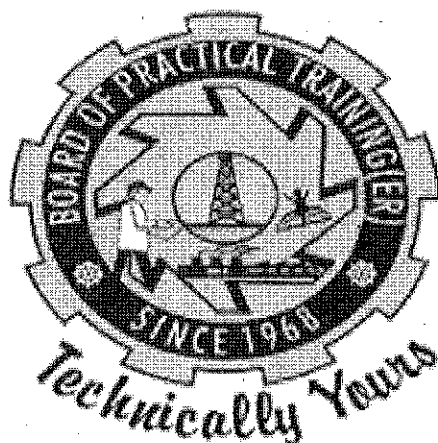


APPROVED DRAFT

MEMORANDUM OF UNDERSTANDING

(MOU)

BETWEEN

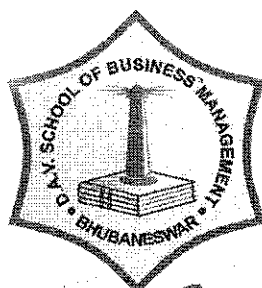


BOARD OF PRACTICAL TRAINING (EASTERN REGION), KOLKATA

An autonomous body of

Ministry of Education, Government of India

&



Committed to Excellence

D. A. V. SCHOOL OF BUSINESS MANAGEMENT (DSBM),

Unit-VIII, Nayapalli, Bhubaneswar, Odisha

for

**Implementation of Apprenticeship Embedded Degree Programmes (AEDP) under the
National Apprenticeship Training Scheme (NATS) of Ministry of Education,
Government of India.**

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (here in after referred to as “MoU”) is executed on the 18th Day of Month of July in the year 2025 at DSBM, Bhubaneswar

BETWEEN

BOARD OF PRACTICAL TRAINING (EASTERN REGION), KOLKATA

An autonomous body of

Ministry of Education, Government of India

AND

D. A. V. SCHOOL OF BUSINESS MANAGEMENT (DSBM),

Unit-VIII, Nayapalli, Bhubaneswar, Odisha

BOARD OF PRACTICAL Training (EASTERN REGION), KOLKATA [BOPT (ER)] under the Department of Higher Education, an autonomous body of Ministry of Education, Government of India and *D.A.V. SCHOOL OF BUSINESS MANAGEMENT* enter into this understanding that an apprenticeship ('on-the-job' training) component of a minimum of 1 semester and a maximum of 3 semesters for three year undergraduate degree programmes and a minimum of 2 semesters and a maximum of 4 semesters for four year undergraduate degree programmes will be counted as apprenticeships under NATS facilitated by the Board. When these apprenticeships are conducted in the last semester of the course, NATS will provide them with stipendiary support in line with The Apprentices Act, 1961 and Apprenticeship Rules, 1992 and as per the instructions issued by the Ministry of Education, Government of India, from time to time.

1. About BOPT (ER)

- 1.1. Established in 1969, BOARD OF PRACTICAL Training (EASTERN REGION), KOLKATA, is an autonomous organization under the Department of Higher Education, Ministry of Education, Government of India.
- 1.2. The Board is functioning at Block-EA, Sector-I, Salt Lake City, KOLKATA – 700064.
- 1.3. The major function of the Board is to implement and monitor the provisions of The Apprentices Act 1961, as amended in 1973 and 2014, so far as they relate to the training of Graduates in Technical as well as General streams, in exercise of powers conferred to the Board under Section 23 of the said Act.

2. About DSBM

D.A.V. School of Business Management (DSBM) is a leading Higher Education Institution in Odisha under the patronage of National Level Educational Agency i.e. DAV College Trust and Management Society, New Delhi and striving towards the centre of excellence in commerce and management education.

3. Definitions

- 3.1. “UGC” will mean the University Grants Commission.
- 3.2. “HEI” will mean (i) Universities included under Section 2(f) of The UGC Act, 1956 (ii) Deemed to be Universities under Section 3 of The UGC Act, 1956 (iii) Institutions funded by Central or State Governments and empowered to award degrees (iv) Affiliated/ Autonomous/ Constituent colleges of the Universities.
- 3.3. “AEDP” will mean **Apprenticeship Embedded Degree Programme**, a programme enabling a student admitted to an undergraduate programme of the Higher Education Institution, recognized as per The UGC Act, 1956, to pursue apprenticeship training as a mandatory integrated component of the Degree programme in compliance with UGC Guidelines for Higher Educational Institutions (HEIs) to offer Apprenticeship Embedded Degree Programme (AEDP). The said AEDP programme will adhere to all the guidelines published by University Grants Commission (UGC) from time to time as applicable to the programme, and as per guidelines issued by Government of India.
- 3.4. “Board” will mean BOARD OF PRACTICAL TRAINING (EASTERN REGION), KOLKATA [BOPT (ER)] which is an autonomous body of Department of Higher Education, Ministry of Education, Government of India.
- 3.5. “DSBM” will mean *D. A. V. SCHOOL OF BUSINESS MANAGEMENT*.
- 3.6. “NATS” will mean National Apprenticeship Training Scheme, the flagship Scheme of Ministry of Education, Government of India for Skilling Indian Youth in various trade disciplines. NATS under the provisions of The Apprentices Act, 1961, and The Apprenticeship Rules, 1992, both as amended from time to time till date, offers Graduates practical, ‘hands-on’, ‘On-the-Job-Training (OJT)’ based skilling opportunities for a duration of one year for technical courses, and six months to three years for non-technical courses. However, the stipendiary support by the Government of India will be restricted to the first year only.
- 3.7. “NATS 2.0 Portal” will mean the National portal for NATS having the URL <https://nats.education.gov.in>;

4. Background

- 4.1. National Education Policy, 2020, emphasizes to bridge the Education-Employability gap among students. Apprenticeship is a tried and tested model to improve the employability of students.
- 4.2. In accordance with that, UGC has issued revised Guidelines for Higher Educational Institutions (HEIs) to offer Apprenticeship Embedded Degree Programme (AEDP) in 2025 under which HEIs are required to offer Apprenticeship Embedded Degree Programme (AEDP) at undergraduate level, with a mechanism of industry-academia linkages and outcome-based learning of students.
- 4.3. The objectives of the AEDP are as follows:
 - 4.3.1. To enhance the employability of students pursuing Undergraduate level Degree programmes through a stipendiary apprenticeship.
 - 4.3.2. To focus on outcome-based learning in all Degree programmes to achieve graduate attributes and desired proficiency levels.
 - 4.3.3. To promote active linkage between HEIs and industries/ establishments.
 - 4.3.4. To bridge the skill gap in the industries by effectively implementing AEDP in partnership with HEIs and/or BOARD of Apprenticeship Training (BOATs)/ Board of Practical Training (BOPT).

5. Purpose of the MoU

- 5.1. The specific purpose of this MoU is to establish a relationship and cooperation between the Board and the Collaborating HEIs to ensure that the industrial training component of the Degree programme is covered as apprenticeship under NATS. Furthermore, if the industrial component is conducted in the last academic cycle or semester of the Degree Programme, it will receive stipendiary support from Government of India under NATS, in line with The Apprentices Act, 1961 and Apprenticeship Rules, 1992 as amended thereafter.

6. Applicability of the MoU

- 6.1. The MoU will be applicable for all AEDP courses recognised as per The UGC Act, 1956, and considered to be compliant by UGC as mentioned in the AEDP Guidelines 2025, to pursue apprenticeship training as an integrated component of the Degree programme in compliance with these guidelines. The said AEDP programme will

adhere to all the guidelines published by University Grants Commission (UGC) from time to time as applicable to the programme.

- 6.2. The MoU will be applicable for all AEDP courses falling under the ambit of a statutory or regulatory body/council other than UGC as mentioned in the AEDP guidelines, after taking prior approval of their concerned statutory or regulatory body/council and in compliance with its guidelines.
- 6.3. All the provision(s) of The Apprentices Act, 1961, and The Apprenticeship Rules, 1992, as amended from time to time will supersede all or any clause of this MoU in case it is found conflicting in nature.
- 6.4. This MoU and activities mentioned therein will cover the institutions guided by DSBM and students of these institutions. It will be the responsibility of the Heads of institutions to motivate the participation of students in the activities.

7. Period of MoU

- 7.1. This MoU will come into effect from the date of signature by both parties and will be valid for an initial period of four years, however, will be reviewed at every academic year end.
- 7.2. The MoU will be renewed after taking review of the earlier activities as per mutual understanding of both parties, unless terminated or replaced with a new MoU.
- 7.3. The MoU may be modified or terminated by one month written notice to the other party.
- 7.4. The termination of MoU will not affect the commitment and on-going activities which are planned or are being executed at the time of termination.

8. Roles and Responsibilities of the Board

- 8.1. The Board will register and onboard Establishments, students, and HEIs onto the NATS 2.0 portal.
- 8.2. The Board will make the provision for the NATS 2.0 portal to manage the AEDP apprenticeship lifecycle for students enrolled in Apprenticeship Embedded Degree Programmes of eligible HEIs, which offer an apprenticeship component of a minimum of 1 semester and a maximum of 3 semesters, for three year undergraduate degree programmes, and a minimum of 2 semesters and a maximum of 4 semesters, for four year undergraduate degree programmes, as per UGC guidelines, amended from time to time.

- 8.3. The Board will provide stipendiary apprenticeships for AEDP courses under NATS only for apprenticeship spells in the last year of the course.
- 8.4. The Boards will undertake efforts to provide apprenticeship opportunities to all eligible students as per The Apprentices Act, 1961 and facilitate interactions between HEIs and Establishments. The Board will ensure the arrangement of apprenticeship opportunities, subject to requisite support from concerned HEIs, Establishments, and State and District Departments/Authorities.
- 8.5. The Board will support the HEIs and industry partners in their process of devising a framework for the assessments of apprentices, which may be congruent to the overarching guidelines followed by HEIs.
- 8.6. The Board will organize workshops/ seminar/ meetings with establishments/ industries and industry associations with support of HEIs to promote Apprenticeship Training through AEDP under NATS.
- 8.7. The Board will be responsible for issuance of 'Certificate of Proficiency (CoP)' through NATS 2.0 portal subject to the training establishment uploading all requisite information for generation of such Certificates.
- 8.8. The financial support of Government share of stipend to student will be available only while undergoing Apprenticeship Training component in final year of undergraduate level programme.
- 8.9. (i) The Board will aim that the provisions of The Apprenticeship Rules, 1992, are fully implemented by the Establishments. The Board will aim to set-up of Beneficiary Identification Systems which will monitor the payment processes. The Board will also aim to make available Grievance Redressal systems to handle scenarios related to stipend payment grievances. (ii) After ensuring that the establishment has filled the monthly ROP details of the apprentices and paid its share of stipend, the Board would transfer the prescribed share of the minimum prescribed stipend by Government of India via Direct Benefit Transfer (DBT) mechanism of the NATS 2.0 portal.
- 8.10. The Board may provide technical support for the NATS 2.0 portal to HEIs interested in implementing AEDP, on mutually agreed terms.
- 8.11. HEIs may involve the Board in the development of the plan for onboarding its guided institutions, establishments, and students on the NATS 2.0 portal
- 8.12. The Board will onboard all Establishments/Industries on the NATS 2.0 portal, and will facilitate the signing of the Tripartite Agreement between the Establishment/Industry,

Student, and the relevant HEI on the portal, at least 2 weeks prior to the start of the respective apprenticeship spell.

- 8.13. The Board will identify relevant contact personnel for HEIs to raise grievances about and during the course of the apprenticeship. The Board will convey the grievance redressal process before the start of the first apprenticeship spell to all eligible HEIs, ensuring that the students have a pathway and an escalation mechanism to protect and service their well-being and safety, and to seek recourse and redressal when their safety and well-being is undermined.
- 8.14. The Board will track apprentices' attendance with support from establishment.

9. Roles and Responsibilities of D.A.V. SCHOOL OF BUSINESS MANAGEMENT

- 9.1. D.A.V. School of Business Management will help in mobilizing eligible institutions and its students to help in the awareness and sensitization of NATS. They will also be involved in several awareness and outreach events which will be conducted by the Board frequently throughout the year.
- 9.2. D.A.V. School of Business Management will attach the list of adopted AEDP courses in the annexure as a part of the MoU signing procedure.
- 9.3. D.A.V. School of Business Management will promote its guided institutions to register themselves as establishments and engage apprentices for their own administrative or teaching assistance roles.
- 9.4. D.A.V. School of Business Management will encourage its eligible guided institutions to set up AEDP courses or convert their existing courses into AEDP courses, to provide industry-relevant training in the form of apprenticeships.
- 9.5. D.A.V. School of Business Management will ensure adherence to their roles and responsibilities as mentioned in the guidelines published by University Grants Commission (UGC) from time to time as applicable to the programme as well as all the provision(s) of The Apprentices Act, 1961, and The Apprenticeship Rules, 1992, as amended from time to time.
- 9.6. The AEDP programme falling under the ambit of a statutory or regulatory body/council other than UGC will be offered with the prior approval of the concerned statutory or regulatory body/council and in compliance with its guidelines.
- 9.7. Students pursuing AEDP study will, after enrolment with the Board on the NATS 2.0 portal (www.nats.education.gov.in), be eligible for apprenticeship in the following manner: (i) Students would be eligible for apprenticeship under NATS in the final year

of their degree program; (ii) In the event a student enrolled in a 4 year degree program and the HEI allows the option of exiting by obtaining a degree within 3 years, the 3rd year will be considered the final year for apprenticeship; (iii) Apprenticeship will not come in the way of any student continuing higher education irrespective of the name of the degree or certificate program; and (iv) GoI contribution in the stipend will be governed by rules/policy of the GoI from time to time.

- 9.8. D.A.V. School of Business Management is required to engage students of the final year, to enable the above in experiencing and implementing NATS to the fullest.
- 9.9. D.A.V. School of Business Management may support the AEDP Programme by identifying nearby promising establishments and ensuring their onboarding onto the NATS 2.0 portal, with the assistance of the Board. The eligible HEIs will ensure that once all the eligible students are enrolled on NATS 2.0 portal, they are directed to join the concerned establishments for undergoing apprenticeship training for the period as demanded in the course curriculum and guided by UGC guidelines, as amended from time to time, which is minimum 1 semester and maximum 3 semesters, for three year undergraduate programmes, and minimum 2 semesters to maximum 4 semesters for four year undergraduate programmes, for students enrolled in Apprenticeship Embedded Degree Programmes of the institution.
- 9.10. D.A.V. School of Business Management will ensure that all such students execute the Tripartite Agreement of Apprenticeship through the NATS 2.0 portal with the training establishment as per the contract of Apprenticeship.
- 9.11. D.A.V. School of Business Management will include a digital banner/ poster about NATS and a redirecting link on the landing page of their official website, which will lead to NATS 2.0 portal with URL www.nats.education.gov.in.
- 9.12. D.A.V. School of Business Management may include Apprenticeship Training placements as part of their Placement Cell processes.
- 9.13. D.A.V. School of Business Management and Board may impart new-age skills under NATS viz. AI, ML, IoT, Blockchain, and more to make the youth aware of and immersed in these skills.
- 9.14. D.A.V. School of Business Management may establish NATS Facilitation Centers in their campus, which will help in the facilitation of NATS awareness, NATS 2.0 portal registrations, issue resolution, and more so that more aspirants will enroll for AEDP courses.

- 9.15. D.A.V. School of Business Management may integrate concepts from the industry training in their course curriculum, as relevant and in consultation with the establishments.
- 9.16. D.A.V. School of Business Management is expected to track the outcomes of the pass-outs from such programmes for a period of at least 1 year, and recommended for up to 5 years, after the completion of the programme to assess the employment and education pathways pursued by such candidates and contribute to the further development of AEDP. These details will be shared with the Board as well.
- 9.17. D.A.V. School of Business Management may facilitate establishing an Apprenticeship Alumni Connect to further students' interest and awareness of NATS.
- 9.18. D.A.V. School of Business Management will identify a SPOC (Single Point of Contact) to coordinate and facilitate with the concerned establishments for the smooth and successful completion of the apprenticeship training.
- 9.19. Both the parties to nominate and inform the names of their coordinators for effective communication and ease of performing the activities along with communication details.
- 9.20. D.A.V. School of Business Management will mandatorily submit a list of all the programmes covered under AEDP in the prescribed format and nomenclature (**Annexure - A**) for onward submission to the NATS 2.0 Portal team so that the courses could be listed on the NATS 2.0 Portal and made available for the students for selection during their enrollment process.

10. Notices

- 10.1. Any notice or other communication under this MoU will be given in writing and delivered by hand, sent by post, facsimiled transmission, or e-mail.

11. Amendment

- 11.1. This MoU may be amended on consent of both the parties to align with the Guidelines published by University Grants Commission (UGC) from time to time as applicable to implementation of AEDP.
- 11.2. This MoU may be amended on consent of both the parties to align with the provision(s) of The Apprentices Act, 1961, and The Apprenticeship Rules, 1992, as amended from time to time.
- 11.3. This MoU may be amended on consent of both the parties to align with the provision(s) and directions of the Ministry of Education, as issued from time to time.

12. Force Majeure

12.1. Neither party will be liable to the other for failure or delay in the performance of any of its obligations under this MoU for the time and to the extent such failure or delay is caused due to acts of God, natural disaster, fire, floods, explosions or earthquake, epidemic or quarantine restrictions, serious accidents, war, insurrection or riots, strikes, legal necessity or labor troubles, or any other cause beyond the party's reasonable control, provided that sufficient notice of such occurrence of force majeure is communicated to the other party.

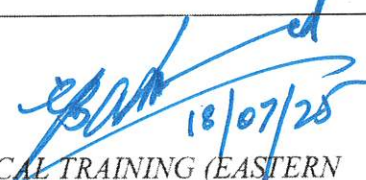


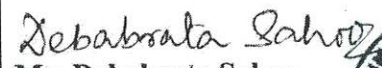

13. Signatures

13.1. This MoU constitutes in principle to proceed and work out more detailed modalities to operationalize the same between the parties. No amendments consent or waiver of terms of this MoU will bind either party unless in writing or signed by both parties.

13.2. Both the parties agree and assure each other about the secrecy and maintaining the privacy of all sorts of communication and details of students during the period of MoU and thereafter.

All the above contents are read over and understood by both the parties to this MoU.

Hence, the MoU is executed on 18th day of July-month 2025.

First Party: Signed on behalf of  18/07/25 BOARD OF PRACTICAL TRAINING (EASTERN REGION), KOLKATA Dr. S.M. Ejaz Ahmad, Director, BOPT(ER), KOLKATA <div style="border: 1px solid black; padding: 5px; display: inline-block;">DIRECTOR BOARD OF PRACTICAL TRAINING, EASTERN REGION</div> Date: Witness: 1  18/07/25	Second Party: Signed on behalf of D. A. V. SCHOOL OF BUSINESS MANAGEMENT, UNIT-VIII, BHUBANESWAR, ODISHA  Dr. D. N. Mishra Principal, DSBM, Bhubaneswar Principal, D.A.V. School of Business Management Unit-VIII, Bhubaneswar-12 Date: 18 July 2025 Witness: 2  Mr. Debabrata Sahoo Assistant Professor D.A.V. School of Business Management, Bhubaneswar 
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LIST OF PROGRAMMES UNDER AEDP

Sl. No.	Full Name of Degree Programme	Nomenclature (if any)	Duration of Programme (3/4 years)	Commencement Year of Admission	Semester having Apprenticeship component	Proposed Intake
1.	Apprenticeship Embedded Degree Program: Three Year / Four Year Bachelor in Commerce with Double Major in Banking, Financial Services, and Insurance (BFSI) and Commerce		3/4 years	2025	5 th Semester 6 th Semester 7 th Semester 8 th Semester	27