	13584	13584	13584	13584	13584	13584	13584	13584	13584	13584	13584	13584
Andhra Pradesh	5822	5822	5822	5822	5822	5822	5822	5822	5822	5822	5822	5822
West Bengal	7661	7661	7661	7661	7661	7661	7661	7661	7661	7661	7661	7661
Maharashtra	6600	8900	5000	6500	5000	6600	6600	5300	5000	4200	5000	4800
Uttar Pradesh	5750	5750	5750	5750	5750	5750	5750	5750	5750	5750	5750	5750
Madhya Pradesh	6500	6500	6500	6500	6500	6500	6500	6500	6500	6500	6500	6500
Haryana	8280	8280	8280	8280	8280	8280	8280	8280	8280	8280	8280	8280
Rajasthan	5538	5538	5538	5538	5538	5538	5538	5538	5538	5538	5538	5538
Kerala	8910	8280	8280	7470	8280	8280	8280	8280	8280	8280	8280	8280
Punjab	7863	7863	7863	7863	7863	7863	7863	7863	7863	7863	7863	7863

All numbers are Rs. per month

The Stipend Primer : minimum wages across sectors and states





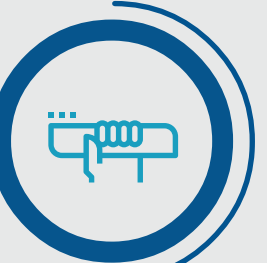
Minimum Wage as per Apprentice Act: TRADE APPRENTICESHIP

State	Automotive	Construction	IT & ITES	Tourism/ Hospitality	Retail	Electrical & Electronics	Manufacturing & Production	Healthcare & Pharma	Banking & Financial Services	Transport & Logistics	Media & Entertainment	Services (Repair & Maintenance)
Karnataka	8923	8923	8923	8923	8923	8923	8923	8923	8923	8923	8923	8923
Gujarat	5023	5023	5023	5023	5023	5023	5023	5023	5023	5023	5023	5023
Tamilnadu	4705	4705	4705	4705	4705	4705	4705	4705	4705	4705	4705	4705
Delhi	10471	10471	10471	10471	10471	10471	10471	10471	10471	10471	10471	10471
Andhra Pradesh	4075	4075	4075	4075	4075	4075	4075	4075	4075	4075	4075	4075
West Bengal	5363	5363	5363	5363	5363	5363	5363	5363	5363	5363	5363	5363
Maharashtra	4620	6230	3500	4900	3500	4620	4620	3710	3500	2940	3500	3360
Uttar Pradesh	4025	4025	4025	4025	4025	4025	4025	4025	4025	4025	4025	4025
Madhya Pradesh	4550	4550	4550	4550	4550	4550	4550	4550	4550	4550	4550	4550
Haryana	5796	5796	5796	5796	5796	5796	5796	5796	5796	5796	5796	5796
Rajasthan	3877	3877	3877	3877	3877	3877	3877	3877	3877	3877	3877	3877
Kerala	5796	5796	5796	5229	5796	5796	5796	5796	5796	5796	5796	5796
Punjab	5504	5504	5504	5504	5504	5504	5504	5504	5504	5504	5504	5504

All numbers are Rs. per month

The Stipend Primer : minimum wages across sectors and states

Minimum wage (effective from 19-12-2014)

					
Educational Qualification	Engineering Graduate	Sandwich Course Student of Engineering College	Diploma Holder in Engineering	Sandwich Course Student of Polytechnic College	(10+2) Vocational Certificate Holder
Category of Apprentice	Graduate Apprentice	Graduate Apprentice (Sandwich)	Technician Apprentice	Technician Apprentice (Sandwich)	Technician (Vocational) Apprentice
Monthly Stipend	Rs.4984/-	Rs.3542/-	Rs.3542/-	Rs.2890/-	Rs.2758/-

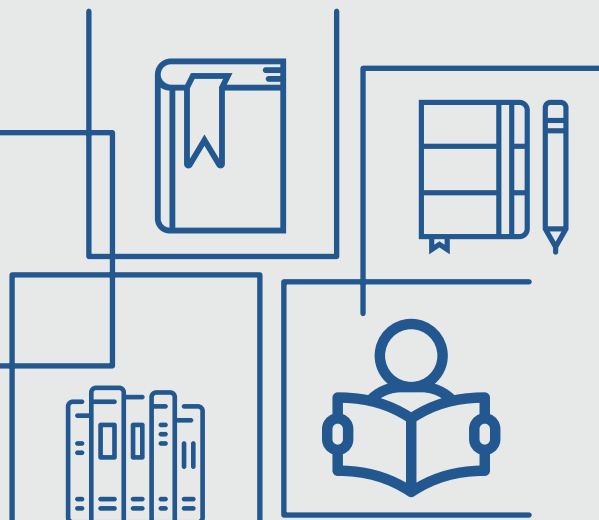
All numbers are Rs. per month

Note: Minimum wages for Graduate and Technician Apprentices are stipulated centrally and are sector and region agnostic.

Data Source: National Apprenticeship Training Scheme (NATS), Ministry of Human Resource Development

Market Stipends and OEES Stipends

Stipend Compendium



Definitions:

1. OEES Stipends: aggregate (median, Rs. per month) of stipend payouts made as part of Other Employability Enhancement Schemes (such as NETAP) during FY 2017-18, reported at the respective levels of analysis
2. Market Stipends: aggregate (median, Rs. per month) of stipend payouts made by employers (government supervised under the Apprenticeship Act) across sectors during FY 2017-18, reported at the respective levels of analysis
3. Variance: the difference between Market and OEES stipends, expressed as a percentage of the Market Stipends, reported at the respective levels of analysis

OEES and Market Stipends : Automobile & Allied Industries

Trade Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune
Fitter, Turner, Machinist	OEES Stipend	7200	7735	8200	9100	9600	8500	7200	10200	9750
	Market Stipend	8100	7230	8445	8767	9100	8139	7748	9712	9402
	Var	-12.50%	6.53%	-2.99%	3.66%	5.21%	4.25%	-7.61%	4.78%	3.57%
Mechanic	OEES Stipend	7230	9700	8281	8700	9650	8000	7000	9500	9250
	Market Stipend	7584	9256	8187	8305	9927	7630	7214	9941	9663
	Var	-4.90%	4.58%	1.14%	4.54%	-2.87%	4.63%	-3.06%	-4.64%	-4.46%
Assembler	OEES Stipend	7560	9996	8474	8700	8700	8100	7200	9000	9500
	Market Stipend	7742	9631	8224	8324	8450	7802	7750	9191	9859
	Var	-2.41%	3.65%	2.95%	4.32%	2.87%	3.68%	-7.64%	-2.12%	-3.78%
Machine Operator	OEES Stipend	8875	9000	8450	9420	9800	8200	7250	9250	9200
	Market Stipend	8408	9424	8142	9194	10235	8558	7024	9692	9556
	Var	5.26%	-4.71%	3.64%	2.40%	-4.44%	-4.37%	3.12%	-4.78%	-3.87%
Computer Networking Technician	OEES Stipend	8430	10000	9235	9500	10000	9000	9200	9670	9100
	Market Stipend	7750	9702	8687	9752	9500	8637	9621	9000	8500
	Var	8.07%	2.98%	5.93%	-2.65%	5.00%	4.03%	-4.58%	6.93%	6.59%
Accounts Assistant	OEES Stipend	8100	9500	7750	8500	9100	8000	6550	9200	9700
	Market Stipend	9286	10742	8703	9591	8400	9100	7456	10554	10998
	Var	-14.64%	-13.07%	-12.30%	-12.84%	7.69%	-13.75%	-13.83%	-14.72%	-13.38%
House Keeping & Admin	OEES Stipend	8400	9000	7500	8300	9350	7000	6500	8500	9000
	Market Stipend	8110	9187	8532	8613	9796	7350	6816	8872	9317
	Var	3.45%	-2.08%	-13.76%	-3.77%	-4.77%	-5.00%	-4.86%	-4.38%	-3.52%

All numbers are Rs. per month | Stipend values appear to be lower than minimum wage in some cases because of a lower number of pay-days for those specific cases.

OEES: Other Employability Enhancement Schemes (such as NETAP)

Data Source: TeamLease-valuvox analysis, May 2018 | Aggregators of Apprenticeship programs, Glassdoor.com, naukri.com, TeamLease (NETAP) stipend payout database

OEES and Market Stipends : Automobile & Allied Industries

Graduate Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune
Quality Technician	OEES Stipend	10605	10700	11192	11500	10500	11240	10540	11500	11200
	Market Stipend	11300	11050	12250	10500	12300	12000	12110	12300	12800
	Var	-6.55%	-3.27%	-9.45%	8.70%	-17.14%	-6.76%	-14.90%	-6.96%	-14.29%
HR Executive	OEES Stipend	9000	10000	9000	9000	9500	8500	7000	10250	9500
	Market Stipend	9282	9750	9414	9444	11000	8819	6729	10708	9969
	Var	-3.13%	2.50%	-4.60%	-4.93%	-15.79%	-3.75%	3.87%	-4.47%	-4.94%
Sales Person	OEES Stipend	10000	11340	9500	12000	11000	10000	9000	13000	13000
	Market Stipend	11381	10325	10327	11501	11289	10451	8725	12435	12656
	Var	-13.81%	8.95%	-8.71%	4.16%	-2.63	-4.51%	3.06%	4.35%	2.65%
Technician Apprentices										
Maintenance Technician	OEES Stipend	8900	10500	9400	9500	9200	8200	7350	9250	9500
	Market Stipend	10006	12032	10588	11740	11482	10065	9029	11366	11825
	Var	-12.43%	-14.59%	-12.64%	-23.58%	-24.80%	-22.74%	-22.84%	-22.88%	-24.47%
Production Assistant	OEES Stipend	8500	10000	8400	9250	9750	8200	7900	9700	9500
	Market Stipend	8234	10275	10439	10956	11039	10148	9046	11113	9873
	Var	3.13%	-2.75%	-24.27%	-18.44%	-13.22%	-23.76%	-14.51%	-14.57%	-3.93%
IT Support Technician	OEES Stipend	9000	12000	9100	11000	12000	8800	8500	10250	11500
	Market Stipend	10271	12346	10300	12621	12400	10803	10494	12700	11884
	Var	-14.12%	-2.88%	-13.19%	-14.74%	-3.33%	-22.76%	-23.46%	-23.90%	-3.34%

All numbers are Rs. per month | Stipend values appear to be lower than minimum wage in some cases because of a lower number of pay-days for those specific cases.

OEES: Other Employability Enhancement Schemes (such as NETAP)

Data Source: TeamLease-valuvox analysis, May 2018 | Aggregators of Apprenticeship programs, Glassdoor.com, naukri.com, TeamLease (NETAP) stipend payout database

OEES and Market Stipends : Manufacturing & Allied Industries

Trade Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune
Fitter, Turner, Machinist	OEES Stipend	8022	7700	8500	8453	8650	9180	9000	9500	9500
	Market Stipend	8141	8433	8762	8540	8600	8885	8671	9200	9430
	Var	-1.48%	-9.52%	-3.08%	-1.03%	0.58%	3.21%	3.66%	3.16%	0.74%
Machine Operator	OEES Stipend	8567	7970	8280	8500	9700	8500	8200	9500	8750
	Market Stipend	8100	9356	8432	8782	10038	8750	7945	9863	8939
	Var	5.45%	-17.39%	-1.84%	-3.32%	-3.48%	-2.94%	3.11%	-3.82%	-2.16%
Assembler	OEES Stipend	8022	8929	9587	8900	9750	8962	8500	9961	8300
	Market Stipend	8388	8400	9347	9408	8350	8848	9194	9985	8592
	Var	-4.56%	5.92%	2.50%	-5.71%	14.36%	1.27%	-8.16%	-0.24%	-3.52%
Packers	OEES Stipend	8352	8581	8300	8360	7380	8973	8400	8981	8981
	Market Stipend	8380	9325	8539	7905	8230	9268	8027	9273	9336
	Var	-0.34%	-8.67%	-2.88%	5.44%	-11.52%	-3.29%	4.44%	-3.25%	-3.95%
Accounts Executive	OEES Stipend	8670	9280	8450	8000	7304	8700	8500	8982	9500
	Market Stipend	8567	9708	8319	9154	8700	9847	8872	9399	9899
	Var	1.19%	-4.61%	1.55%	-14.43%	-19.11%	-13.18%	-4.38%	-4.64%	-4.20%
House keeping	OEES Stipend	8968	9100	8300	9200	9100	9600	8010	9754	8250
	Market Stipend	8636	9454	8633	9408	9652	9230	8265	9735	8456
	Var	3.70%	-3.89%	-4.01%	-2.26%	-6.07	3.85%	-3.18%	0.19%	-2.50%

All numbers are Rs. per month | Stipend values appear to be lower than minimum wage in some cases because of a lower number of pay-days for those specific cases.

OEES: Other Employability Enhancement Schemes (such as NETAP)

OEES and Market Stipends : Manufacturing & Allied Industries

Graduate Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune
Production Engineer	OEES Stipend	11034	11230	10220	12700	10250	9500	9600	10500	10500
	Market Stipend	10156	10230	11010	10400	11643	10848	10030	11830	10856
	Var	7.96%	8.90%	-7.73%	18.11%	-13.59%	-14.19%	-4.48%	-12.67%	-3.39%
Maintenance & Support Assistant	OEES Stipend	11500	9750	10500	10500	10100	9443	9300	11200	11000
	Market Stipend	10957	9960	10267	10718	11342	9310	9085	11485	10738
	Var	4.72%	-2.15%	2.22%	-2.08%	4.72%	1.41%	2.31%	-2.54%	2.38%
Sales Promoter	OEES Stipend	12000	11000	10000	12000	10000	10000	10500	12000	12000
	Market Stipend	11618	11521	11248	11669	10346	11390	10149	12383	11443
	Var	3.18%	-4.74%	-12.48%	2.76%	-3.46%	-13.90%	3.34%	-3.19%	4.64%
Technician Apprentices										
Service Technician	OEES Stipend	11967	10412	9100	11000	9150	8500	9100	9150	9500
	Market Stipend	11311	11112	9291	9450	10461	8886	10744	10440	11645
	Var	5.48%	-6.72%	-2.10%	14.09%	5.48%	-4.54%	-18.07%	5.48%	5.48%
Operation Technician	OEES Stipend	10500	9300	9000	9400	9250	8500	8250	9150	9550
	Market Stipend	9073	10318	9301	9781	10414	9581	9459	9881	10328
	Var	13.59%	-10.95%	-3.34%	-4.05%	-12.58%	-12.72%	-14.66%	-7.99%	-8.15%

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OEES: Other Employability Enhancement Schemes (such as NETAP)

OEES and Market Stipends : Electrical & Electronics

Trade Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune
CNC programmer cum Machine operator	OEES Stipend	8300	8200	8000	9626	9850	7800	7750	8550	9260
	Market Stipend	7908	9201	8389	9171	10101	8057	7993	8892	9508
	Var	4.72%	-12.21%	-4.86%	4.73%	-2.55%	-3.29%	-3.14%	-4.00%	-2.68%
Electrician, Fitter, Welder	OEES Stipend	8500	9450	8500	9000	7790	7500	8250	9250	9500
	Market Stipend	8920	9782	8164	9337	9365	7701	8632	9697	9730
	Var	-4.94%	-3.51%	3.95%	-3.74%	-20.22%	-2.68%	-4.63%	-4.83%	-2.42%
Assembler	OEES Stipend	8246	9200	8600	9200	7790	7250	8500	8039	9450
	Market Stipend	8509	9555	9005	9644	9742	7574	8133	8241	9876
	Var	-3.19%	-3.86%	-4.71%	-4.83%	-25.06%	-4.47%	4.32%	-2.51%	-4.51%
Service & Maintenance Assistant	OEES Stipend	9000	9250	9100	9500	9450	8000	7450	9100	9600
	Market Stipend	8738	9642	8688	9957	10032	8310	7706	9417	9181
	Var	2.91%	-4.24%	4.53%	-4.81%	-6.16%	-3.88%	-3.44%	-3.48%	4.36%
Office Assistant	OEES	8100	8500	8000	9000	8000	7500	7200	8350	8500
	Market Stipend	8421	9589	8217	8671	8351	8517	7408	8661	8922
	Var	-3.96%	-12.81%	-2.71%	3.66%	-4.39%	-13.56%	-2.89%	-3.72%	-4.96%
IT support	OEES Stipend	9500	9500	9300	9500	9000	8500	8500	9500	9000
	Market Stipend	9742	9909	9709	9872	9235	10415	9697	9914	9256
	Var	-2.55%	-4.31%	-4.40%	-3.92%	-2.61%	-22.53%	-14.09%	-4.36%	-2.84%
Accounts Executive	OEES Stipend	8500	9000	8000	8500	8500	7000	7000	8000	8200
	Market Stipend	8770	9706	8284	8862	8914	7207	7873	8383	8410
	Var	-3.18%	-7.84%	-3.55%	-4.26%	-4.87	-2.96%	-12.48%	-4.79%	-2.56%

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OEES and Market Stipends : Electrical & Electronics

Graduate Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune
Apprentice Electrical Engineer	OEES Stipend	9700	9850	9000	10500	9000	9250	8100	9400	9800
	Market Stipend	11919	11178	9239	10748	11970	9258	10427	10917	10097
	Var	-22.88%	-13.49%	-2.66%	-2.36%	-33.00%	-0.09%	-28.73%	-16.14%	-3.03%
Service Technician	OEES Stipend	9550	9850	9000	9500	9000	9760	9600	9500	9750
	Market Stipend	9888	10161	9364	9774	9311	9487	9858	9926	10149
	Var	-3.54%	-3.16%	-4.05%	-2.89%	-3.46%	2.79%	-2.68%	-4.48%	-4.09%
Sales Executive	OEES Stipend	8980	10000	12145	12000	11000	9500	9000	8500	9000
	Market Stipend	9175	9617	10720	9783	10510	9726	9444	8676	9313
	Var	-2.17%	3.83%	11.73%	18.48%	4.46%	-2.38%	-4.93%	-2.07%	-3.48%
Technician Apprentices										
Maintenance Technician	OEES Stipend	9350	9800	9340	9500	9789	9100	7850	8750	9000
	Market Stipend	9613	9725	8851	9704	9484	8293	8152	9113	9372
	Var	-2.81%	0.77%	5.24%	-2.15%	3.12%	8.87%	-3.85%	-4.15%	-4.13%
Service Technician	OEES Stipend	9200	9200	8350	6981	9200	8000	7650	8500	9200
	Market Stipend	9203	9203	8352	6984	9205	8003	7653	8503	9204
	Var	-2.81%	-2.81%	-2.81%	-2.81%	-2.81%	-2.81%	-2.81%	-2.81%	-2.81%
Assistant	OEES Stipend	9000	9000	8700	9200	9000	7500	7500	8200	9000
	Market Stipend	8555	9375	8888	8998	9309	7873	7783	8403	9333
	Var	4.94%	-4.17%	-2.16%	2.20%	-3.43%	-4.97%	-3.77%	-2.48%	-3.70%

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OEES and Market Stipends : IT & ITeS

Trade Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune
IT Support Assistant	OEES Stipend	9000	9500	9150	9500	9800	8500	8100	9000	9500
	Market Stipend	9340	9200	9500	9854	8300	8702	9198	9289	9903
	Var	-3.78%	3.16%	-3.83%	-3.73%	15.31%	-2.38%	-13.56%	-3.21%	-4.24%
Production Assistant	OEES Stipend	8200	11200	9230	9800	9100	9568	9205	8039	9850
	Market Stipend	8500	10100	8365	10243	8500	8404	9385	8367	10146
	Var	-3.66%	9.82%	9.37%	-4.52%	6.59%	12.17%	-1.96%	-4.08%	-3.01%
Operator	OEES Stipend	8300	8450	10000	10960	9800	8450	8250	8300	10850
	Market Stipend	7895	8600	9767	9568	10217	8847	9433	8477	11181
	Var	4.88%	-1.78%	2.33%	12.70%	-4.26%	-4.70%	-14.34%	-2.13%	-3.05%
Finance Executive	OEES Stipend	7500	10000	8100	9000	9100	9250	7000	9000	8500
	Market Stipend	7673	9711	8455	9338	9416	9491	7231	9292	8892
	Var	-2.31%	2.89%	-4.38%	-3.76%	-3.47%	-2.61%	-3.30%	-3.24%	-4.61%
Office Management	OEES Stipend	8500	9000	8000	8500	8500	9000	6500	8500	8000
	Market Stipend	8703	9345	8213	8776	8694	9456	7483	8923	8210
	Var	-2.39%	-3.83%	-2.66%	-3.25%	-2.28%	-5.07%	-15.12%	-4.98%	-2.63%
Maintenance Technician	OEES Stipend	8750	11250	8700	9000	9300	8250	7500	9200	9050
	Market Stipend	8954	10944	8912	9206	9554	8472	7301	9570	9448
	Var	-2.33%	2.72%	-2.44%	-2.29%	-2.73	-2.69%	2.65%	-4.02%	-4.40%

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OEES and Market Stipends : IT & ITeS

Graduate Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune
IT Support & Maintenance Engineer	OEES Stipend	10000	10000	11000	10500	10000	10000	8100	10000	10500
	Market Stipend	10514	12250	12200	9500	12484	12269	11118	10200	10300
	Var	-5.14%	-22.50%	-10.91%	9.52%	-24.84%	-22.69%	-37.26%	-2.00%	1.90%
Programming Engineer	OEES Stipend	10000	13000	11000	12000	13500	13500	8500	13500	12000
	Market Stipend	12450	11419	12850	10858	12033	11446	10438	11653	12590
	Var	-24.50%	12.16%	-16.82%	9.52%	10.87%	15.21%	-22.80%	13.68%	-4.92%
HR Executive	OEES Stipend	9000	10000	10000	10000	9000	9000	8000	12500	13000
	Market Stipend	9365	10348	10298	9634	9259	9432	8371	13021	10947
	Var	-4.06%	-3.48%	-2.98%	3.66%	-2.88%	-4.80%	-4.64%	-4.17%	15.79%
Technician Apprentices										
Quality Assistant	OEES Stipend	9500	11000	9500	9500	10000	10250	7500	9750	9470
	Market Stipend	10784	11303	10794	10934	10440	10732	9350	10151	9710
	Var	-13.52%	-2.75%	-13.62%	-15.09%	-4.40%	-4.70%	-24.67%	-4.11%	-2.53%
Customer Support Technician	OEES Stipend	9000	10200	10000	9800	11500	11500	8400	10500	10000
	Market Stipend	10319	10500	10441	10105	11234	11135	9505	10773	10332
	Var	-14.66%	-2.94%	-4.41%	-3.11%	2.31%	-14.66%	-14.66%	-2.60%	-3.32%
Sales Person	OEES Stipend	9500	12000	10100	11000	11100	11200	8000	12000	9500
	Market Stipend	9831	11630	9638	10355	10707	10836	9197	12593	9833
	Var	-3.48%	3.08%	4.57%	5.86%	3.54%	3.25%	-14.96%	-4.94%	-3.51%

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OEES and Market Stipends : Consumer Goods & Durables

Trade Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune
Packer & Loader	OEES Stipend	9200	9500	8500	9000	8600	9000	8500	9000	8500
	Market Stipend	8868	9363	9091	8418	8432	9428	8368	9653	9072
	Var	3.61%	1.44%	-6.95%	6.47%	1.95%	-4.76%	1.55%	-7.26%	-6.73%
Production Assistant	OEES Stipend	8200	8300	9500	9200	9700	9500	8000	9500	9200
	Market Stipend	8444	9382	9195	8887	7430	9016	8202	9966	9638
	Var	-2.98%	-13.04%	3.21%	3.40%	23.40%	5.09%	-2.53%	-4.91%	-4.76%
Fitter	OEES Stipend	8500	9000	9200	9150	9850	9100	8000	9000	9150
	Market Stipend	8231	9458	9536	8928	8300	9362	8333	9420	9346
	Var	3.16%	-5.09%	-3.65%	2.43%	15.74%	-2.88%	-4.16%	-4.67%	-2.14%
Operator	OEES Stipend	8000	10000	8700	9100	9700	9200	8400	9250	9000
	Market Stipend	8358	10408	9052	9349	9400	9444	8584	9590	9381
	Var	-4.48%	-4.08%	-4.05%	-2.74%	3.09%	-2.65%	-2.19%	-3.68%	-4.23%
Admin Assistant	OEES Stipend	9500	12000	8500	9000	9450	9500	9000	9000	9000
	Market Stipend	9075	8750	8680	9437	8650	9969	8793	9302	9297
	Var	4.47%	27.08%	-2.12%	-4.86%	8.47%	-4.94%	2.30%	-3.36%	-3.30%
Customer Care Executive	OEES Stipend	9000	9000	9000	9500	8500	9000	9000	10000	9500
	Market Stipend	8564	9423	9281	9943	8700	9377	8579	9717	9830
	Var	4.84%	-4.70%	-3.12%	-4.66%	-2.35%	-4.19%	4.68%	2.83%	-3.47%
Accounts Assistant	OEES Stipend	7250	9500	8500	8000	8000	8500	8500	9000	8750
	Market Stipend	7431	9773	8756	8292	7868	8938	8734	9380	9097
	Var	-2.50%	-2.87%	-3.01%	-3.65%	1.65	-5.15%	-2.75%	-4.22%	-3.97%

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OEES and Market Stipends : Consumer Goods & Durables

Graduate Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune
Quality Engineer	OEES Stipend	10200	13000	10500	11000	9560	12500	11000	12000	10000
	Market Stipend	10440	12200	10876	12000	10180	11984	10415	11479	11200
	Var	-2.35%	6.15%	-3.58%	-9.09%	-6.49%	4.13%	5.32%	4.34%	-12.00%
Support Technician	OEES Stipend	10150	12000	10750	12000	9000	12000	10000	11000	11500
	Market Stipend	10497	10475	11700	10202	10100	11431	10326	10658	11195
	Var	-3.42%	12.71%	-8.84%	14.98%	-12.22%	4.74%	-3.26%	3.11%	2.65%
Sales Person	OEES Stipend	12500	12500	13000	12000	11000	10000	12000	9700	10500
	Market Stipend	11995	12000	11900	11700	12000	10447	10110	12000	11374
	Var	4.04%	4.00%	8.46%	2.50%	-9.09%	-4.47%	15.75%	-23.71%	-8.32%
Technician Apprentices										
Maintenance & Quality Technician	OEES Stipend	10200	12500	11000	10500	8500	10000	10000	11000	11500
	Market Stipend	8780	10768	9653	10808	8100	9671	9564	9650	9871
	Var	13.92%	13.86%	12.25%	-2.93%	4.71%	3.29%	4.36%	12.27%	14.17%
Service Technician	OEES Stipend	10000	13000	10500	11000	7500	10000	10000	9500	10500
	Market Stipend	9675	10109	9069	10249	7724	10455	9787	9966	10739
	Var	3.25%	22.24%	13.63%	6.83%	-2.99%	-4.55%	2.13%	-4.91%	-2.28%

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OEES: Other Employability Enhancement Schemes (such as NETAP)

OEES and Market Stipends : Tourism & Hospitality

Trade Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune
Food & Beverage Service	OEES Stipend	7500	9000	8500	8450	8100	10000	7450	9500	8500
	Market Stipend	6843	9446	8706	8862	7500	9764	7751	9948	8741
	Var	8.76%	-4.96%	-2.42%	-4.88%	7.41%	2.36%	-4.04%	-4.72%	-2.84%
Production Assistant	OEES Stipend	7500	8000	8000	8500	7200	9180	7300	9500	8500
	Market Stipend	7304	9112	7606	8820	8350	9594	7537	9831	8691
	Var	2.61%	-13.90%	4.93%	-3.76%	-15.97%	-4.51%	-3.25%	-3.48%	-2.25%
Sales & Support Staff	OEES Stipend	9000	9500	9120	9110	8450	8191	8500	10985	7800
	Market Stipend	8708	9264	9446	9248	8500	8500	8739	10722	8135
	Var	3.24%	2.48%	-3.57%	-1.51%	-0.59%	-3.77%	-2.81%	2.39%	-4.29%
Front Office	OEES Stipend	8500	9500	9000	9000	9000	8400	8500	9000	9000
	Market Stipend	8772	9043	9757	9384	9577	8663	8178	9295	9327
	Var	-3.20%	4.81%	-8.41%	-4.27%	-6.41%	-3.13%	3.79%	-3.28%	-3.63%
Accounts Executive	OEES Stipend	7500	9000	8500	9500	9500	8500	8000	8300	9500
	Market Stipend	7701	9196	8916	9213	9168	8849	8272	8725	9791
	Var	-2.68%	-2.18%	-4.89%	3.02%	3.49%	-4.11%	-3.40%	-5.12%	-3.06%
Mechanic	OEES Stipend	8000	8300	8750	9000	9850	8650	8450	8000	8300
	Market Stipend	8267	9457	8410	9259	9410	9904	8174	8179	8669
	Var	-3.34%	-13.94%	3.89%	-2.88%	4.47	-14.50%	3.27%	-2.24%	-4.45%

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OEES and Market Stipends : Tourism & Hospitality

Graduate Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune
Production Apprentice	OEES Stipend	9500	12000	11000	12000	11200	12000	11250	13000	10300
	Market Stipend	9278	12100	9206	11000	12500	9437	9640	12100	11370
	Var	2.34%	-0.83%	16.31%	8.33%	-11.61%	21.36%	14.31%	6.92%	-10.39%
Assistant	OEES Stipend	9000	10430	10000	11000	12500	10000	10000	12500	11000
	Market Stipend	9279	9995	9502	9497	10423	8737	8730	10816	9455
	Var	-3.10%	4.17%	4.98%	13.66%	16.62%	12.63%	12.70%	13.47%	14.05%
Quality Assistant	OEES Stipend	8500	10400	11245	10500	10430	9877	10000	12000	10500
	Market Stipend	8803	9401	10170	10939	9998	9690	10329	10576	10726
	Var	-3.56%	9.61%	9.56%	-4.18%	4.14%	1.89%	-3.29%	11.87%	-2.15%
Support Services	OEES Stipend	8000	10000	12100	10100	10320	11000	9450	11230	10000
	Market Stipend	9227	10326	11124	9251	10070	10260	9697	9374	10403
	Var	-15.34%	-3.26%	8.07%	8.41%	2.42	6.73%	-2.61%	16.53%	-4.03%
Technician Apprentices										
House Keeper cum Assistant	OEES Stipend	8500	10000	9000	10000	9550	9350	9000	11500	10500
	Market Stipend	9212	9036	9442	9605	8351	9661	9305	10977	9961
	Var	-8.38%	9.64%	-4.91%	3.95%	12.55%	-3.33%	-3.39%	4.55%	5.13%
Data Entry & MIS	OEES Stipend	8200	9500	8500	9500	9000	9000	9500	10000	9500
	Market Stipend	8539	9762	8737	8189	9400	9256	9942	10351	9977
	Var	-4.13%	-2.76%	-2.79%	13.80%	-4.44%	-2.84%	-4.65%	-3.51%	-5.02%
Customer Service Assistant	OEES Stipend	8000	9800	9500	10500	10500	9500	9500	12000	11000
	Market Stipend	9366	10659	9820	10155	10943	9817	9899	10723	10501
	Var	-17.08%	-8.22%	-3.37%	3.29%	-4.22	-3.34%	-4.20%	10.64%	4.54%

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OEES: Other Employability Enhancement Schemes (such as NETAP)

Data Source: TeamLease-valuvox analysis, May 2018 | Aggregators of Apprenticeship programs, Glassdoor.com, naukri.com, TeamLease (NETAP) stipend payout database

OEES and Market Stipends : Retail

Trade Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune
Machine Operator	OEES Stipend	7000	9250	7500	9250	9850	9679	8500	9000	9500
	Market Stipend	8190	9567	8300	9580	10082	9100	7886	9392	9884
	Var	-17.71%	-3.43%	-10.67%	-3.57%	-2.36%	5.98%	7.22%	-4.36%	-4.04%
Packing, Loading & Unloading	OEES Stipend	7450	9300	7500	9000	7341	8700	7100	8981	9000
	Market Stipend	7786	9603	7847	9368	8450	9084	7346	9264	9396
	Var	-4.51%	-3.26%	-4.63%	-4.09%	-15.11%	-4.41%	-3.46%	-3.15%	-4.40%
Logistics Management apprentice	OEES Stipend	7500	8500	7000	8400	9800	8600	8000	9000	10500
	Market Stipend	7778	9680	7244	9561	9200	8970	7714	9234	9965
	Var	-3.71%	-13.88%	-3.49%	-13.82%	6.12%	-4.30%	3.58%	-2.60%	5.10%
Admin & Data Entry	OEES Stipend	8000	9500	8000	9000	9780	8672	8500	8981	9019
	Market Stipend	8214	9984	8989	10208	8500	8909	8938	9230	9221
	Var	-2.68%	-5.09%	-12.36%	-13.42%	13.09%	-2.73%	-5.15%	-2.77%	-2.24%
MIS & Accounts Executive	OEES Stipend	7400	9000	7450	8000	7400	8672	8000	8928	9000
	Market Stipend	7690	9317	7747	8301	9929	8865	8342	9140	9340
	Var	-3.92%	-3.52%	-3.99%	-3.76%	-34.18%	-2.23%	-4.28%	-2.37%	-3.78%
Mechanic	OEES Stipend	6500	8500	7000	8000	7300	8700	8500	9000	9540
	Market Stipend	7115	9951	9153	9173	7506	9971	8695	10166	9179
	Var	-9.46%	-17.07%	-30.76%	-14.66%	-2.82%	-14.61%	-2.29%	-12.96%	3.78%
Machine Operator	OEES Stipend	7000	7500	7500	7500	8500	8500	7500	8500	8500
	Market Stipend	7307	9347	9307	8508	10518	8929	9362	8691	8917
	Var	-4.39%	-24.63%	-24.09%	-13.44%	-23.74%	-5.05%	-24.83%	-2.25%	-4.91%

All numbers are Rs. per month | Stipend values appear to be lower than minimum wage in some cases because of a lower number of pay-days for those specific cases.

OEES: Other Employability Enhancement Schemes (such as NETAP)

Data Source: TeamLease-valuvox analysis, May 2018 | Aggregators of Apprenticeship programs, Glassdoor.com, naukri.com, TeamLease (NETAP) stipend payout database

OEES and Market Stipends : Retail

Graduate Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune
Assistant	OEES Stipend	10500	9500	10500	9350	9600	9500	10500	10500	11200
	Market Stipend	9214	9829	11300	10500	9873	10752	8837	9778	9646
	Var	12.25%	-3.46%	-7.62%	-12.30%	-2.84%	-13.18%	15.84%	6.88%	13.88%
Customer Service Executive	OEES Stipend	9450	9860	9500	10500	9500	9500	9800	9400	9122
	Market Stipend	10500	10209	10100	9604	9000	12000	10000	11200	11000
	Var	-11.11%	-3.54%	-6.32%	8.53%	5.26%	-26.32%	-2.04%	-19.15%	-20.59%
Maintenance & Support	OEES Stipend	9500	8500	9750	8000	9750	9750	9750	12230	10200
	Market Stipend	10800	11500	9500	9062	10215	10122	10235	9366	10307
	Var	-13.68%	-35.29%	2.56%	-13.28%	-4.77%	-3.82%	-4.97%	23.42%	-1.05%
HR Executive	OEES Stipend	8000	9000	8500	9500	9000	9500	9000	10000	13000
	Market Stipend	8309	9249	10471	9053	9373	9157	9253	10469	11231
	Var	-3.86%	-2.77	-23.19%	4.71%	-4.14%	3.61%	-2.81%	-4.69%	13.61%
Technician Apprentices										
Quality Technician	OEES Stipend	9540	9870	9526	9600	8473	11000	10500	9450	10500
	Market Stipend	9838	9513	10006	10189	8886	9490	9961	10808	10788
	Var	-3.12%	3.62%	-5.04%	-6.14%	-4.87%	13.73%	5.13%	-14.37%	-2.74%
Assistant Supervisor	OEES Stipend	6500	8500	8281	9300	8500	8672	9000	8400	11000
	Market Stipend	7674	9784	8677	10702	8858	8900	9379	8785	10690
	Var	-18.06%	-15.11%	-4.78%	-15.08%	-4.21%	-2.63%	-4.21%	-4.58%	2.82%

All numbers are Rs. per month | Stipend values appear to be lower than minimum wage in some cases because of a lower number of pay-days for those specific cases.

OEES: Other Employability Enhancement Schemes (such as NETAP)

Data Source: TeamLease-valuvox analysis, May 2018 | Aggregators of Apprenticeship programs, Glassdoor.com, naukri.com, TeamLease (NETAP) stipend payout database

OEES and Market Stipends : Construction & Real Estate

Trade Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune
Assistant Electrician, Wireman	OEES Stipend	8500	9000	8900	9200	9725	8400	8500	9500	9600
	Market Stipend	8310	9288	8498	8903	9568	8526	7700	9828	9833
	Var	2.24%	-3.20%	4.52%	3.23%	1.61%	-1.50%	9.41%	-3.45%	-2.43%
Welder, Draughtsman	OEES Stipend	8450	9000	9000	9200	9560	8500	8350	9200	9600
	Market Stipend	8163	9387	9207	8979	9460	8704	8083	9688	10003
	Var	3.40%	-4.30%	-2.30%	2.40%	1.05%	-2.40%	3.20%	-5.30%	-4.20%
Maintenance Assistant	OEES Stipend	8000	8500	8500	9100	9850	8000	8400	9000	9500
	Market Stipend	7649	9743	8848	9413	10317	8404	7995	9203	9957
	Var	4.39%	-14.62%	-4.09%	-3.44%	-4.74%	-5.05%	4.82%	-2.26%	-4.81%
House Keeping Executive	OEES Stipend	9100	8000	9500	10000	11500	9000	8300	9000	9300
	Market Stipend	8512	9286	9914	9536	9500	9397	8490	9194	9559
	Var	6.46%	-16.08%	-4.36%	4.64%	17.39%	-4.41%	-2.29%	-2.16%	-2.78%
Office Admin	OEES Stipend	9150	9000	8500	9000	9500	8500	8000	9500	9000
	Market Stipend	9528	9248	8737	9342	9922	9591	8372	9833	9272
	Var	-4.13%	-2.76%	-2.79%	-3.80%	-4.44%	-12.84%	-4.65%	-3.51%	-3.02%
Programming and Systems Admin	OEES Stipend	8600	8500	9000	9000	10000	9000	8500	8500	9000
	Market Stipend	8994	10464	10203	8704	9678	10291	7815	8304	9319
	Var	-4.58%	-23.11%	-13.37%	3.29%	3.22%	-14.34%	8.06%	2.31%	-3.54%

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OEES: Other Employability Enhancement Schemes (such as NETAP)

OEES and Market Stipends : Construction & Real Estate

Graduate Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune
Apprentice Civil Engineer	OEES Stipend	10500	13500	12500	11500	13000	11000	10350	11200	10750
	Market Stipend	10190	12288	11274	11877	11990	11420	10864	10353	11025
	Var	2.95%	8.98%	9.81%	-3.28%	7.77%	-3.82%	-4.97%	7.56%	-2.56%
Site Supervisor	OEES Stipend	10000	12500	10500	10000	12500	10000	9500	10100	9500
	Market Stipend	10267	12196	10877	10299	11806	10288	9783	10318	9866
	Var	-2.67%	2.43%	-3.59%	-2.99%	5.55%	-2.88%	-2.98%	-2.16%	-3.85%
HR Executive	OEES Stipend	9000	10000	10000	9000	10500	9500	9000	9500	9000
	Market Stipend	9257	10463	9688	9343	10693	9812	9266	9702	9378
	Var	-2.86%	-4.63%	3.12%	-3.81%	-1.84%	-3.28%	-2.96%	-2.13%	-4.20%
Technician Apprentices										
Civil Construction Technician	OEES Stipend	9750	11800	10500	10000	12000	10000	9950	10000	9750
	Market Stipend	10018	11860	10277	10381	11539	11318	10344	12293	12480
	Var	-2.75%	-0.51%	2.12%	-3.81%	3.84%	-13.18%	-3.96%	-22.93%	-28.00%
Electrical Technician	OEES Stipend	9500	12000	10000	9000	11500	9500	9400	9700	9500
	Market Stipend	9771	11804	11412	9343	11827	9802	9960	9984	10260
	Var	-2.85%	1.63%	-14.12%	-3.81%	-2.84%	-3.18%	-5.96%	-2.93%	-8.00%
Service Technician	OEES Stipend	9230	10500	11000	9500	9500	9000	9550	9300	9500
	Market Stipend	9518	10880	10666	9798	10913	9418	10040	9706	9760
	Var	-3.12%	-3.62	3.04%	-3.14%	-14.87	-4.64%	-5.13%	-4.37%	-2.74%

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OEES: Other Employability Enhancement Schemes (such as NETAP)

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OEES and Market Stipends : Financial Services

Trade Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune
Assistant Electrician, Wireman	OEES Stipend	9100	8350	8560	9107	8560	9100	9200	9424	9640
	Market Stipend	8310	8300	9100	9401	8300	8965	8100	8340	8437
	Var	8.68%	0.60%	-6.31%	-3.23%	3.04%	1.48%	11.96%	11.50%	12.48%
Welder, Draughtsman	OEES Stipend	8717	7387	8280	6978	7500	8000	7500	9560	8144
	Market Stipend	8412	8230	8470	8300	8540	8192	8128	9317	8486
	Var	3.50%	-11.41%	-2.29%	-18.95%	-13.87%	-2.40%	-8.37%	2.54%	-4.20%
Maintenance Assistant	OEES Stipend	9500	9567	9670	9100	8750	8500	9000	9200	9340
	Market Stipend	8200	10462	9591	9656	8380	8920	8518	9653	9519
	Var	13.68%	-9.36%	0.82%	-6.11%	4.23%	-4.94%	5.36%	-4.92%	-1.92%
House Keeping Executive	OEES Stipend	9500	10000	9500	10000	9300	9500	8500	9460	9700
	Market Stipend	9108	10276	9765	9620	9713	9770	8895	9792	9993
	Var	4.13%	-2.76%	-2.79%	3.80%	-4.44%	-2.84%	-4.65%	-3.51%	-3.02%
Office Admin	OEES Stipend	8500	9000	8500	9000	9500	9200	8400	9850	10000
	Market Stipend	8889	9279	8230	8704	9194	8500	8753	9000	9000
	Var	-4.58%	-3.10%	3.18%	3.29%	3.22%	7.61%	-4.20%	8.63%	10.00%

All numbers are Rs. per month | Stipend values appear to be lower than minimum wage in some cases because of a lower number of pay-days for those specific cases.

OEES: Other Employability Enhancement Schemes (such as NETAP)

OEES and Market Stipends : Financial Services

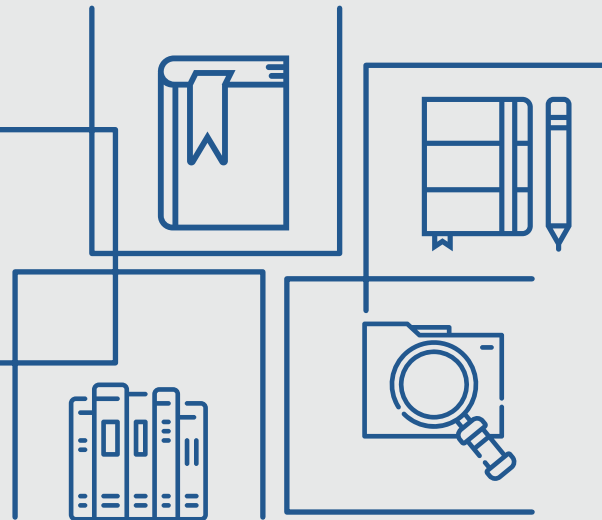
Graduate Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune
IT Support Apprentice	OEES Stipend	10500	12000	10500	11000	12132	11962	9970	10000	10250
	Market Stipend	10132	11548	10835	12300	11630	10334	10500	11000	10620
	Var	3.50%	3.77%	-3.19%	-11.82%	4.14%	13.61%	-5.32%	-10.00%	-3.61%
Assistant Supervisor	OEES Stipend	11000	12500	11000	10750	11000	12000	10000	10250	11000
	Market Stipend	9576	10877	9481	11103	10145	10822	10297	9475	11282
	Var	12.95%	12.98%	13.81%	-3.28%	7.77%	9.82%	-2.97%	7.56%	-2.56%
Technician Apprentices										
Maintenance Technician	OEES Stipend	9700	9000	10200	10000	9790	9500	8750	11000	10500
	Market Stipend	8433	8345	9560	9400	10116	9295	9097	9578	9660
	Var	13.06%	7.28%	6.27%	6.00%	-3.33%	2.16%	-3.97%	12.93%	8.00%
Customer Care Executive	OEES Stipend	9000	10000	9000	9500	10100	11000	9460	10000	11250
	Market Stipend	9257	9837	9371	9862	11397	9770	9085	9500	10226
	Var	-2.86%	1.63%	-4.12%	-3.81%	-12.84%	11.18%	3.96%	5.00%	9.10%

All numbers are Rs. per month | Stipend values appear to be lower than minimum wage in some cases because of a lower number of pay-days for those specific cases.

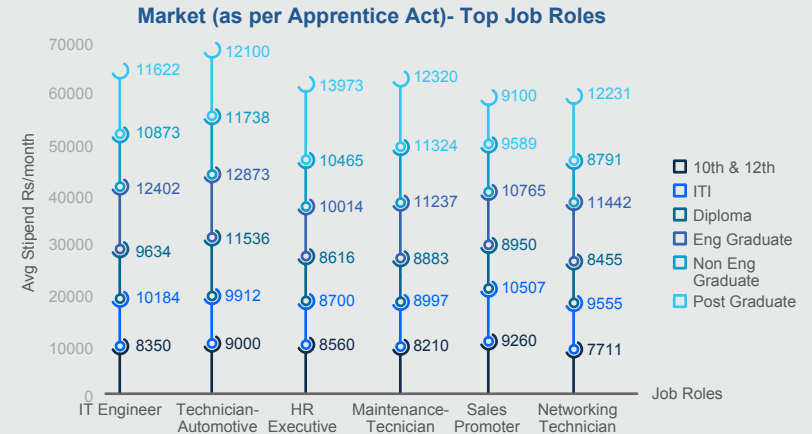
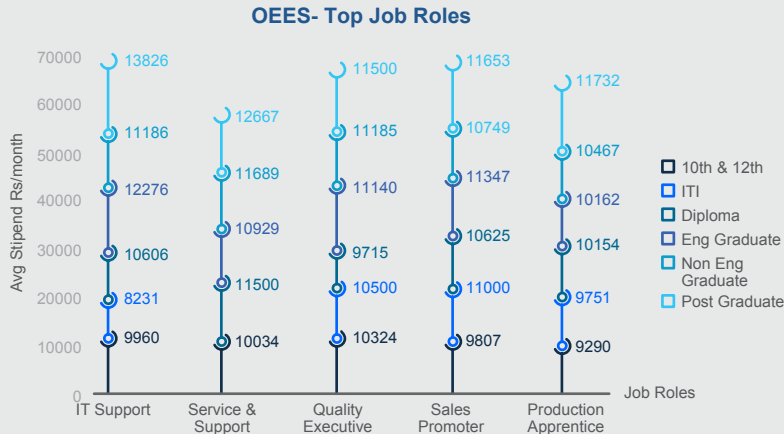
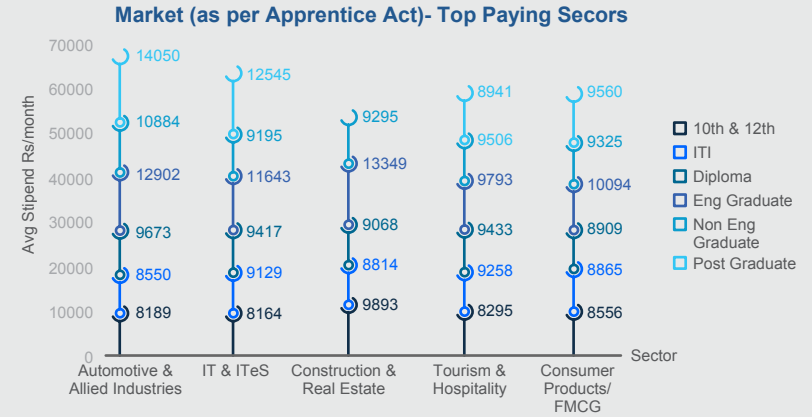
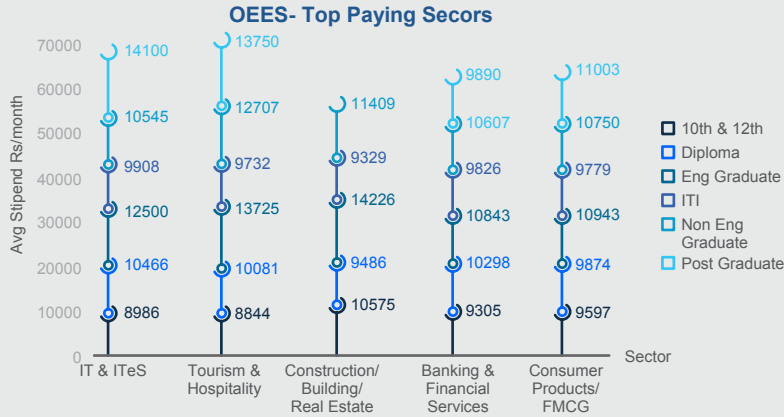
OEES: Other Employability Enhancement Schemes (such as NETAP)

Topline Findings and Highlights:
OEES and Market

Stipend Analysis



Stipend Analysis : Top paying sectors and roles

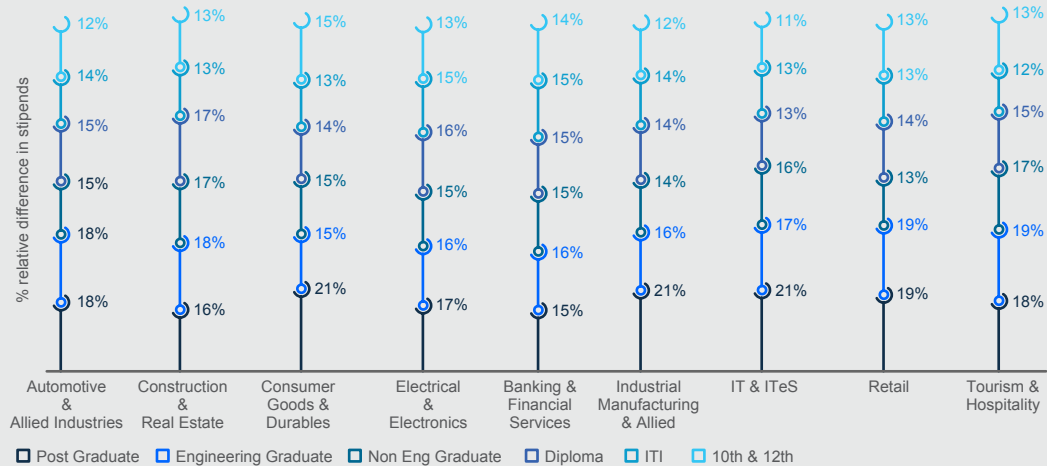


- Across sectors and across qualification, OEES median stipends for top roles are significantly better than market median stipends (as per Apprentice Act)
- Likewise, top roles command higher stipends from OEES than from the market, across qualifications
- It is observed that:
 - OEES has more top paying roles compared to the market
 - Both the manufacturing and services sectors rank high on stipend payouts

Data Source: TeamLease-valuvov analysis, May 2018 | Aggregators of Apprenticeship programs, Glassdoor.com, narukri.com, Team lease (NETAP)

Stipend Analysis : Stipend comparison by educational qualification

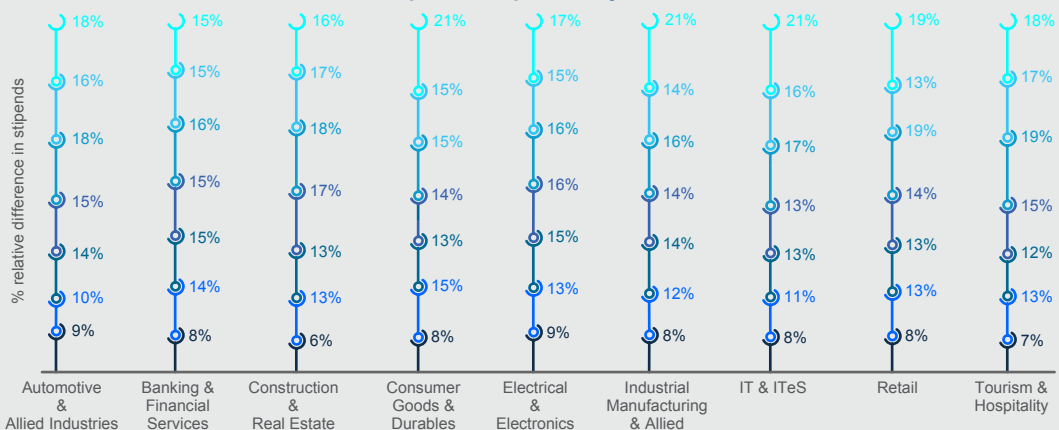
OEES- Stipend Comparison by Education



- Post-Graduates and Engineering Graduates are the best paid across sectors as per both OEES and the market (as per Apprentice Act)
- Engineering Graduates are the best paid in the Automobile, Electrical & Electronics and Manufacturing sectors while Post-Graduates are the best paid in Financial Services, IT & ITeS and Retail.
- Non-Engineering Graduates and Diploma holders are paid almost on par across sectors; however, Non-Engineering Graduates are paid significantly higher than Diploma holders in Construction, Banking & Financial Services and Tourism & Hospitality.
- The ITI category is paid marginally higher than the 10th / 12th pass-out category, except in the Construction sector.
- ITI and Diploma Holders are paid almost similar stipends across sectors.
- School drop outs are paid significantly low stipends across sectors

In general, stipend payouts increase in proportion with the educational qualification; However, Engineering Graduates are on par with Post Graduates on OEES as well as the market (as per Apprentice act)

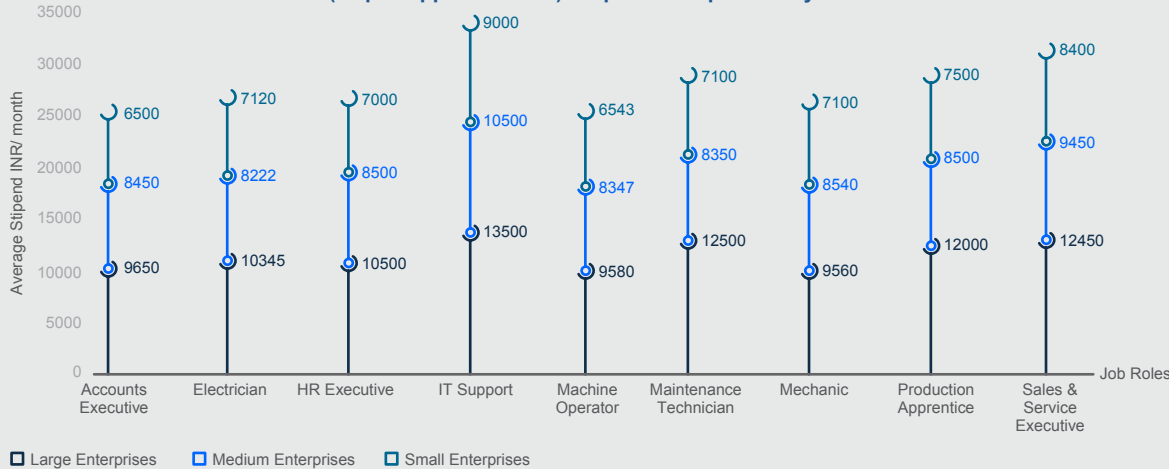
Market- Stipend Comparison by Education



Data Source: TeamLease-valuvox analysis, May 2018 | Aggregators of Apprenticeship programs, Glassdoor.com, narukri.com, Team lease (NETAP)

Stipend Analysis : Stipend comparison by educational qualification; by business size

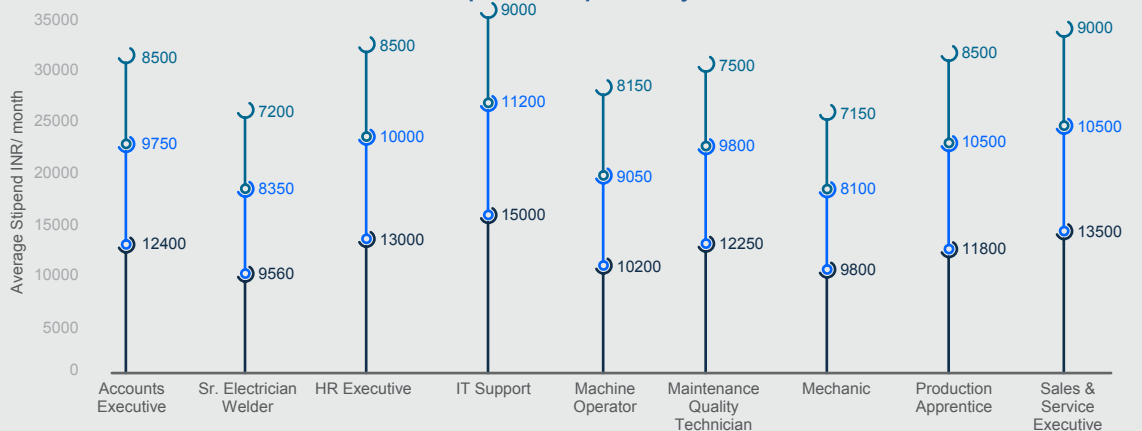
Market (as per Apprentice Act)- Stipend Comparison by Size



- Across a representative set of profiles Large businesses pay about 12% - 30% higher stipends than medium sized businesses.
- Medium sized businesses pay about 10% - 15% higher stipends than small businesses.
- The variance in stipend, across the representative set of profiles, is high for large businesses.
- The difference in stipends is not significant across the representative set of profiles, between small and medium sized businesses.

Large businesses pay significantly higher stipends [12% to 34%] than others, and the difference in stipends between medium and small businesses is not significant.

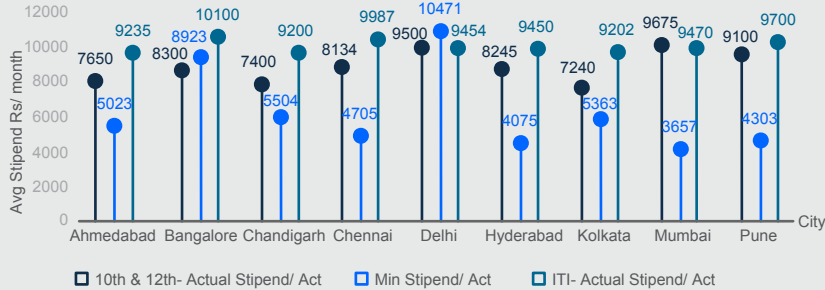
OEES- Stipends Comparison by Business Size



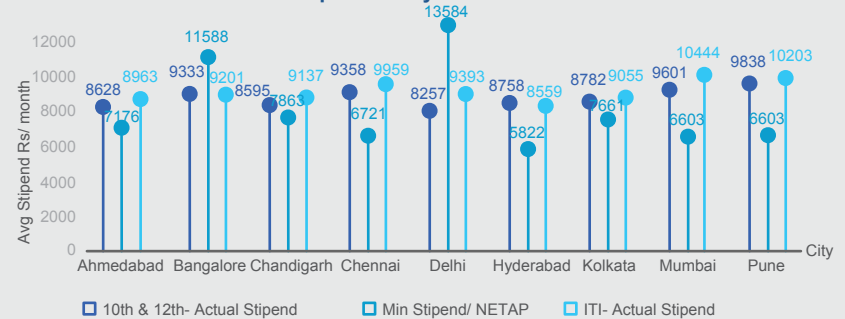
Data Source: TeamLease-valuvox analysis, May 2018 | Aggregators of Apprenticeship programs, Glassdoor.com, narukri.com, Team lease (NETAP)

Stipend Analysis : Stipend payouts by Education

Market (as per Apprentice Act)- Stipend Analysis of 10th & 12th & ITI Holders



OEES- Stipend Analysis of 10th & 12th & ITI Holders

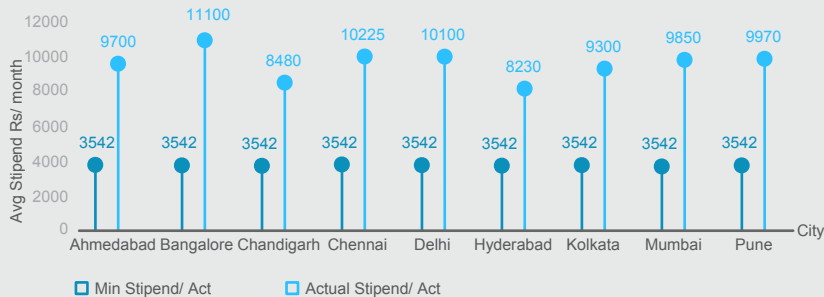


Market stipends (as per apprentice act) are higher than the minimum wage for 10th & 12th pass outs and ITI. Market stipends paid to ITIs are higher than for the 10th & 12th pass outs.

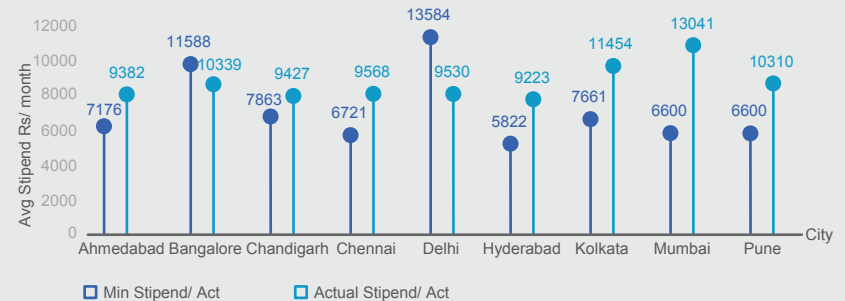
Market stipends (as per apprentice act) are marginally higher for Diploma holders than the minimum wage as per the act.

NETAP stipends for 10th & 12th pass outs and Diploma holders are higher than the minimum wage except in case of Bangalore and Delhi where stipends are significantly below the minimum wage.

Market (as per Apprentice Act)- Stipend Analysis of Diploma Holders



NETAP- Stipend Analysis of Diploma Holders

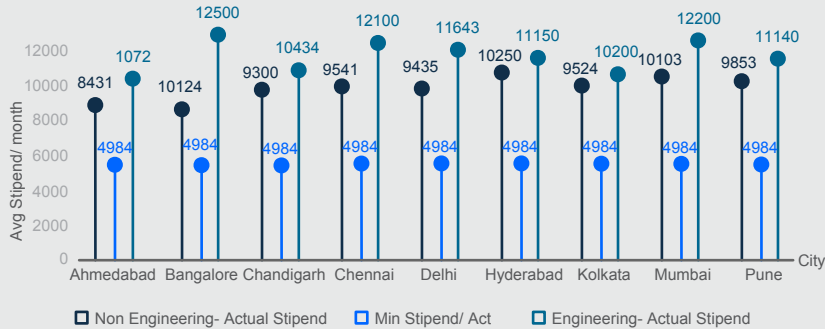


Note: minimum wages as per notified by the state government. Common Stipend across most of the sectors are considered for analysis, in case of Mumbai and Pune, the minimum wage considered is that of Manufacturing sector OEES: minimum wage of OEES considered is the wage of unskilled notified by state government irrespective of the education.(category of apprenticeship)

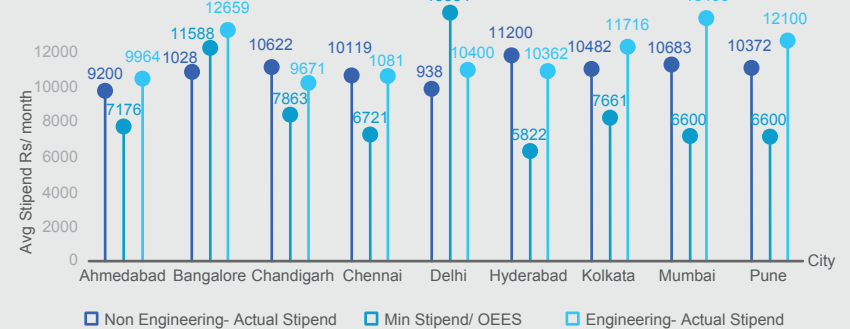
Data Source: TeamLease-valuvox analysis, May 2018 | Aggregators of Apprenticeship programs, Glassdoor.com, narukri.com, Team lease (NETAP)

Stipend Analysis : Stipend payouts by Education

Market (as per Apprentice Act)- Stipend Analysis of Engineering & Non Engineering Graduates



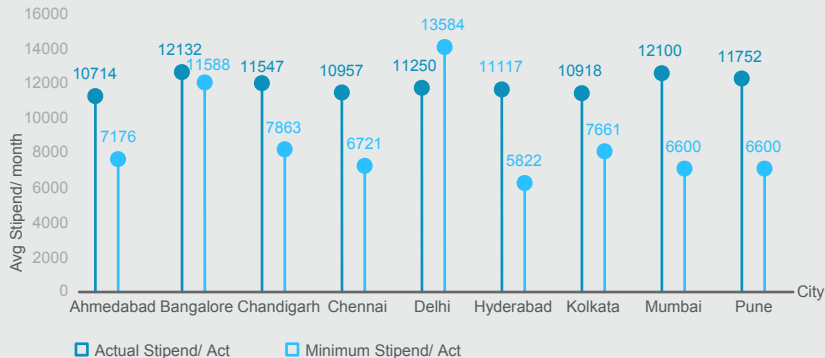
OEES- Stipend Analysis of Engineering & Non Engineering Graduates



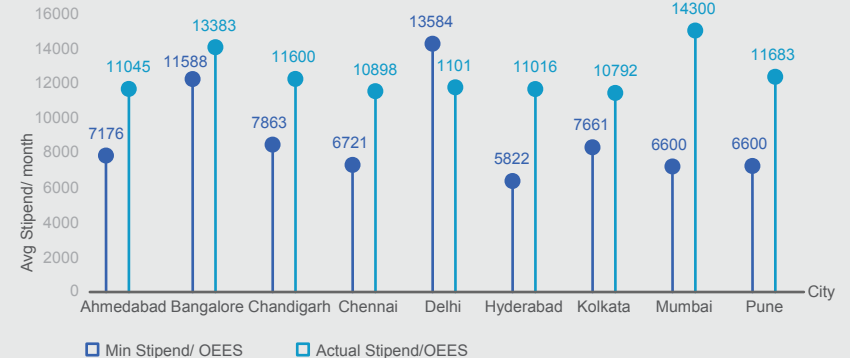
Market stipends (as per Apprentice Act) are higher for Engineering graduates than for non engineering apprentices ; OEES stipends are higher for Engineering graduates in 6 of the 9 cities covered by the study.

Post graduate apprentices are paid stipends significantly higher than the minimum wages in all cities except in Bangalore and Delhi that have instances of below-minimum wage stipends.

Market (as per Apprentice Act)- Stipend Analysis of Post Graduate



OEES- Stipend Analysis of Post Graduate

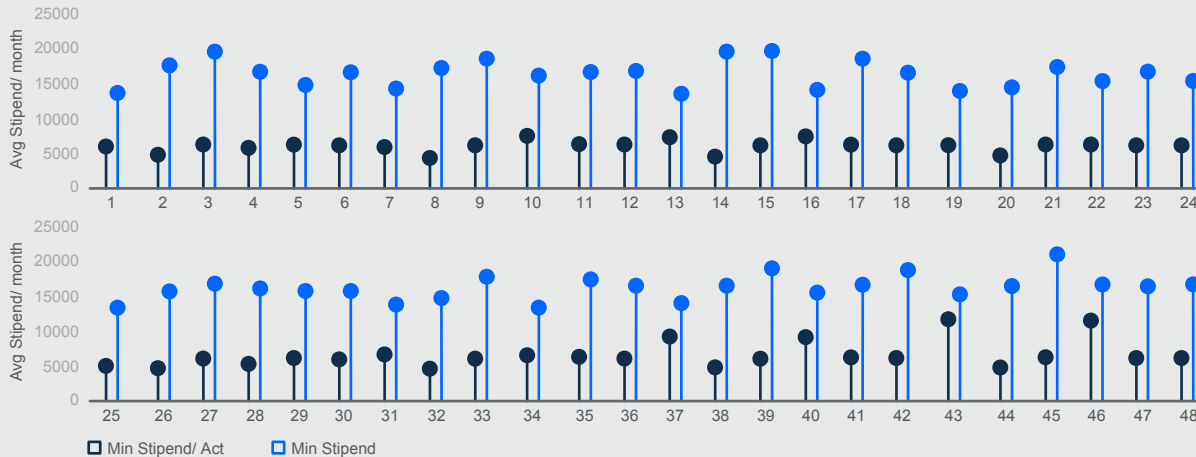


Note: Min Stipend considered for Post graduate as per Apprentice Act is same as that of graduates

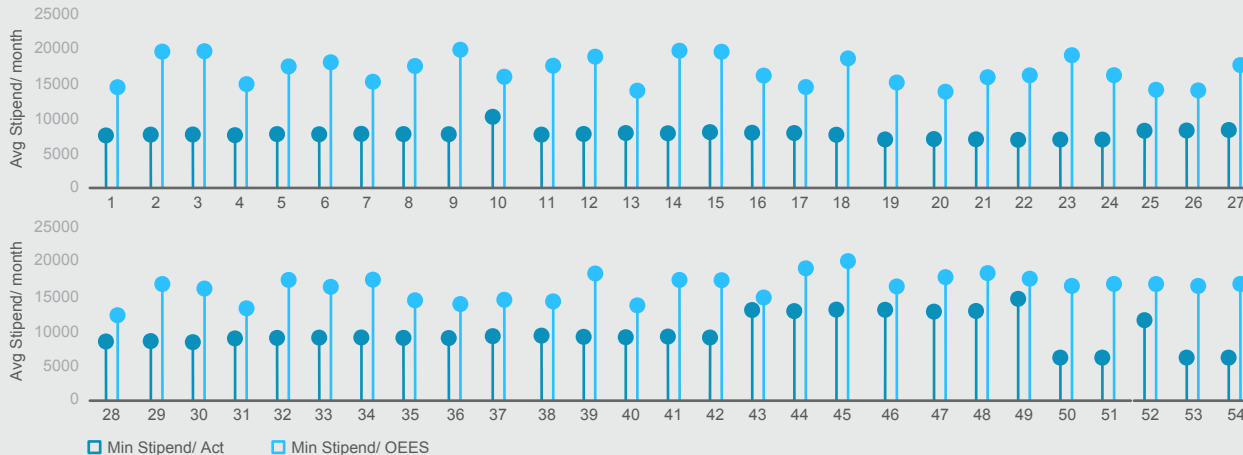
Data Source: TeamLease-valuvox analysis, May 2018 | Aggregators of Apprenticeship programs, Glassdoor.com, narukri.com, Team lease (NETAP)

Stipend Analysis : Premium stipends paid against norms

As per Apprentice Act- Premium Stipends paid against the norms



OEES- Premium Stipends paid against the norms



Market (as per Apprentice Act):

- Engineers and Diploma holders command premium stipends across Chennai, Mumbai and Pune.
- In the 10th, 12th, ITI segment – ITI holders are paid premium stipends in the Automotive Sector, particularly for job roles like production apprentice, IT support and Quality technicians
- In other education segments – Engineering graduate and Diploma Holders are paid premium stipends in the Automotive and IT & ITeS sectors.

Diploma-holder apprentices paid 2.5 times higher than minimum wages, in Chennai, Mumbai and Pune is a trend that is truly against the norms – in case of both the Market and NETAP

OEES (schemes such as NETAP):

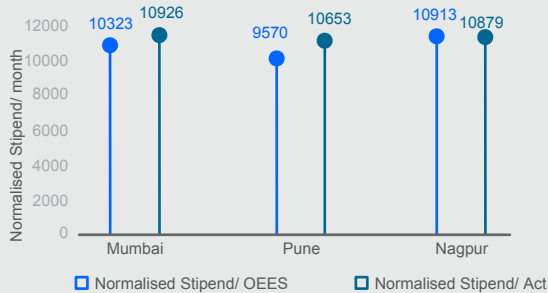
- Engineers and Diploma holders command premium stipends in Chennai, Mumbai, Pune, Kolkata and Bangalore.
- In the 10th, 12th, ITI segment – 10th, 12th and ITIs are paid premium stipends mainly in the Automotive Sector
- In other education segments – Engineering graduates are paid premium stipends in the Automotive and IT & ITeS sectors.

Data Source: TeamLease-valuvox analysis, May 2018 | Aggregators of Apprenticeship programs, Glassdoor.com, narukri.com, Team lease (NETAP)

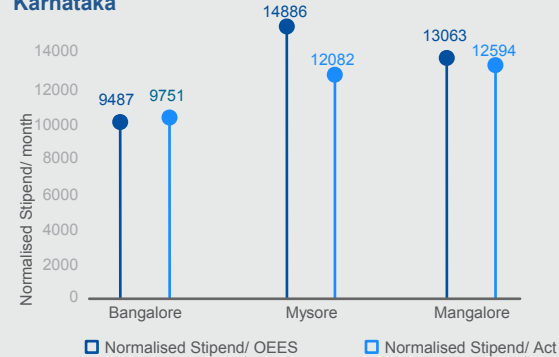
Stipend Analysis : Normalized OEEs Stipends: Metro Vs Non Metro

Normalization variable used: Cost of Living Index

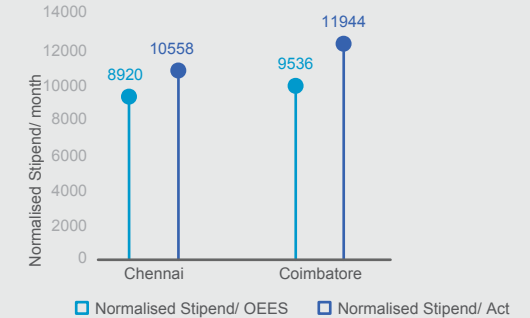
Normalised Stipend by Metro vs Non Metro in Maharashtra



Normalised Stipend by Metro vs Non Metro in Karnataka

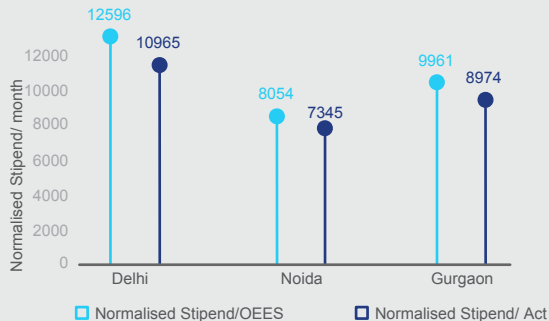


Normalised Stipend by Metro vs Non Metro in Tamilnadu

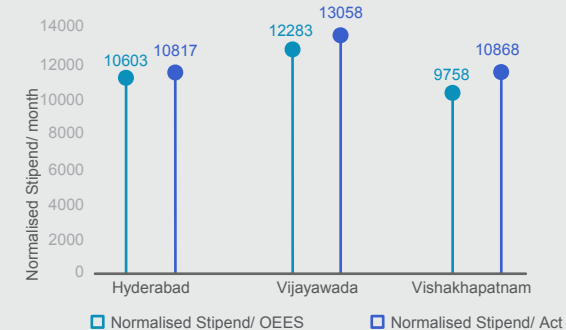


Across hub cities considered for the analysis – Bangalore, Delhi, Hyderabad, Chennai and Mumbai – normalized stipends are significantly higher for the satellite cities / towns. Given this, candidates may resist mobility from satellite to hub cities. Hub city to satellite city mobility looks relatively attractive.

Normalised Stipend by Metro vs Non Metro in Delhi/ NCR



Normalised Stipend by Metro vs Non Metro in Andhra Pradesh

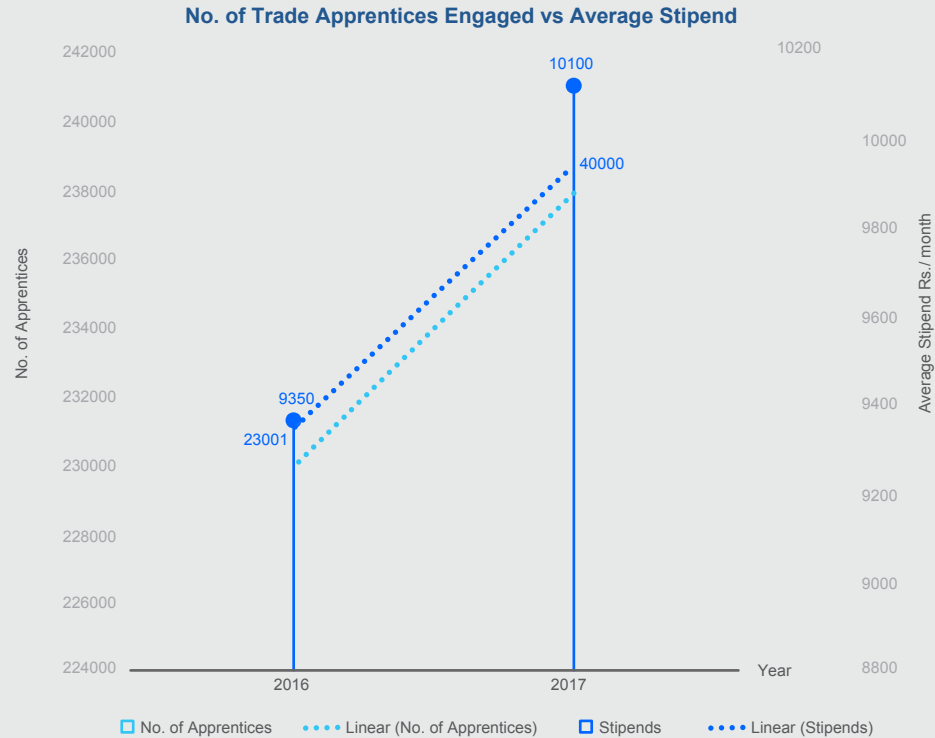


Stipend Analysis : The best and the worst cities for apprentices (based on cost versus benefit)

City	Cost of living Index	Normalised Stipend/OEES (Rs. per month)	Normalised Stipend/Act (Rs. per month)
Bangalore	26.88	9487	9751
Mysore	22.45	14886	12082
Mangalore	22.43	13063	12594
Delhi	28.58	12596	10965
Noida	28.42	8054	7345
Gurgaon	30.72	9961	8974
Hyderabad	23.53	10603	10817
Vijayawada	21.88	12283	13058
Vishakhapatnam	21.55	9758	10868
Mumbai	29.06	10323	10926
Pune	27.43	9570	10653
Nagpur	25.2	10913	10879
Chennai	25.08	8920	10558
Coimbatore	22.27	9536	11944

Mysore and Vijayawada are the best cities for apprentices to work in, and Noida and Gurgaon are the worst, based on the net cost versus benefit (ratio of the normalized stipend and the cost of living index)

Stipend Analysis : Have increase in stipends propelled growth in apprentice enrollments



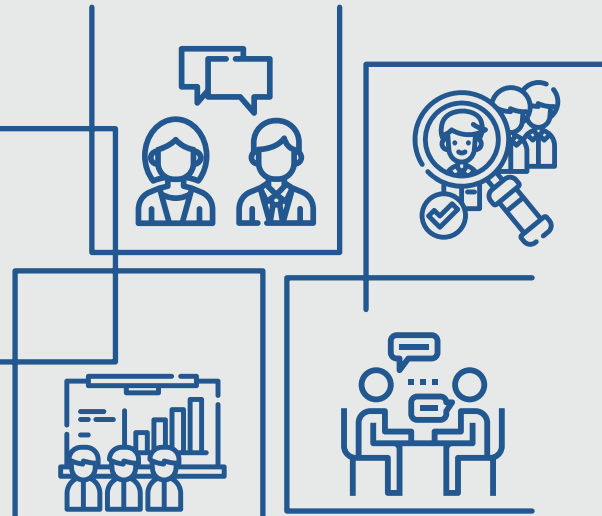
Clearly, growth in apprentice enrollments is not keeping pace with growth in stipends, as yet.

Rate of growth of stipends: **8%**

Rate of growth of apprentice engagements: **4.3%**

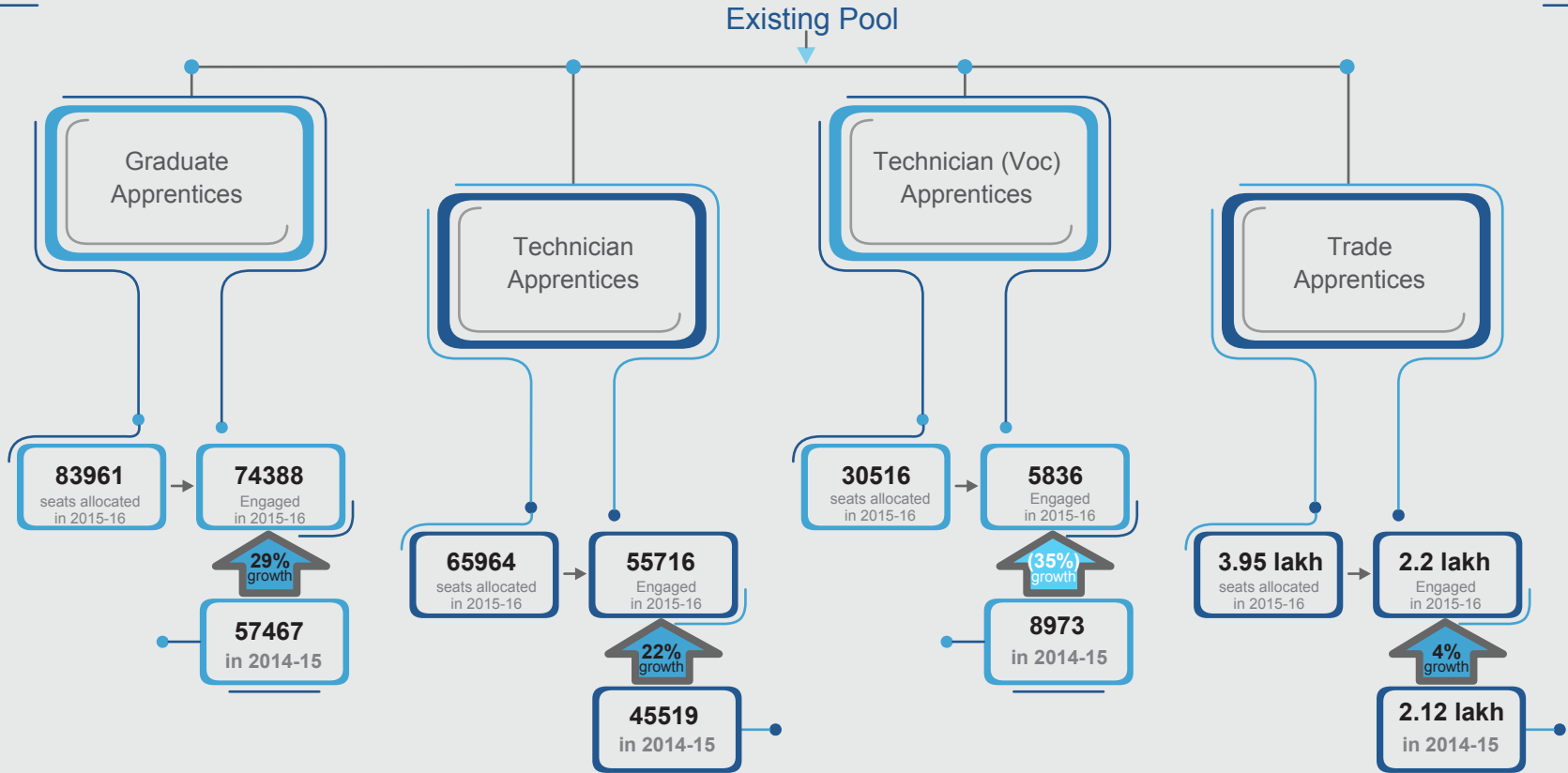
The Stipend Primer

Supply-side readiness



Supply side readiness: The existing and potential pool

Graduate and Technician Apprentices were engaged in healthy numbers during 2015-16, in relation to the number of seats allocated for them.

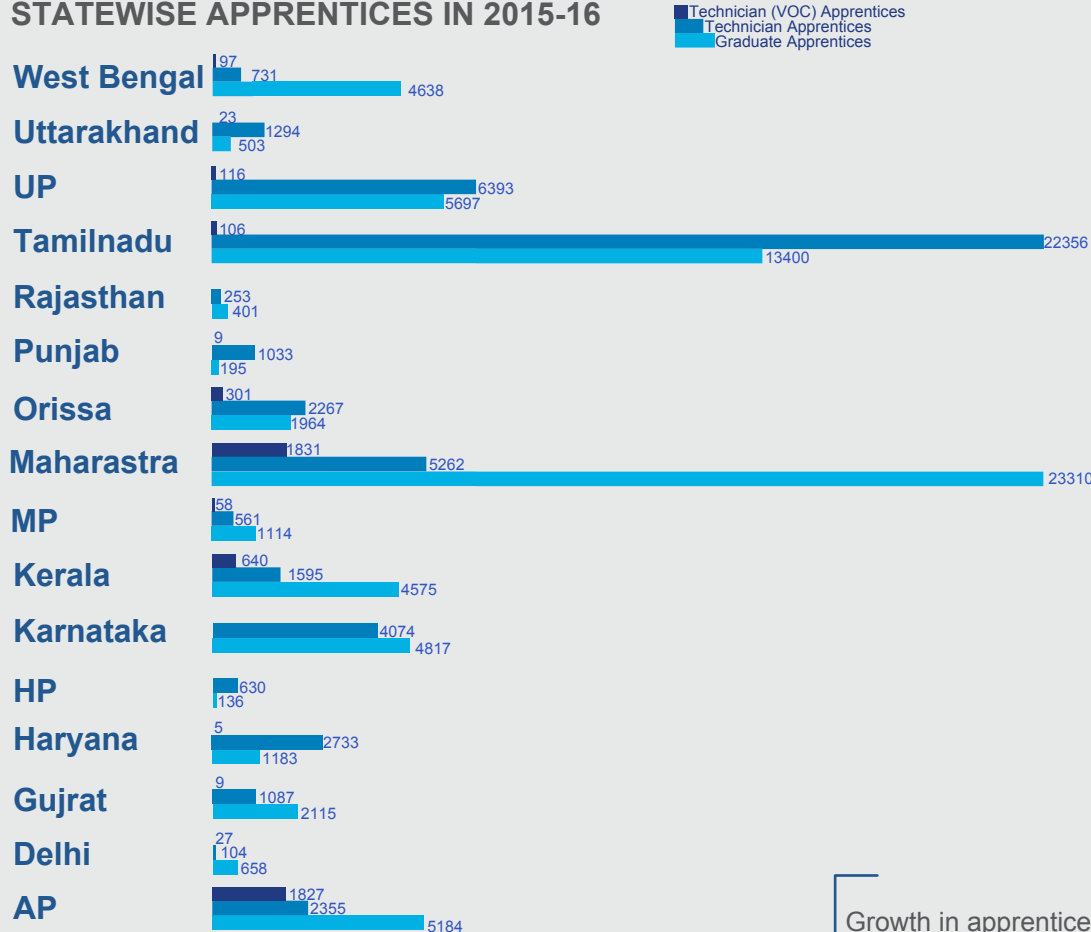


However, the Technician (Vocational) and Trade Apprentices were engaged in much smaller numbers during 2015-16, in relation to the number of seats allocated for them.

Source: NAPS annual reports & NATS web portal

Supply side readiness: The existing and potential pool

STATEWISE APPRENTICES IN 2015-16



Engagement of Apprentices in 2015-16

- 61% were Trade apprentices - 82% were ITI pass outs
- 21% are Graduate Apprentices
- 16% are Technician Apprentices
- 2% Technician (Voc) Apprentices



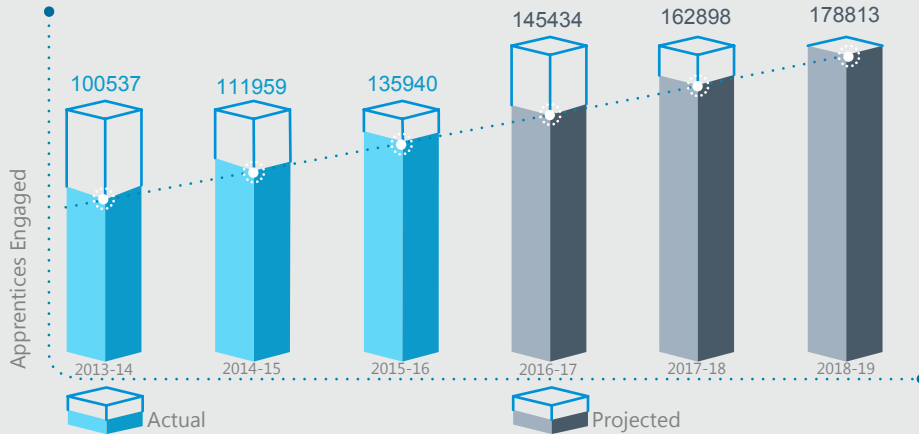
- 81% of apprentices are in Private sector
- 19% of apprentices in Central & State sector

Growth in apprentice addition to the workforce during 2015-16: 7%

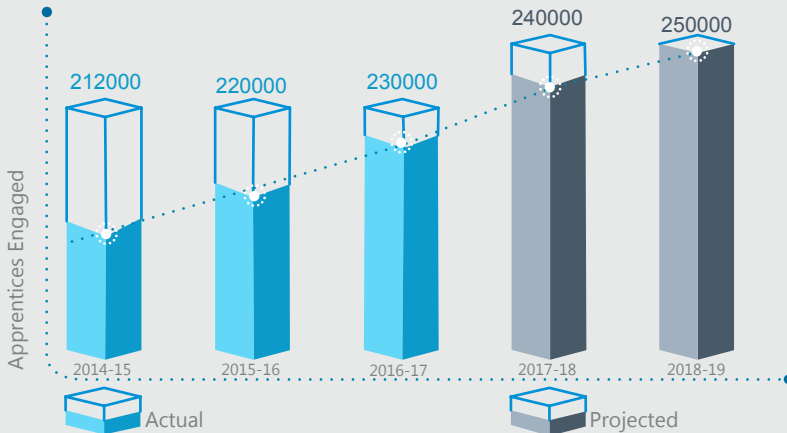
Note: The above data reflects fresh registration of apprentices during the year 2015-16
Source: NAPS annual reports & NATS web portal

Supply side readiness: Potential Apprentice Engagement

Apprentices in Graduate, Technician, Technician (VOC) Category



Apprentices in Trade Category



Candidate Enrollments: An Outlook

Applications received from candidates for apprenticeship training in Graduate, Technician, Technician (Voc) category has grown by **19%** in 2015-16 compared to 13% in 2014-15. Tamil Nadu received the most number of applications in Graduate, Technician & Technician (Voc) category. A **15 – 20%** growth is forecast for the next 2 years.

Candidates registered with the NAPS portal for Trade Apprenticeship training showed up an impressive **500%** growth since the launch of NAPS in 2016. The growth is expected to be steady in the future because of the new amendments and the awareness being created among the candidates.

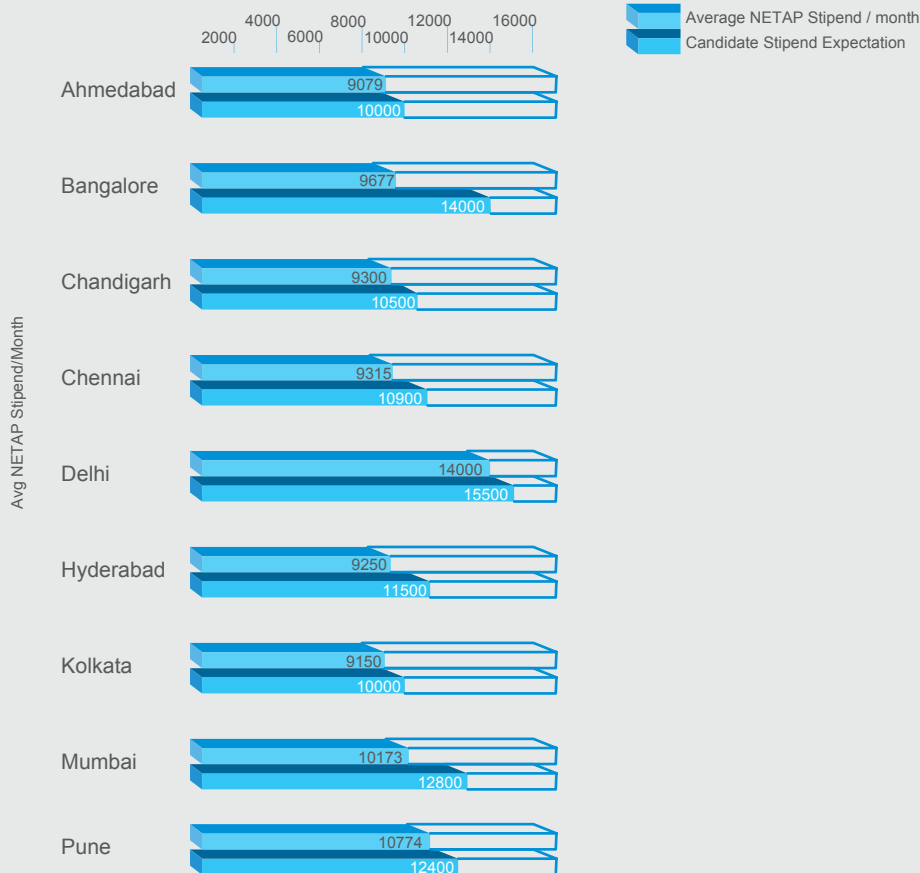
Graduate, Technician, Technician (Voc) apprentices engagements is growing at **9.6%** CAGR and is expected to touch **1.78** lac by 2018-19.

Trade apprentice engagements is growing at **4.4%** CAGR and is expected to touch **2.5** lac by 2018-19.

Note: The above data reflects fresh registration of apprentices during the year 2015-16
Source: NAPS annual reports & NATS web portal

Candidate Stipend Expectations: Stipend Expectations

Candidate Stipend Expectation



Candidates in Delhi [**Rs. 15500** per month],
 Mumbai [**Rs. 12,800** per month],
 Pune [**Rs. 12,400** per month] and
 Bangalore [**Rs. 14000** per month] have the
 highest stipend expectations.

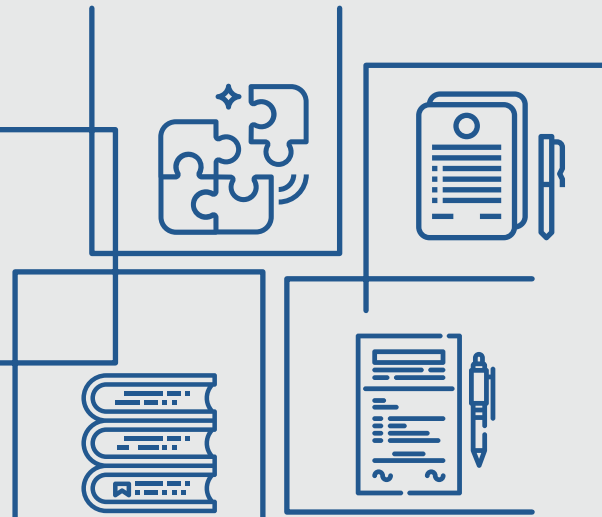
▣ Candidates in Delhi, Mumbai, Pune and Bangalore have the highest stipend expectations.

▣ Kolkata and Ahmedabad have candidates with the least stipend expectations.

▣ The overall (across India) median stipend expectation is Rs.12,100 per month.

Data Source: TeamLease-valuvox Apprentice Candidates survey, May 2018

Annexure



A Compendium of Government Initiatives

Amendments in 2014 to the Apprenticeship Act of 1961

Employers can engage up to 10% of their total workforce as apprentices.

Resolved ambiguities surrounding leaves and holidays, weekly and daily hours of work by apprentices, scrapping of the prosecution provision for a range of violations.

Non-engineering courses, non-engineering graduates, diploma holders, new trades, are part of the scheme. It allowed industries to take more non-engineers as apprentices, depending on the nature of the job.

Wages of apprentices were linked with the wages of semi-skilled industrial workers, and parity achieved on work time and leave benefits with the organized sector.

Multiple employers are allowed to come together to provide apprenticeship training under them.

National Apprenticeship Promotion Scheme (NAPS)

The Scheme has an outlay of Rs. 10,000 crore with a target of 50 Lakh apprentices to be trained by 2019-20.

25% of the prescribed stipend payable to an apprentice would be reimbursed to the employers directly by the Government of India.

50% cost (Rs. 7,500 per apprentice) of the academic training of an apprentice would be reimbursed to the employers.

The scheme also supports basic training by sharing of basic training cost with basic training providers in case of fresh apprentices.

Public sector undertakings or corporates in technical and service sectors would be given Rs. 18,000 by the government for each apprentice they hire in their organizations.

National Policy of Skill Development and Entrepreneurship

Focuses on apprenticeship as one of the key components for skill development.

Proposes to work pro-actively with the industry to facilitate tenfold increase opportunities by 2020

Skill development and entrepreneurship programmes for women are a specific focus of the Policy.

Data Source: Annual Report 2016-17, 2015-16, Ministry of Skill Development and Entrepreneurship | Annual Report 2013-14, 2014-15, 2015-16 – National Apprenticeship Training Scheme | NAPS web portal | (www.apprentice.gov.in)

A Compendium of Government Initiatives

National Apprenticeship Training Scheme (NATS)

The National Scheme of Apprenticeship Training is implemented through four Regional Boards of Apprenticeship/Practical (BOATs/BOPT) at Mumbai, Kanpur, Chennai & Kolkata.

Provides opportunities for practical training to graduate engineers, diploma holders (Technicians) and 10+2 Vocational pass outs in about 10,000 industrial establishments.

The four Regional BOATs/BOPT which are fully funded autonomous organizations of MHRD have been entrusted with the responsibility to implement the Scheme of Apprenticeship Training under Apprentices Act, 1961 as amended from time to time in their respective regions.

Private-Public Initiatives

To Scale up apprenticeship opportunities in the country, guidelines for Third Party Agencies (TPAs) have been issued. Teamlease Services, Yashaswi Institute and Centurian University have been appointed as TPAs for scaling up apprenticeship in MSME sector.

Public Private Partnership of TeamLease Skills University, CII, and NSDC under the National Employability Enhancement Mission of the Ministry of HRD (AICTE). Proposes to appoint 2 lakh apprentices every year for the next 10 years. The plan is to enroll two lakh apprentices annually into real-time training at the workplace, with an assurance of gaining a recognized skill certificate at the end of two years.

A NETAP apprenticeship qualifies for credit towards certificates/diplomas/ degrees offered online by Teamlease Skills University (TLSU).

TeamLease Skill University and government join hands to promote apprenticeship in the country. It aims to appoint 5 lakh apprentices in the next three years.

Other Government Initiatives

Gujarat Government introduced a Mukhyamantri Apprenticeship Yojana under which youth who join the industry be it factories, hotels, hospitals, as apprentice will get a special amount as “encouragement” from the state government.

Government to begin undergrad apprenticeship degree courses in the country along with the traditional undergraduate courses in commerce, Science and humanities.

Advocacy measure to promote apprenticeship in the form of TV Shows and pan India awareness workshops In industry clusters.

Research Methodology: Overview

- ▣ Literature Review and Secondary Research
- ▣ Preliminary Analysis and Hypothesis Building
- ▣ Primary Research – valuvox® Mobile-Social surveys with employers / candidates / other stakeholders
- ▣ Data Preparation, Aggregation and Analysis

Research Methodology: Steps in stipend computation

- ▣ NETAP Stipend Aggregation: Stipend payouts in FY 2017-18 to about 54,000 NETAP apprentice associates across 80 locations (aggregated into 9 hub cities) and across 9 sectors.
- ▣ Market Stipend Aggregation: Stipend payouts in FY 2017-18 to about 136,000 apprentices by various employers across 9 hub cities and across 9 sectors.
- ▣ Standardization and Normalization
- ▣ Data Tabulation, Data Analysis and Summarization
- ▣ Computing the variance

Steps in Normalized Stipend Computation

- ▣ Identifying the Cost of living index from a reliable source
- ▣ Dividing the Average stipend for each of the city with the respective cost of living index of that city
- ▣ Multiplying the value derived with a constant value 25 for all the cities.

Research Methodology: Employer and Apprentice Candidate Sample Design

Employers

	Automobile	Manufacturing	Electrical/ Electronics	IT / ITeS	Consumer	Tourism/ Hospitality	Retail	Construction/ Real Estate	Financial Services	Total
Ahmedabad	8	11	7	9	9	10	9	9	11	83
Bangalore	12	10	9	15	12	10	13	9	14	104
Chandigarh	8	8	10	6	8	9	10	10	9	78
Chennai	10	11	11	14	15	10	13	9	13	106
Delhi	12	10	9	15	11	15	14	12	12	110
Hyderabad	10	9	9	12	15	10	14	12	14	105
Kolkata	8	8	8	10	10	9	11	9	11	84
Mumbai	13	11	9	16	16	14	15	15	18	127
Pune	10	9	9	13	12	9	12	10	11	95
Total	91	87	81	110	108	96	111	95	113	892

Apprentice Candidates

	Total
Mumbai	62
Delhi	85
Bangalore	110
Kolkata	76
Chennai	82
Pune	96
Hyderabad	88
Ahmedabad	80
Totals	679

Bibliography and Glossary of Definitions

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Definitions:

1. OEES Stipends: aggregate (median, Rs. per month) of stipend payouts made as part of Other Employability Enhancement Schemes (such as NETAP) during FY 2017-18, reported at the respective levels of analysis
2. Market Stipends : aggregate (median , Rs . per month) of stipend payouts made by employers (government supervised under the Apprenticeship Act) across sectors during FY 2017-18, reported at the respective levels of analysis
3. Variance: the difference between Market and OEES stipends, expressed as a percentage of the Market Stipends , reported at the respective levels of analysis

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