

Ref: APR/10/26

12.02.2026

## **WORKSHOP ON APPRENTICESHIP FRAMEWORK IN HR AND COMPLIANCE AT GOA**

National Academy of Human Resource Development (NAHRD) was established to deliver competency-enhancing learning to officials of Central Government, State Governments, Public Sector Undertakings, Autonomous Bodies, Banks, Insurance Companies, etc. We have organized large number of workshops in the past, which have been very well attended and appreciated by officials of various organizations across the country.

A workshop on **Apprenticeship Framework In HR and Compliance** is being organized by NAHRD from **04.10.2026 to 07.10.2026** at Goa.

Apprenticeship engagement under **The Apprentices Act, 1961** has emerged as a strategic instrument for workforce planning, skill development and institutional capacity building across Government Organisations and Public Sector Undertakings. With increasing regulatory focus and audit scrutiny, apprenticeship is no longer a routine administrative function but a structured statutory responsibility requiring clarity in legal interpretation, HR governance and compliance management. Organisations often face practical challenges relating to classification of apprentices vis-à-vis employees, documentation and reporting requirements, stipend administration, inspection preparedness, and mitigation of risks such as misclassification or regularisation claims. Recognising these emerging gaps, NAHRD is organising this focused workshop on **“Apprenticeship Framework in HR and Compliance”** to equip HR, Establishment, Training and Compliance officers with a comprehensive and practical understanding of the legal framework, operational processes and governance responsibilities under the Act. The programme is designed to strengthen institutional readiness, enhance audit preparedness, streamline documentation practices, and enable structured, legally compliant apprenticeship engagement. By bridging the gap between statutory provisions and practical HR implementation, the workshop aims to support PSUs and Government Organizations in developing robust, compliant and outcome-driven apprenticeship systems that contribute meaningfully to national skill development and organisational excellence. After participating in the workshop the participants shall have updated their knowledge and skills in the following areas:

- Legal Framework of Apprenticeship
- Applicability to Government organisations, PSUs and Universities
- Categories of apprentices
- Statutory obligations of establishments
- HR Governance in Apprenticeship- Role of HR & Establishment Division
- Induction, training design and supervision- Stipend structure and compliance
- Compliance, Audit & Risk Management
- Monitoring, measurement and evaluation of CSR activities
- Avoiding misclassification and legal disputes
- Role of supervisors and mentors
- Apprentice vs Employee: Practical distinctions

### **Workshop Methodology**

The workshop will be organized on highly participative lines. The training method will include lectures, group discussions, exercises, presentations and case studies.

## **Faculty**

Subject experts having practical knowledge and understanding of the subject will be invited as faculty for the present subject.

Multiple workshops organized by NAHRD have been attended and appreciated by officers of organizations that includes but not limited to LIC of India, Reserve Bank of India, SEBI, Coal India Ltd., Indian Oil Ltd, BPCL, IITs, NITs, IIITs, IIMs, IHMs, NHPC, Bank of Baroda, SBI, JNPA, Indian Space Research Organization, Border Security Force, GIC of India, Delhi Metro Rail Corporation, Bharat Dynamics Ltd., Canara Bank, UCO Bank, AI Airport Services Limited, Rashtriya Chemicals & Fertilisers Limited, National Fertilizers Limited, MOIL Limited, RailTel Corporation Limited, GAIL (India) Limited, NTPC Limited, NLC India Limited, SIDBI, THDC India Limited, NHPC Limited, Jute Corporation of India, REC Limited, Grid Controller of India Limited, Hindustan Petroleum Corporation Limited and many more.

### **Participation Fee:**

Single Occupancy- Rs. 69,000/- plus GST @ 18% per participant

Twin Sharing - Rs. 60,000/- plus GST @ 18% per participant

Non-Residential - Rs. 50,000/- plus GST @ 18% per participant

The participation fee for residential participants covers the cost of accommodation, meals & study material of the participants. Spouse/ family members are welcome on additional all- inclusive nominal charges in case nomination of the participant is on single occupancy. Twin Sharing is available only in case even number of participants of same gender from same organization. The participation fee for non-residential participants covers the cost of lunch & study material.

**Venue:** Baywatch Resort Goa, Sernabatim Beach Road, Colva, Goa- 403708

**Check In-** 04.10.2026 (3:00 P.M.)

**Check Out-** 08.10.2026 (11:00 A.M.)

The workshop will commence at 9:30 A.M. on 05.10.2026 and will conclude at 5:30 P.M. on 07.10.2026. However, there will be an introductory session on 04.10.2026 after all participants have reported at the venue. In case of non-availability of rooms at training venue as on date of nomination, arrangements for stay shall be made in another property.

Nominations may be sent through post/ email by providing participants' name, designation, contact number & e-mail ID along with cheque/DD in favor of National Academy of Human Resource Development payable at New Delhi. Please note that participation fee is to be paid at the time of nomination. Registration form can be obtained from our website. In case of payment through electronic mode, details are as under:

**Name of Beneficiary:** National Academy of Human Resource Development

**Bank:** Kotak Mahindra Bank **A/c No.** 8912179265

**IFSC Code.** KKBK0004620

**PAN:** AAJFN7963N

**GSTIN:** 07AAJFN7963N1ZF

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Nomination once confirmed cannot be cancelled, however substitution of participant(s) is allowed. In case nominated participant is not able to attend the workshop due to any reason and no substitution is made, fees shall still be payable. In case fees have already been paid, same shall be liable to be forfeited.

Limited seats available for the present workshop and hence the nominations will be accepted on first-come-first-serve basis. Organizations are kindly requested to seek confirmation about availability before nominating.

You are requested to kindly nominate officers and executives for the present workshop at the earliest and draw maximum benefit from the opportunity.

Thanks & Regards



For NAHRD