

STIPEND PRIMER 2023

Stipend payout insights based on educational qualification
across 24 industries and 14 cities



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Key-industries-in-focus*

- Automobile & Ancillaries
- BFSI
- FMCG
- IT *
- Engineering & Industrial
- Electrical & Electronics

Other industries

- Agriculture & Agrochemicals
- Aerospace & Aviation*
- Beauty & Wellness
- Construction & Real Estate
- Health & Pharmaceuticals
- Handicrafts & Jewellery*
- Infrastructure & Capital Goods*
- Logistics
- Life Sciences*
- Power & Energy*
- Retail
- Telecommunications
- Travel & Hospitality
- Media and Entertainment
- Apparel & Textiles
- Ecommerce & Tech Products
- Education
- Services including Repair & Maintenance*

What's New!

Enhanced industry composition for select industries

Engineering & Industrial

- Hydrocarbon
- Iron and Steel
- Leather
- Paints and Coatings
- Rubber
- Mining
- Fittings

Beauty and Wellness

- Fitness and Leisure

Apparel and Textiles

- Apparel made-ups and Home furnishing
- Apparel

Education

- Sports and Physical Education

Travel & Hospitality

- Foods and Beverages

Infrastructure & Capital Goods

- Infrastructure Equipment and Capital Goods

Handicrafts and Jewellery

- Gems & Jewellery
- Handicrafts and Carpets

Emphasis on 6 "key industries in focus" | 6 new industries | 2 new cities | Enhanced industry composition

Note: IT*: comprises of IT & ITeS

Industry classification by Sector

Cities Covered

Ahmedabad
Bengaluru
Chandigarh
Chennai
Delhi
Hyderabad
Kochi
Kolkata
Lucknow
Mumbai
Indore
Nagpur
Coimbatore
Pune



Sector: Manufacturing

Engineering & Industrial
Automobile & Ancillaries
FMCG
Health & Pharmaceuticals
Apparel & Textiles
Electrical & Electronics
Infrastructure & Capital Goods
Power & Energy
Aerospace & Aviation
Handicrafts & Jewellery

Sector: Agriculture

Agriculture & Agrochemicals

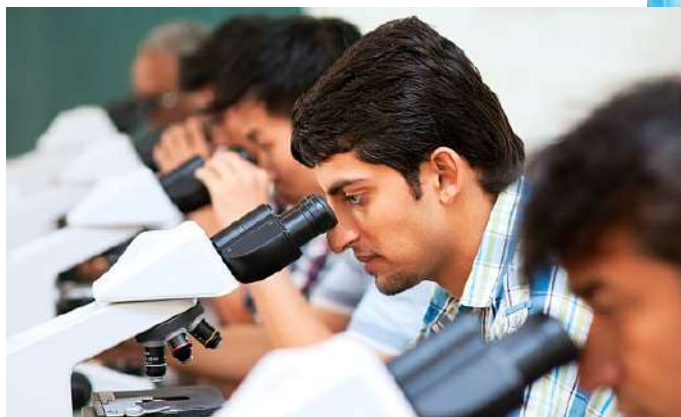


Sector: Services

Beauty & Wellness
BFSI
Construction & Real Estate
IT*
Logistics
Retail
Telecommunications
Travel & Hospitality
Media and Entertainment
Ecommerce & Tech Products
Education
Life Sciences
Services including Repair & Maintenance



Note: IT*: comprises of IT & ITeS



Stipend Primer: Executive Summary



Executive Summary

A stipend, also sometimes called an allowance, is remuneration paid to trainees, scholars, or students to compensate for living and training expenses. As the name suggests, the report Stipend Primer primes, or, sheds light on the stipend trends of the financial year 2022 received by apprentices with varied educational levels sprawled across 24 industries, and 14 cities in India.

The aggregation of stipend pay-out is derived from a historical data size of nearly 1.2 lakh observations. The duplicate records were identified and removed based on the composite keys and the trainee IDs. The outlier values were identified at the overall as well as the drill-down data level and were imputed with mean values wherever required.

When compared across cities, tier-1 and tier-2 cities, namely Chennai and Kochi (about INR 13,000 monthly) were the highest stipend-paying cities in India for FY 22. Nine out of fourteen cities witnessed a positive growth in stipend in FY 22 when compared to FY 21. Tier 2 cities such as Lucknow and Nagpur also saw significant year-over-year growth (+9%). On the contrary, some tier 1 cities like Ahmedabad (-5%), Kolkata (-4%), and Mumbai (-2%) regressed in stipend amount. The gap between expected and received stipend were the most in Mumbai, followed by Chennai and Coimbatore.

Amongst the industries in the manufacturing sector, 6 out of 10 industries paid a higher stipend in 2022 compared to 2021. Apparel & Textiles seem lucrative with the highest surge (+22%) in stipend. 11 out of 13 industries in the service sector also paid a higher stipend in 2022. Stipends in industries such as Media & Entertainment and Services (incl. Repair & Maintenance) grew as well by 18% and 11% respectively. However, some industries like Power & Energy (-10%) and Healthcare (-7%) witnessed a significant decline.

Stipend growth over the last two years (2020 to 2022) substantially outperformed salary growth in three industries - Agriculture & Agrochemicals (21% versus 3%), BFSI (11% versus 8%) and Travel & Hospitality (18% versus 2%).

*Note: All computed stipends are statistical averages (median/mean) at the respective levels of aggregation
IT*: comprises of IT & ITes.
Stipend values are per month*

Executive Summary

Furthermore, it was observed that the top three job roles based on the average stipend received are Agriculture Field Officer, Retail Sales Associate, and Human Resource Executive which saw a growth of 7%, 6%, and 8% respectively. In the agricultural sector, the roles of Agriculture Field Officer, Sales Executive, and Quality Support Executive were the most paid. On the other hand, the roles of Quality Support Executive, Sales Executive, and Maintenance Technician were at the top in the manufacturing sector. Service sector had HR Executive, Sales Executive and Logistics roles receiving the highest average stipend. In addition to that, when comparing the average stipend received in a sector to the minimum notified stipend by the government, apprentices in the agricultural sector received twice as much (INR 12,100) as the notified stipend (INR 6,000).

It cannot go unnoticed that not just cities and industries, but education qualification also impacts the stipend of an individual as post-graduates seem to be the highest in demand. Candidates with post-graduate qualifications received the highest stipend (INR 12,800 monthly) followed by graduates (INR 12,600 monthly). Top paying industries for post-graduates are Engineering & Industrial, Retail, and FMCG whereas for graduates are Agriculture & Agrochemicals, Infrastructure & Capital Goods, and Engineering & Industrial. On an average, candidates with graduate apprenticeship also got 36% more stipend (INR 12,200) than the notified stipend (INR 9,000). Additionally, the premium stipend offered to graduates were 55%-75% more than the average stipend in 5 out of 14 cities. On the other hand, the premium stipend received by the post-graduates were 60%-80% more than the average stipend in 4 out of 14 cities.

With this, as we dive into the details, this report can help apprentices as well as employers to understand the needs and demands of the market as well as the workforce. From here, to above and beyond.

*Note: All computed stipends are statistical averages (median/mean) at the respective levels of aggregation
IT*: comprises of IT & ITes.
Stipend values are per month*

Key Findings

Stipend Trends : Top Findings

FY-2022 versus FY-2021

**FY 2022,
average stipend:
INR 11,600 per month**

Top 5 Cities

Top stipend (per month)

Chennai: INR **13,100**
Kochi: INR **13,000**
Bengaluru: INR **12,900**
Coimbatore: INR **12,900**
Pune: INR **12,400**

Positive growth in stipend

Lucknow: **(+9%)**
Nagpur: **(+9%)**
Chandigarh: **(+6%)**

Negative growth in stipend

Ahmedabad: **(-5%)**
Kolkata: **(-4%)**
Mumbai: **(-2%)**



Top 5 Industries

Top Stipend (per month)

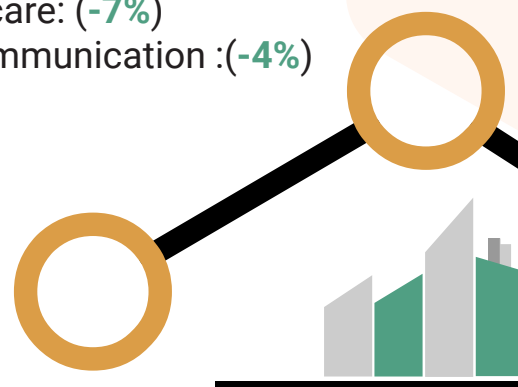
Agriculture & Agrochemicals : INR **14,000**
Beauty & Wellness : INR **13,500**
BFSI: INR **12,600**
Automobile & Ancillaries : INR **12,500**
Infrastructure & capital goods: INR **12,400**

Positive growth in stipend

Apparel & Textiles : **(+22%)**
Media & Entertainment: **(+18%)**
Agriculture & Agrochemicals : **(+12%)**

Negative growth in stipend

Power & Energy : **(-10%)**
Healthcare: **(-7%)**
Telecommunication : **(-4%)**



Top 3 Educational Qualifications

Top Stipend (per month)

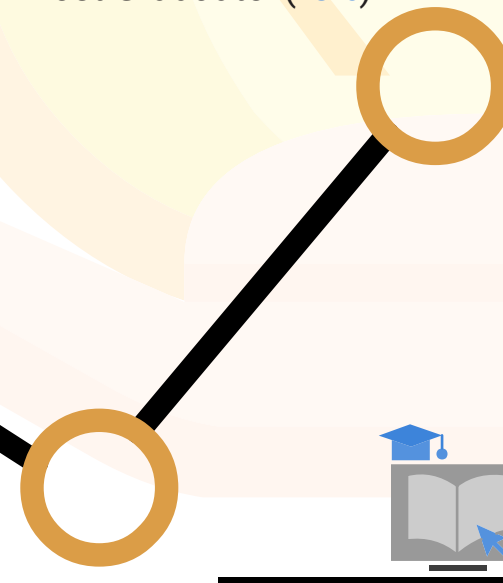
Post Graduates: INR **12,800**
Graduates: INR **12,600**
Diploma: INR **12,000**

Positive growth in stipend

8th, 10th, 12th: **(+6%)**

Negative growth in stipend

Post Graduate: **(-6%)**



Note: All computed stipends are statistical averages (median/mean) at the respective levels of aggregation
IT*: comprises of IT & ITeS.
Stipend values are per month

Key Findings

Stipend Analysis: FY-2022

Top findings: Education Qualification

FY 2022, average stipend: INR 11,600 per month

8th, 10th, 12th

Average stipend
INR 10,900

Top paying industries

Beauty & Wellness:
INR 13,500

Agriculture & Agrochemicals:
INR 13,500

Construction & Real Estate:
INR 12,500

Travel & Hospitality:
INR 12,100



Stipend pay-out range
INR 12,000 to 13,500

ITI

Average stipend
INR 11,500

Top paying industries

Travel & Hospitality:
INR 13,900

Media & Entertainment:
INR 13,000

Telecommunication:
INR 12,800

Infrastructure & capital
goods: INR 12,300

Apparel & Textiles:
INR 12,100



Stipend pay-out range
INR 12,000 to 14,000

Diploma

Average stipend
INR 12,000

Top paying industries

Beauty & Wellness:
INR 13,400

Automobile & Ancillaries:
INR 12,900

BFSI:
INR 12,800

Construction & real estate:
INR 12,400

IT*:
INR 12,200



Stipend pay-out range
INR 12,300 to 13,500

Graduates

Average stipend
INR 12,600

Top paying industries

Agriculture & Agrochemicals:
INR 14,800

Infrastructure & Capital
goods: INR 14,800

Engineering & Industrial:
INR 13,900

Apparel & Textiles:
INR 13,700

Automobile & Ancillaries:
INR 13,500



Stipend pay-out range
INR 13,500 to 15,000

Post-Graduates

Average stipend
INR 12,800

Top paying industries

Retail:
INR 14,000

Engineering & industrial:
INR 13,900

FMCG:
INR 13,700

Beauty & Wellness
: INR 13,700

Logistics:
INR 13,400



Stipend pay-out range
INR 13,400 to 16,000

Note: All computed stipends are statistical averages (median/mean) at the respective levels of aggregation
IT*: comprises of IT & ITeS.
Stipend values are per month

Key Findings

Top job roles based on average stipend

Agriculture field officer
(INR. 15,200 per month;
+7% growth)



Retail Sales
(INR. 13,800 per month;
+6% growth)



HR
(INR. 13,600 per month;
+8% growth)



**FY 2022,
average stipend:
INR 11,600 per month**

Top Job Roles by sectors

Agriculture : INR 14,000

Agriculture Field Officer: INR. 15,100 per month

Sales : INR. 15,200 per month

Quality support : INR. 14,500 per month

Manufacturing: INR 11,600

Quality support : INR. 14,600 per month

Sales : INR. 14,000 per month

Maintenance Technician: INR. 13,900 per month

Services: INR 11,500

HR: INR. 14,400 per month

Sales : INR. 13,600 per month

Logistics : INR. 13,300 per month

Top Job Roles by education qualification

8th 10th & 12th

Average stipend: INR 11,000

Sales
INR. 12,500

ITI

Average stipend: INR 11,500

Telecom Tower Technician
INR. 13,300

Diploma

Average stipend: INR 12,000

Maintenance technician
INR. 13,200

Graduates

Average stipend: INR 12,600

Quality support
INR. 14,700

Post Graduates

Average stipend: INR 12,800

Technical Support Engineer
INR. 16,500

Note: All computed stipends are statistical averages (median/mean) at the respective levels of aggregation
Stipend values are per month

Key Findings

FY 2022,
average stipend:
INR 11,600 per month

City wise candidates stipend expectations and average vs normalised stipend

Average stipend vs Normalised stipend*

Top non-metro cities based on normalised stipend

Thiruvananthapuram

[Average stipend: INR 12,600]
[Normalised stipend: INR 15,300]

Kozhikode

[Average stipend: INR 12,500]
[Normalised stipend: INR 14,000]

Mangalore

[Average stipend: INR 13,000]
[Normalised stipend: INR 13,800]

Candidates stipend expectation

Top stipend expectations

Mumbai

[Average stipend: INR 11,600]
[Expected stipend: INR 15,800]

Chennai

[Average stipend: INR 13,100]
[Expected stipend: INR 15,800]

Coimbatore

Average stipend: [INR 12,900]
Expected stipend: [INR 14,500]

Premium vs average stipend city wise: By education qualification

Graduates

Average stipend: [INR 12,600]

Premium Stipend offered: 55%-75% more than the average stipend in 5 out of 14 cities

Post-Graduates

Average stipend: [INR 12,800]

Premium Stipend offered : 60%-80% more than the average stipend in 4 out of 14 cities

Average vs minimum Stipend: By Apprentice Category/Industry

Top sectors based on average vs minimum stipend

Trade (regular apprenticeship)

[Minimum notified stipend: INR 6000]

[Average stipend: INR 10,200]

[Agriculture sector: Average stipend: INR 12,100]

Nearly twice the minimum notified stipend

Graduate apprenticeship

[Minimum notified stipend: INR 9000]

[Average stipend: INR 12,200]

[Manufacturing sector: Average stipend: INR 12,200]

Nearly 36% more than the minimum notified stipend

Normalized stipends*: Also can be referred as cost of living adjusted stipend, derived by dividing the Average stipend for each city with the respective cost of living index of that city
All computed stipends are statistical averages (median/mean) at the respective levels of aggregation
Stipend values are per month

Key Findings

Top key-industries-in-focus* based on average stipend

Top key-industries-in-focus

BFSI:
INR 12,600

Automobile & Ancillaries:
INR. 12,500

Engineering & Industrial:
INR 12,000

IT* :
INR 11,700

Premium stipends paid across key-industries-in-focus based on education qualification:

Electricals & Electronics:
[Average stipend : INR 11,200]
[8th, 10th & 12th]: Average stipend : INR 10,100
[ITI]: Average stipend: INR 10,700

Automobile & Ancillaries
[Average stipend : INR 12,500]
[Post-Graduates]: Average stipend: INR, 13,100

IT
[Average stipend : INR 11,700]
[Post-Graduates]: Average stipend: INR 12,300

Premium stipend pay out: Nearly 50% more than the average stipend for 8th,10th& 12th and ITI

Premium stipend pay out: Nearly 50% more than the average stipend for Post-Graduates

Premium stipend pay out: Nearly 30% more than the average stipend for Post-Graduates

FY 2022,
average stipend:
INR 11,600 per month

Key-industries-in-focus*: Automobile & Ancillaries, BFSI, Engineering & Industrial, FMCG, Electricals & Electronics and IT

Note: All computed stipends are statistical averages (median/mean) at the respective levels of aggregation
IT*: comprises of IT & ITeS.
Stipend values are per month

Key Findings

Stipend analysis for key-industries-in-focus

FY 2022,
average stipend:
INR 11,600 per month

Apprenticeship category: key-industries-in-focus average stipend vs average stipend across apprenticeship category

**Trade
(Regular apprenticeship)**
Overall Average stipend: INR 10,200
Top industry [Automobile & Ancillaries]: INR 11,900



**Trade
(Degree apprenticeship)**
Overall Average stipend: INR 11,200
Top industry [BFSI]: INR 13,400



Diploma apprenticeship
Overall Average stipend: INR 12,200
Top industry [BFSI]: INR 13,800



Graduate apprenticeship
Overall Average stipend: INR 12,200
Top industry [BFSI]: INR 13,400



*Note: All computed stipends are statistical averages (median/mean) at the respective levels of aggregation
Stipend values are per month*

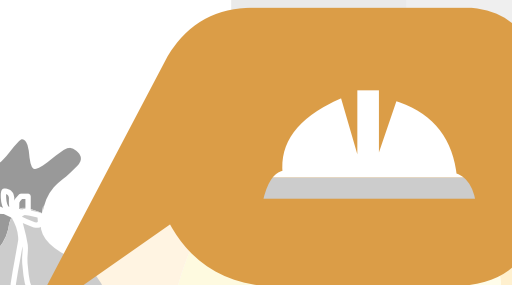
Key Findings

Stipend analysis for key-industries-in-focus

**FY 2022,
average stipend:
INR 11,600 per month**

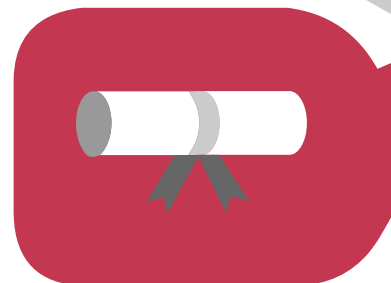
Education qualification: key-industries-in-focus average stipend vs average stipend across education

8th, 10th, 12th
Overall Average stipend: INR **10,900**
Top industry [Automobile & Ancillaries]: INR **11,900**



ITI
Overall Average stipend: INR **11,500**
Top industry [BFSI]: INR **13,400**

Diploma
Overall Average stipend: INR **12,000**
Top industry [Automobile & Ancillaries and BFSI]: INR **12,800**

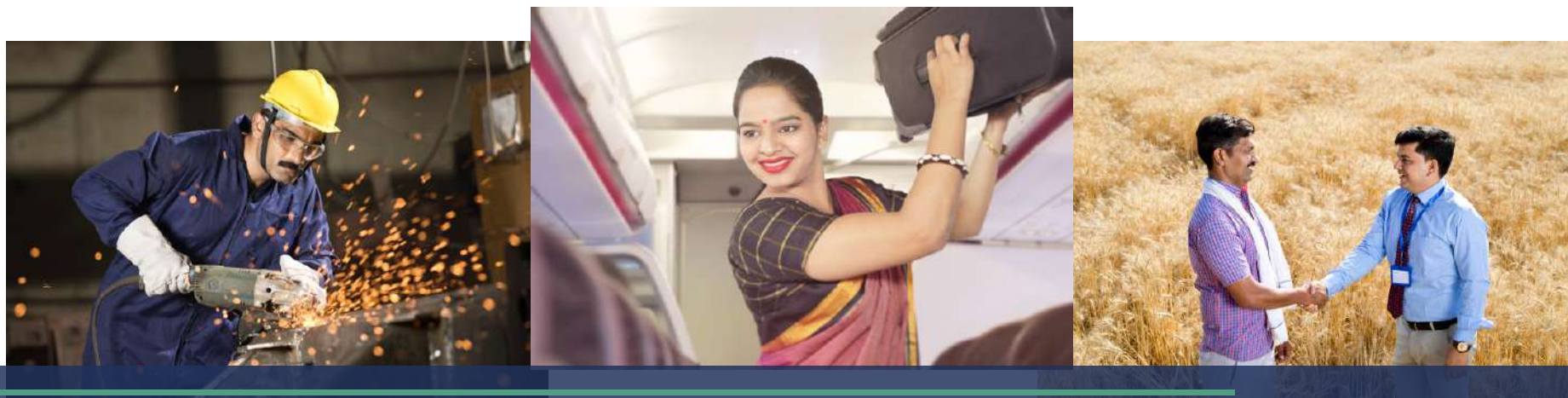


Graduates
Overall Average stipend: INR **12,600**
Top industry [Automobile & Ancillaries]: INR **13,400**



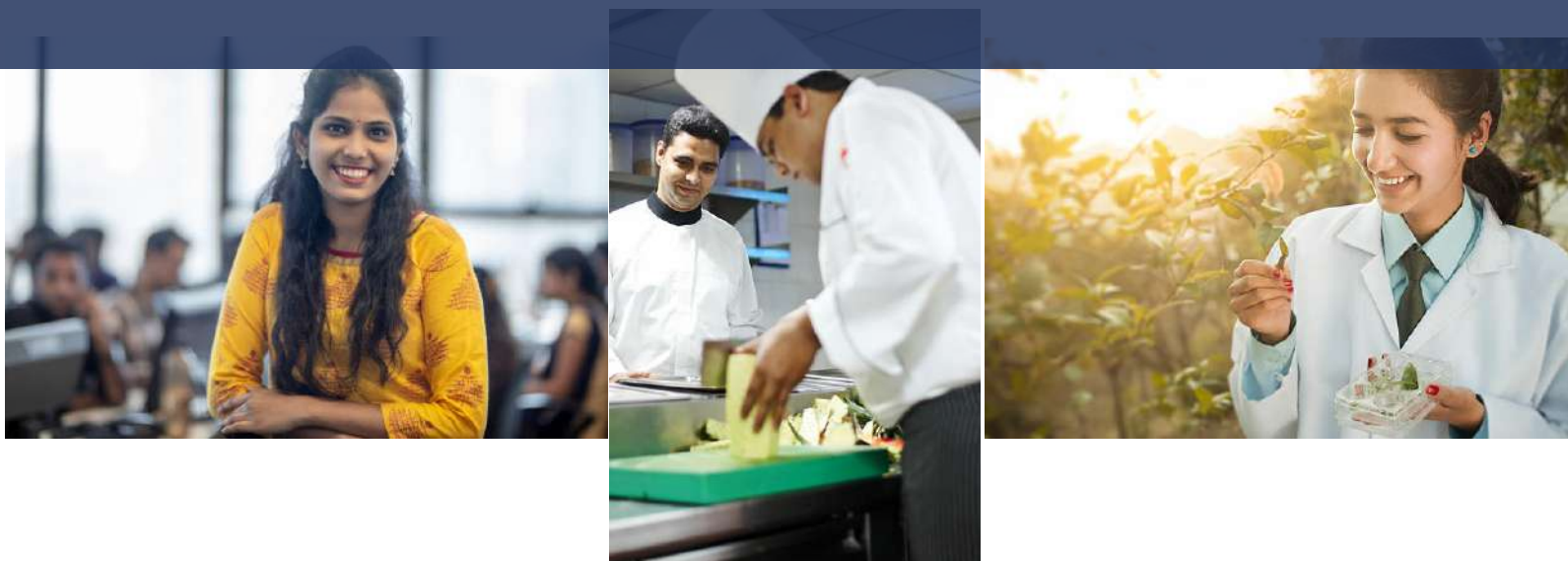
Post-Graduates
Overall Average stipend: INR **12,800**
Top industry [BFSI]: INR **13,800**

*Note: All computed stipends are statistical averages (median/mean) at the respective levels of aggregation
Stipend values are per month*



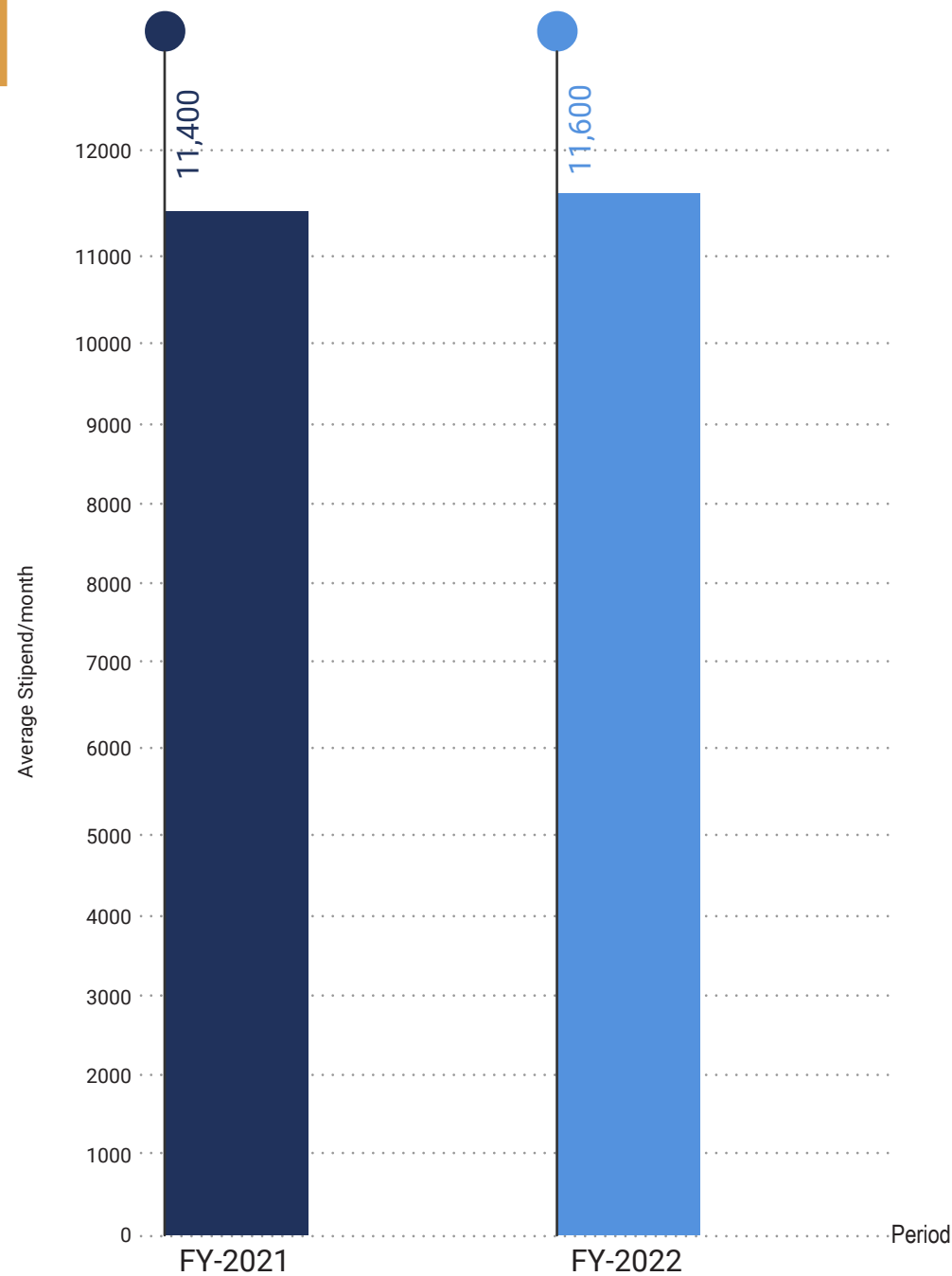
Stipend Trend – FY-2022 vs FY-2021

City, Industry & Education



Stipend Analysis FY 2022 vs. FY 2021

Stipend trend: FY-2022 vs FY-2021

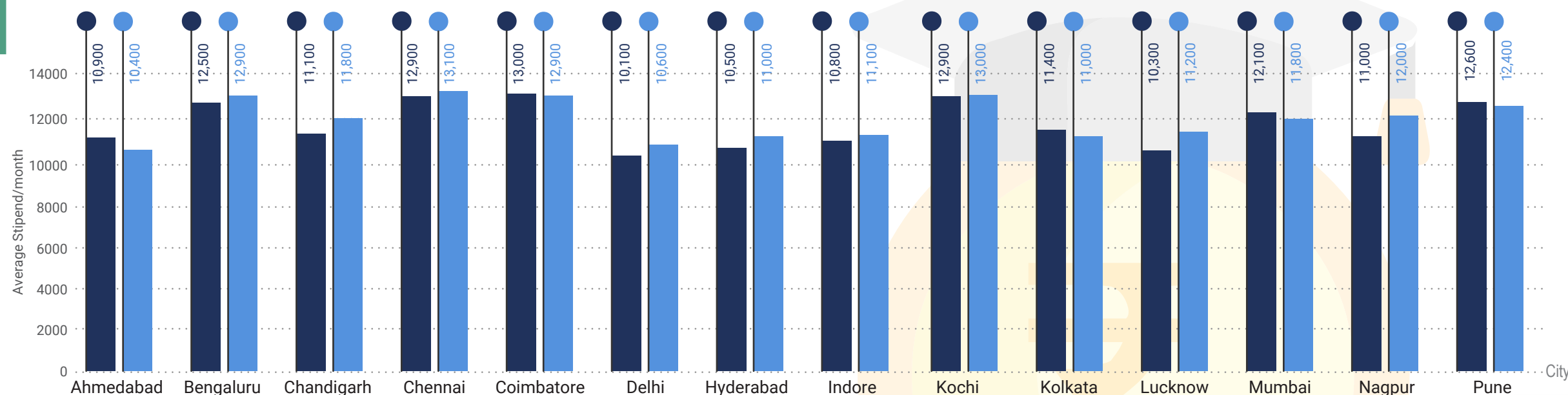


The average stipend payout grew by an incremental 2% from FY-2021 to FY-2022. Though this is a slight growth in overall stipend, stipend pay-outs manifest a relatively greater variation at levels across industries, cities and educational qualification

Data Source: TeamLease-valuvox analysis, FY-2021 and FY-2022 | NEEM & NAPS Data | Job portal data, Team lease (NETAP)
 Note: All computed stipends are statistical averages (median/mean) at the respective levels of aggregation
 Stipend values are per month

Stipend Analysis FY 2022 vs. FY 2021 by City

Stipend trend : City-wise



- Majority of the cities (9 out of 14) witness a positive growth in stipend in FY-2022, compared to FY-2021. The trends suggest Nagpur and Lucknow each reward their apprentices relatively well with an increase of 9% in stipend
- This is followed by Chandigarh (+6%), Delhi and Hyderabad, each witness a growth of 5%
- On the other hand, Ahmedabad (-5%) , Kolkata (-4%) and Mumbai (-2%) witnessed negative growth in stipends
- Highest paying cities in FY-2022 are Chennai (INR. 13,100 p.m.), Kochi (INR. 13,000 p.m.) followed by Bengaluru and Coimbatore each with INR. 12,900 per month.

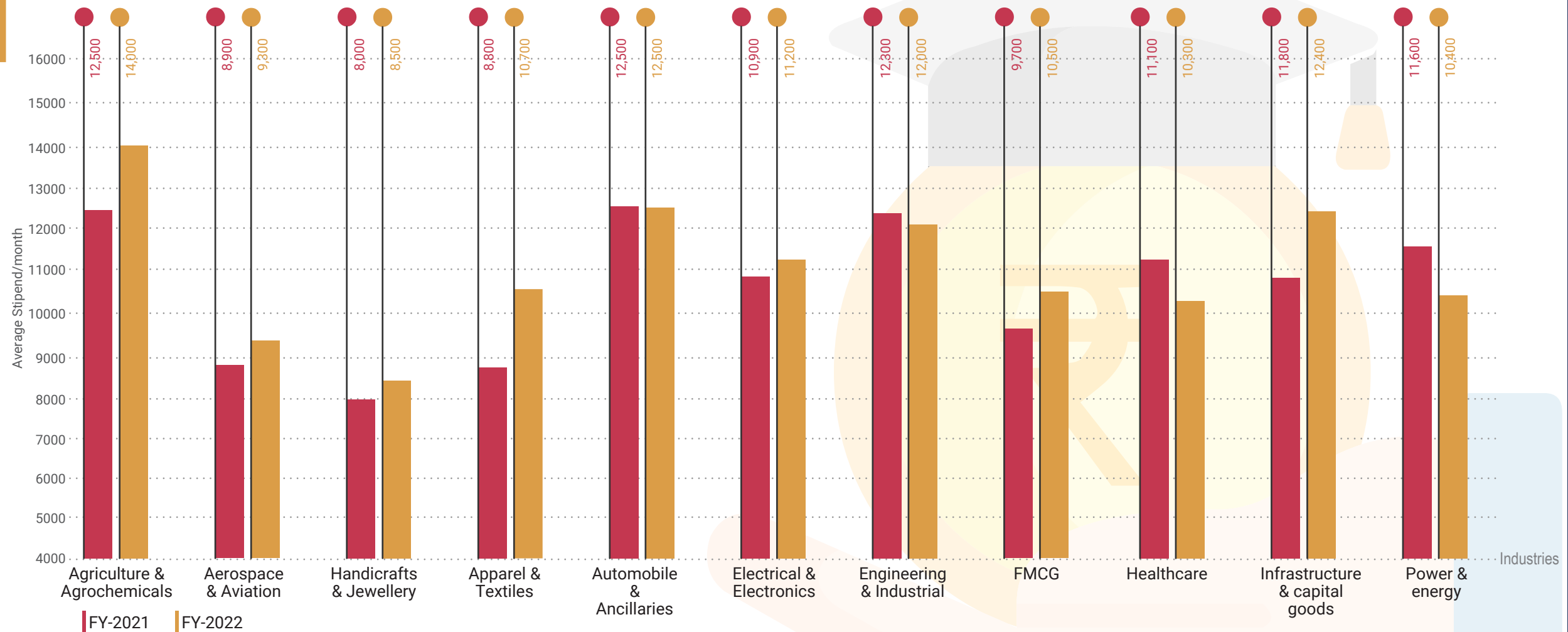
City Ranking (FY-2022 vs. FY-2021) (based on average stipend)

Rank	FY-2021	FY-2022	Increase/ Decrease in rank
1	Coimbatore	Chennai	2 ▲
2	Kochi	Kochi	0
3	Chennai	Bengaluru	2 ▲
4	Pune	Coimbatore	-3 ▼
5	Bengaluru	Pune	-1 ▼
6	Mumbai	Nagpur	3 ▲
7	Kolkata	Chandigarh	1 ▲
8	Chandigarh	Mumbai	-2 ▼
9	Nagpur	Lucknow	5 ▲
10	Ahmedabad	Indore	1 ▲
11	Indore	Hyderabad	1 ▲
12	Hyderabad	Kolkata	-5 ▼
13	Delhi	Delhi	0
14	Lucknow	Ahmedabad	-4 ▼

- Chennai ranks first, in terms of stipend payouts, followed by Kochi
- While many cities retained their ranks in FY-2022 compared to FY-2021, Kolkata moved down to the 12th position in FY-2022 from the 7th position in FY-2021
- On the other hand, Lucknow moved up to the 9th position in FY-2022 from the 14th position in FY-2021

Stipend Analysis FY 2022 vs. FY 2021 by industries : Agriculture & Manufacturing Sector

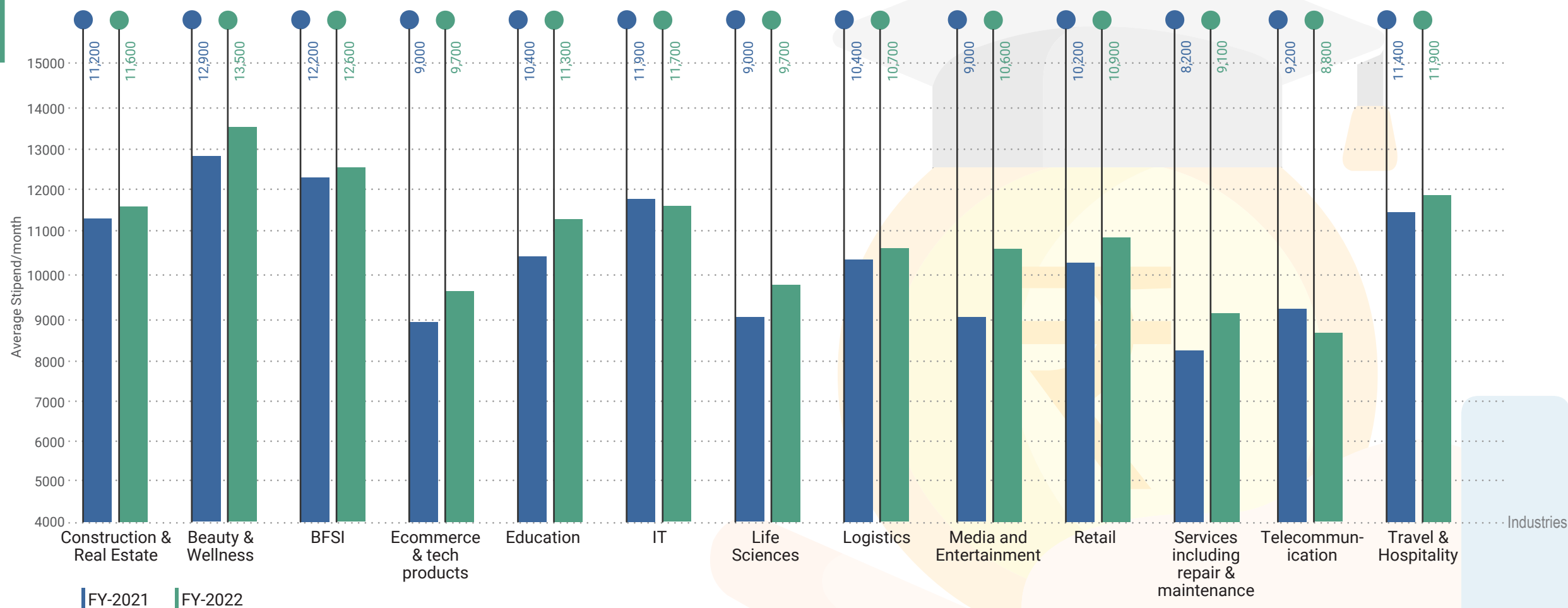
Stipend Trend : Agriculture & Manufacturing Sector



- Most industries are promising for apprentices in terms of stipend payouts. Agriculture & Agrochemicals witnesses a significant growth in stipend (+12%) in FY-2022 as compared to FY-2021
- Among the industries in manufacturing sector, 6 out of 10 industries, pay a higher stipend in 2022 as compared to 2021
- Apparel & Textiles is found to reward apprentices handsomely (+22%), witnessing a highest surge in stipend in FY-2022
- This is followed by FMCG (+8%) , Handicrafts & Jewellery (+6%) and Infrastructure & Capital Goods (+5%)
- However some industries record a significant decline: Power & Energy (-10%) and Healthcare (-7%)

Stipend Analysis FY 2022 vs. FY 2021 by industries : Service Sector

Stipend Trend : Service Sector



- 11 of 13 industries in Service sector pay a higher stipend in FY-2022 as compared to FY-2021
- Industries such as Media & Entertainment and Services (incl. Repair & Maintenance) witness a significant rise in stipends of 18% and 11% respectively in FY-2022
- This is followed by the Education industry (+9%), Life Science, and Ecommerce & Tech products, each exhibiting 8% growth
- Telecommunication (-4%) and IT/ITeS (-2%) see decline in stipends in FY-2022

Industries' Ranking (FY-2022 vs. FY-2021) (based on average stipend)

Rank	FY-2021	FY-2022	Increase/ Decrease in rank	
1	Beauty and Wellness	Agriculture & Agrochemicals	2	▲
2	Automobile & Ancillaries	Beauty and Wellness	-1	▼
3	Agriculture & Agrochemicals	BFSI	2	▲
4	Engineering & Industrial	Automobile & Ancillaries	-2	▼
5	BFSI	Infrastructure & Capital Goods	2	▲
6	IT/ ITeS	Engineering & Industrial	-2	▼
7	Infrastructure & Capital Goods	Travel & Hospitality	2	▲
8	Power & Energy	IT/ ITeS	-2	▼
9	Travel & Hospitality	Construction & Real Estate	1	▲
10	Construction & Real Estate	Education	4	▲
11	Healthcare	Electrical & Electronics	1	▲
12	Electrical & Electronics	Retail	3	▲
13	Logistics	Apparel & Textiles	9	▲
14	Education	Logistics	-1	▼

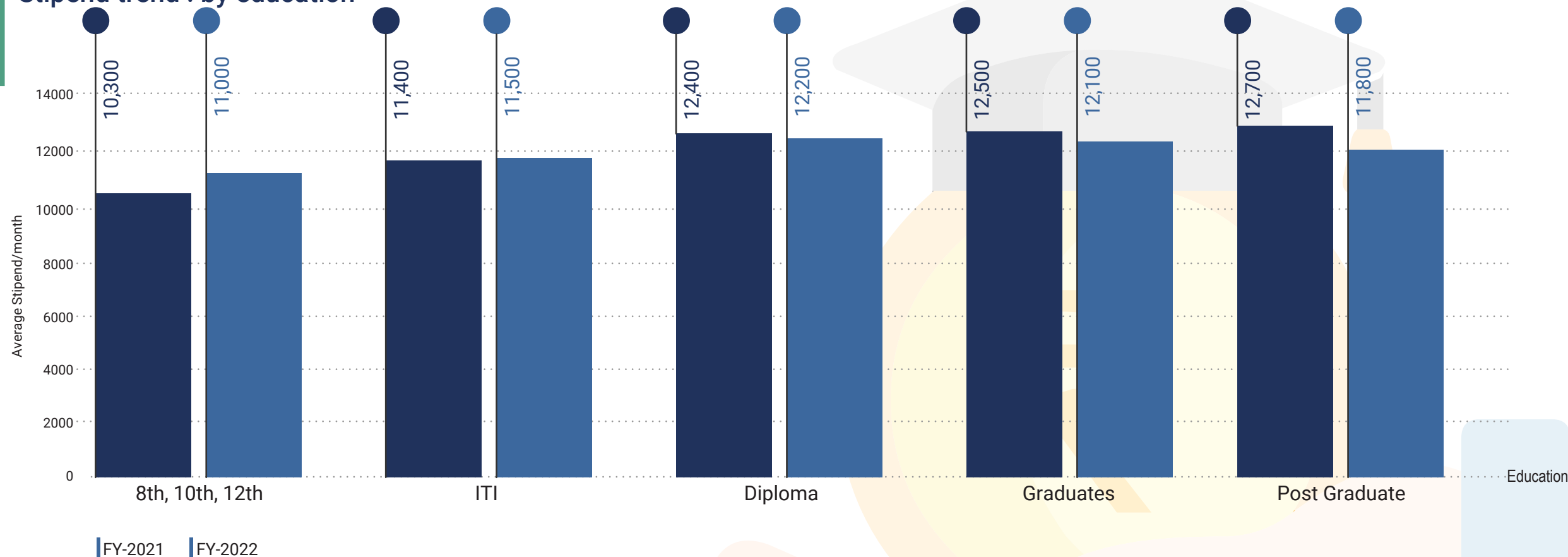
Industries' Ranking (FY-2022 vs. FY-2021) (based on average stipend)

Rank	FY-2021	FY-2022	Increase/ Decrease in rank
15	Retail	Media & Entertainment	3 ▲
16	FMCG	FMCG	0
17	Telecommunication	Power & energy	-9 ▼
18	Media & Entertainment	Healthcare	-7 ▼
19	Life Sciences	Life Sciences	0
20	Ecommerce & tech products	Ecommerce & tech products	0
21	Aerospace & Aviation	Aerospace & Aviation	0
22	Apparel & Textiles	Services including repair & maintenance	1 ▲
23	Services including repair & maintenance	Telecommunication	-6 ▼
24	Handicrafts & Jewellery	Handicrafts & Jewellery	0

- Agriculture & agrochemicals is the top stipend paymaster, followed by Beauty & wellness for FY-2022.
- The ranking of most of the industries (in terms of stipend pay-outs) didn't see much variance in FY-2022 compared to FY-2021
- Apparel & Textiles is the industry to witness the highest growth, having moved up to the 13th position in FY-2022 from the 21st position in FY-2021
- This is followed by Education and Media & Entertainment – up to the 10th position and 15th position respectively
- Power & Energy witnesses a decline to the 17th position in FY-2022 from the 8th position in FY-2021

Stipend Analysis FY 2022 vs. FY 2021 by Education

Stipend trend : by education



- Stipends seem to be fairly correlated with education qualifications. In FY-2022, apprentices in higher qualification categories were rewarded relatively better than those with 8th, 10th & 12th standard education.
- Apprentices with 8th -12th standard education and those with ITI qualifications see a stipend growth of 6% and 2% respectively in 2022 when compared to 2021
- Diploma holders & Graduates are paid stipend of (INR 12,200 and INR 12,100 respectively) higher than other education qualification in FY-2022.
- Post-Graduates (INR. 11,800 per month), witness a decline (-8%) in FY-2022 from their previous stipend (INR. 12,700 per month)

Wage Inflation [FY 2020 - FY 2022]

Comparison of salary and stipend growth:

Agriculture & Agrochemicals		Automobile & Ancillaries		BFSI		Construction & Real Estate		Ecommerce & tech products	
Salary Growth	Stipend Growth	Salary Growth	Stipend Growth	Salary Growth	Stipend Growth	Salary Growth	Stipend Growth	Salary Growth	Stipend Growth
3%	21%	4%	5%	8%	11%	4%	2%	5%	3%

Education		Engineering & Industrial		FMCG		Healthcare		IT / ITes	
Salary Growth	Stipend Growth	Salary Growth	Stipend Growth	Salary Growth	Stipend Growth	Salary Growth	Stipend Growth	Salary Growth	Stipend Growth
6%	2%	5%	2%	3%	1%	4%	1%	11%	3%

Media & Entertainment		Retail		Telecommunication		Travel & Hospitality	
Salary Growth	Stipend Growth	Salary Growth	Stipend Growth	Salary Growth	Stipend Growth	Salary Growth	Stipend Growth
2%	3%	4%	2%	11%	3%	2%	18%



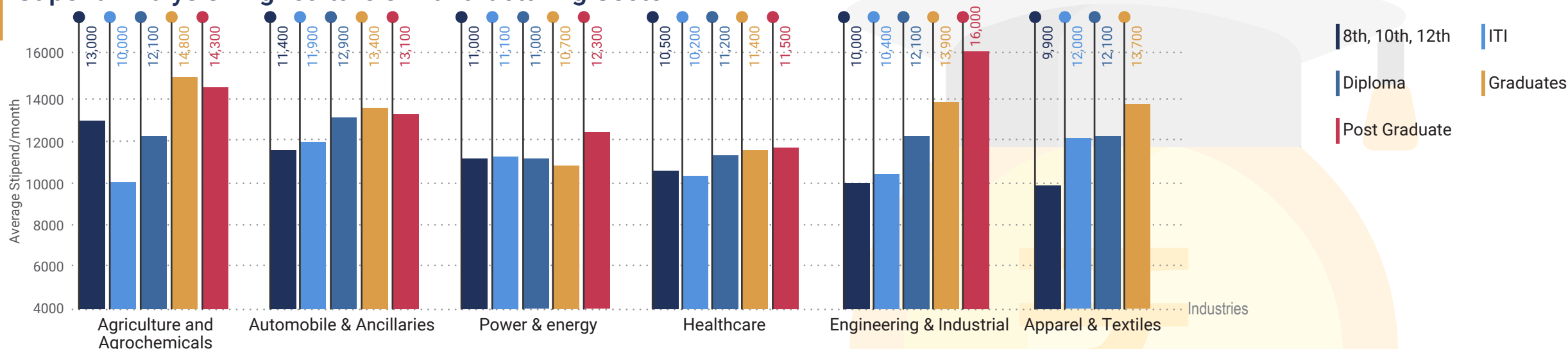
Stipend Analysis – FY-2022

Stipend comparison by Education: Average Stipend vs Minimum Stipend

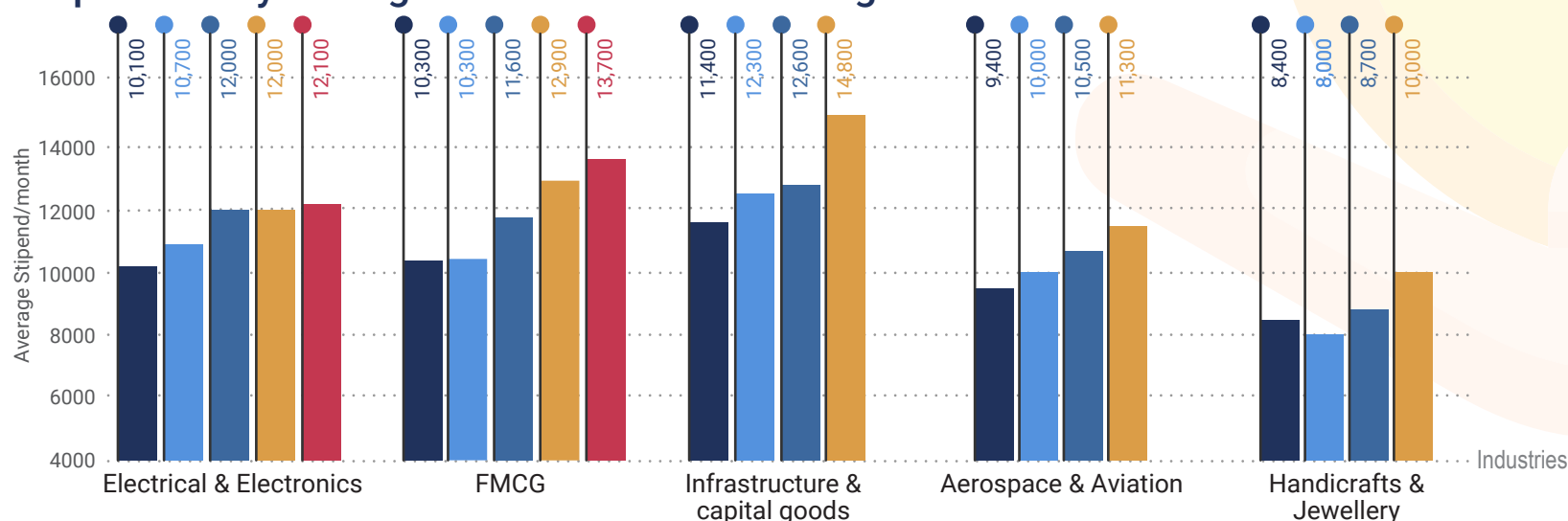


Stipend comparison based on educational qualification: By Manufacturing and Agriculture Sector

Stipend Analysis : Agriculture & Manufacturing Sector



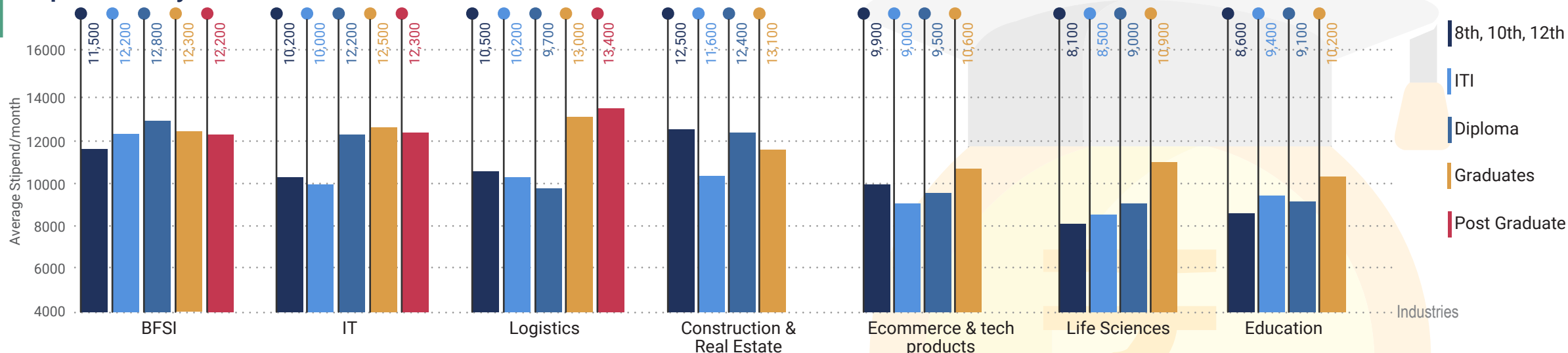
Stipend Analysis : Agriculture & Manufacturing Sector



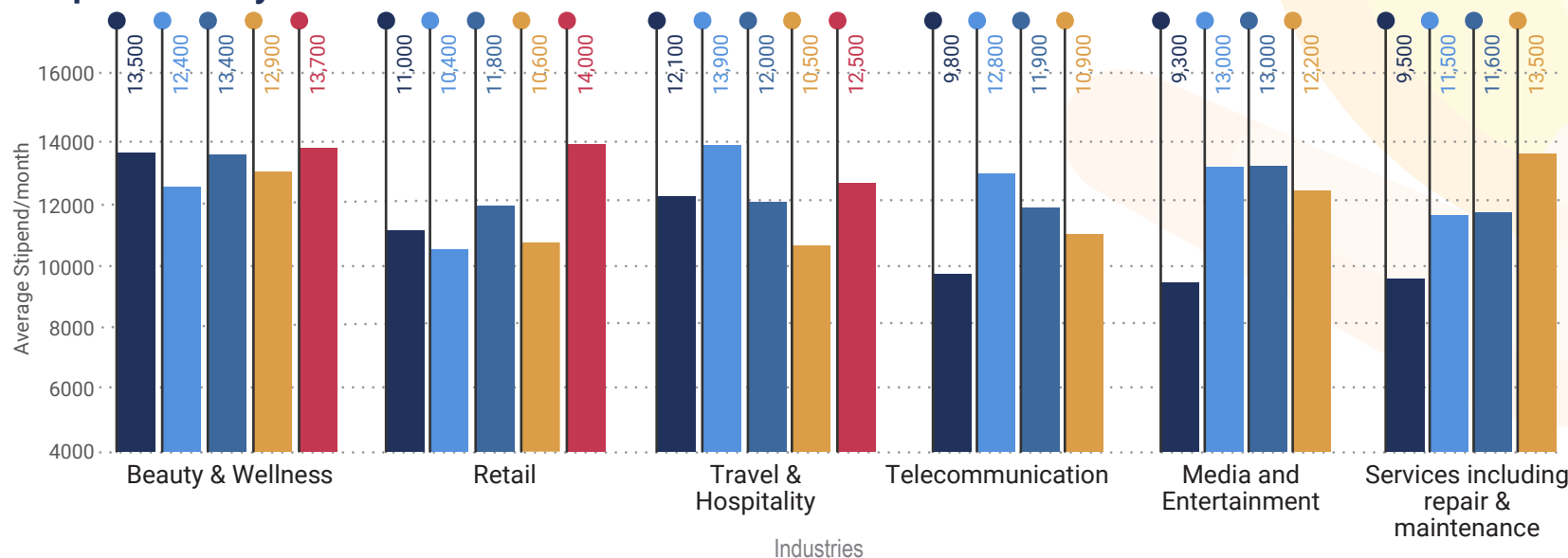
- Graduates are paid relatively higher than other apprentices (INR. 13,000 – INR. 15,500 per month) across Automobile & Ancillaries, Infrastructure & Capital Goods, Agriculture & Agrochemicals and Apparel & Textiles
- Post-Graduates are paid relatively higher (INR. 13,000 – INR. 16,000 per month), across Engineering & Industrial, Agriculture & Agrochemicals, FMCG and Logistics

Stipend comparison based on educational qualification: By Service Sector

Stipend Analysis : Service Sector



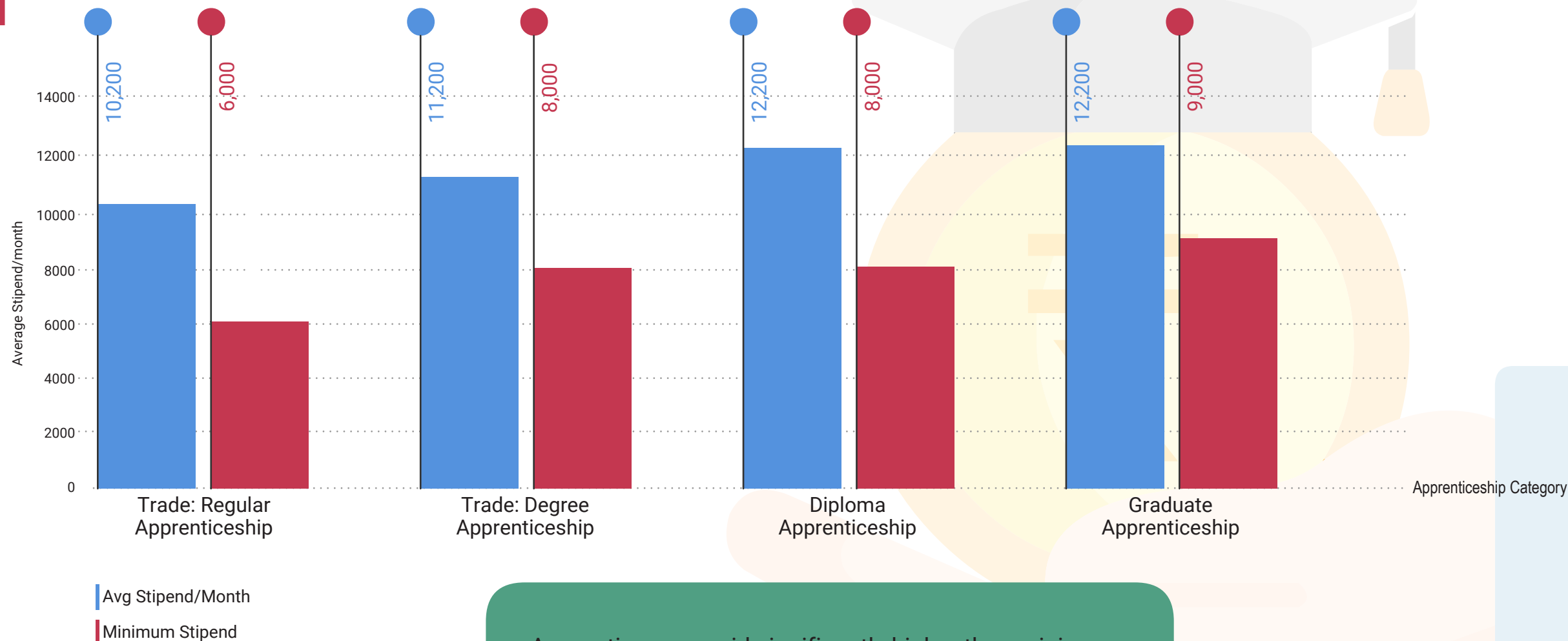
Stipend Analysis : Services Sector



- The 8th-12th standard category draws INR. 9,500 – INR. 12,500 per month across most industries. The Beauty & Wellness industry pays this category a significant higher INR. 13,500 per month
- For the ITI holders, the best paid industry s are Travel & Hospitality, Media & Entertainment and Telecommunication (INR. 13,000 – INR. 14,000 per month)
- Compared to other industries , Diploma holders receive higher stipends (INR. 12,300 – INR. 13,500 per month) across Media & Entertainment , Beauty & wellness, BFSI and IT

Average stipend vs Minimum stipend across apprenticeship category

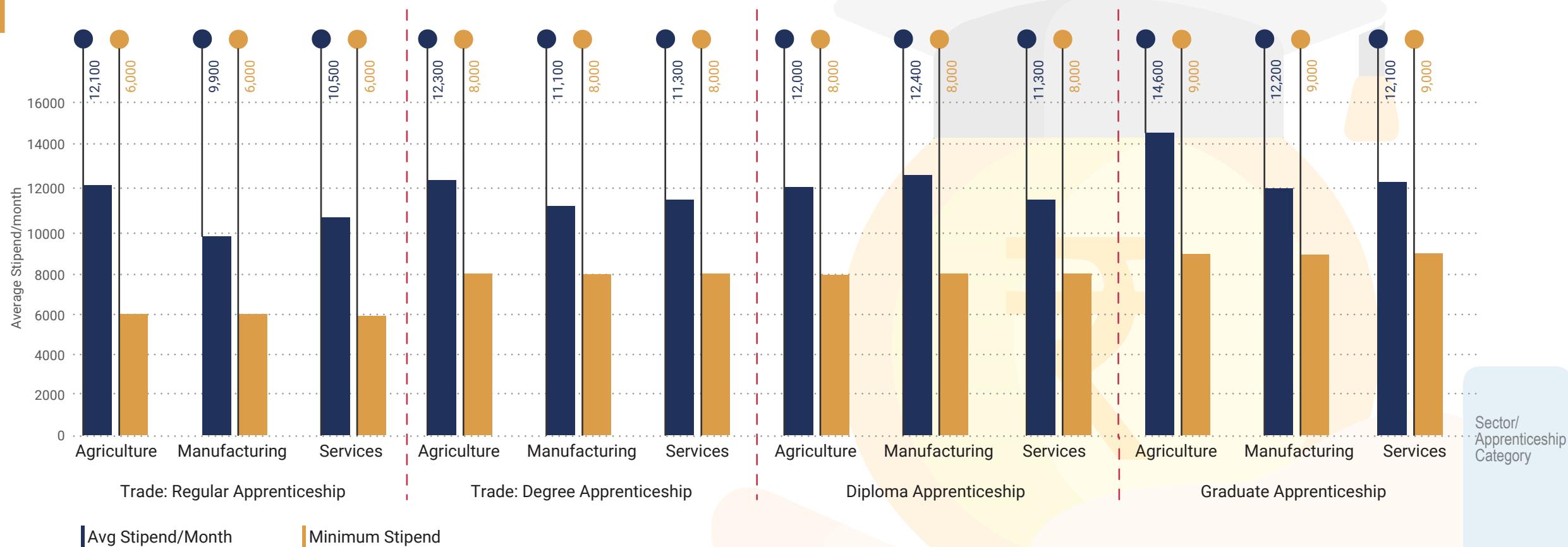
Comparison of stipends with government notified minimum stipends



Apprentices are paid significantly higher than minimum notified stipends across all categories. Diploma apprenticeship, and Trade (Regular) apprenticeship earn about more than 50% above minimum stipends and Trade (Degree) apprenticeship earn about 40% above minimum stipend

Average stipend vs Minimum stipend across apprenticeship category: By Sector

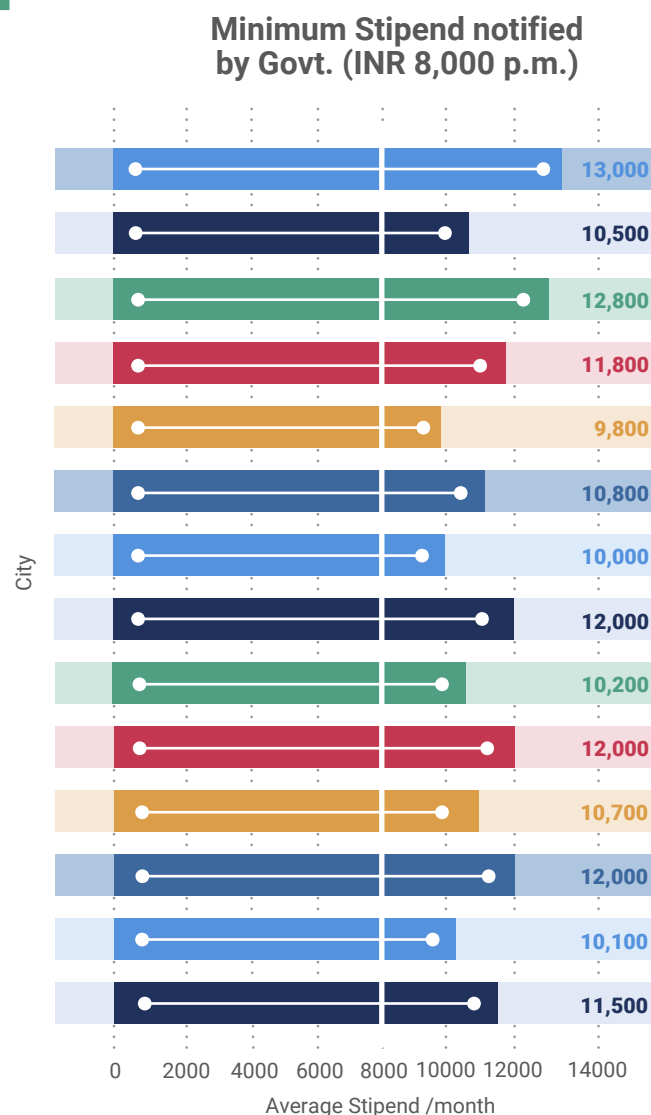
Comparison of stipends with government notified minimum stipends



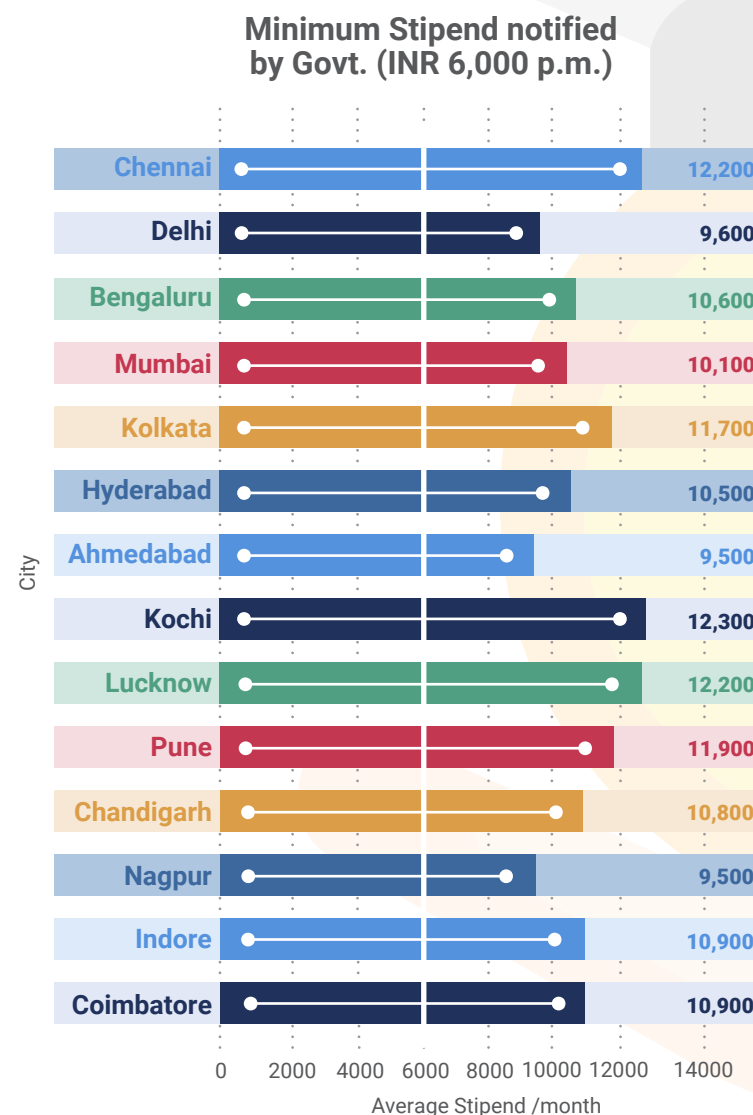
- Across apprentice categories, and across sectors, stipend pay-outs are significantly higher than minimum notified stipends
- Trade (Regular) apprentices, in the Agriculture sector, earn nearly twice the minimum notified stipend and in the Manufacturing and the Services industries, they earn 50% more than the specified minimum stipend.
- Diploma apprentices, in the Agriculture and the Manufacturing sectors, receive nearly 50% more than the mandated minimum stipend. The trend is similar for Trade (Degree) apprentices in the Agriculture sector
- Graduate apprentices, in the Agriculture sector are paid 50% more than the mandated minimum stipend and nearly 50% more in the Services and the Manufacturing sector

Average stipend vs Minimum stipend across Trade Apprentices: By City

Average vs Minimum stipend for Trade Degree Apprenticeship



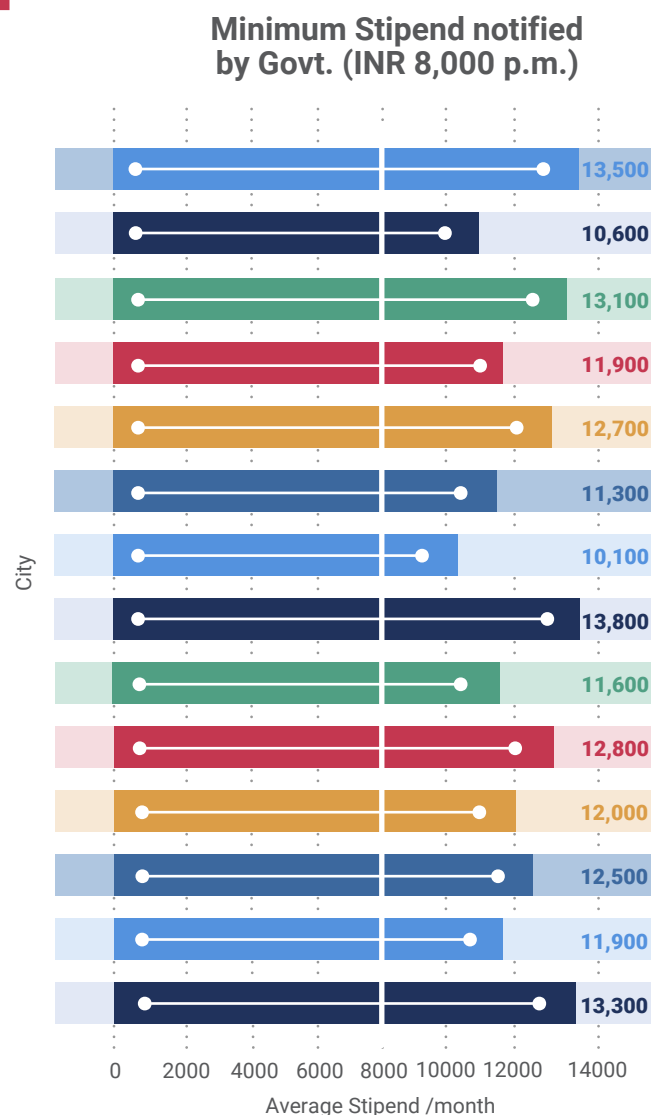
Average vs Minimum stipend for Trade Regular Apprenticeship



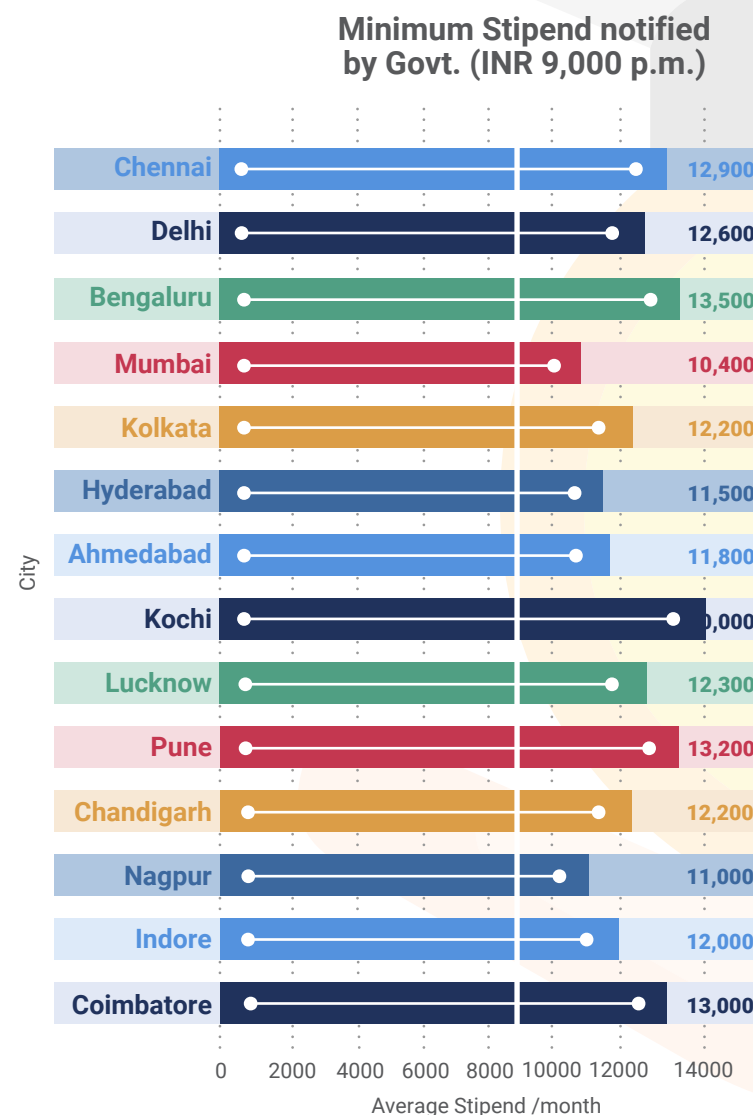
- Trade (Degree) apprenticeship, across Chennai, Bengaluru, Kochi, Pune and Nagpur are paid nearly 50% higher than the minimum notified stipend
- Trade (Regular) apprenticeship from Chennai, Kochi and Lucknow are paid well and earn almost twice the minimum mandated stipends

Average stipend vs Minimum stipend across Diploma & Graduate Apprentices : City Wise

Average vs Minimum stipend for Diploma Apprenticeship



Average vs Minimum stipend for Graduate Apprenticeship



- Diploma apprenticeship, across 12 out of 14 cities, are paid nearly or above 50% higher than the minimum mandated stipend, Delhi and Ahmedabad being exception to this trend
- Graduate apprenticeship, across Bengaluru, Kochi & Pune, earn nearly 50% higher than minimum notified stipend



Stipend Analysis – FY-2022

Top Job Roles by Education, Industry & Sector



Stipend Analysis (FY-2022) - Top Job Roles

Rank	Top Job Roles	Average Stipend : FY-2022	Y-O-Y Growth
1	Agriculture Field Officer	INR. 15,200	7%
2	Retail Sales	INR. 13,800	6%
3	HR	INR. 13,600	8%
4	Logistics Operations	INR. 13,300	-3%
5	Business Operations	INR. 13,200	2%
6	Telecom Tower Technician	INR. 13,000	-1%
7	Customer Support	INR. 12,700	-2%
8	Technical support Engineer	INR. 12,600	-2%
9	Accounts & Finance	INR. 12,600	0.3%
10	Production Apprentice	INR. 12,200	1%

- Agriculture Field Officer is the top job role for FY-2022 (INR. 15,200 per month)
- This is followed by Retail Sales (INR. 13,800 per month) and HR (INR. 13,600 per month)
- In general, average stipends across job roles fare better in FY-2022 when compared to FY-2021
- HR witnesses the highest stipend growth (+8%) in FY-2022
- Job roles to witness a slight decline are Logistics (-3%), Customer Support & Technical Support Engineer each (-2%)

Stipend Analysis (FY-2022) - Top job role by Education

8th, 10th, 12th

Office Administration: INR. **13,300**/month
 Sales : INR. **12,500**/month
 Production Apprentice: INR. **11,400**/month

ITI

Telecom Tower Technician: INR. **13,300**/month
 Customer Support : INR. **12,400**/month
 Machine operator: INR. **12,100**/month

Diploma

Maintenance Technician: INR. **13,100**/month
 Automotive Service Technician: INR. **12,700**/month
 Manufacturing Technician [shopfloor]: INR. **12,000**/month

Graduates

Quality Support : INR. **14,700**/month
 HR : INR **14000**/month
 Desktop support Engineer: INR. **13,800**/month

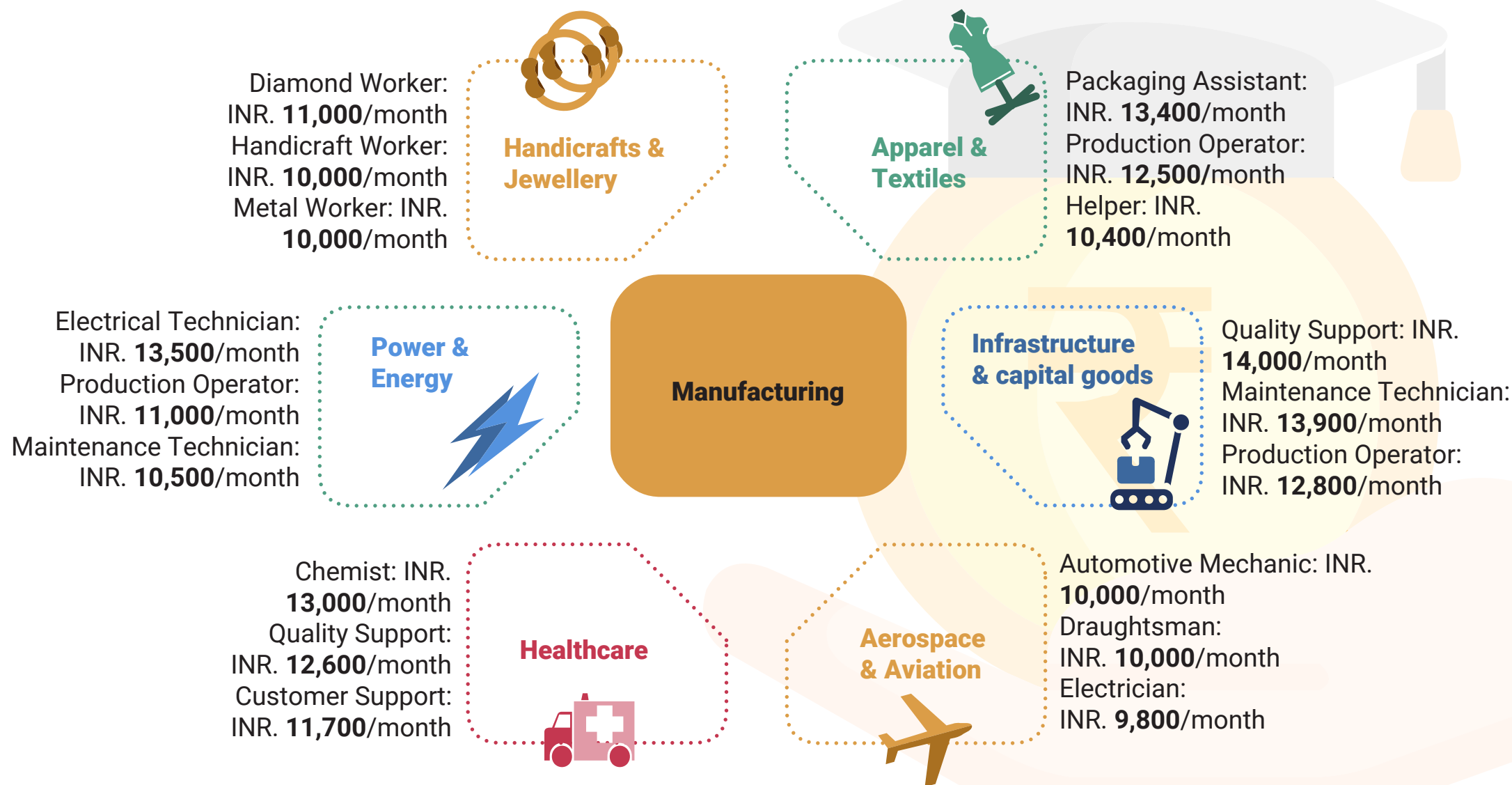
Post-Graduates

Technical support Engineer: INR. **16,400**/month
 Agriculture field Officer: INR. **15,200**/month
 Chemist: INR. **12,500**/month

- In general, stipend payouts are fairly correlated with education qualifications.
- However, some profiles attract higher stipends based on the demand and role complexity irrespective of the educational background. For example, an Office Administrator with 8th,10th or 12th standard education earns INR. 13,300 per month, while a Customer Support with an ITI earn a significantly lower INR. 12,400 per month.
- For Graduates, Quality Assurance Assistant (INR. 14,700 per month) and for Post-Graduates, Technical Support Engineer (INR. 16,400 per month) are the highest earners

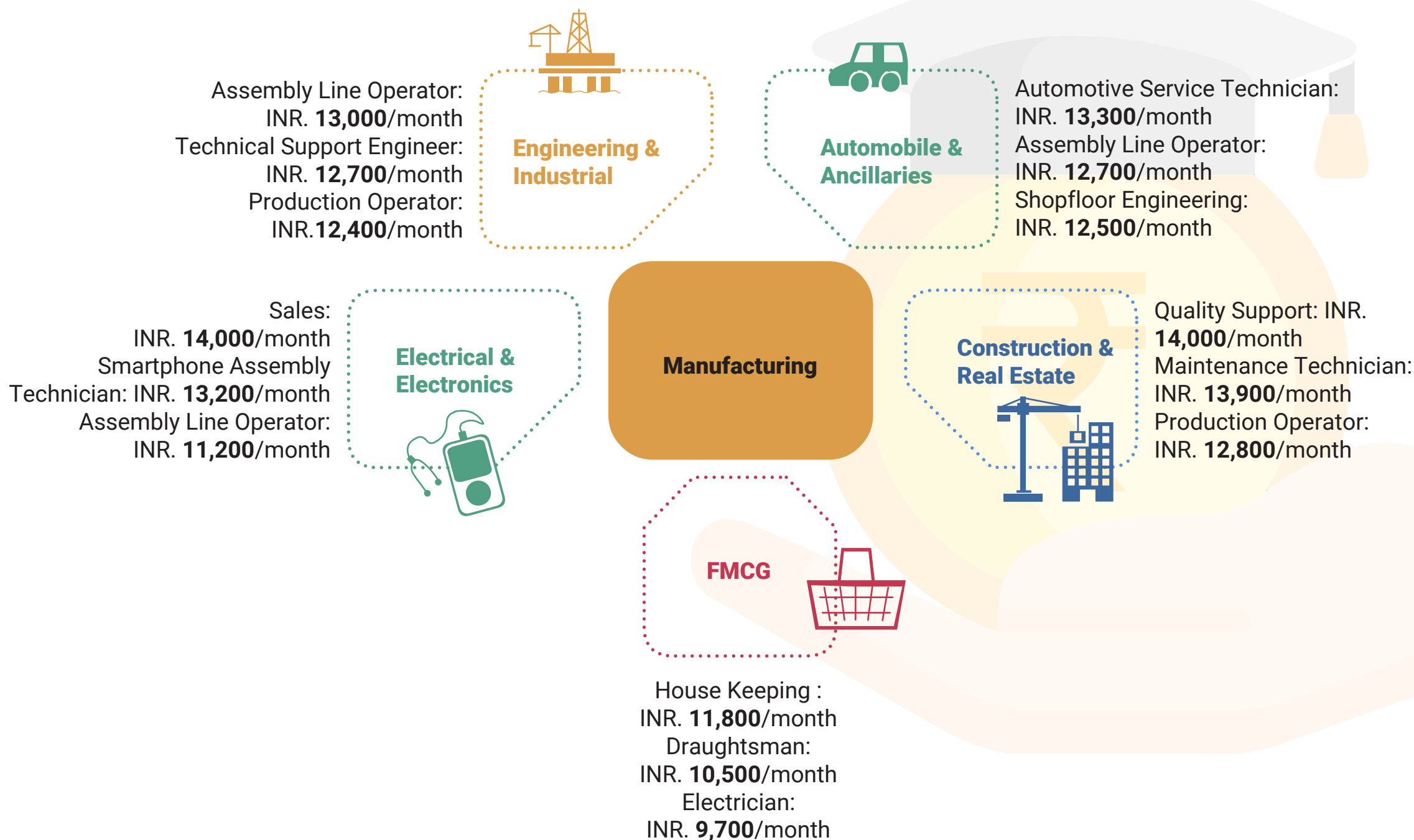
Top Job Roles – by Manufacturing Sector

Manufacturing



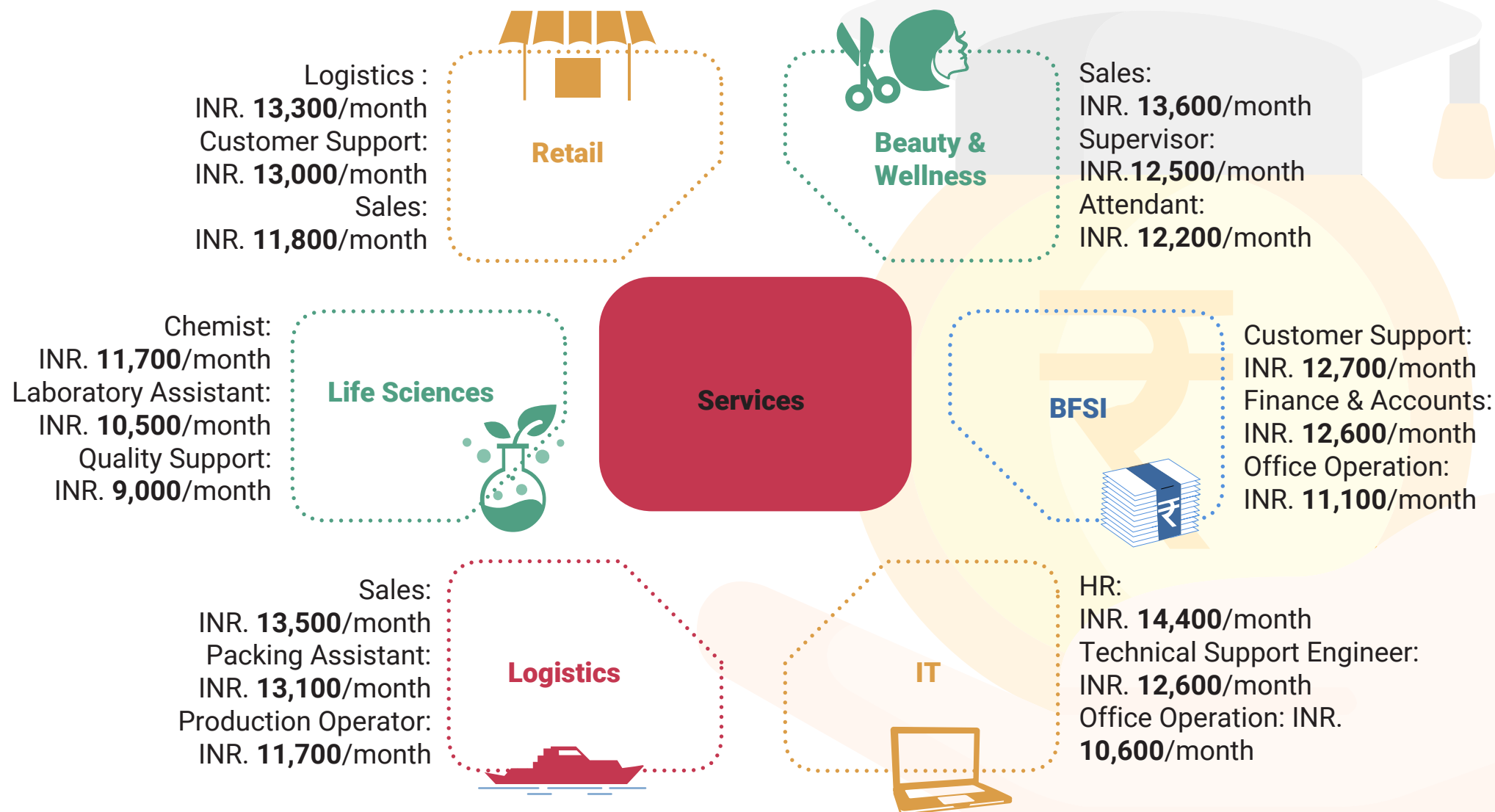
Top Job Roles – by Manufacturing Sector

Manufacturing



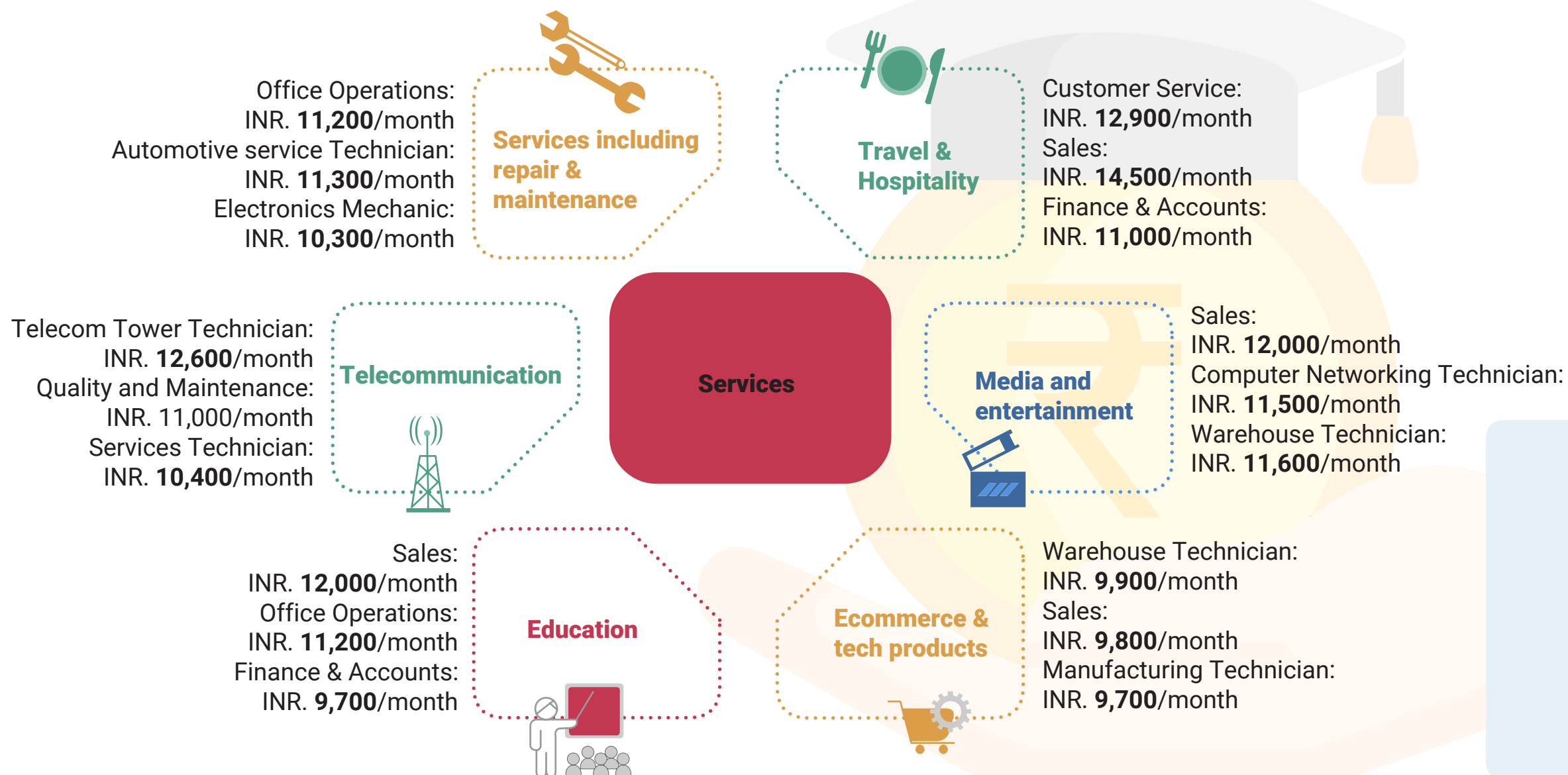
Top Job Roles – by Services Sector

Services

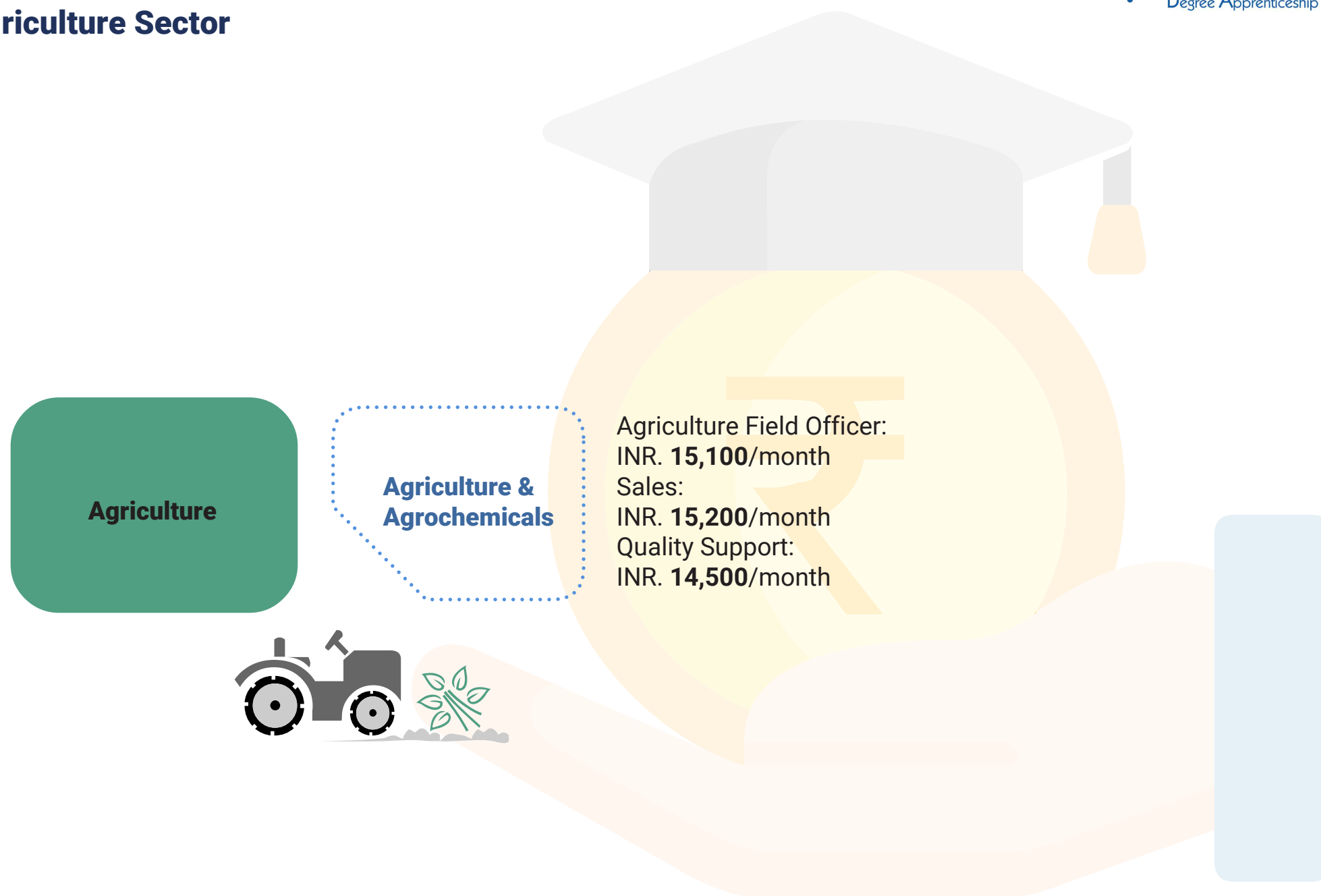


Top Job Roles – by Services Sector

Services



Top Job Roles – by Agriculture Sector





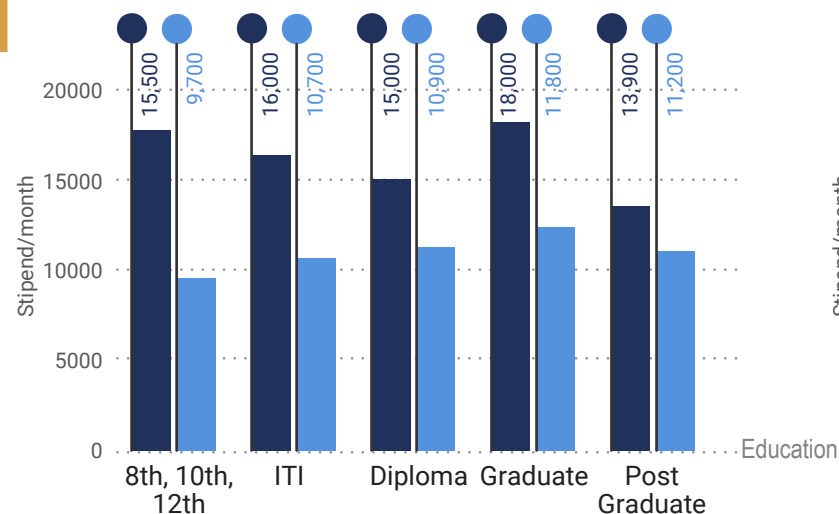
Stipend Analysis – FY-2022

Premium Stipend, Normalized Stipend, Candidates expectation

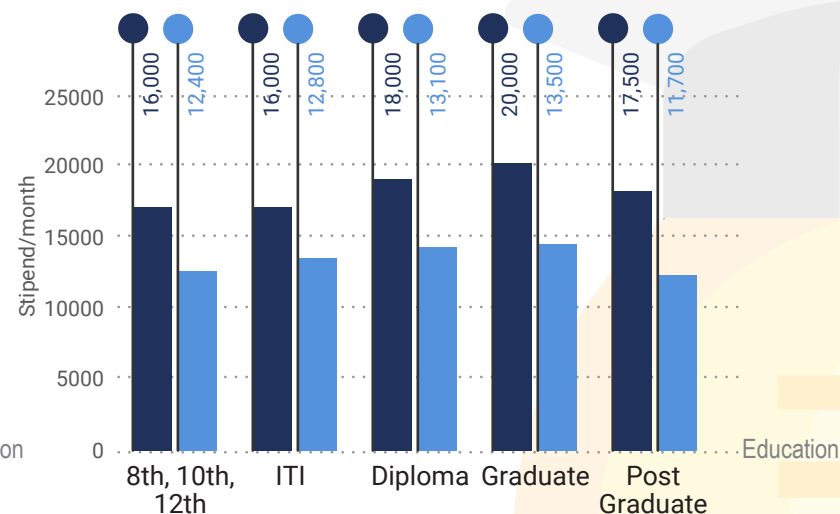


Premium vs Average stipends paid across Cities by Education Qualification cont....

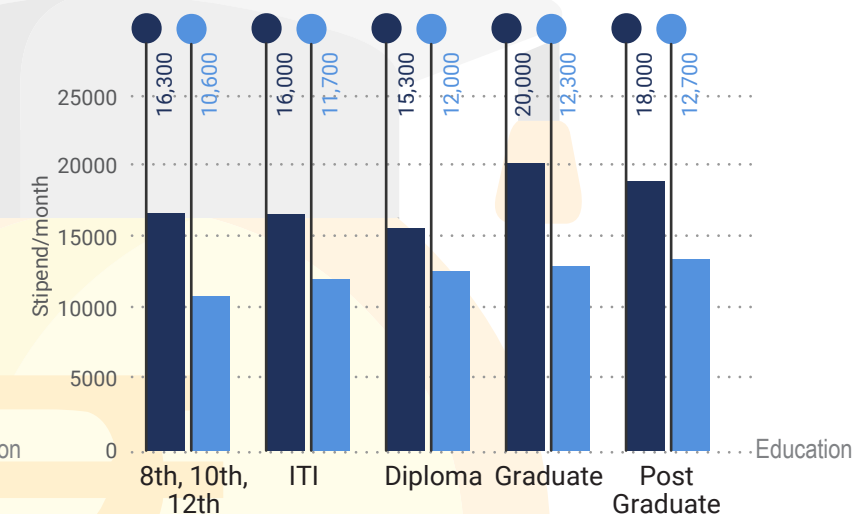
Ahmedabad



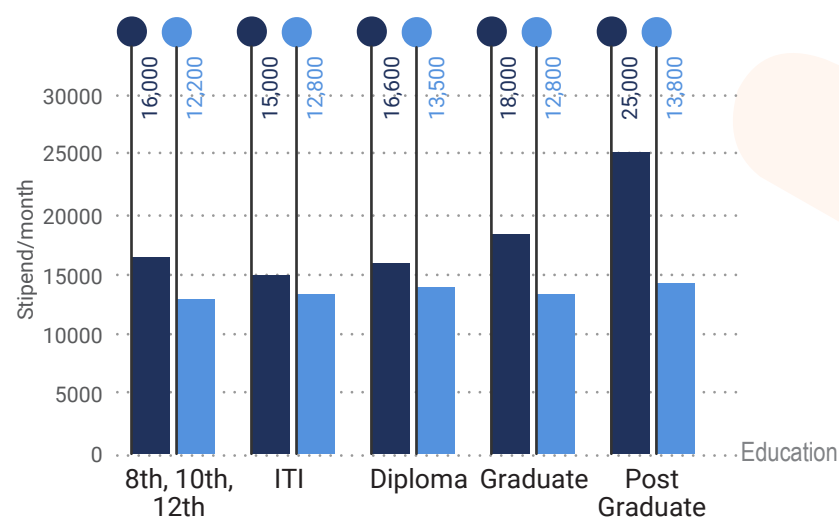
Bengaluru



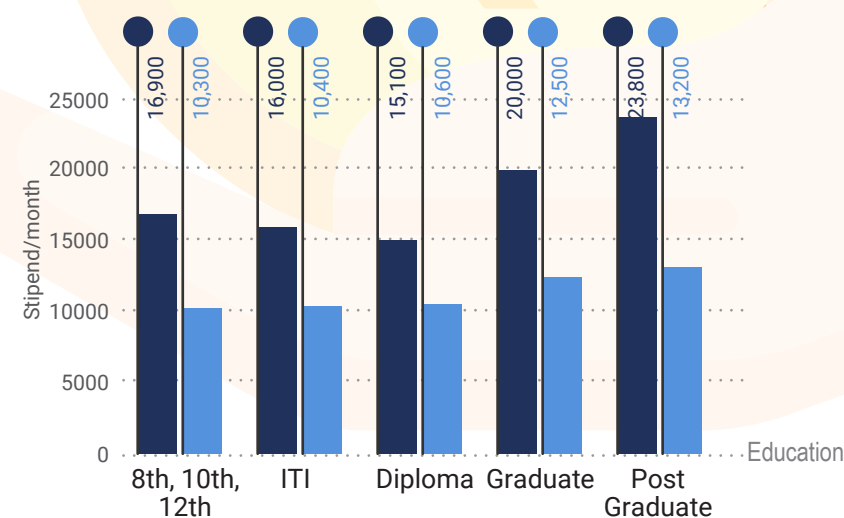
Chandigarh



Chennai



Delhi

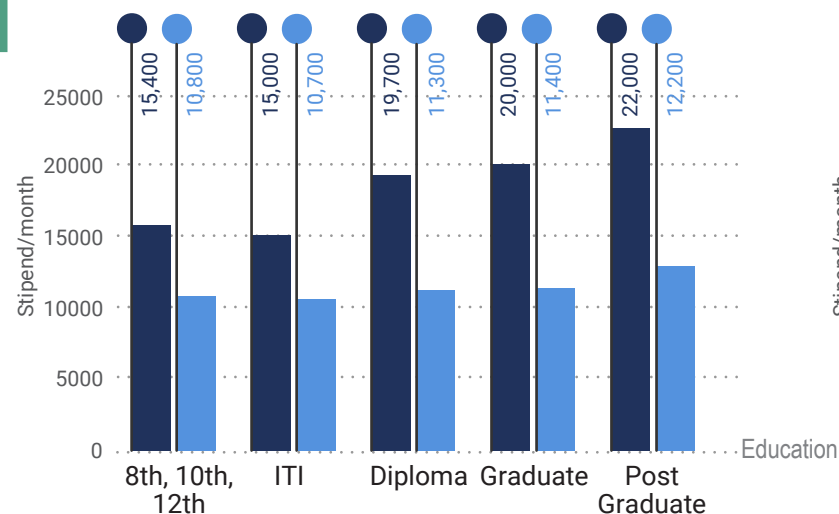


Premium Stipend

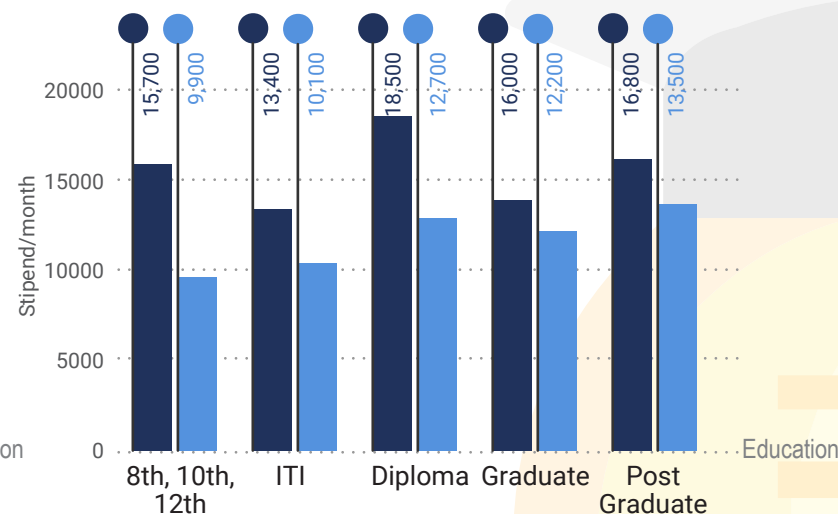
Average Stipend

Premium vs Average stipends paid across Cities by Education Qualification cont....

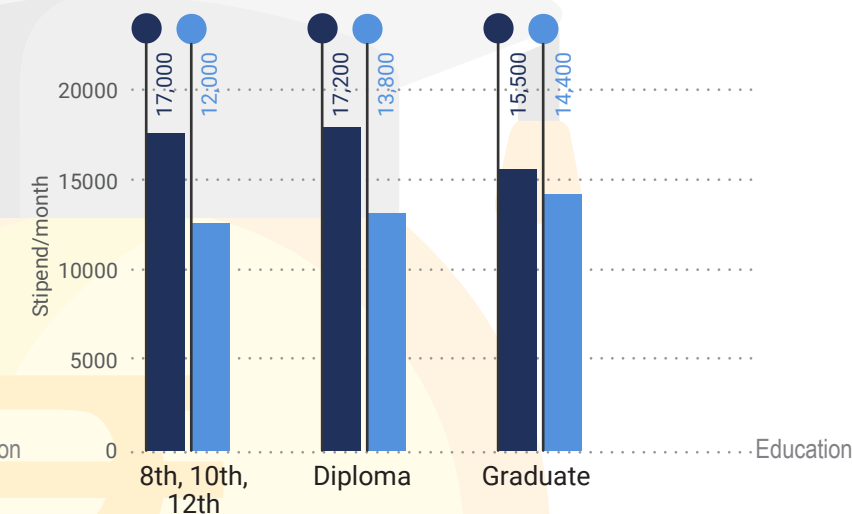
Hyderabad



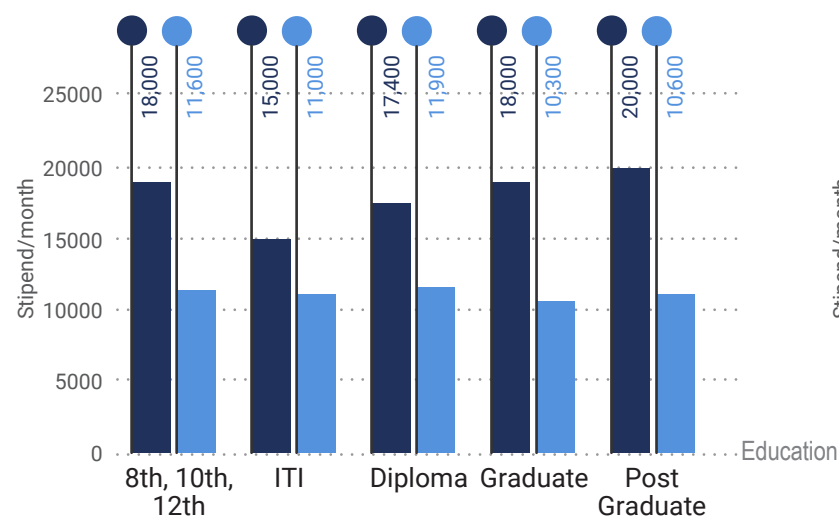
Kolkata



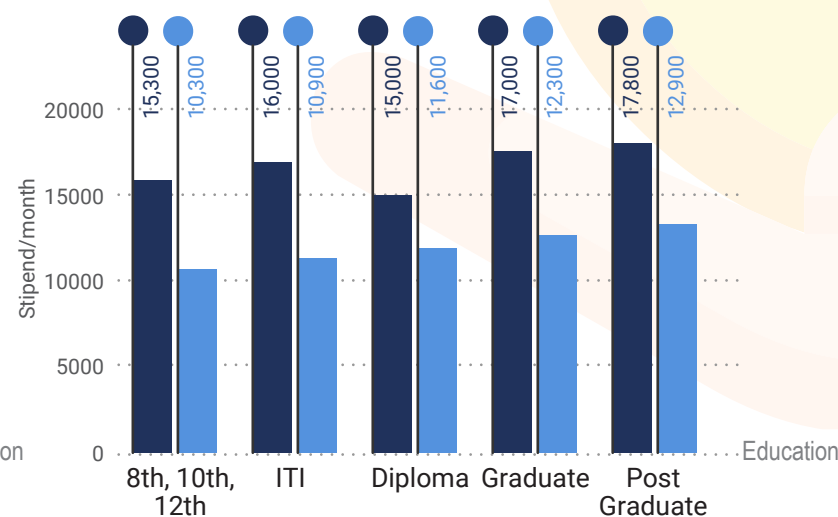
Kochi



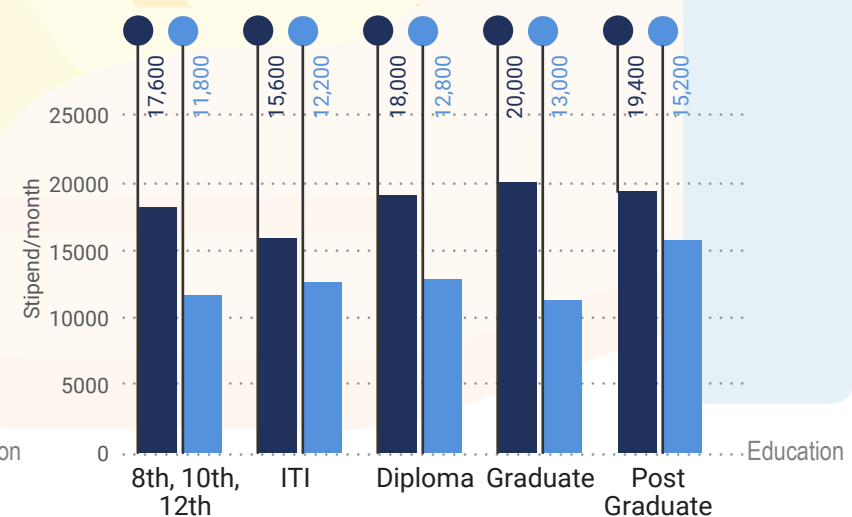
Mumbai



Lucknow



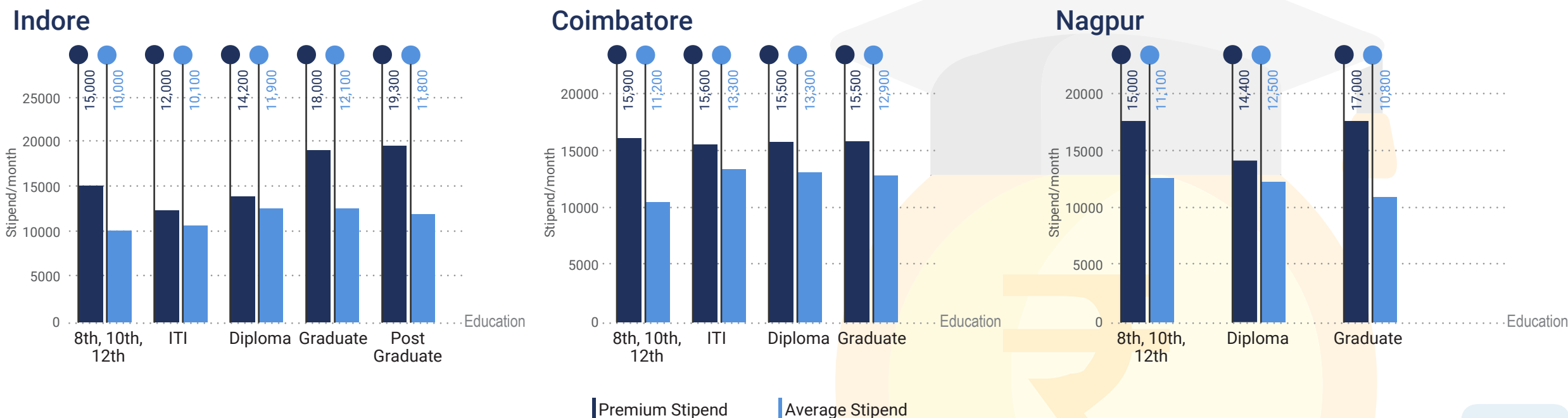
Pune



Premium Stipend

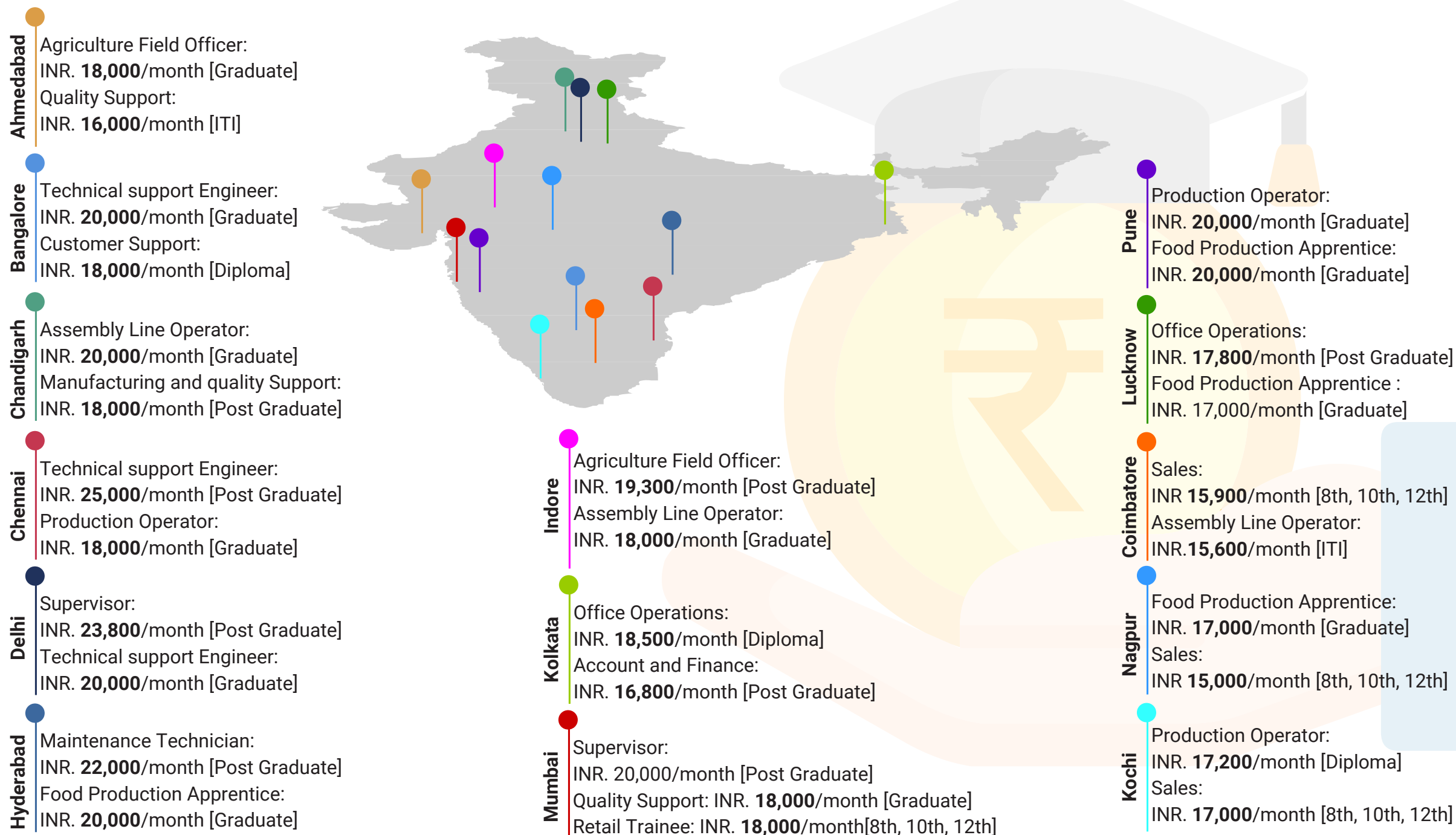
Average Stipend

Premium vs Average stipends paid across Cities by Education Qualification



- In 11 out of 14 cities, premium stipends paid for the 8th, 10th & 12th standard category are 40% to 60% more than average stipends
- Premium stipends paid to Diploma holders are 30%-50% higher than the average stipends across almost 6 out of 14 cities.
- The premium stipend paid to Graduates is 55%-75% higher in 5 out of 14 cities
- The premium stipends for Post-Graduates are 50% - 80% higher than the average stipends across Chennai, Hyderabad, Indore, Bengaluru, Chandigarh and Delhi.

Premium Stipend - Top Job Roles across Cities



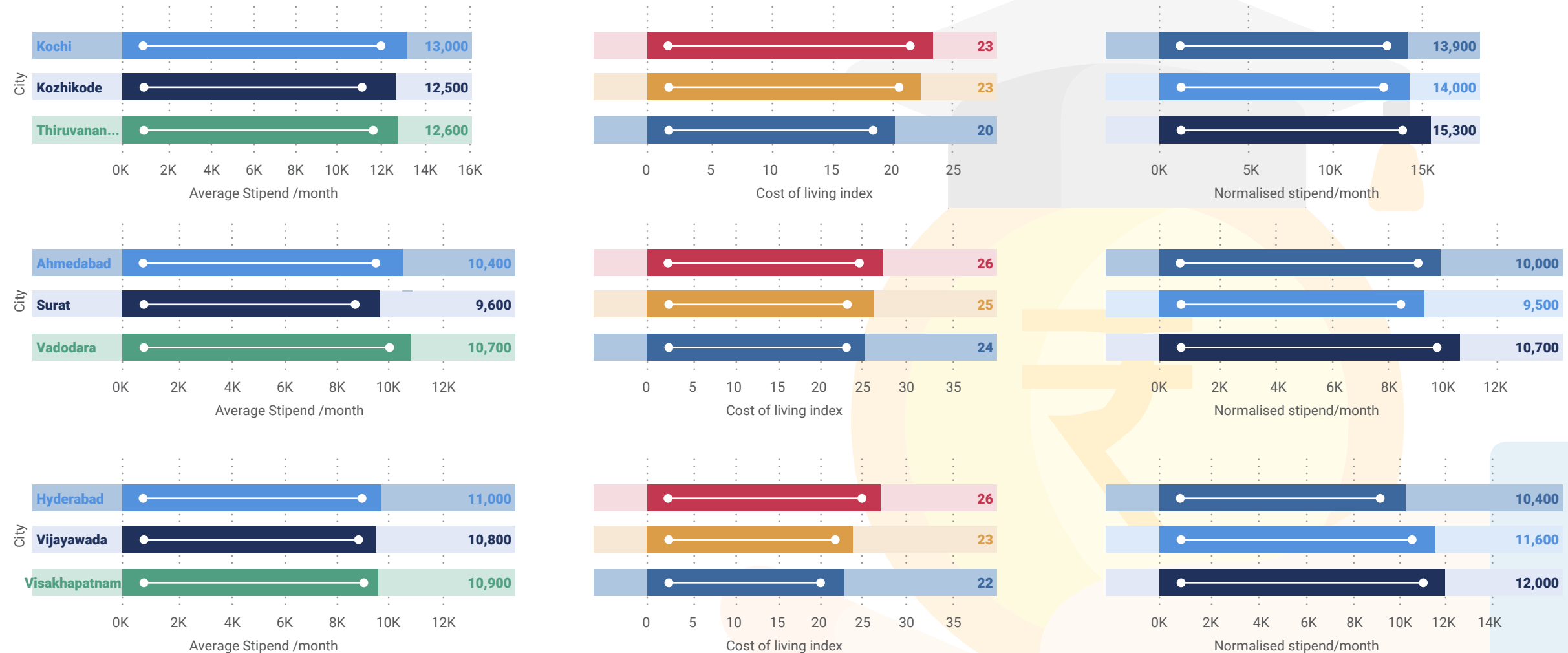
Normalized Stipends*: Metro Vs Non Metro



Data Source: TeamLease-valuvox analysis, FY-2021 and FY-2022 | NEEM & NAPS Data | Job portal data, Team lease (NETAP) | Cost of Living Index of India, by Cities, Knoema, 2021

Normalized Stipends*: Also can be referred as cost of living adjusted stipend, derived by dividing the Average stipend for each city with the respective cost of living index of that city

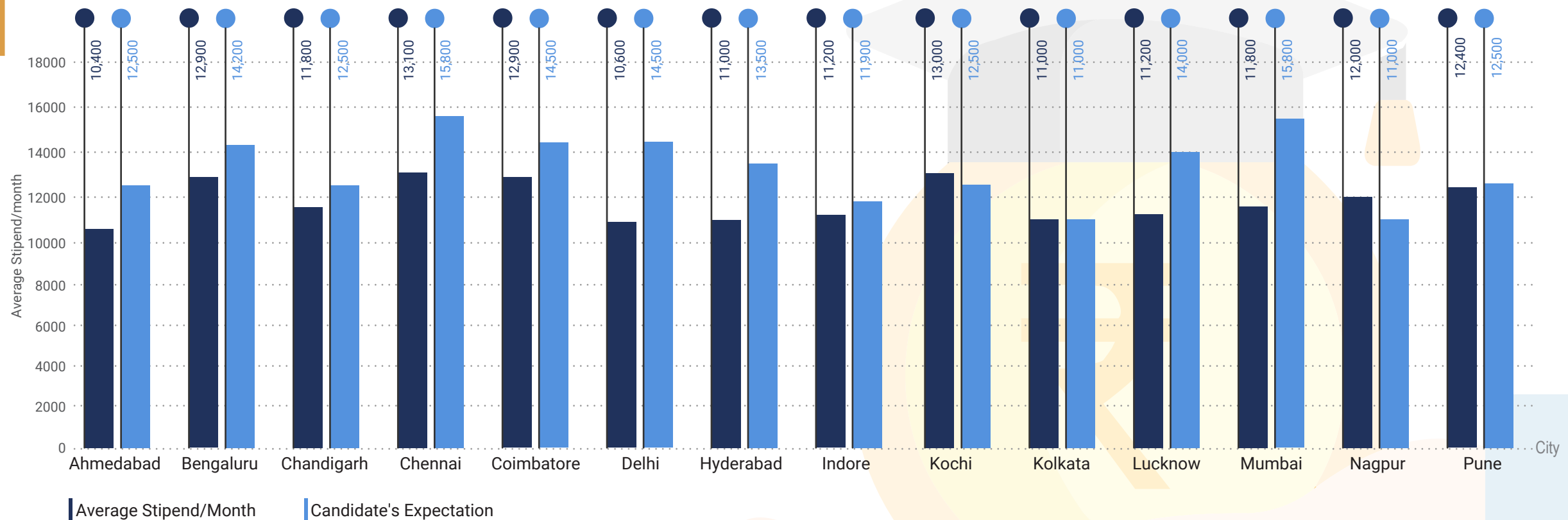
Normalized Stipends*: Metro Vs Non Metro:



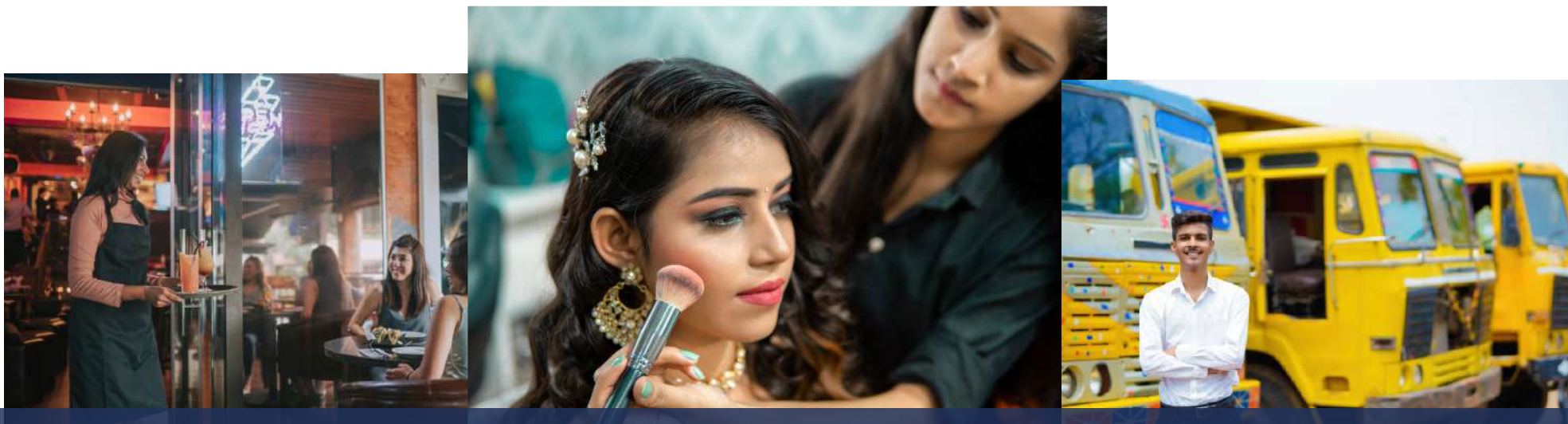
- Normalized stipends are significantly higher for some satellite cities/ towns compared to their respective metro cities (example: Bengaluru, Hyderabad, and Kochi). Given this, candidates in satellite cities may avail of apprenticeship opportunities in their own catchments.
- Based on the net cost versus benefit ratio (of the normalized stipend and the cost of living index), Thiruvananthapuram (Normalised stipend: INR. 15,300 per month), Kozhikode (Normalised stipend: INR. 14,000 per month) and Coimbatore and Mangalore (Normalised stipend: INR. 13,800 per month) appear to be the most favourable non-metro cities for apprentices to work in

Candidates stipend expectations across Cities

Candidates expected stipend vs average stipend - across cities

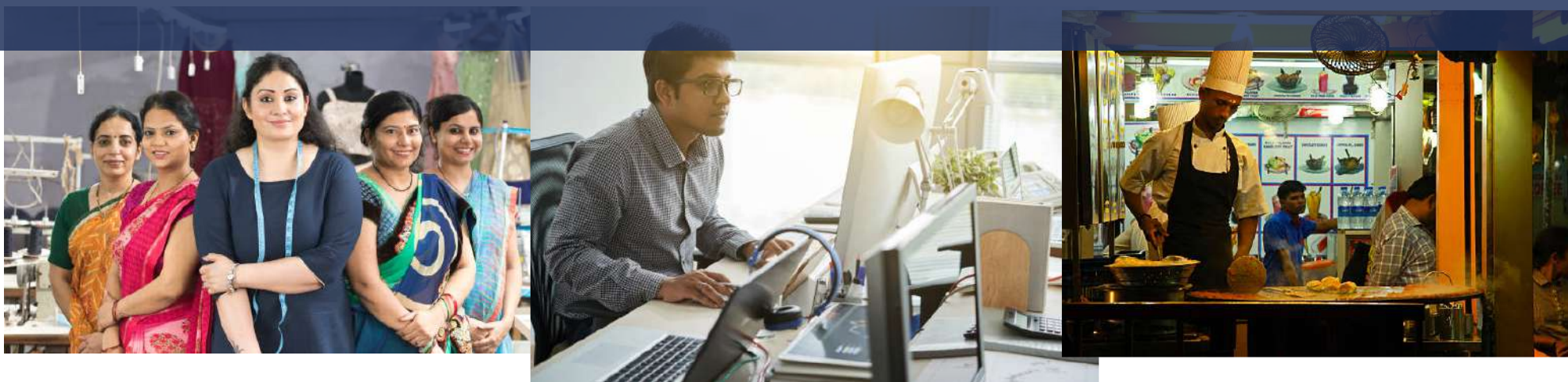


- Candidates from Mumbai and Chennai have the highest stipend expectation (INR. 15,800 per month each), as against average stipends of INR. 10,900 per month and INR. 13,100 per month respectively.
- This is followed by Delhi and Coimbatore where the candidate-expected stipend is INR. 14,500 per month as against average stipends of INR. 11,800 per month in Delhi and INR. 12,900 per month in Coimbatore
- Cities that pay better than candidate-expected stipends are Kochi (offered: INR. 13,000 per month, expected: INR. 12,500 per month) and Nagpur (offered: INR. 12,000 per month, expected: INR. 11,000 per month)



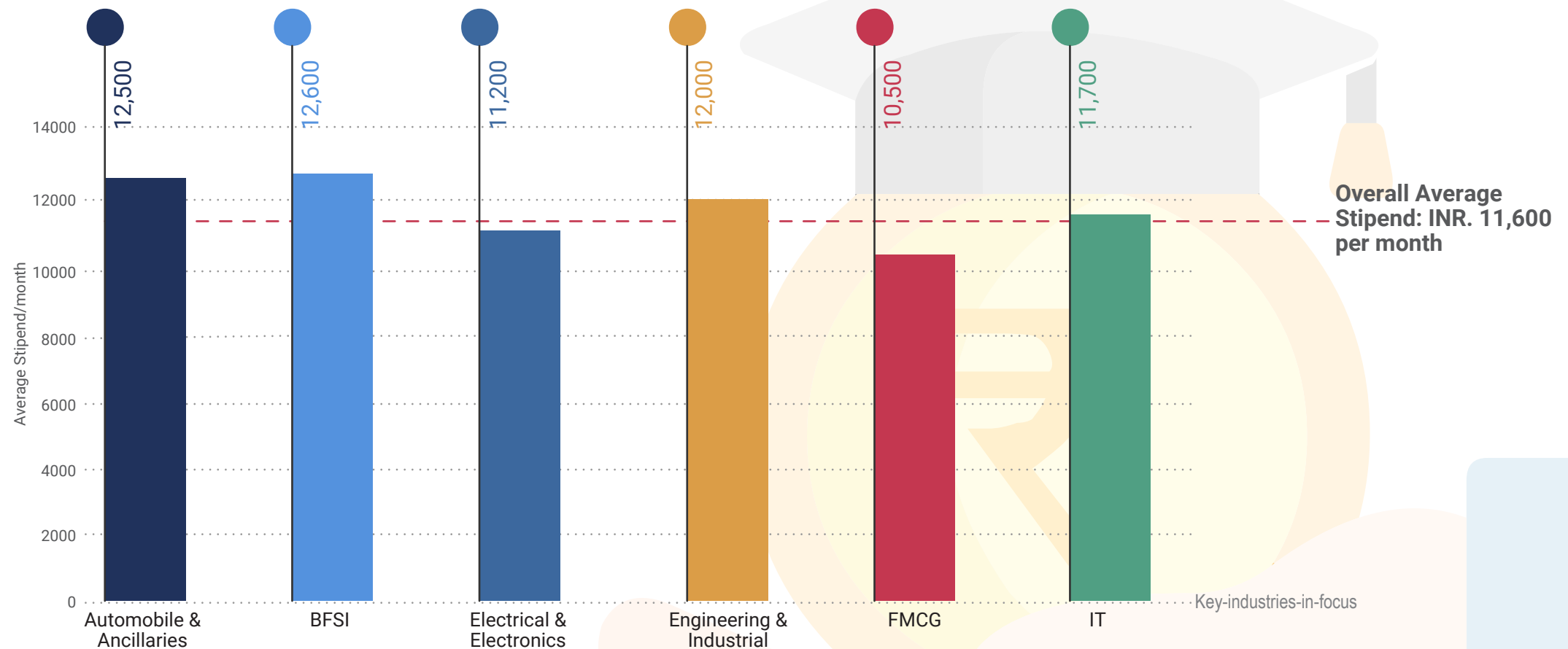
Stipend Analysis – FY-2022

key-industries-in-focus



Key-industries-in-focus stipend vs FY-2022 Average Stipend

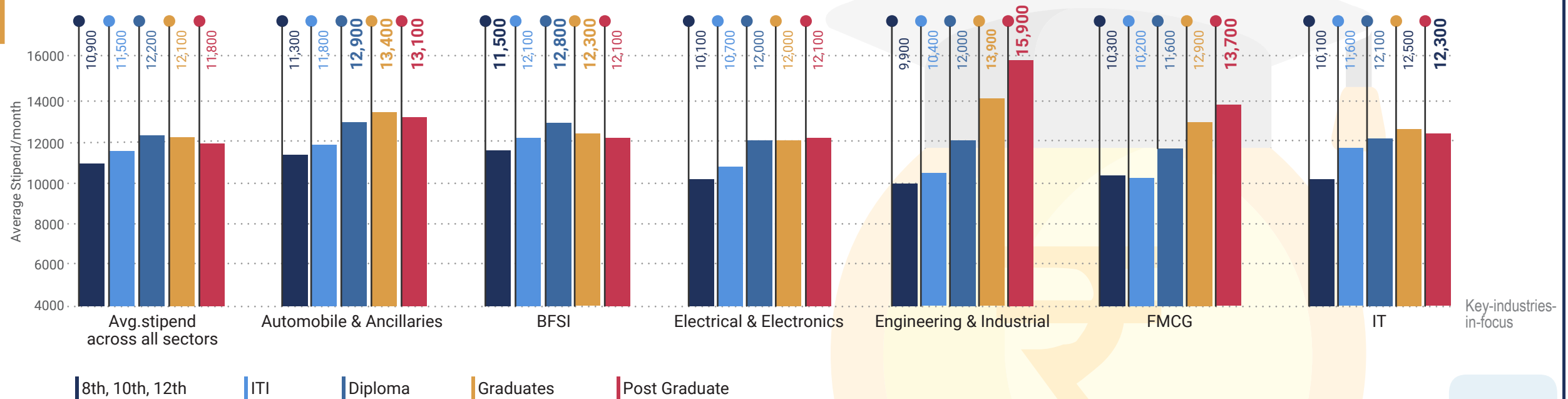
Stipend for key-industries-in-focus



- 4 out of 6 Key-industries-in-focus have relatively higher stipends than overall average stipend for FY-2022 (INR. 11,600 per month)
- Among the Key-industries-in-focus, BFSI pays the highest stipend (INR. 12,600 per month) This is followed by Automobile & Ancillaries (INR. 12,500 per month) and Engineering & Industrial (INR. 12,000 per month) and IT/ITeS (INR. 11,700 per month)

FY-2022 Stipend across Qualification – Key-industries-in-focus vs Avg stipend across all industries

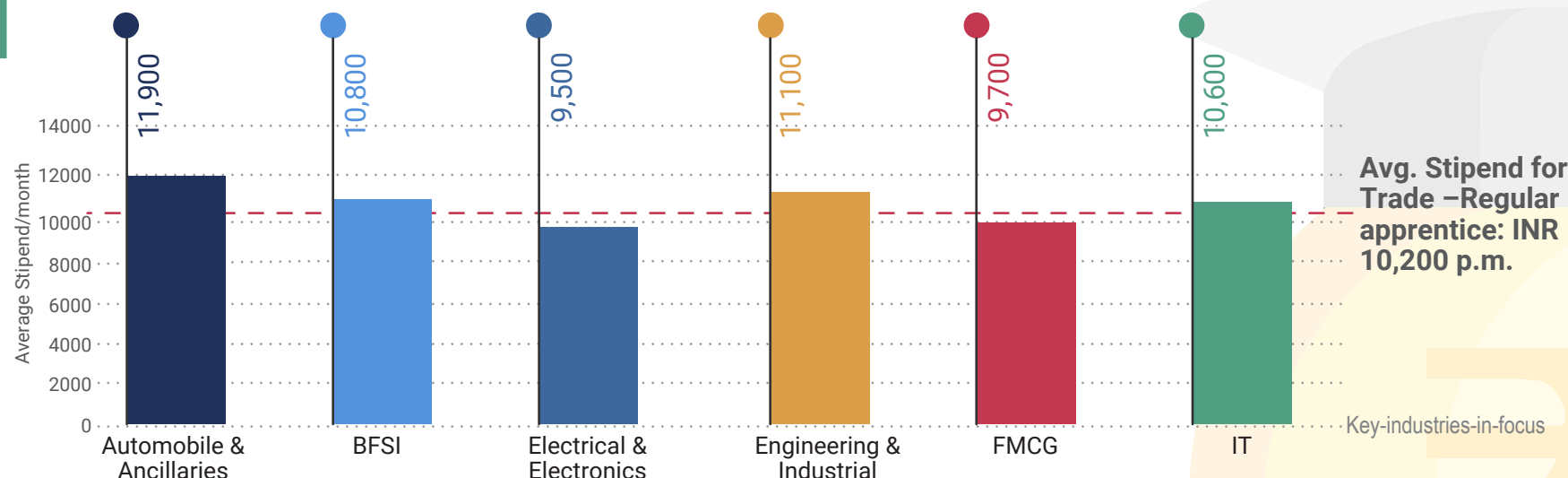
Key-industries-in-focus: stipend by education



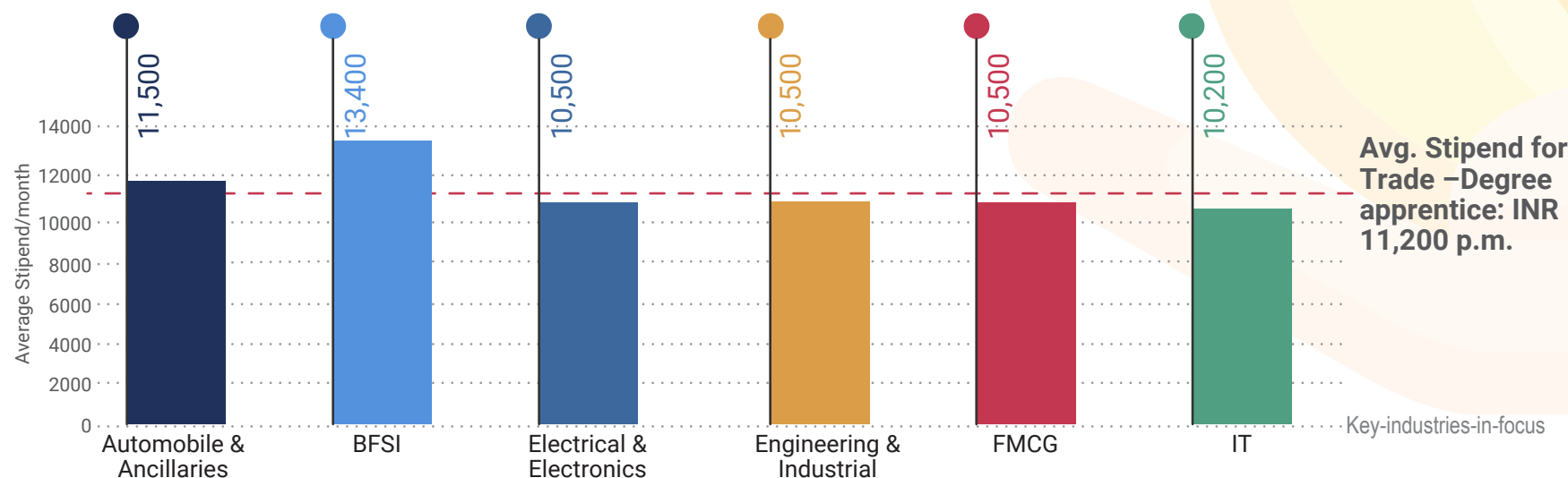
- Automobile & Ancillaries and BFSI seem to be best fit for Diploma holders. The average stipend payout across these industry s is about INR. 12,800 per month, relatively higher than their overall average stipend (INR. 12,200 per month)
- Graduates are paid well in the Engineering & Industrial (INR. 13,900 per month) and the Automobile & Ancillaries (INR. 13,400 per month) industry s.
- Post-Graduates are paid highest (INR. 15,900 per month) in the Engineering & Industrial industry

Key-industries-in-focus Stipend vs FY-2022 Stipend across Apprenticeship category

Stipend across Key-industries-in-focus: Trade-Regular Apprenticeship



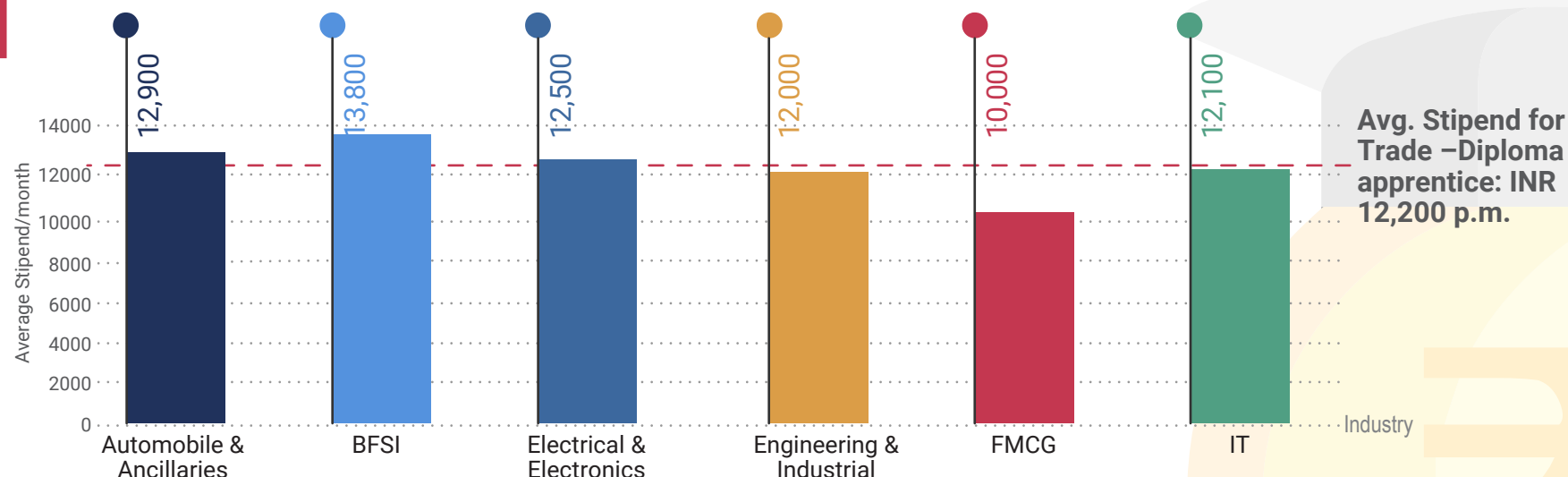
Stipend across Key-industries-in-focus: Trade-Degree Apprenticeship



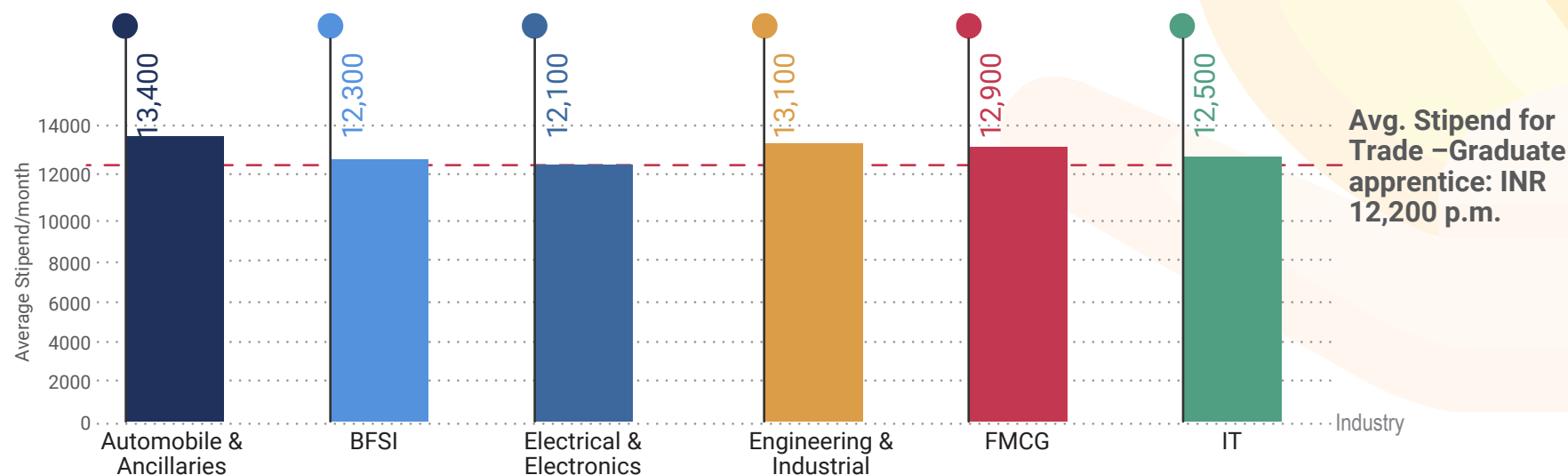
- 4 out of 6 Key-industries-in-focus pay relatively higher stipends than overall average stipends for Trade (Regular) apprenticeship. These are Automobile & Ancillaries (INR. 11,900 per month), Engineering & industrial (INR. 11,100 per month), BFSI (INR. 10,800 per month) and IT/ITeS (INR. 10,600 per month)
- Trade (Degree) apprenticeship are paid higher than their overall average stipend (INR. 11,200 per month), across BFSI (INR. 13,400 per month) and Automobile & Ancillaries (INR. 11,500 per month)

Key-industries-in-focus Stipend vs FY-2022 Stipend across Apprenticeship category

Stipend across Key-industries-in-focus: Diploma Apprenticeship



Stipend across Key-industries-in-focus: Graduate Apprenticeship



- 3 out of 6 Key-industries-in-focus, pay higher average stipends than overall average stipends for Diploma apprenticeship. The highest paying industry is BFSI (INR 13,800 per month), followed by Automobile & Ancillaries (INR 12,900 per month).
- Graduate apprentices get paid better than their overall average stipend (INR 12,200 per month) across 5 out of 6 Key-industries-in-focus. Automobile & Ancillaries is the highest paying industry (INR 13,400 per month) followed by Engineering & Industrial (INR 13,100 per month)

Premium Stipends paid across Key-industries-in-focus by Education Qualification

Key-industries-in-focus		Automobile & Ancillaries		BFSI		Electrical & Electronics	
Education		Average Stipend	Premium Stipend	Average Stipend	Premium Stipend	Average Stipend	Premium Stipend
8th, 10th, 12th		INR. 11,300	INR. 17,000	INR. 11,500	INR. 15,000	INR. 10,100	INR. 15,000
ITI		INR. 11,800	INR. 15,000	INR. 12,100	INR. 14,900	INR. 10,700	INR. 15,000
Diploma		INR. 12,900	INR. 15,000	INR. 12,800	INR. 16,600	INR. 12,000	INR. 15,100
Graduates		INR. 13,400	INR. 18,700	INR. 12,200	INR. 15,500	INR. 12,000	INR. 15,500
Post Graduate		INR. 13,100	INR. 25,000	INR. 12,100	INR. 17,200	INR. 12,100	INR. 14,400
Engineering & Industrial				FMCG		IT	
Education		Average Stipend	Premium Stipend	Average Stipend	Premium Stipend	Average Stipend	Premium Stipend
8th, 10th, 12th		INR. 9,900	INR. 17,700	INR. 10,300	INR. 18,000	INR. 10,100	INR. 14,200
ITI		INR. 10,400	INR. 19,300	INR. 10,200	INR. 14,500	INR. 10,000	INR. 12,500
Diploma		INR. 12,000	INR. 20,000	INR. 11,600	INR. 17,000	INR. 12,100	INR. 15,000
Graduates		INR. 13,900	INR. 23,000	INR. 12,900	INR. 20,000	INR. 12,500	INR. 20,000
Post Graduate		INR. 15,900	INR. 22,000	INR. 13,700	INR. 25,000	INR. 12,300	INR. 15,600

- Premium stipend pay-outs across key-industries-in-focus is significantly higher than average stipends for candidates across most of the education qualifications
- In the Electricals & Electronics industry , premium stipend payouts are nearly 50% higher than the average for Graduates, ITI and the 8th, 10th & 12th .
- In the Engineering & Industrial industry , premium stipend payouts are nearly twice the average for ITI holders
- In Automobile & Ancillaries , premium stipends are more than 50% higher than average stipends for Post-Graduates. It is nearly double that for Post-Graduates in the FMCG industry

Premium Stipends - Top Job roles across key-industries-in-focus

Automobile & Ancillaries

Technical Support Engineer: INR. **25,000**/month [Post Graduate]
Sales : INR. **18,700**/month [Graduate]



Electrical & Electronics

Smartphone Assembly Technician: INR. **15,500**/Month [Graduate]
Assembly Line Operator: INR. **15,100**/Month [Diploma]



Engineering & Industrial

Assembly Line Operator: INR. **23,000**/month [Graduate]
Production Operator: INR. **22,000**/Month [Post Graduate]



FMCG

Supervisor: INR. **25,000**/month [Post Graduate]
Sales : INR. **20,000**/month [Graduate]



IT

Technical support Engineer: INR. **20,000**/month [Graduate]
HR : INR. **15,600**/month [Post Graduate]



BFSI

Office Operations : INR. **17,200**/month [Post Graduate]
Account and Finance : INR. **16,600**/month [Diploma]



Key-industries-in-focus*: Automobile & Ancillaries, , BFSI, Engineering & Industrial, FMCG, Electricals & Electronics and IT

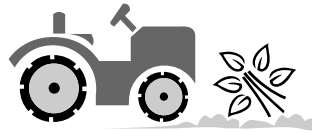


Stipend Analysis – FY-2022

Stipend Tables

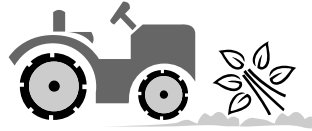


Agriculture and Agrochemicals



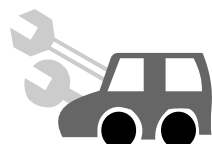
		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
Trade: Regular Apprenticeship	Machine Operator	Avg Stipend/month	9000	9900	9400	8900	9100	8000	9100	8800	8100	8900	7500	10000	9500	10800
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	33%	39%	36%	33%	34%	25%	34%	32%	26%	33%	20%	40%	37%	44%
	Fitter/ Mechanic	Avg Stipend/month	9000	10200	9200	10400	9700	9400	9000	9200	8300	8100	8100	10700	8100	9500
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	33%	41%	35%	42%	38%	36%	33%	35%	28%	26%	26%	44%	26%	37%
Trade: Degree Apprenticeship	Sales Assistant	Avg Stipend/month	9500	12500	11400	12500	11900	10700	10900	10500	12300	10700	11800	12000	11200	10700
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	16%	36%	30%	36%	33%	25%	27%	24%	35%	25%	32%	33%	29%	25%
	Laboratory Technician	Avg Stipend/month	9000	11100	9900	9200	10300	9000	11000	9200	11600	12500	9800	10200	10000	9500
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	11%	28%	19%	13%	22%	11%	27%	13%	31%	36%	18%	22%	20%	16%
Diploma Apprenticeship	Maintenance Assistant	Avg Stipend/month	10000	12000	11000	12500	10300	11500	11200	11200	12400	10200	11500	12400	12800	11800
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	20%	33%	27%	36%	22%	30%	29%	29%	35%	22%	30%	35%	38%	32%
	Production Technician	Avg Stipend/month	10500	11000	9200	13200	13400	11000	10400	9800	11200	10300	9200	11500	9100	13000
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	24%	27%	13%	39%	40%	27%	23%	18%	29%	22%	13%	30%	12%	38%

Agriculture and Agrochemicals



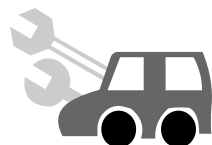
Graduate Apprenticeship		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
	Agriculture Field Officer	Avg Stipend/month	12300	13500	15000	12000	13000	15300	13600	15400	13300	14700	14300	15400	15300	15000
		Minimum Stipend/month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
		Var	27%	33%	40%	25%	31%	41%	34%	42%	32%	39%	37%	42%	41%	40%
	IT Technical Support Engineer	Avg Stipend/month	10000	12500	13100	13400	13000	13800	12000	12300	14100	13000	11900	13900	11400	12300
		Minimum Stipend/month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
		Var	10%	28%	31%	33%	31%	35%	25%	27%	36%	31%	24%	35%	21%	27%
	Quality Assurance Assistant	Avg Stipend/month	12400	15200	14000	13000	12700	14000	12200	11500	12900	11700	15000	14000	13400	13400
		Minimum Stipend/month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
		Var	27%	41%	36%	31%	29%	36%	26%	22%	30%	23%	40%	36%	33%	33%

Automobile & Ancillaries



		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
Trade: Regular Apprenticeship	Fitter, Turner, Welder	Avg Stipend/month	9400	9900	8800	10200	8300	9700	9600	9600	8500	8900	9200	10500	8400	9500
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	36%	39%	32%	41%	28%	38%	38%	38%	29%	33%	35%	43%	29%	37%
	Automotive Mechanic	Avg Stipend/month	8400	9100	9200	9900	9500	9700	8300	8700	7400	7800	7700	8900	8700	9600
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	29%	34%	35%	39%	37%	38%	28%	31%	19%	23%	22%	33%	31%	38%
	Electrician	Avg Stipend/month	9500	8800	9600	10000	9000	8800	11000	9600	9500	9200	7900	10100	8600	9600
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	37%	32%	38%	40%	33%	32%	45%	38%	37%	35%	24%	41%	30%	38%
Trade: Degree Apprenticeship	Manufacturing/ Production Trainee	Avg Stipend/month	11500	11700	9900	11800	10000	11000	10400	9700	11700	9100	9200	12000	11500	12000
		Minimum Stipend/month	7000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	39%	32%	19%	32%	20%	27%	23%	18%	32%	12%	13%	33%	30%	33%
	Automotive Assembly Operator [Assembly Operator]	Avg Stipend/month	10900	13100	11200	12400	13200	10600	10400	10100	10300	9800	9400	11200	11800	12200
		Minimum Stipend/month	7000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	36%	39%	29%	35%	39%	25%	23%	21%	22%	18%	15%	29%	32%	34%
	Machine Operator	Avg Stipend/month	10000	11800	9500	10100	10000	9400	10500	9500	11800	8800	9200	9800	10700	11600
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	20%	32%	16%	21%	20%	15%	24%	16%	32%	9%	13%	18%	25%	31%

Automobile & Ancillaries



		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
Diploma Apprenticeship	Manufacturing Associate [Shop floor Engineering Associate]	Avg Stipend/month	11500	13700	12600	13400	13400	12000	12500	11900	11800	10800	11500	12000	11900	11100
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	30%	42%	37%	40%	40%	33%	36%	33%	32%	26%	30%	33%	33%	28%
	Production Operator	Avg Stipend/month	12300	12800	12200	13400	13300	12400	12500	12000	12300	11800	10400	12600	11300	12200
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	35%	38%	34%	40%	40%	35%	36%	33%	35%	32%	23%	37%	29%	34%
Graduate Apprenticeship	Quality Assurance Assistant	Avg Stipend/month	12700	15000	14000	13700	12300	15100	11300	12300	13000	11000	13800	13700	14300	14700
		Minimum Stipend/month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
		Var	29%	40%	36%	34%	27%	40%	20%	27%	31%	18%	35%	34%	37%	39%
	Sales Promoter	Avg Stipend/month	11500	13000	10500	13100	13400	11100	10300	11200	12000	11500	11600	13200	10500	12800
		Minimum Stipend/month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
		Var	22%	31%	14%	31%	33%	19%	13%	20%	25%	22%	22%	32%	14%	30%

Travel and Hospitality



		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
Trade: Regular Apprenticeship	Housekeeping Executive	Avg Stipend/month	9000	10700	10100	10500	9300	9300	9800	8500	9300	8700	8000	10000	9000	9200
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	33%	44%	41%	43%	35%	35%	39%	29%	35%	31%	25%	40%	33%	35%
	Steward	Avg Stipend/month	9300	10500	9200	10200	10000	8700	9300	9000	10300	10100	8600	8800	-	9900
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	35%	43%	35%	41%	40%	31%	35%	33%	42%	41%	30%	32%	-	39%
	Front office Executive	Avg Stipend/month	9500	8000	10400	9600	8500	9000	8000	8800	8800	9000	8100	9000	8300	9800
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	37%	25%	42%	38%	29%	33%	25%	32%	32%	33%	26%	33%	28%	39%
Graduate Apprenticeship	Office Operations Executive	Avg Stipend/month	9000	11300	11000	9400	9700	10000	9400	9800	10900	11000	9300	9500	12000	11500
		Minimum Stipend/month	8000	8001	8002	8003	8004	8005	8006	8007	8008	8009	8010	8011	8012	8013
		Var	11%	29%	27%	15%	17%	20%	15%	18%	27%	27%	14%	16%	33%	30%
	Customer Support Executive	Avg Stipend/month	10600	13200	11500	12900	11800	13500	11100	10300	13200	10200	11300	13300	12100	14700
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	25%	39%	30%	38%	32%	41%	28%	22%	39%	22%	29%	40%	34%	46%

Beauty and Wellness



Trade: Degree Apprenticeship		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
Trade: Degree Apprenticeship	Retail Sales Associate	Avg Stipend/month	13300	13800	13000	13600	12700	14600	14600	12300	13400	13600	12200	14700	12500	13700
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	40%	42%	38%	41%	37%	45%	45%	35%	40%	41%	34%	46%	36%	42%
Diploma Apprenticeship	Attendant	Avg Stipend/month	11500	12000	11600	11800	-	10700	11600	11000	11800	10300	11400	11300	11600	11300
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	30%	33%	31%	32%	-	25%	31%	27%	32%	22%	30%	29%	31%	29%
	Supervisor	Avg Stipend/month	11900	12800	12000	13100	11000	11200	12000	11700	12000	12200	11900	11700	-	12900
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	33%	38%	33%	39%	27%	29%	33%	32%	33%	34%	33%	32%	-	38%

Apparel & Textiles



Trade: Regular Apprenticeship		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
	Electrician	Avg Stipend/month	8400	10400	9400	8700	9500	9500	7900	8900	7800	8200	7900	8000	8100	10000
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	29%	42%	36%	31%	37%	37%	24%	33%	23%	27%	24%	24%	26%	40%
	Machine Operator	Avg Stipend/month	8700	10000	9800	10000	9200	7800	9300	8000	7900	8700	7000	10000	8100	8000
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	31%	40%	39%	40%	35%	23%	35%	25%	24%	31%	14%	40%	26%	25%
	Tailor	Avg Stipend/month	7200	8300	9200	9000	7500	7000	7200	7500	8000	8100	7700	7800	8200	8700
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	17%	28%	35%	33%	20%	14%	17%	20%	25%	26%	22%	23%	27%	31%
	Fitter, Mechanic	Avg Stipend/month	8500	10000	9100	8800	8000	10800	7500	8000	7000	7500	8100	8100	8000	8100
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	29%	40%	34%	32%	25%	44%	20%	25%	14%	20%	26%	26%	25%	26%

Construction & Real Estate



		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune	
Trade: Regular Apprenticeship	Draughtsman	Avg Stipend/month	9300	10300	9200	10100	9500	10000	9600	8500	8900	10500	8100	10800	10600	10300	
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	35%	42%	35%	41%	37%	40%	38%	29%	33%	43%	26%	44%	43%	42%	
	Electrician	Avg Stipend/month	8600	8800	10100	10400	8700	9000	8800	8100	7900	8200	8200	8400	800	10800	
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	30%	32%	41%	42%	31%	33%	32%	26%	24%	27%	27%	26%	30%	45%	
	Fitter/Welder	Avg Stipend/month	8600	9700	8000	10400	9300	9000	9100	8000	8300	8100	7800	9100	8500	9700	
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	30%	38%	25%	42%	35%	33%	34%	25%	28%	26%	23%	34%	29%	38%	
Trade: Degree Apprenticeship	Assembly Line Operator	Avg Stipend/month	10400	12000	10900	11600	12100	10000	11300	10300	12000	9500	10300	11000	12300	12000	
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	23%	33%	27%	31%	34%	20%	29%	22%	33%	16%	22%	27%	35%	33%	

Aerospace and Aviation



Trade: Regular Apprenticeship		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
	Electrician	Avg Stipend/month	9000	10300	9500	9900	9100	9400	9700	8900	8500	9000	8800	9200	8900	10600
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	33%	42%	37%	39%	34%	36%	38%	33%	29%	33%	32%	35%	33%	43%
	Fitter/ Welder/ Machinist	Avg Stipend/month	8100	7500	9600	10600	9300	8900	9500	9200	8600	8500	8300	8400	9100	9300
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	26%	20%	38%	43%	35%	33%	37%	35%	30%	29%	28%	29%	34%	35%
	Automotive Mechanic	Avg Stipend/month	8800	9600	9600	9900	9200	8800	8700	9500	8500	8000	8100	9600	9100	10400
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	32%	38%	38%	39%	35%	32%	31%	37%	29%	25%	26%	38%	34%	42%

Handicrafts and Jewellery



		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
Trade: Regular Apprenticeship	Computer Operator	Avg Stipend/month	9000	9100	8100	7900	9300	9700	8300	8000	8000	8300	9000	9800	8600	9800
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	33%	34%	26%	24%	35%	38%	28%	25%	25%	28%	33%	39%	30%	39%
	Fitter/Welder	Avg Stipend/month	7300	9500	7700	8200	7800	8500	9000	8000	7600	7900	8400	9500	8300	8000
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	18%	37%	22%	27%	23%	29%	33%	25%	21%	24%	29%	37%	28%	25%
	Electrician	Avg Stipend/month	7500	10000	8300	9100	8200	7300	8800	8700	7000	8600	7900	8500	8000	7300
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	20%	40%	28%	34%	27%	18%	32%	31%	14%	30%	24%	29%	25%	18%

Ecommerce & Tech Products



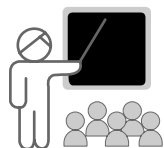
		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
Trade: Degree Apprenticeship	Warehouse Associate	Avg Stipend/month	8980	12000	9820	8720	8950	9560	11730	9930	11590	9600	9060	11150	11000	10950
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	11%	33%	19%	8%	11%	16%	32%	19%	31%	17%	12%	28%	27%	27%
	Sales	Avg Stipend/month	12097	13302	14318	13230	10770	13354	13530	9532	13248	10655	11096	12000	11999	12331
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	34%	40%	44%	40%	26%	40%	41%	16%	40%	25%	28%	33%	33%	35%
Diploma Apprenticeship	Attendant	Avg Stipend/month	8960	10750	9640	9600	9110	9109	9250	9960	8900	9060	8651	9775	9080	9575
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	11%	26%	17%	17%	12%	12%	14%	20%	10%	12%	8%	18%	12%	16%

Telecommunications



		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
Trade: Regular Apprenticeship	Computer Operator and Programming Assistant	Avg Stipend/month	9200	9900	8900	8600	10000	10500	9000	9200	8100	8500	8000	10400	9100	10400
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	35%	39%	33%	30%	40%	43%	33%	35%	26%	29%	25%	42%	34%	42%
	Electrician	Avg Stipend/month	8900	10100	9600	9400	8900	8700	9200	9200	7900	8400	9000	9500	8900	10000
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	33%	41%	38%	36%	33%	31%	35%	35%	24%	29%	33%	37%	33%	40%
Trade: Degree Apprenticeship	Line Operator	Avg Stipend/month	9100	10500	9800	11000	9800	9000	10200	9000	10600	8300	9200	10900	10500	10600
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	12%	24%	18%	27%	18%	11%	22%	11%	25%	4%	13%	27%	24%	25%
	Telecom Tower Technician	Avg Stipend/month	12700	13000	12400	12500	11600	10500	10500	10100	12500	10900	10200	12400	12400	11500
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	37%	38%	35%	36%	31%	24%	24%	21%	36%	27%	22%	35%	35%	30%
	Wire Harness Assemblers	Avg Stipend/month	9200	10900	9200	9900	9800	9200	10200	9100	11200	9600	9100	10600	10500	11300
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	13%	27%	13%	19%	18%	13%	22%	12%	29%	17%	12%	25%	24%	29%

Education



		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
Trade: Regular Apprenticeship	Computer Operator and Programming Assistant	Avg Stipend/month	8000	9600	8100	8400	7000	8900	8800	8900	7900	8300	7600	9200	9500	9900
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	25%	38%	26%	29%	14%	33%	32%	33%	24%	28%	21%	35%	37%	39%
	Office Operations Executive	Avg Stipend/month	9500	9100	9900	8800	9000	8900	8000	9500	8000	9000	8100	9400	8000	9800
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	37%	34%	39%	32%	33%	33%	25%	37%	25%	33%	26%	36%	25%	39%
Trade: Degree Apprenticeship	Account Assistant	Avg Stipend/month	10100	10900	9500	11500	-	10300	-	9700	10300	9400	8800	11700	10000	9900
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	21%	27%	16%	30%	-	22%	-	18%	22%	15%	9%	32%	20%	19%



		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
Trade: Regular Apprenticeship	Picker/Packer	Avg Stipend/month	10700	10600	10900	9700	9600	9800	9700	10300	10300	9900	10100	10800	8200	10500
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	44%	43%	45%	38%	38%	39%	38%	42%	42%	39%	41%	44%	27%	43%
	Electrician	Avg Stipend/month	9000	10400	8600	9500	8700	8200	9100	9000	8100	8900	8000	8700	10300	10700
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	33%	42%	30%	37%	31%	27%	34%	33%	26%	33%	25%	31%	42%	44%
	Sales Assistant	Avg Stipend/month	9700	9100	9900	11000	11000	10200	10600	10000	11800	10000	10500	11500	11500	11500
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	38%	34%	39%	45%	45%	41%	43%	40%	49%	40%	43%	48%	48%	48%
Trade: Degree Apprenticeship	Maintenance Assistant	Avg Stipend/month	9000	10500	9600	10300	9700	9300	10500	8900	11600	9200	9200	11700	11400	11600
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	11%	24%	17%	22%	18%	14%	24%	10%	31%	13%	13%	32%	30%	31%
	Logistics Executive	Avg Stipend/month	12000	13400	11700	13500	12800	14500	12800	12400	13000	11900	13000	13200	12100	13800
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	33%	40%	32%	41%	38%	45%	38%	35%	38%	33%	38%	39%	34%	42%
	Accounts Assistant	Avg Stipend/month	9300	11800	10700	11000	10700	10200	11300	9900	11600	9600	10500	11700	11000	11400
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	14%	32%	25%	27%	25%	22%	29%	19%	31%	17%	24%	32%	27%	30%



		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
Diploma Apprenticeship	Production Operator	Avg Stipend/month	10800	12900	11000	11600	11000	12000	12100	11200	12900	10800	10800	12300	11500	12000
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	26%	38%	27%	31%	27%	33%	34%	29%	38%	26%	26%	35%	30%	33%
	Quality Assurance Assistant	Avg Stipend/month	10100	10200	12000	11500	11000	10200	12600	11700	12800	10100	10500	12400	10700	11100
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	21%	22%	33%	30%	27%	22%	37%	32%	38%	21%	24%	35%	25%	28%
Graduate Apprenticeship	Retail Sales	Avg Stipend/month	11500	11500	10300	11000	10600	12400	10300	9700	11600	9500	9900	11900	9800	12200
		Minimum Stipend/month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
		Var	22%	22%	13%	18%	15%	27%	13%	7%	22%	5%	9%	24%	8%	26%
	Food Production Apprentice	Avg Stipend/month	11000	13200	12400	13400	11000	12500	13000	11100	13300	13000	12500	12200	11500	12600
		Minimum Stipend/month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
		Var	18%	32%	27%	33%	18%	28%	31%	19%	32%	31%	28%	26%	22%	29%

Power and Energy



		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
Trade: Regular Apprenticeship	Fitter/ Turner/ Welder	Avg Stipend/month	8300	10600	9000	8200	9500	8100	9400	8600	10200	7700	7100	10600	8600	10400
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	28%	43%	33%	27%	37%	26%	36%	30%	41%	22%	15%	43%	30%	42%
	Electrician	Avg Stipend/month	8300	10400	9100	8200	8600	9200	9400	8800	7700	8000	7400	8300	8800	9600
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	28%	42%	34%	27%	30%	35%	36%	32%	22%	25%	19%	28%	32%	38%
	Computer Operator and Programming Assistant	Avg Stipend/month	9200	9600	9000	11900	9800	10200	9900	8900	9900	9300	10500	10100	8800	9800
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	35%	38%	33%	50%	39%	41%	39%	33%	39%	35%	43%	41%	32%	39%

Media and Entertainment



Trade: Regular Apprenticeship		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
	Computer Operator and Programming Assistant	Avg Stipend/month	8800	9900	7400	8800	8300	10300	10000	9000	8000	7000	8100	10100	9100	10400
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	32%	39%	19%	32%	28%	42%	40%	33%	25%	14%	26%	41%	34%	42%
	Electrician	Avg Stipend/month	8500	9500	8700	7400	8300	8300	9000	8600	7200	7900	7700	10000	8300	9500
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	29%	37%	31%	19%	28%	28%	33%	30%	17%	24%	22%	40%	28%	37%
	Printing Pressman	Avg Stipend/month	10000	9300	8500	7700	-	10000	10500	6500	6400	-	-	9000	-	-
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	40%	35%	29%	22%	-	40%	43%	8%	6%	-	-	33%	-	-

Logistics



		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
Diploma Apprenticeship	Packaging Assistant	Avg Stipend/month	10200	9500	9000	11400	11000	10400	11400	10300	11600	10100	10200	11300	11100	11100
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	22%	16%	11%	30%	27%	23%	30%	22%	31%	21%	22%	29%	28%	28%
	Production Operator	Avg Stipend/month	9500	9000	9100	10000	-	10500	9500	9700	9000	10500	8700	9100	9100	9500
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	16%	11%	12%	20%	-	24%	16%	18%	11%	24%	8%	12%	12%	16%
Graduate Apprenticeship	Sales Executive	Avg Stipend/month	11600	12800	11500	12800	11100	12700	10700	10200	12700	10500	10800	12500	-	12700
		Minimum Stipend/month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
		Var	22%	30%	22%	30%	19%	29%	16%	12%	29%	14%	17%	28%	-	29%

Infrastructure & Capital Goods



		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
Trade: Regular Apprenticeship	Electrician	Avg Stipend/month	8900	10600	9100	10500	7500	8300	8900	9100	7700	8400	8200	9500	8700	9300
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	33%	43%	34%	43%	20%	28%	33%	34%	22%	29%	27%	37%	31%	35%
	Mechanic	Avg Stipend/month	8800	10000	9000	9500	8500	8700	8900	9500	8000	7500	8300	10000	7700	9300
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	32%	40%	33%	37%	29%	31%	33%	37%	25%	20%	28%	40%	22%	35%
	Fitter/ Machinist/ Turner	Avg Stipend/month	9000	9400	9300	10000	9000	8400	9100	9800	7800	8500	8300	9700	9300	10300
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	33%	36%	35%	40%	33%	29%	34%	39%	23%	29%	28%	38%	35%	42%
Trade: Degree Apprenticeship	Assembly Line Operator	Avg Stipend/month	10300	12800	12300	13500	11000	11000	11200	10300	12000	11500	10100	11900	12500	11200
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	22%	38%	35%	41%	27%	27%	29%	22%	33%	30%	21%	33%	36%	29%
	Production Operator	Avg Stipend/month	12800	12900	13800	13700	12600	11600	11400	10200	11500	9400	11800	12800	12600	12800
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	38%	38%	42%	42%	37%	31%	30%	22%	30%	15%	32%	38%	37%	38%
	Sales Promoter	Avg Stipend/month	10400	12400	12100	13300	12600	10200	11000	11200	12000	11000	10400	12000	12400	12400
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	23%	35%	34%	40%	37%	22%	27%	29%	33%	27%	23%	33%	35%	35%

Infrastructure & Capital Goods



		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
Diploma Apprenticeship	Data Entry Operator	Avg Stipend/month	10500	10900	9500	10500	10300	10000	11000	11400	12100	11400	9900	12000	12000	11600
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	24%	27%	16%	24%	22%	20%	27%	30%	34%	30%	19%	33%	33%	31%
	Technical Assistant	Avg Stipend/month	10200	10400	11300	10000	11800	10600	11100	10000	10700	10200	9100	9400	10300	11800
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	22%	23%	29%	20%	32%	25%	28%	20%	25%	22%	12%	15%	22%	32%
Graduate Apprenticeship	Quality Assurance Assistant	Avg Stipend/month	12500	15500	14000	15300	12000	14500	11900	13200	13500	13400	14300	13600	14800	15300
		Minimum Stipend/month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
		Var	28%	42%	36%	41%	25%	38%	24%	32%	33%	33%	37%	34%	39%	41%



		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
Trade: Regular Apprenticeship	Fitter/Turner/Welder/Wireman	Avg Stipend/month	8300	9300	8500	10100	9400	9200	8800	8900	7600	8000	8200	9800	8600	8700
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	28%	35%	29%	41%	36%	35%	32%	33%	21%	25%	27%	39%	30%	31%
	Computer Operator and Programming Assistant	Avg Stipend/month	8900	9600	8600	8400	9800	10200	8800	8900	8000	8100	7200	10100	8900	10000
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	33%	38%	30%	29%	39%	41%	32%	33%	25%	26%	17%	41%	33%	40%
	Electrician	Avg Stipend/month	9700	10500	8900	8100	8900	8800	8200	7000	7800	8100	8300	10800	8800	10000
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	38%	43%	33%	26%	33%	32%	27%	14%	23%	26%	28%	44%	32%	40%
Trade: Degree Apprenticeship	Service Technician	Avg Stipend/month	12000	12600	11500	12000	11000	11900	12500	11600	12200	12600	10000	11500	12100	12600
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	33%	37%	30%	33%	27%	33%	36%	31%	34%	37%	20%	30%	34%	37%
	Sales Assistant	Avg Stipend/month	10600	12900	12800	11500	11100	10500	11100	12300	11800	10800	10200	12100	11200	13000
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	25%	38%	38%	30%	28%	24%	28%	35%	32%	26%	22%	34%	29%	38%
	Manufacturing Associate (shop floor)	Avg Stipend/month	9800	11700	10400	9700	9800	9400	9700	9500	11500	9300	9100	11400	11400	11300
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	18%	32%	23%	18%	18%	15%	18%	16%	30%	14%	12%	30%	30%	29%



		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
Diploma Apprenticeship	Production Operator	Avg Stipend/month	10500	11600	12500	10900	12200	9600	11800	12000	11200	12300	11600	13100	12900	13200
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	24%	31%	36%	27%	34%	17%	32%	33%	29%	35%	31%	39%	38%	39%
	Assembly Line Operator	Avg Stipend/month	12900	13000	12900	10300	11500	9300	11700	12200	10800	12700	9700	12800	12600	12900
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	38%	38%	38%	22%	30%	14%	32%	34%	26%	37%	18%	38%	37%	38%
Graduate Apprenticeship	Sales Promoter	Avg Stipend/month	10800	12900	10900	11500	11800	11100	11700	11300	12700	11400	11500	13300	12000	13700
		Minimum Stipend/month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
		Var	17%	30%	17%	22%	24%	19%	23%	20%	29%	21%	22%	32%	25%	34%
	Customer Support Executive	Avg Stipend/month	11500	11200	10200	13100	12700	10600	11100	11500	12500	11100	11600	12000	11000	11800
		Minimum Stipend/month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
		Var	22%	20%	12%	31%	29%	15%	19%	22%	28%	19%	22%	25%	18%	24%

Engineering & Industrial



		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
Trade: Regular Apprenticeship	Attendant	Avg Stipend/month	8600	9500	9600	9300	8000	8500	9300	8700	8700	8500	7300	8700	8000	8900
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	30%	37%	38%	35%	25%	29%	35%	31%	31%	29%	18%	31%	25%	33%
	Fitter, Turner, Machinist	Avg Stipend/month	8600	10100	9300	10600	9500	9300	8700	8400	7400	8000	8200	9700	9000	9600
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	30%	41%	35%	43%	37%	35%	31%	29%	19%	25%	27%	38%	33%	38%
	Mechanic	Avg Stipend/month	9100	9400	9200	9800	8300	8500	8500	8700	9000	7900	8700	10000	9200	9700
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	34%	36%	35%	39%	28%	29%	29%	31%	33%	24%	31%	40%	35%	38%
Graduate Apprenticeship	Assembly Line Operator	Avg Stipend/month	12100	11700	10400	13300	10800	9900	9700	10200	11200	12700	8700	10500	11600	12100
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	34%	32%	23%	40%	26%	19%	18%	22%	29%	37%	8%	24%	31%	34%
	Quality Assurance Associate	Avg Stipend/month	9800	11200	11100	9100	9800	10300	10000	10500	11600	10600	10100	12000	11200	10600
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	18%	29%	28%	12%	18%	22%	20%	24%	31%	25%	21%	33%	29%	25%

Engineering & Industrial



		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
Diploma Apprenticeship	Production Operator	Avg Stipend/month	11800	13300	12200	13400	13000	12600	12900	11500	12500	11800	11400	13800	12700	13200
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	32%	40%	34%	40%	38%	37%	38%	30%	36%	32%	30%	42%	37%	39%
	Manufacturing Associate	Avg Stipend/month	13000	13500	12600	13500	13400	12000	12700	11400	13800	12700	11600	12000	11500	12800
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	38%	41%	37%	41%	40%	33%	37%	30%	42%	37%	31%	33%	30%	38%
Graduate Apprenticeship	Customer Support Executive	Avg Stipend/month	13400	11100	9700	13500	13000	10000	10100	11600	12300	12000	10300	11400	11100	11600
		Minimum Stipend/month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
		Var	33%	19%	7%	33%	31%	10%	11%	22%	27%	25%	13%	21%	19%	22%
	Collection Executive	Avg Stipend/month	13500	13400	12700	13400	12000	13000	12700	13000	12500	13500	10300	12500	11800	13300
		Minimum Stipend/month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
		Var	33%	33%	29%	33%	25%	31%	29%	31%	28%	33%	13%	28%	24%	32%

Health & Pharmaceuticals



		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
Trade: Regular Apprenticeship	Attendant	Avg Stipend/month	8900	9800	8300	8300	8000	8300	10000	8500	10000	9300	8400	9100	8300	10000
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	33%	39%	28%	28%	25%	28%	40%	29%	40%	35%	29%	34%	28%	40%
	Computer Operator	Avg Stipend/month	8100	9400	9100	8000	9600	8300	8500	10000	9000	8100	7600	9900	8800	8300
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	26%	36%	34%	25%	38%	28%	29%	40%	33%	26%	21%	39%	32%	28%
Trade: Degree Apprenticeship	Operations Executive	Avg Stipend/month	9500	9600	9200	10400	9300	10400	9500	9700	11700	9900	10300	11700	11300	11200
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	16%	17%	13%	23%	14%	23%	16%	18%	32%	19%	22%	32%	29%	29%
Diploma Apprenticeship	Production Operator	Avg Stipend/month	11600	13000	12100	12800	12400	12000	12900	9400	12500	11500	11600	13100	12400	13100
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	31%	38%	34%	38%	35%	33%	38%	15%	36%	30%	31%	39%	35%	39%
	Manufacturing Associate	Avg Stipend/month	11300	13000	12100	12900	12900	12000	12300	10400	13300	12200	11100	12000	12000	12300
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	29%	38%	34%	38%	38%	33%	35%	23%	40%	34%	28%	33%	33%	35%

Health & Pharmaceuticals



Graduate Apprenticeship		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
		Avg Stipend/month	11400	12000	10300	11500	-	12600	14200	11200	-	10500	11000	11300	10900	12200
		Minimum Stipend/month	9000	9001	9002	9003	9004	9005	9006	9007	9008	9009	9010	9011	9012	9013
		Var	21%	25%	13%	22%	-	29%	37%	20%	-	14%	18%	20%	17%	26%
	Chemist	Avg Stipend/month	12900	13100	10300	13100	13700	10300	12000	10300	12200	10500	11400	10500	12700	11500
		Minimum Stipend/month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
		Var	30%	31%	13%	31%	34%	13%	25%	13%	26%	14%	21%	14%	29%	22%
	Customer Support Executive	Avg Stipend/month	10800	13800	12800	13500	12900	12100	12600	10100	14000	12600	10900	9500	14100	13200
		Minimum Stipend/month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
		Var	17%	35%	30%	33%	30%	26%	29%	11%	36%	29%	17%	5%	36%	32%
	Collection Executive	Avg Stipend/month	10800	13800	12800	13500	12900	12100	12600	10100	14000	12600	10900	9500	14100	13200
		Minimum Stipend/month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
		Var	17%	35%	30%	33%	30%	26%	29%	11%	36%	29%	17%	5%	36%	32%

Electrical & Electronics



		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
Trade: Regular Apprenticeship	Electrician	Avg Stipend/month	9200	8700	9700	9000	8600	8400	7900	8200	8000	8200	8300	8300	8100	9400
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	35%	31%	38%	33%	30%	29%	24%	27%	25%	27%	28%	28%	26%	36%
	Fitter/welder/ Machinist	Avg Stipend/month	8500	9300	9700	9800	8500	9200	8300	8700	8300	8600	8900	8900	9500	9300
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	29%	35%	38%	39%	29%	35%	28%	31%	28%	30%	33%	33%	37%	35%
	Draughtsman	Avg Stipend/month	9000	9800	8900	9400	9000	8900	9400	8900	8500	9000	9600	10000	9200	9800
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	33%	39%	33%	36%	33%	33%	36%	33%	29%	33%	38%	40%	35%	39%
Trade: Degree Apprenticeship	Quality and Maintenance Apprentice	Avg Stipend/month	12000	11500	10800	12000	11500	10500	10300	9500	12000	9300	10100	10700	11800	11500
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	33%	30%	26%	33%	30%	24%	22%	16%	33%	14%	21%	25%	32%	30%
	Production Apprentice	Avg Stipend/month	9800	12000	11500	11000	10700	10600	11500	10000	9000	8900	10200	11900	12200	11600
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	18%	33%	30%	27%	25%	25%	30%	20%	11%	10%	22%	33%	34%	31%

Electrical & Electronics



		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
Diploma Apprenticeship	Assembly Line Operator	Avg Stipend/month	12900	13800	14000	14700	13000	11500	11100	12300	12200	9300	12400	12600	12700	12300
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	38%	42%	43%	46%	38%	30%	28%	35%	34%	14%	35%	37%	37%	35%
	Electrical Technician	Avg Stipend/month	10200	10700	10500	11700	11000	10700	10100	10000	10200	10400	-	11200	-	12700
		Minimum Stipend/month	8000	8001	8002	8003	8004	8005	8006	8007	8008	8009	8010	8011	8012	8013
		Var	22%	25%	24%	32%	27%	25%	21%	20%	21%	23%	-	28%	-	37%
Graduate Apprenticeship	Sales Executive	Avg Stipend/month	11000	13200	11900	13600	11300	13400	13700	10200	12700	10400	10700	12900	10100	12300
		Minimum Stipend/month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
		Var	18%	32%	24%	34%	20%	33%	34%	12%	29%	13%	16%	30%	11%	27%
	Machine Operator	Avg Stipend/month	11500	11800	11400	10700	11000	10000	10000	10100	11300	10200	11500	10900	10300	10200
		Minimum Stipend/month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
		Var	22%	24%	21%	16%	18%	10%	10%	11%	20%	12%	22%	17%	13%	12%



		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
Trade: Regular Apprenticeship	Electrician	Avg Stipend/month	8900	9300	8700	9200	8700	9800	9100	8300	8100	8100	9600	8500	8700	9700
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	33%	35%	31%	35%	31%	39%	34%	28%	26%	26%	38%	29%	31%	38%
	Computer Operator and Programming Assistant	Avg Stipend/month	7800	8500	7500	9500	9800	9000	8800	8700	8100	8400	7200	9700	8300	9500
		Minimum Stipend/month	6000	6001	6002	6003	6004	6005	6006	6007	6008	6009	6010	6011	6012	6013
		Var	23%	29%	20%	37%	39%	33%	32%	31%	26%	28%	17%	38%	28%	37%
Trade: Degree Apprenticeship	Operations Executive	Avg Stipend/month	10400	9400	9000	10200	10500	9500	9600	9000	11500	9500	9900	11500	10400	11000
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	23%	15%	11%	22%	24%	16%	17%	11%	30%	16%	19%	30%	23%	27%
	Technical Support Engineer	Avg Stipend/month	11900	12200	9900	11000	11300	12300	10900	10300	12200	10200	10500	12200	11500	11200
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	33%	34%	19%	27%	29%	35%	27%	22%	34%	22%	24%	34%	30%	29%
Graduate Apprenticeship	HR Executive	Avg Stipend/month	13300	14200	12500	14400	13300	12500	12200	12800	13500	13000	12200	13900	13000	13500
		Minimum Stipend/month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
		Var	32%	37%	28%	38%	32%	28%	26%	30%	33%	31%	26%	35%	31%	33%
	Technical Support Engineer	Avg Stipend/month	12200	13900	13100	13100	12900	13800	11000	12600	14200	12500	12400	12600	11900	11500
		Minimum Stipend/month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
		Var	26%	35%	31%	31%	30%	35%	18%	29%	37%	28%	27%	29%	24%	22%

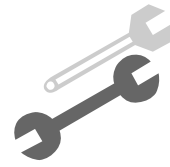


		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
Trade: Regular Apprenticeship	Helper	Avg Stipend/month	10800	11000	11200	10300	10300	9500	10000	10000	8500	11300	-	10200	9300	10000
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	44%	45%	46%	42%	42%	37%	40%	40%	29%	47%	-	41%	35%	40%
	Production Apprentice	Avg Stipend/month	9500	9500	10700	10300	10000	9400	10100	10000	10000	12300	12300	10000	10500	10000
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	37%	37%	44%	42%	40%	36%	41%	40%	40%	51%	51%	40%	43%	40%
Trade: Degree Apprenticeship	Finance Assistant	Avg Stipend/month	9500	11200	10700	12700	11500	12900	10500	11900	9000	12900	12500	10100	9000	10700
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	16%	29%	25%	37%	30%	38%	24%	33%	11%	38%	36%	21%	11%	25%
	Sales Associate	Avg Stipend/month	10900	12900	10300	12700	11400	11300	12800	9500	12800	10600	9500	12300	12400	12300
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	27%	38%	22%	37%	30%	29%	38%	16%	38%	25%	16%	35%	35%	35%
	ATM Technician	Avg Stipend/month	9700	12800	10300	11700	10700	9900	10900	9300	11300	9900	9200	11600	11000	11500
		Minimum Stipend/month	8000	8001	8002	8003	8004	8005	8006	8007	8008	8009	8010	8011	8012	8013
		Var	18%	37%	22%	32%	25%	19%	27%	14%	29%	19%	13%	31%	27%	30%



		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
Diploma Apprenticeship	IT Support Engineer(Technical Support Engineer)	Avg Stipend/month	9900	11000	9700	9600	9500	10000	10000	9200	11300	10100	9400	9800	9000	10200
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	19%	27%	18%	17%	16%	20%	20%	13%	29%	21%	15%	18%	11%	22%
	Operations Executive	Avg Stipend/month	10000	11500	9800	9900	9500	9700	10000	9400	11700	11300	9600	10500	11000	11200
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	20%	30%	18%	19%	16%	18%	20%	15%	32%	29%	17%	24%	27%	29%
Graduate Apprenticeship	Collection Executive	Avg Stipend/month	12200	13200	13200	12100	12900	13000	12300	12300	14500	12600	12400	11800	11300	13100
		Minimum Stipend/month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
		Var	26%	32%	32%	26%	30%	31%	27%	27%	38%	29%	27%	24%	20%	31%
	Customer Service Executive	Avg Stipend/month	12800	13900	12700	12900	12900	12400	13100	12700	15200	14100	12400	12400	11800	13200
		Minimum Stipend/month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
		Var	30%	35%	29%	30%	30%	27%	31%	29%	41%	36%	27%	27%	24%	32%

Services Including Repair and Maintenance



		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
Trade: Regular Apprenticeship	Fitter/Welder	Avg Stipend/month	8500	8500	9700	8800	9300	9800	8500	8700	7500	8300	7200	9600	8200	9500
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	29%	29%	38%	32%	35%	39%	29%	31%	20%	28%	17%	38%	27%	37%
	Automotive Mechanic	Avg Stipend/month	7900	9300	8500	7700	7000	7800	7900	8700	8000	8300	7400	10000	9000	8300
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	24%	36%	29%	22%	14%	23%	23%	31%	25%	28%	19%	40%	33%	27%
	Electrician	Avg Stipend/month	8200	8800	8000	8700	8600	9200	7600	9300	7900	8200	7800	9200	8900	10000
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	27%	32%	25%	31%	30%	35%	21%	35%	24%	27%	23%	35%	33%	40%
Diploma Apprenticeship	Technician	Avg Stipend/month	10000	10500	9100	10000	10800	10500	10000	9300	10500	9800	8800	11000	-	12500
		Minimum Stipend/month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
		Var	20%	24%	12%	20%	26%	24%	20%	14%	24%	18%	9%	27%	-	36%



Trade: Regular Apprenticeship		Stipend/Var	Ahmedabad	Bengaluru	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kochi	Kolkata	Lucknow	Mumbai	Nagpur	Pune
		Avg Stipend/month	11600	11900	-	11500	-	11400	11900	10500	-	10000	10500	10800	10300	11100
		Minimum Stipend/month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
		Var	22%	24%	-	22%	-	21%	24%	14%	-	10%	14%	17%	13%	19%
	Laboratory Assistant	Avg Stipend/month	9200	-	8500	-	-	9500	9200	8100	-	8800	8200	10500	-	9500
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	35%	-	29%	-	-	37%	35%	26%	-	32%	27%	43%	-	37%
	Attendant	Avg Stipend/month	8200	8600	8000	8300	8000	7800	8300	-	7500	8100	7300	7900	-	7900
		Minimum Stipend/month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
		Var	27%	30%	25%	28%	25%	23%	28%	-	20%	26%	18%	24%	-	24%

Minimum Government notified stipends

Minimum Stipends (As per Apprenticeship Act)

Education Category	Minimum Stipend/month
School pass-outs (class 5th - class 9th)	INR. 5,000 per month
School pass-outs (class 10th)	INR. 6,000 per month
School pass-outs (class 12th)	INR. 7,000 per month
National or State Certificate holder	INR. 7,000 per month
Technician (vocational)	INR. 7,000 per month
Technician apprentices or diploma holder	INR. 8,000 per month
Degree apprentices or degree in any stream	INR. 8,000 per month
Graduate apprentices	INR. 9,000 per month

Research Methodology

Steps in salary computation and Constraints

NETAP Stipend Aggregation:

- Stipend payouts in FY-2021, FY-2022 of about 1,16,000 NETAP (NEEM & NAPS data) apprentice associates across 1,500 locations (aggregated into 14 hub cities), across 24 industries and across 553 unique number of employers covered in the study.
- 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

The document has the following constraints on data:

- Results are based on the stipend earnings between FY-2021 and FY-2022, across 1,16,000 NETAP (NEEM & NAPS data) apprentice associates employed in organizations across 14 cities.
- The information provided does not reflect level of responsibility of the job seekers.
- 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.

Bibliography and Glossary of Definitions

- www.apprentice.gov.in
- www.vikaspedia.in
- <https://public.knoema.com/cmsnfbg/cost-of-living-index-of-india-by-cities>

Definitions:

- Stipends: Median / Mean of stipend payouts/month, made as part of the NETAP program during FY-2021, FY2022 reported at the respective levels of analysis
- Variance: the difference between Median / Mean Stipend and Minimum Government notified stipend, expressed as a percentage of the Median / Mean Stipends, reported at the respective levels of analysis
- Premium Stipend refers to top stipend pay out for a particular job role in a particular city/sector/education
- Trade Category Apprentices : Candidates who competed 8th, 10th and 12th
- Degree Category Apprentices : 12th equivalent and ITI
- Graduate Category Apprentices: Candidates who holds a degree in engineering/non-engineering and undergoing apprenticeship training in designated trade
- Diploma Category Apprentices: Candidates who holds a diploma in engineering / non-engineering and undergoing apprenticeship training in designated trade.

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