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**Centre for Research in
Schemes and Policies**

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Handbook for **Apprenticeship Embedded Degree Programs (AEDPs)**



**National Initiative for Skill Integrated
Higher Education (NISHE)**

Foreword

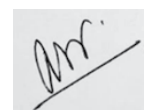
Warm Greetings! Taking cognizance of the need to skill graduates to make them employable, the Centre for Research in Schemes and Policies (CRISP) has initiated the National Initiative for Skill-integrated Higher Education (NISHE) project.

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

The main objective of the NISHE project is to facilitate state governments with the implementation of Apprenticeship Embedded Degree Programs (AEDP). AEDPs combine academic coursework with industry relevant work experience and make graduate students skilled, market-ready and employable. Retaining 70 to 80% of the curricula and content of standard 3-year/4-year BA/BCom/BSc/BBA programs, AEDPs include 20 to 30% curricula and contents for sector-specific skills in sectors such as retail, banking and finance, logistics, HR management, life sciences management, healthcare management, etc.

As a part of the AEDP course, a student is placed under compulsory stipendiary apprenticeship in the industry for practical learning, in the final year of their degree program. Upon graduation, a student is eligible for entry level managerial roles in relevant industry/business. The AEDPs have been designed in consultation with stakeholder industries in various sectors through Sector Skill Councils (SSCs), and are UGC guidelines compliant. AEDPs are presently being run in 174 higher education institutions in 6 States, and are getting expanded to another 5 States this year.

This revolutionary project creates a platform with the government as the main driver, and supporting entities from the higher education sector and the industry. CRISP facilitates the creation of this platform on a pro-bono basis, with no cost to the government, and minimal cost to all the other stakeholders involved. At the heart of this platform is the individual graduate and the scope to shape their career trajectories.



RS Julaniya

Introduction:

The Need for AEDPs

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

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

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

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

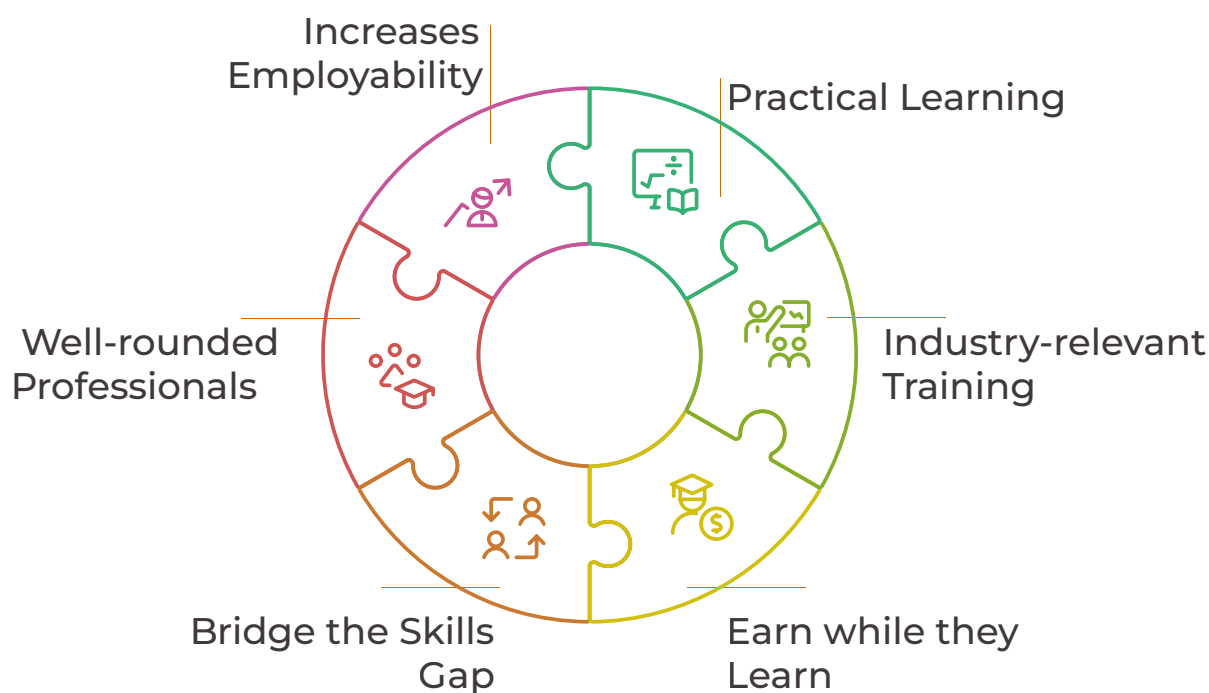
What are AEDPs?

Unlike traditional undergraduate programs, AEDPs are 3-year/4-year degree programs that combine academic coursework with practical work experience. Students enrolled in such programs split their time between classrooms and workplaces. In AEDP setting, students pursue theory for two years followed by a complete final-year apprenticeship. This approach enriches their learning journey and also equips them with the tangible skills that employers seek. The skill-integrated curriculum, training of teachers, apprenticeship linkage, assessment and placement assistance are carried out by the concerned Sector Skill Councils (SSCs).

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

The following are the benefits of AEDPs:

Benefits of AEDPs



About CRISP & NISHE

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

CRISP launched the [National Initiative for Skill-Integrated Higher Education \(NISHE\)](#) to improve the employability of about 1 lakh+ general education students in about 1400+ colleges across the nation. NISHE works on a no-cost model to the state governments in professionalizing the general education by adhering to the UGC guidelines for HEIs on AEDPs. In AY 2025-26, CRISP plans to expand AEDPs across various sectors and 10 states. In collaboration with SSCs, CRISP analysed market demands and developed a three-year plan to implement AEDPs in 10 states, addressing the skill gap and improving employability through hands-on experience.

Structure of AEDPs

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

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

The coursework in AEDP consists of 03 components i.e., Core Courses, General Courses and Skill Courses. Core and General Courses can be modified by HEIs as needed. However, Skill Courses are fixed, designed by SSCs to meet industry needs, and aligned with the NSQF.

AEDPs are as per the UGC Guidelines

AEDPs are formulated adhering to the [UGC Guidelines](#) for Higher Education Institutions (HEIs) on Apprenticeship/Internship Embedded Degree Programmes (AEDPs), July 2020 with an aim to enhance employability of students pursuing UG programs by integrating industry-relevant skills into the curriculum. The AEDP degree issued by the university is equal to other UG degree (like B.A., B.Sc., B.Com., BBA) for the purpose of higher studies and competitive examinations.

AEDPs follow UGC Guidelines, [National Curriculum and Credit Framework](#), and NEP 2020:

1. 3-year AEDPs: Apprenticeship lasts from 1 semester to 3 semesters.
2. 4-year AEDPs: Apprenticeship lasts from 2 semesters to 4 semesters.
3. At least one semester of apprenticeship is mandatory, accounting for 20% of total program credits within the Choice-Based Credit System (CBCS).
4. Apprenticeships are off-campus, conducted in industries, organizations, or enterprises, requiring HEIs to establish MoUs with industry partners/SSCs.
5. HEIs implementing AEDPs must be NAAC accredited.
6. As per NEP 2020, AEDPs are multiple entry programs, but not multiple exit programs. Students who leave the program midway don't receive diplomas or certifications. Hence, it is strongly advised that students complete the entire AEDP, to make the most of the resources it offers.

AEDPs (Retail SSC) follow two apprenticeship models:

1. **Linear Model:** Students engage in a full-time apprenticeship during their final semester/year, focusing entirely on industry training without attending lectures.
2. **Simultaneous Model:** Students split their time between classroom learning (3 days) and industry training (3 days) each week, developing theoretical and practical skills simultaneously.

It is the prerogative of the HEI in consultation with the respective SSC to choose the model they wish to implement.

AEDP Batch Size

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

Assessment

All three components—Core, General, and Skill Courses—are assessed by the HEI or university, determining academic progress and final marks. Skill certification is independently assessed by the SSC, either annually or semester-wise. It determines eligibility for the final-year apprenticeship but may not appear on the university marksheet. Students who fail the skill certification exam can complete project work as an alternative.

Difference between AEDP Apprenticeship, OJT & Internship

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

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

Stakeholders Roles and Responsibilities

To create such a platform that allows the state governments and the Higher Educational Institutions (HEIs) to facilitate engagement and linkage with the industry, entities called the Sector Skill Councils (SSCs) have been established, under the ambit of the Ministry of Skill Development and Entrepreneurship (MSDE). SSCs are industry-led organizations formed to promote the development of skilled professionals in various sectors. They are registered as Non-Profit companies, under Section 8 of the Companies Act, 2013.

The following entities involved in the implementation of AEDPs with their roles and responsibilities are given below:

Stakeholder	Roles and Responsibilities
Higher Education Department (HED) and/or Commissionerate of Collegiate Education (CCE) and/or State Higher Education Council (SHEC)	Taking ownership of the program and resolving queries for the success of the project. CRISP does the back-end analysis and suggests the best to the government. CRISP facilitates the state government in the implementation of State government-driven project.
	Selecting and approving participating colleges, following the guidelines
	Appointment of a state-level Nodal Officer from the Govt.
	Regular coordination with universities and participating HEIs
	Ensuring the availability of faculty for training
	Necessary approvals for implementation of project, including issuance of orders and directives, BoS approvals, waiving of fees and deposits where necessary, inclusion of AEDPs in scholarship criteria, etc.
	Promote AEDPs through extensive awareness campaigns
	Periodic and proactive collaboration with CRISP, SSCs and HEIs
	Continuous review and monitoring of the project

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Stakeholder	Roles and Responsibilities
Sector Skill Councils (SSCs)	Developing occupational standards by the NSQF and skill development programs
	Ensure that training initiatives for students and faculty align with industry requirements
	Collaborate with employers, training providers, and state governments to develop sector-specific training standards, qualifications, and certification frameworks
	Support HEIs in curriculum design, teacher training, apprenticeships, assessments, and placement assistance, ensuring alignment with industry requirements; maintain periodic and proactive connections with the HEIs during the duration of AEDP implementation to ensure its effectiveness; provide guest faculty at a cost (in case of unavailability of additional faculty) to HEIs; carry out industry connect & guest sessions with industry experts (the cost of which needs to be borne by the HEI)
	Providing sector-specific curriculum, training faculty members, facilitating apprenticeship linkages, conducting assessments, and coordinating with the industry to acquire industry evaluation.
	Provision of relevant teaching and reading material for the skill courses
	Ensuring student well-being at the apprenticeship location, by redressing any grievances in that regard
Universities	Issuance of Board of Studies (BoS) approvals for AEDPs
	Conducting examinations and awarding degrees
	Continuous support to HEIs
	Promote AEDPs through awareness campaigns
	Ensure academic validation and integration within the formal higher education framework

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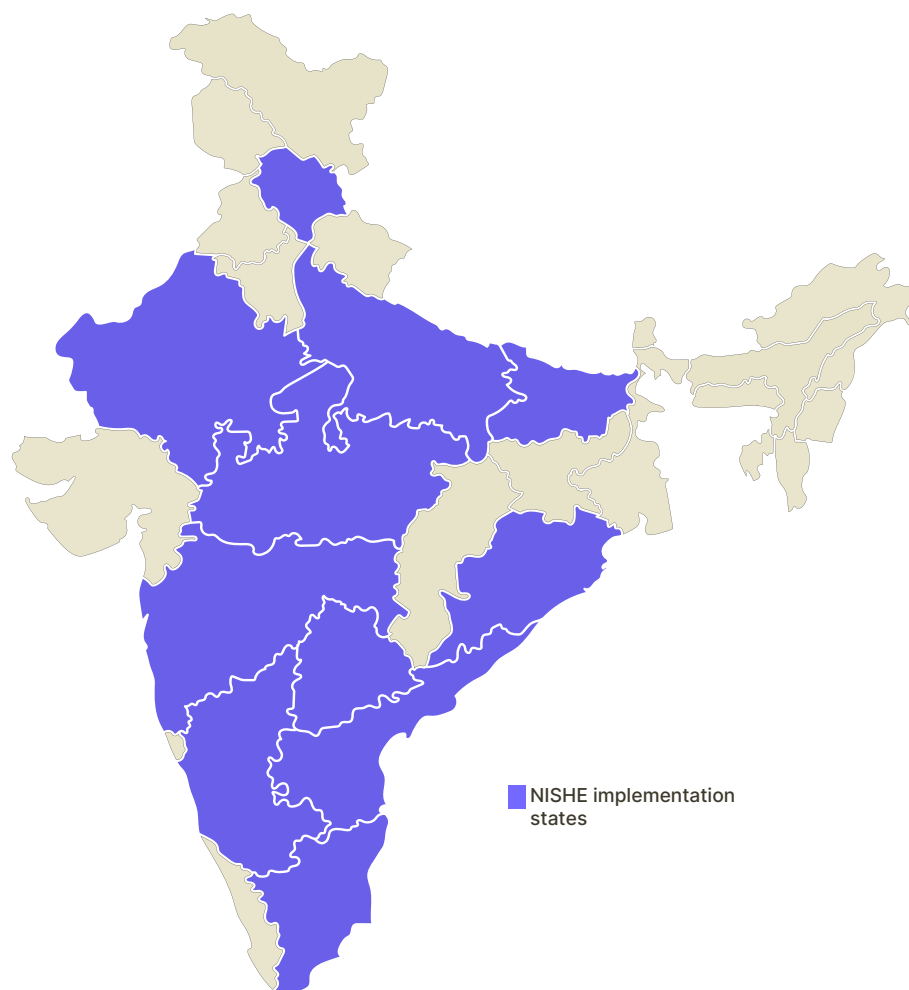
Stakeholder	Roles and Responsibilities
Higher Education Institutions (HEIs)	Awareness drives to promote AEDPs
	Identify faculty coordinators with a remaining tenure of 5 years or more
	Making faculty available for training and capacity building
	Deploying trained faculty for relevant subjects, for which the training was obtained.
	Entering into a biparty/tripartite MoU with the SSC
	Timely release of agreed charges to the SSCs
	Identifying and assigning qualified champion faculty members to coordinate programs
	Conducting assessments as per the prescribed schedule and monitoring progress of the students and the program

Implementation of AEDPs

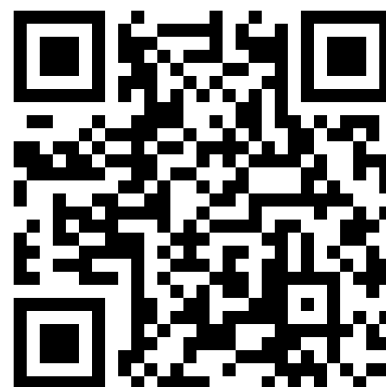
The following steps are involved in implementation of AEDPs ([detailed steps enclosed](#)):

1. Dissemination of the model curriculum by SSCs to the HEIs
2. Finalization of HEIs and AEDPs by the state government
3. Meetings between SSCs, Universities and Colleges
4. Signing of MoUs between SSCs, Colleges and Universities
5. Extensive awareness campaigns by Govt., Universities and Colleges
6. Approvals of the AEDP curricula by the universities Board of Studies (BoS)
7. Faculty training by the SSCs/CRISP
 - a. Colleges must select enthusiastic and relevant faculty for the training
 - b. CRISP to facilitate the faculty training programs after the admissions, ensuring that faculty are adequately trained to transact the curriculum
8. Admissions for the AEDPs
9. Continuous monitoring of the program by State Govt., Colleges and CRISP

NISHE implementation states



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

AEDPs
(Apprenticeship Embedded Degree Programmes)

FAQs

Frequently Asked Questions



FAQs by states

1. What are Sector Skill Councils (SSCs)? Are they government or private? Why are they charging money from colleges?

Sector Skill Councils (SSCs) are formed by the Ministry of Skill Development and Entrepreneurship (MSDE) along with leading industries in that sector. The National Skill Development Council (NSDC) of the MSDE formed SSCs along with the Industry to develop the occupational standards and to pioneer high quality skill programmes. SSCs are Section 8 companies operating on a no-profit-no-loss basis. They have to generate income for running their operations. They don't get a Govt subsidy for their running expenses. So, they charge fees as per common norms for their programme interventions. All these are under the strict control of the Ministry of Skill Development, Govt of India.

More details are here: <https://nsdcindia.org/sector-skill-councils>

For the Govt colleges, CRISP made a request to charge a reduced fee since the students are from economically weaker sections, while private colleges are charged the usual fee. This fee is for the full range of services of the SSC, covering curriculum, teachers training, apprenticeship linkage and assessment.

2. How are SSCs linked with the Industry Experts?

SSCs are industry bodies represented by the industry leaders and therefore are directly linked with the industry experts.

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

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

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

Degrees are awarded only by the Universities.

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

SSCs don't award degrees. They only facilitate the creation of curriculum, transaction and also assessment. Only Universities are authorised to award degrees. The Degrees are as per UGC approval and valid for Government Exams and higher studies.

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

In AEDPs, the Apprenticeship is a mandatory part of the degree curriculum. Skill-embedded degree programs may not have apprenticeships.

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

It has to be a complete course of 3 years to get a degree of BBA/B.Com (Retail).

Apart from this, efforts are being made to introduce subjects (from retail and such other areas) which can be taken as optional papers. But in that, an apprenticeship will not be available.

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

No, AEDPs can't be implemented as one year diploma programs with apprenticeship.

Students need to pursue a full 3-year AEDP to learn the subject and attain skills as per the requirements of the industry.

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

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

10. Are the colleges implementing AEDPs covered under the NAPS? How can the colleges register under the NAPS?

Industries and establishments that need to enrol under NAPS are responsible for managing this process. NAPS is a collaborative arrangement between the government and industrial establishments.

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

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

12. Why can't we implement the 3+3 formula (3 days classes and 3 days apprenticeship) for all the AEDPs?

The apprenticeship entirely depends on the demands of industries/establishments nearby the colleges. 3 days a week apprenticeship is feasible only for Retail colleges located in the metropolitan cities with Retail outlets. It is not possible for students in interior districts to travel to metro cities for 3 days a week for apprenticeship. In such cases, the apprenticeship would be continuous for one or two whole semesters towards the end of the degree program. (Please refer Annexure 2 for more details on apprenticeships)

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

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

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

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

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

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

16. When are the SSCs planning to start these AEDPs in the colleges?

The AEDPs will be implemented by the colleges, not by the SSCs. The state government is responsible for establishing timelines aligned with their academic year. SSCs are prepared to offer support as soon as the government indicates readiness. University approvals and admissions fall under the purview of the colleges and government authorities.

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

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

https://naps-cdn.s3.ap-south-1.amazonaws.com/Apprenticeship_FAQs.pdf

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

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

Feature	Apprenticeship Training	On-the-Job Training	Internship
Governance	Governed by a Central Legislation (Apprenticeship Act, 1961)	Not governed by any specific legislation	Not governed by any specific legislation

Duration	Minimum of 6 months to 2 years	Generally shorter duration, varies by employer	Usually shorter, ranging from 4-8 weeks
Stipend	Includes stipend as per minimum wage rate	May or may not include stipend	Necessarily does not require stipend
Certification	Leads to National Apprenticeship Certificate issued by NCVT/SSC	May not provide a formal certification upon completion	May not lead to formal certification
Focus	Emphasises practical job-role specific skills	Focuses on gaining practical experience	Focuses on exposure to work environment and experience
Regulatory Framework	Covered under Apprenticeship Act and Govt. regulations	Not subject to specific regulatory framework	Not subject to specific regulatory framework

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

The curricula shared by CRISP are developed by the respective SSCs and reviewed by the UGC experts to ensure alignment with industry standards and UGC guidelines. Without making changes to the skill components, universities have the flexibility to make slight modifications to accommodate their compulsory courses, similar to practices in other states. However, the skill component, comprising 50% of the curriculum, must adhere to the design specified by the SSCs.

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

SSCs provide the platform for colleges to interact with industry. SSCs also provide the curriculum adhering to all the required guidelines/ frameworks, which is further vetted by Curriculum Experts at CRISP. CRISP has established a Center of Excellence for the National Initiative for Skill Integrated Higher Education (NISHE) Project, featuring a dedicated team that works with SSCs and academic experts. This team vets curricula to ensure they are aligned with the NEP 2020 and industry requirements.

Although, colleges may try contacting the industry directly. Industry mayn't provide the curriculum as per the academic requirements. It becomes challenging for one industry to absorb all the students for apprenticeship. Hence, it is not advised.

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

A lab facility is required in the colleges offering AEDPs in Gaming & Entertainment, and Tourism & Hospitality Operations. For AEDPs in Healthcare, a small hospital simulation facility is required. (Please refer Annexure 1 on SSCs cost statement)

SSC	Expense (per lab/facility)
Media & Entertainment	INR 30 - 40 Lacs
Tourism & Hospitality	INR 30 Lakhs
Healthcare	INR 1.5 Lakhs

22. What kind of infrastructure is required for labs?

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

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

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

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

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

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

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

26. How will the teaching staff be recruited? What roles will SSCs and CRISP play in sourcing and securing faculty for these courses?

The learning will be imparted through training the selected and identified teachers of the colleges. That is the sustainable way forward. In case suitable faculty is not available with the college for the AEDP subject, then the SSC may assist the college in locating an external

teacher/trainer to take the classes. These external trainers will be compensated by the college according to the UGC guidelines. Additionally, SSCs will organise a faculty training program for college faculty before admissions conclude, ensuring they are well-equipped to teach the curriculum aligned with industry requirements.

27. Why are the SSCs charging fees from the students? How will the amount per student per year be allocated and utilised?

SSCs are formed as not for profit companies under the initiatives of the Govt of India. Representative of the Govt of India, Ministry of Skill Development is a Board member in each SSC. On CRISP's persuasion, SSCs have agreed to provide their services for Govt colleges at the rates prescribed by them 5-6 years ago for the current year 2024-25. For succeeding years budgeting exercise suitable annual increase, say 10% per annum, could be kept in the reckoning.

The fee per student per year payable to the SSC by the college is for the SSC for its entire range of services from curriculum provision, apprenticeship linkage, LMS access, monitoring students during apprenticeship and mentoring. It will remain with the SSC. Allocation and utilisation of the fee charged by the SSCs are matters internal to SSCs and they would not be liable to provide its utilisation, etc. Timely and hassle-free payments as per agreed timelines in the tripartite MoUs are essential requirements for SSCs to provide their services.

28. Can resource persons conduct online classes as well?

All classes are currently planned to be conducted in offline mode, with some modules incorporating blended learning. Some SSCs autonomously supplement the course with online content for both student and faculty use, supporting after-class learning.

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

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

Annexure 1
SSCs Cost Statement

Sector Skill Councils & Cost Statement for Government Colleges

SSC	Fee	Any other Fee	Capital Infrastructure Cost if any	Total Payable by student per year	Remarks
Retail	Rs. 5,000 per year	Nil	Nil	Rs. 5,000 per year	-
Logistics	Rs. 5,000 per student per year	Insurance Premium of Rs. 2,500 per student in final year.	Nil	Rs. 5,000 per year for first two years. Rs. 7,500 in final year.	-
Healthcare	Rs. 5,000 per student per year	Rs. 1,000 per student per semester assessment fee	About Rs. 1.5 lakhs for simulation of hospital set up in college	Rs. 7,000	-
Tourism & Hospitality	Rs. 5,000 per student per year	Nil	About Rs. 25 lakhs for simulation of hotel set up in college	Rs. 5,000	-
Life Sciences	Rs. 5,000 per student per year	Rs. 1,000 per year assessment fees	About Rs. 5000 to 60,000 expenditures on chemicals, minor equipment for class per year	Rs. 6,000	-
BFSSI	Rs. 5,000 per student per year	Rs. 1,000 per year assessment fee	Nil	Rs. 6,000	
Media & Entertainment	Rs. 5,000 per student per year	Nil	Subjects like Animation, ARVR, VFX etc need capital intensive labs (Rs. 50 lakhs one time cost). Courses like Content & Creative Writing, Graphics, Event Management do not carry capital cost.	Rs. 5,000 per year	Colleges to be carefully chosen, well-funded ones or Private/State Universities.

Sector Skill Councils & Cost Statement for Private Colleges

SSC	Fee	Any other Fee	Capital Infrastructure Cost if any	Total Payable by student per year	Remarks
Retail	Rs. 5,000 per year	Nil	Nil	Rs. 5,000 per year	-
Logistics	Rs. 10,000 per student per year	Insurance Premium of Rs. 2,500 per student in final year.	Nil	Rs. 10,000 per year for first two years. Rs. 12,500 in final year.	Caution Deposit of Rs. 1.5 lakhs at beginning of course
Healthcare	Rs. 10,000 per student per year	Rs. 1,000 per student per semester assessment fee	About Rs. 1.5 lakhs for simulation of hospital set up in college	Rs. 7,000	Signing amount of Rs. 1 lakh by college
Tourism & Hospitality	Rs. 5,000 per student per year	Nil	About Rs. 25 lakhs for simulation of hotel set up in college	Rs. 5,000	-
Life Sciences	Rs. 5,000 per student per year	Rs. 1,000 per year assessment fees	About Rs. 5000 to 60,000 of expenditure on chemicals, minor equipment for class per year	Rs. 6,000	-
BFSSI	Rs. 5,000 per student per year	Rs. 1,000 per year assessment fee	Nil	Rs. 6,000	-
Media & Entertainment	Rs. 5,000 per student per year	Nil	Subjects like Animation, ARVR, VFX etc need capital intensive labs (Rs. 50 lakhs one time cost). Courses like Content & Creative Writing, Graphics, Event Management do not carry capital cost.	Rs. 5,000 per year	Colleges to be carefully chosen, well-funded ones or Private/State Universities.

Annexure 2

Apprenticeship Details

S.No.	SSC	AEDP	Duration	Apprenticeship
1	Retail	B.Com. Retail Operations	3 Years (Linear Mode)	Sem V & VI
2	Retail	B.Com. Retail Operations	3 Years (Simultaneous Mode)	Sem I to V (3 Days a Week) and Sem VI (whole)
3	Retail	B.Com. Retail Operations	4 Years (Linear Mode)	Sem V & VI
4	Retail	B.Com. Retail Operations	4 Years (Simultaneous Mode)	Sem I to V (3 Days a Week) and Sem VI (whole)
5	Logistics	B.Com. Logistics	3 Years	Sem V & VI
6	Logistics	B.Com. Logistics	4 Years	Sem VII & VIII
7	Life Sciences	B.Sc. Marketing and Sales (Pharma & Med. Tech)	3 Years	Sem VI
8	Life Sciences	B.Sc. Marketing and Sales (Pharma & Med. Tech)	4 Years	Sem VI & VIII
9	Life Sciences	B.Sc. Pharmaceutical Manufacturing and Quality	3 Years	Sem VI
10	Life Sciences	B.Sc. Pharmaceutical Manufacturing and Quality	4 Years	Sem VIII
11	Healthcare	B.Sc. Healthcare Management	3 Years	Sem VI
12	Healthcare	B.Sc. Healthcare Management	4 Years	Sem VIII
13	BFSI	B.Com. BFSI	3 Years	Sem V & VI
14	BFSI	B.Com. BFSI	4 Years	Sem VII & VIII
15	Tourism and Hospitality Operations	B.Sc. Tourism and Hospitality Operations	3 Years	Sem V & VI
16	Management, Entrepreneurship & Professional	B.Com. Human Resource Operations	3 Years	Sem V & VI

FAQs by Students

01

Why is this course important?

- This course combines academic learning with practical hands-on work experience, making students job-ready and highly employable upon graduation. These Apprenticeship Embedded Degree Programmes (AEDPs) not only provide you with industry demanded skills but also give you industry work exposure with stipend.

02

What do I gain from this course?

- You gain practical skill sets that are demanded by the industry in the current job market. These skill sets are merged into your degree curriculum and on completion you will have a degree in hand with a year's industry apprenticeship, during which you will earn stipend at the minimum wage rate of the State. You will be provided with a strong foundation of domain knowledge and work ethic that will make you ready for professional roles.

03

What is an apprenticeship? Will I get a stipend if I choose this course?

An apprentice is a person who has entered into a contract of apprenticeship with the employer for apprenticeship training under the Apprentices Act. Yes, If you choose this course you will earn a stipend during the apprenticeship. This apprenticeship would help you gain a better understanding of the industry and also provide you with hands-on experience. It will boost your degree credentials, make for a good CV and ideal for jobs.

04

How is this AEDP different from regular courses like BA, B.Com?

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

05

How much stipend can I expect from the apprenticeship?

The exact amount varies as per the minimum wage rate of the State and nature of industry, but on average, you can expect to earn between ₹7,000 to ₹8,000 during these apprenticeships. In an era of unpaid internships, AEDPs provide government-monitored apprenticeships in the industry of your choice!

06

Where will I be placed for the apprenticeship?

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

07

Does the course have proper recognition?

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

08

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

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

09

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

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

10

What if I don't like the course after six months? Can I shift to a regular course after that?

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

11

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

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

12

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

The SSCs have the responsibility to provide apprenticeship linkage, which on successful completion, normally leads to jobs. The SSCs also advertise job vacancies on their portals, to which students can apply.

13

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

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

14

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

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

15

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

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

16

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

Other than the govt fees you are expected to pay an SSC fee between Rs. 5000 – 7000 per year extra for these courses to cover curriculum, apprenticeship and assessment.

17

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

The work of the state government will be to oversee the programme, facilitate quick University approvals and motivate the colleges constantly.

18

Who will teach me in the Program?

Qualified teachers at the college are identified, who are ready to teach these courses. They will receive training from the Sector Skill Councils, who will equip them with inputs needed to effectively deliver AEDP coursework, ensuring relevance and quality.

19

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

Your performance during the apprenticeship will be evaluated by both your reporting manager from the industry and Sector Skill Council. The report is passed on to your academic supervisor from your college, ensuring a comprehensive assessment.

20

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

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

21

When will my exams be conducted?

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

22

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

CRISP, the Centre for Research in Schemes and Policies, is a not-for-profit organisation that coordinates the implementation of AEDPs across the country, ensuring quality, consistency, and scalability by working with Sector Skill Councils and educational institutions.

For more information on CRISP <https://www.crispindia.net/>

For more information on AEDPs <https://www.crispindia.net/nishe.php>

23

What is the Sector Skill Council, and what is its function?

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

For more information on SSCs <https://nsdcindia.org/sector-skill-councils>

24

Should I take this AEDP course?

Yes.

National Initiative for Skill Integrated Higher Education (NISHE)

Centre for Research in Schemes and Policies

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