

Stipend Primer

Post-pandemic special

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Executive Summary

Executive Summary

Stipends are headed north: Stipends continue to grow in spite of the pandemic, and are likely to grow at an overall rate exceeding **3%** during 2021.

Year-on-year trends (2018 to 2020):

Aggregate Stipend:

There is a steady linear upward trend in aggregate, overall stipend from 2018 to 2020 (unlock), notwithstanding the impact of COVID-19.

2018 - INR 10,900

2019 - INR 11,860

2020 - INR 12,200

Sector wise Stipend Trends:

Sectors that are paying significantly higher in 2020:

Manufacturing Industry : Electrical & Electronics (17%), Healthcare & Pharmaceuticals(11%)

Services Industry: Ecommerce (39%), Education (34%)

Sectors that are paying significantly lower in 2020: (Note: - (Minus sign indicates % reduction in stipend from 2019)

Manufacturing Industry: Apparel & Textile (-5%), Manufacturing & Engineering (1%), FMCG/D (1%)

Services Industry: Beauty & Wellness (-16%), Tourism & Hospitality (-15%)

City wise Stipend Trends:

2019 vs. 2018

10 out of 12 cities witnessed growth in stipends in 2019 when compared to 2018. Exceptions were Delhi and Nagpur.

2020 vs. 2019

10 out of 12 cities witnessed growth in stipends in 2020 when compared to 2019. Exceptions were Hyderabad and Kolkata.

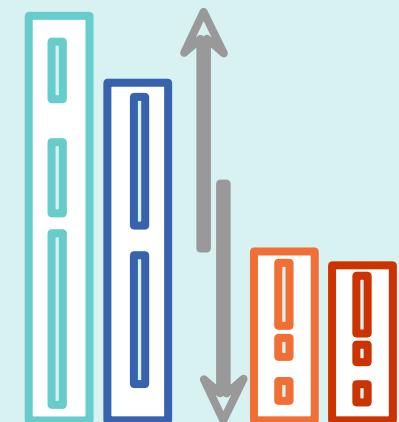
Cities that are paying significantly higher in 2020:

Pune (16%)

Delhi (12%) – Delhi has emerged as a leader in 2020 from a being laggard in 2018

Cities that are paying significantly lower in 2020: (Note: - (Minus sign indicates % reduction in stipend from 2019)

Hyderabad (-5%), Kolkata (-5%)



Executive Summary

Educational Qualification wise Stipend Trends:

2018 vs. 2019 vs. 2020

Stipend growth had been moderate across all education levels during 2019 and 2020.
Post graduates continue to be paid the highest in this time period.

Job role wise Stipend Trends:

Top 3 roles in 2019

Software Developer (INR 16,300), Chemist (INR 16,250) and Design Engineer (INR 15,900)

Stipend Analysis for 2019

Stipend comparison by educational qualification:

- Post Graduates are paid well in the Education, Healthcare & Pharmaceuticals and FMCG sectors.
- Engineering Graduates are best paid in the Automobile & Ancillaries, Manufacturing & Engineering and Construction sectors
- Diploma holders are paid relatively higher in the Electrical & Electronics, Ecommerce and Education sectors.
- Non Engineering graduates are paid notably higher in Ecommerce, Transport & Logistics and Education sectors.
- ITI apprentices are paid better than 8th, 10th, 12th standard qualified apprentices in Automobile, FMCG, Manufacturing and Retail
- Overall, Services Industry trumps Manufacturing as a pay master. Ecommerce and Education sectors under the Services Industry, emerge as the top paying sectors for apprentices across all qualifications.

Stipend comparison by job profiles and by business size:

- In general, large businesses pay better than medium and small businesses across job profiles.
- Large businesses pay about **4% - 18% higher than medium and 20% - 35% higher than small** businesses.

Average Stipend vs. Minimum Stipend:

- Apprentices are paid significantly well above the minimum notified stipends across all categories.
- The average stipend paid is anywhere between **25% and 44%** more than the minimum mandated stipend.

Average Stipend vs. Minimum Stipend - By City and Apprentice category:

- In general, the variance between the minimum stipend and the average paid stipend is slightly higher for Trade apprentices when compared to Technician and Graduate apprentices.
- Bangalore, Chennai and Hyderabad emerge as the best pay masters.



Executive Summary

Premium Stipend vs. Average Stipend - By City and Qualification:

■ With the exception of Chandigarh for Post Graduates and Chandigarh and Indore for Engineering Graduates, the premium stipend paid is anywhere from 1.5 to 2.5 times the average stipend for the respective city.

Apprentice Mobility

Cost of living Vs. stipend:

It would be more feasible for candidates to move from the main hub cities to satellite cities / towns (comparing normalized stipends with the cost of living index between the two regions).

Favourable and non favourable cities to work in:

Mangalore and Mysore are the most favourable cities.

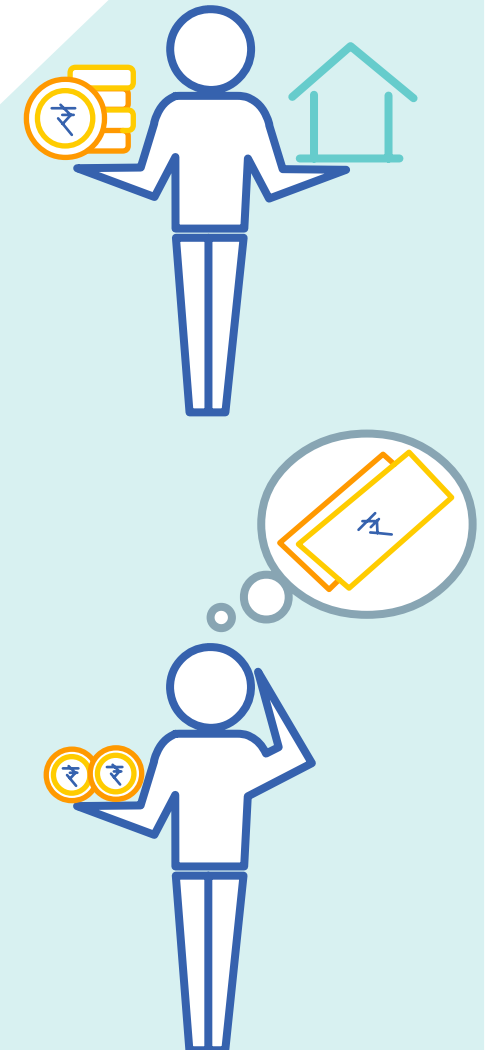
Gurgaon and Noida are the least favourable cities.

Candidate Stipend Expectation

Candidates expect significantly higher stipends than what employers pay. The top 4 metro cities (in terms of candidate expectations) are as follows:

Bangalore [Candidate Expectation: Rs. 15,500 | Market Stipend: Rs. 12,350], **26%** above the average market stipend
Delhi [Candidate Expectation: Rs. 15,000 per month | Market Stipend: Rs. 11,050], **36%** above the average market stipend
Mumbai [Candidate Expectation: Rs. 14,500 per month | Market Stipend: Rs. 11,550], **26%** above the average market stipend
Chennai [Candidate Expectation: Rs. 14,200 per month | Market Stipend: Rs. 12,100], **17%** above the average market stipend

Delhi has the maximum variation between actual and expected stipends (INR 3,959).



Executive Summary

Stipend Trends before and during COVID-19: Overall, with the exception of a few cities, sectors and job roles, stipends have returned to pre COVID levels, or have even increased beyond pre-COVID levels.

Sectors under Manufacturing Industry:

- Three out of six sectors under Manufacturing Industry witness stipend revival to near pre-COVID levels, from the lows of the initial lockdown, and the remaining three sectors witness a revival to levels better than pre-COVID.
- Stipends in the Electrical & Electronics and Healthcare & Pharmaceutical sectors rallied up from the lockdown levels, driven by demand for their goods and services.
- Apparels & Textiles sector took the deepest stipend hit (-25%) during the initial lockdown.
- Apparels & Textiles, FMCG and Manufacturing sectors are yet to see stipends recover to their pre COVID levels.
- While stipend levels in the Automobiles sector took an initial hit of -13%, they quickly rallied up and crossed pre covid levels by August 2020.

Sectors under Service Industry:

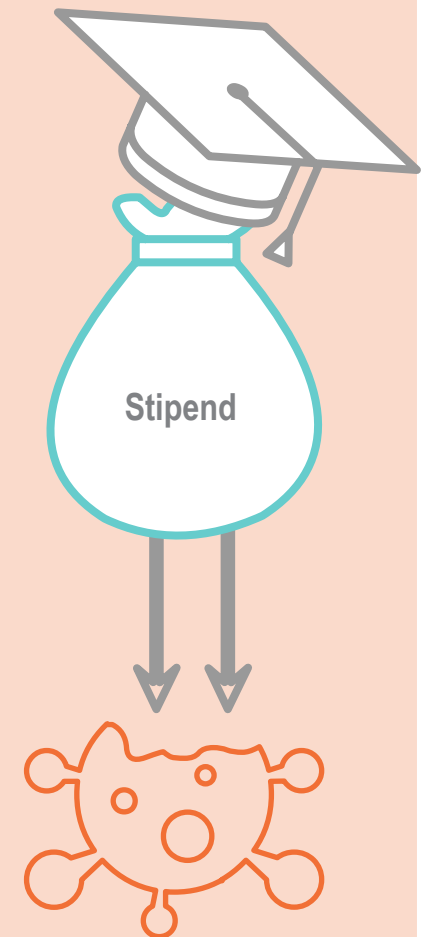
- In sectors that benefited from COVID (such as Ecommerce, Education (Ed Tech) and Telecommunication) stipends witnessed an upward spike during April – May and continued to increase beyond their pre-COVID levels.
- 9 out of 11 Service based sectors, had a drastic drop in stipends during lockdown period (April and May 2020).
- Tourism & Hospitality, Beauty & Wellness and Construction & Real estate sectors were deeply impacted by COVID and continue to pay lower stipends than their pre COVID levels despite initial surges.

COVID impact on stipend trends – By Cities: The COVID aftermath has been quite beneficial for apprentices, in general.

- Stipends in 3 out of 6 metro cities revived significantly in June 2020 from a drastic drop during lockdown period (April – May 2020)
- Top 3 cities with drastic fall during the initial lockdown: Metro : Chennai by 19%, Delhi by 11% and Hyderabad by 8%.
Non Metro : Chandigarh by 15%, Indore by 11 and Nagpur by 7%
- Cities that are still below pre COVID levels as of the Unlock period: Metro : Hyderabad and Kolkata. Non Metro : Indore and Nagpur

COVID impact on stipend trends – By Technical and Functional job roles:

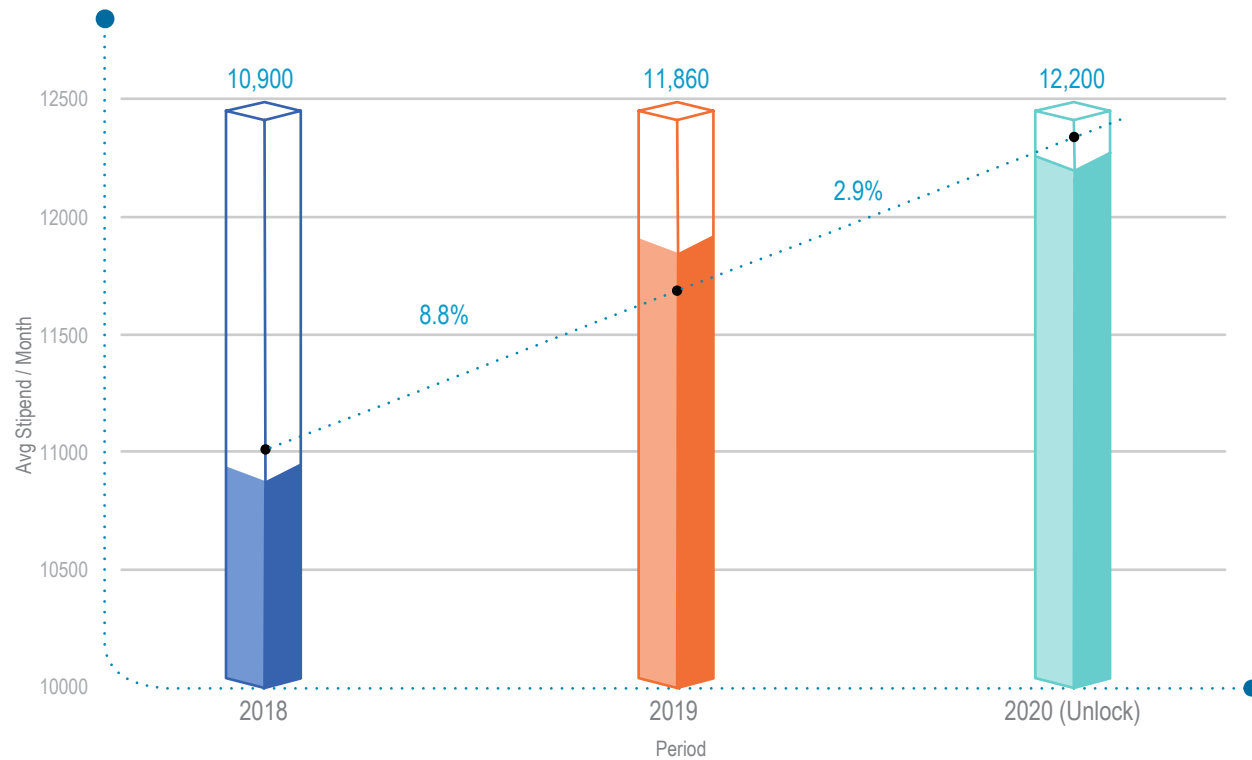
- Lab technicians were in high demand from the onset of the COVID-19, ensuring that their stipends kept increasing from the initial lockdown period itself.
- Stipends of all jobs roles have revived from their lows, and have either exceeded or reach near pre COVID levels as of the Unlock period.
- Stipends of all technical (except that of Lab technicians) and Functional job roles took a hit during April – May 2020.



Stipend Analysis

Topline Findings and comparison with historical data

Stipend Trend – 2018 till 2020 (Unlock)



Stipends are
headed
north!

■ Stipends continue to grow in spite of the pandemic, and are likely to grow at an overall rate in excess of 3% during 2021.

“ ■ There is a steady linear upward trend in aggregate stipends from 2018 to 2020 (unlock). ”

■ This clearly indicates the although organizations suffered a setback during COVID-19, they have continued to move towards paying higher levels of stipends.

Sector wise Rankings (2018 - 2020 (Unlock))

(based on sector wise average stipend)

Rank	2018	2019	2020 (Unlock)
1	Beauty & Wellness	Construction & Real Estate (+1)	E - Commerce (+8)
2	Construction & Real Estate	Beauty & Wellness (-1)	Education (+13)
3	Tourism & Hospitality	IT / ITeS (+1)	Construction & Real Estate (-2)
4	IT / ITeS	Tourism & Hospitality (-1)	Healthcare & Pharmaceuticals (+4)
5	Automobile & Ancillaries	Agriculture & Agro Chemicals (+4)	Transport & Logistics (+8)
6	FMCG/D	FMCG/D (0)	Retail (+4)
7	Manufacturing & Engineering	Manufacturing & Engineering (0)	IT / ITeS (-4)
8	Healthcare & Pharmaceuticals	Healthcare & Pharmaceuticals (0)	Automobile & Ancillaries (+3)
9	Agriculture & Agro Chemicals	E - Commerce (+2)	Manufacturing & Engineering (-2)
10	Retail	Retail (0)	Agriculture & Agro Chemicals (-5)
11	E - Commerce	Automobile & Ancillaries (-6)	Beauty & Wellness (-9)
12	Transport & Logistics	BFSI (+1)	FMCG/D (-6)
13	BFSI	Transport & Logistics (-1)	BFSI (-1)
14	Education	Media & Entertainment (+1)	Media & Entertainment (0)
15	Media & Entertainment	Education (-1)	Tourism & Hospitality (-11)
16	Apparel & Textiles	Apparel & Textiles (0)	Electrical & Electronics (+1)
17	Telecom	Electrical & Electronics (+1)	Telecom (+1)
18	Electrical & Electronics	Telecom (-1)	Apparel & Textiles (-2)

While the ranking of 16 out of 18 sectors (in terms of stipend payouts) didn't see much variance in 2019 compared to 2018, Agriculture & Agrochemicals jumped ranks significantly at first. However, it subsequently fell from the fifth to the tenth position in 2020 (Unlock). The Automobile sector fell from the fifth position in 2018 to eleventh position in 2019 but moved up to rank eighth in 2020 (unlock).

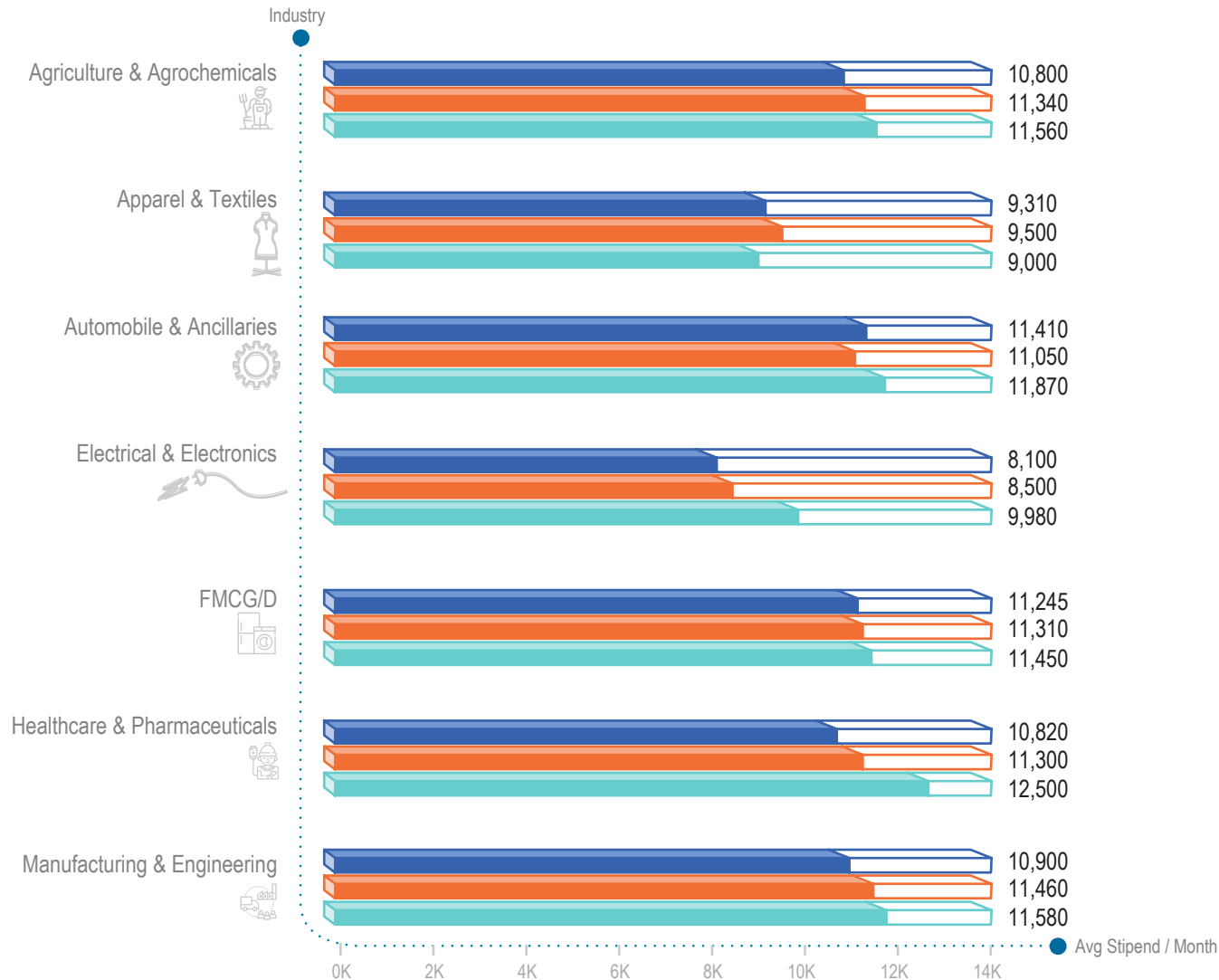
Prominent sectors which moved up to top ranking positions in 2020 (unlock) from lower positions in 2019: Ecommerce (First position in 2020 from ninth position in 2019), Education (Second Position in 2020 from fifteenth position in 2019).

Sectors which witnessed drastic drops in 2020 from top positions in 2019: Tourism & Hospitality (Fifteenth position in 2020 from fourth position in 2019), Beauty & Wellness (Eleventh position in 2020 from second position in 2019).

Sector wise Stipend Trends (2018 - 2020 (Unlock)) –

Manufacturing & Agriculture Industry

Stipend Trends – Manufacturing & Agriculture Industry



■ Among the sectors in manufacturing & agriculture industry, 6 out of 7 sectors (Agriculture & Agro chemicals, FMCG, Manufacturing & engineering, Healthcare & Pharmaceuticals and Automobile & Ancillaries) paid a higher stipend in 2020 (Unlock) as compared to 2019.

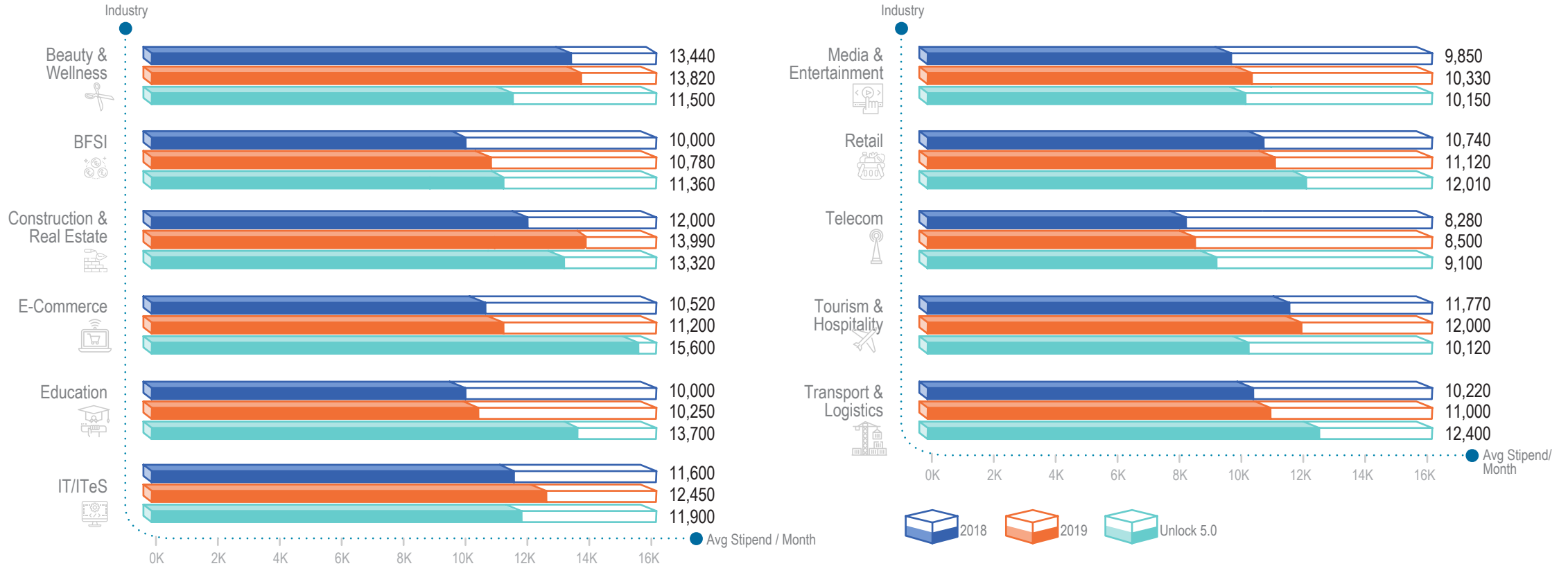
■ Stipends in five out of seven sectors have witnessed a steady growth from 2018 till 2020 (Unlock).

■ Electrical & Electronics and Healthcare & Pharmaceuticals recorded their highest growth of 17% and 11% respectively in 2020 (Unlock) compared to 2019.

2018 2019 Unlock 5.0

Sector wise Stipend Trends (2018 - 2020 (Unlock)) – Services Industry

Stipend Trends – Services Industry



- “ Six out of eleven services industry sectors (BFSI, Ecommerce, Education, Retail, Telecom and Transport & Logistics) paid a higher stipend in 2020 (Unlock) as compared to 2019. Stipends of all these 6 sectors witnessed a steady growth from 2018 till 2020 (Unlock) ”
- Ecommerce and Education recorded the highest growth in stipends in 2020 (unlock) – 39% and 34% respectively compared to 2019.

City wise Rankings(2018 - 2020 (Unlock))

(based on city wise average stipends)

Rank	2018	2019	2020 (Unlock)
1	Bangalore	Bangalore (0)	Pune (+4)
2	Hyderabad	Chennai (+4)	Bangalore (-1)
3	Delhi	Hyderabad (-1)	Delhi (+3)
4	Nagpur	Mumbai (+4)	Chennai (-2)
5	Pune	Pune (0)	Mumbai (-1)
6	Chennai	Delhi (-3)	Ahmedabad (+3)
7	Chandigarh	Nagpur (-3)	Coimbatore (+3)
8	Mumbai	Chandigarh (-1)	Chandigarh (0)
9	Coimbatore	Ahmedabad (+2)	Nagpur (-1)
10	Kolkata	Coimbatore (-1)	Hyderabad (-7)
11	Ahmedabad	Kolkata (-1)	Kolkata (0)
12	Indore	Indore (0)	Indore (0)

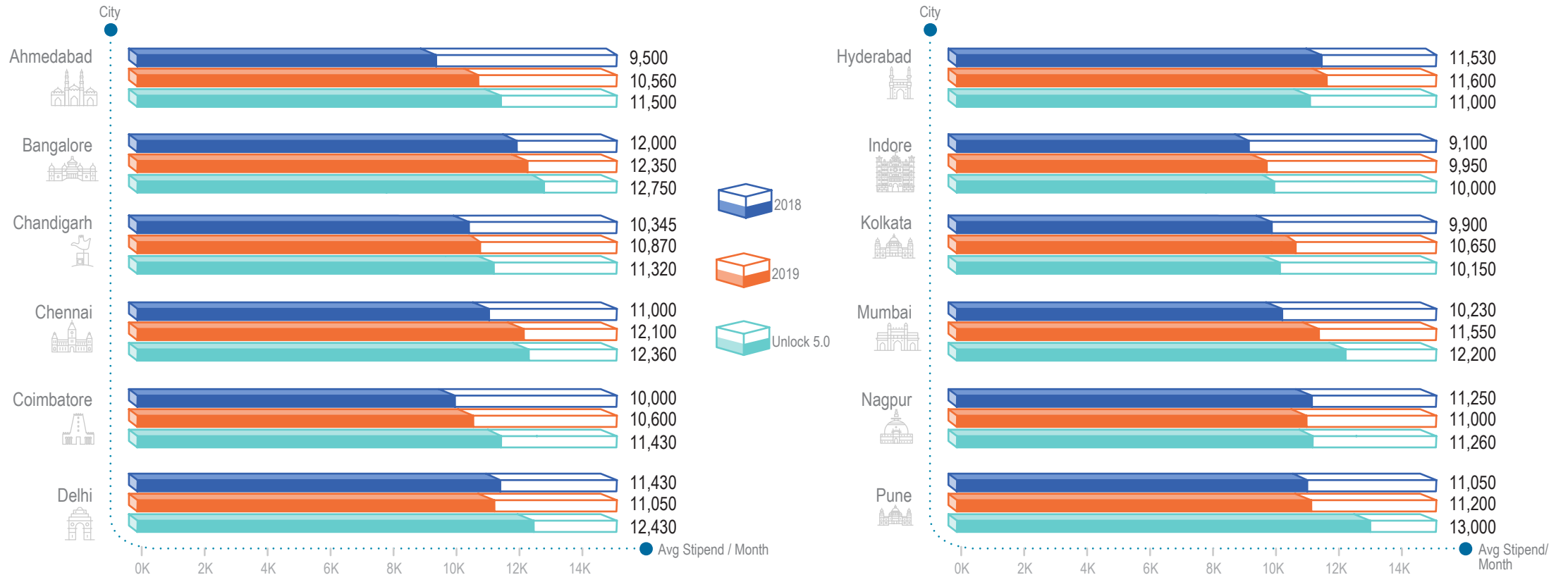
Chennai and **Mumbai** witnessed significant growth in stipends in 2019 compared to 2018. Chennai moved up to the second position (in terms of stipend payouts) in 2019 from the sixth position in 2018. Mumbai moved up to the fourth position in 2019 from the eighth position in 2018. However, these two cities dropped to the fourth (Chennai) and fifth (Mumbai) positions in 2020(unlock)

Stipends in **Pune** grew steeply in 2020 (unlock) and topped the list, up from the fifth position in 2019. **Hyderabad** reported a drastic drop in stipend payouts, down from the third position in 2019 to the tenth position in 2020 (Unlock).

City wise Stipend Trends (2018 - 2020 (Unlock))

Top & Bottom Cities

Stipend Trends – by city

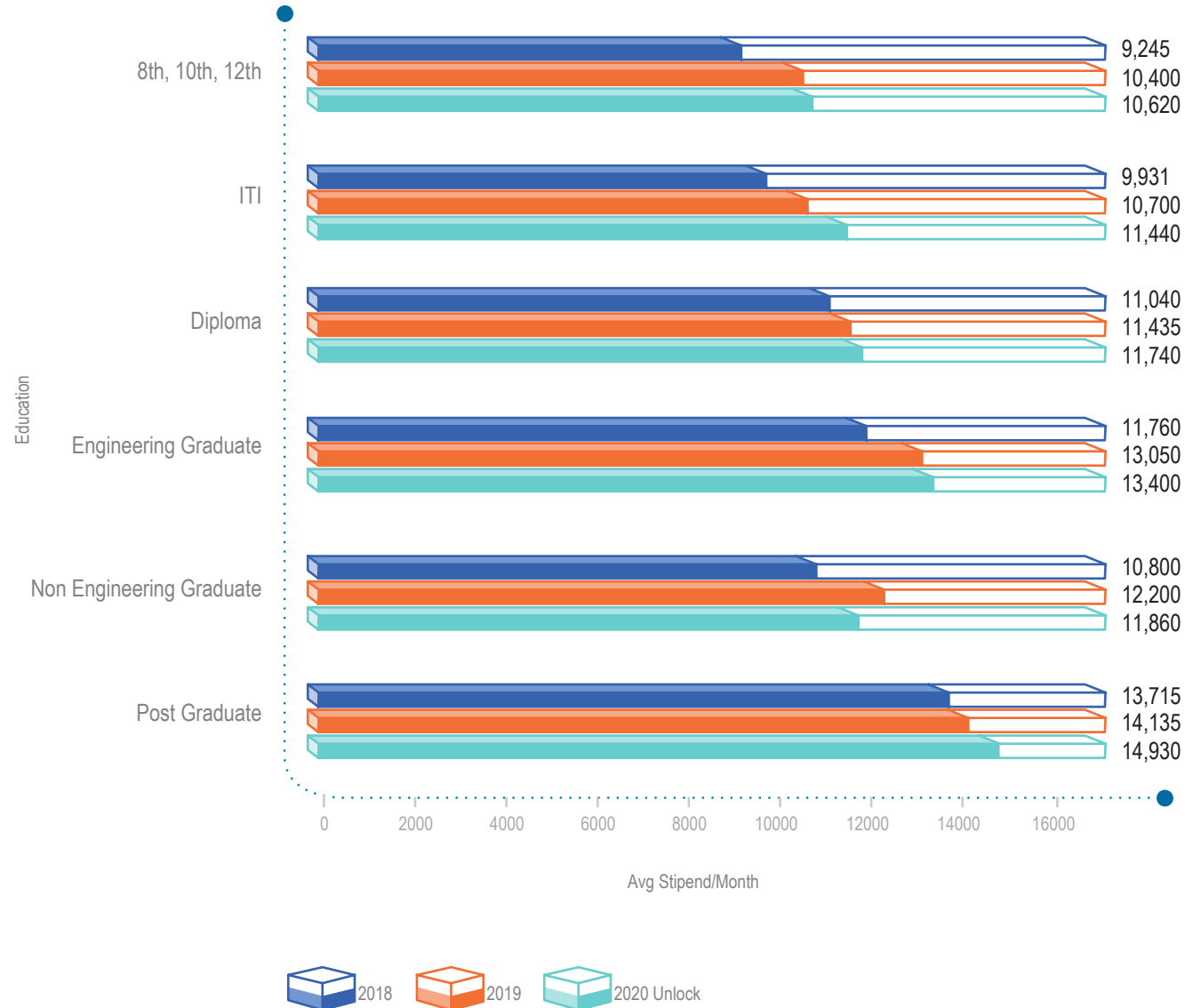


- “ With the exception of Hyderabad (-5%) and Kolkata (-5%), the remaining 10 cities witnessed a significant growth in stipends in 2020 (Unlock) from 2019. ”
- Pune (+16%) and Delhi (+12%) witnessed the highest year-on-year increase in stipends from 2019.

Stipend Analysis (2018-2020(Unlock))

by Education

Stipend Analysis – by Education



Stipend growth has been moderate across all educational qualifications in the last 2 years.

“ Similar to 2018, post-graduates continue to enjoy being the highest paid in 2019 as well as in 2020, followed by Engineering and Non-Engineering graduates. ”

Stipend Analysis (2018-2020(Unlock))

Top Job Roles

Top job roles	2018	2019	2020 (Unlock)
 Software Developer	15,500	16,300	15,200
 Chemist	14,650	16,250	14,720
 Design Engineer	15,250	15,900	16,000
 Software Testing Apprentice	13,240	14,640	15,300
 Beauty Therapist	13,365	14,450	11,120
 Customer Service Executive	13,500	14,400	15,150
 Mechanical Technician	14,550	14,000	13,900
 Marketing Executive	14,100	13,600	14,130
 Fashion designer	12,270	13,550	12,300
 Sales Executive	11,480	12,180	13,000

Software Developers are the highest paid job role in 2019, followed by Chemist and Design Engineers. Although the stipends for 5 out of 10 profiles witnessed a drop during 2020(unlock), the remaining 5 profiles exceeded the 2019 stipends.

The graphic features a light gray rectangular box in the center. The background is split diagonally from the top-left to the bottom-right. The bottom-left triangle is light blue, and the top-right triangle is light orange. The text 'Stipend Analysis' is in a smaller blue font, and '2019' is in a larger, bold blue font, both centered within the gray box.

Stipend Analysis
2019

Stipend Analysis

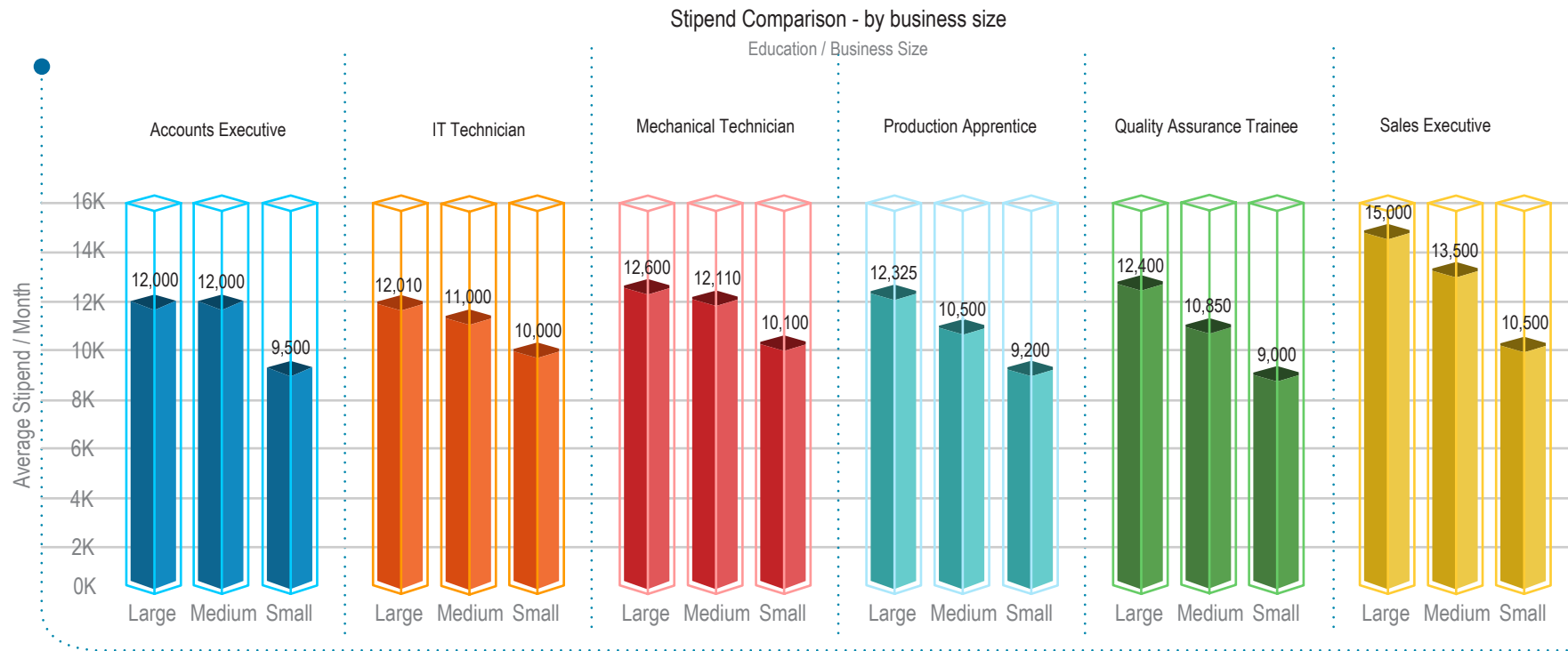
Stipend comparison by educational qualification



- Post Graduates are well paid in sectors like Education, Healthcare & Pharmaceuticals and FMCG
 - Engineering Graduates are best paid in Automobile & Ancillaries, Manufacturing & Engineering and Construction.
 - Diploma holders and Non engineering graduates are paid almost on par across sectors. However, diploma holders are paid more in Electrical & Electronics, Ecommerce and Education while Non Engineering graduates are paid notably higher in Ecommerce, Transport & Logistics and Education.
 - Diploma holders are paid significantly higher than ITI's across sectors.
 - Stipend for ITI and 8th, 10th, 12th pass out candidates are similar for most sectors, except for Automobile, FMCG, Manufacturing and Retail where ITI's are paid higher.
- Overall, Services Industry trumps Manufacturing industry in terms of being the better pay master.

Stipend Analysis

Stipend comparison by job profiles and by business size

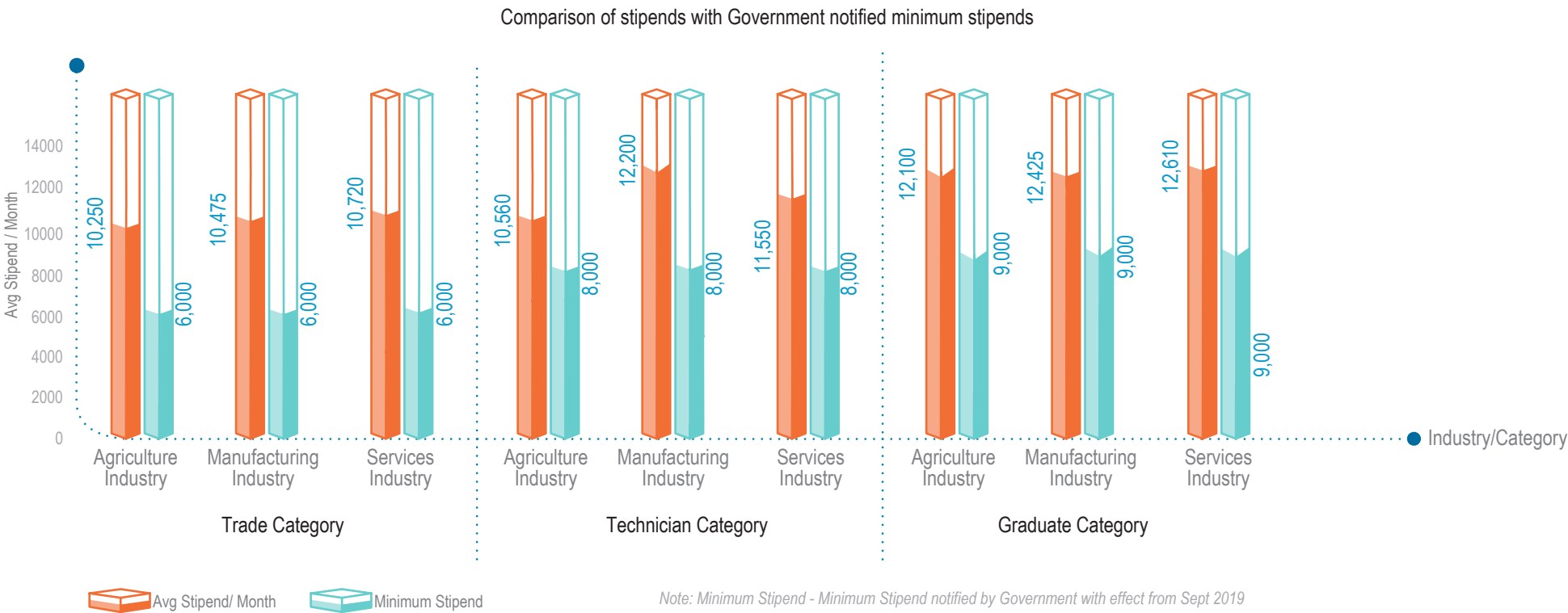


Across a representative set of job profiles, large businesses pay about 20%- 35% higher than small businesses and 4%- 18% higher than medium sized businesses.

However, certain profiles like Accounts Executive and Mechanical Technician are paid similar stipends by Large and medium businesses.

Industry Stipend Analysis

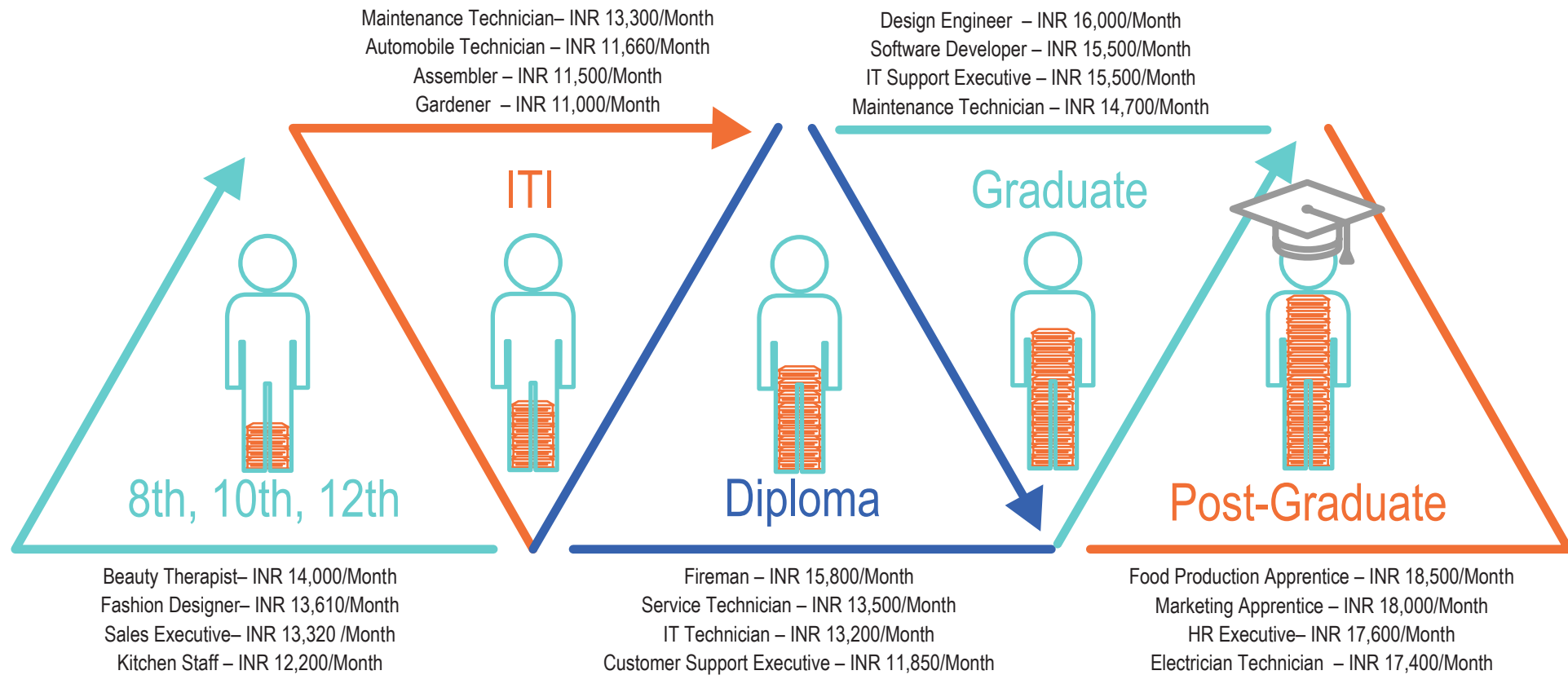
Comparison of average stipend payouts with the Minimum Stipends



Apprentices are paid significantly well above the minimum notified stipends across all categories.

While Technicians and Graduates earn nearly **1.5 times** above minimum stipends, trade apprentices are paid nearly twice the mandated minimum stipends.

Stipend Analysis (2019) – Top Job Roles by Education

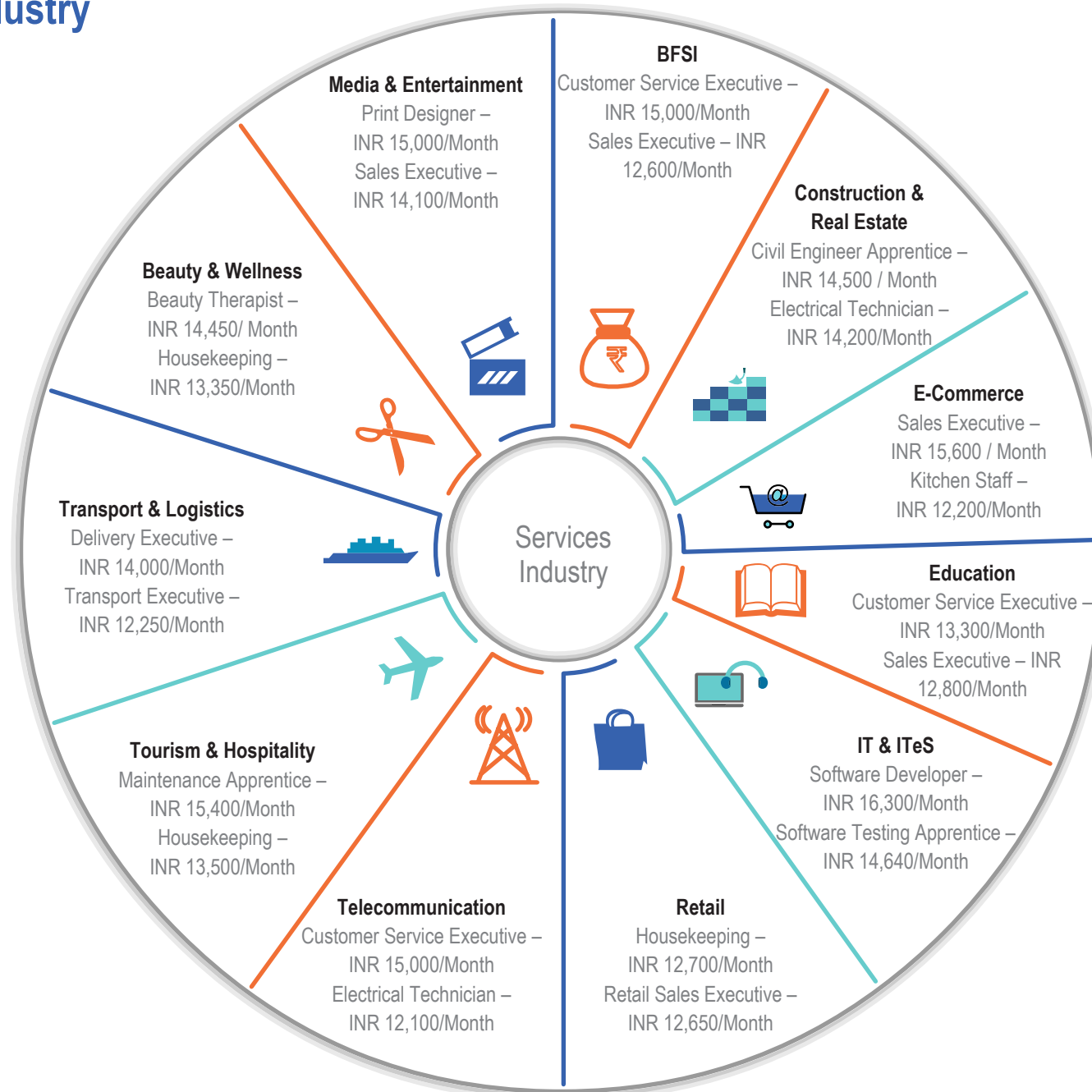


“In general, stipend payouts increase in proportion with the education qualification. Nevertheless, some profiles attract higher stipends based on the demand and role complexity irrespective of the educational background. For example, a Beauty Therapist with 8th, 10th or 12th pass out as an education qualification can earn INR 14,600/Month while a Customer Support Executive with a diploma might earn only INR 11,850/Month.”

Stipend Analysis (2019) – Top Job Roles by Education

Top Job Roles – by Industry

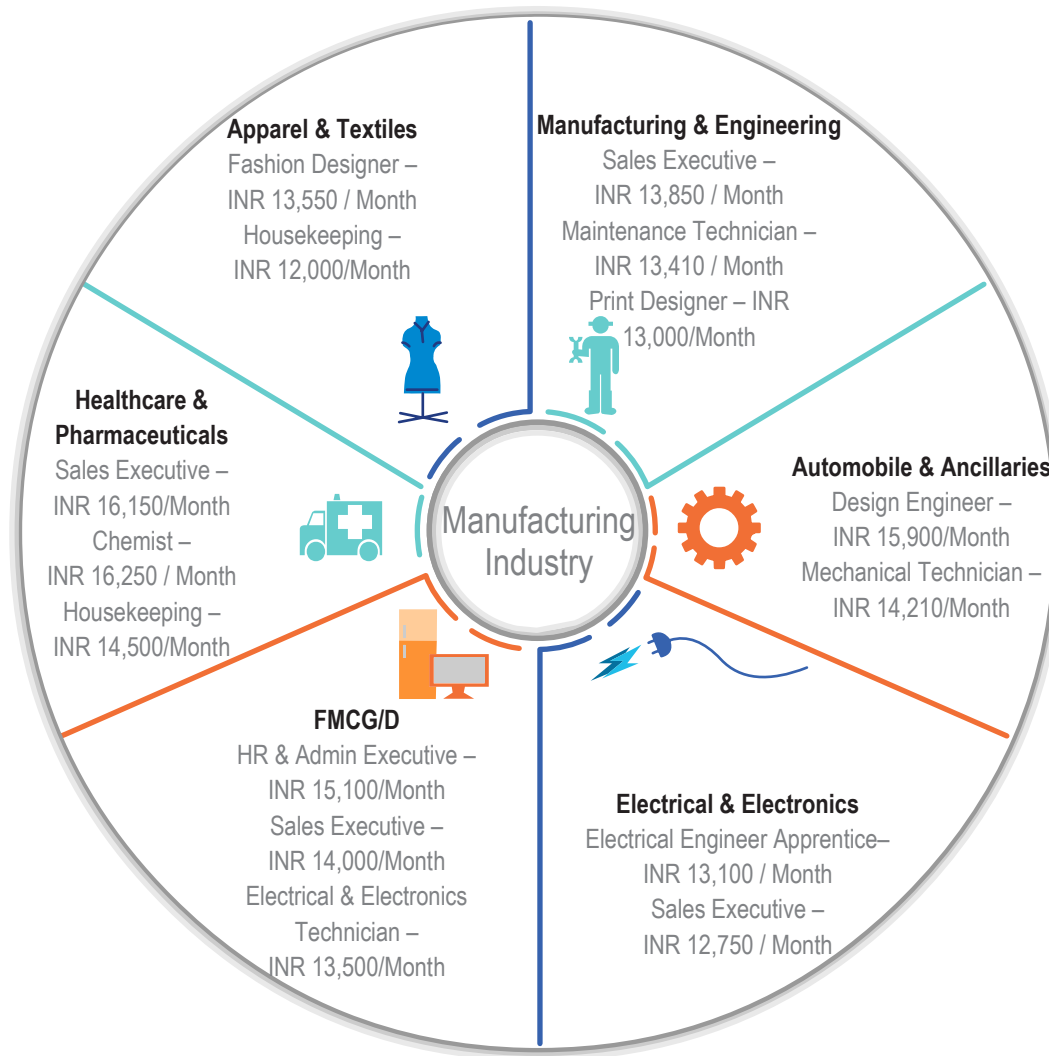
Services



Data Source: TeamLease-valuvox analysis, 2019,2020(Unlock) | TeamLease survey – Sept 2020 | Aggregators of Apprenticeship programs, job portal data, Team lease (NETAP)

Top Job Roles – by Industry

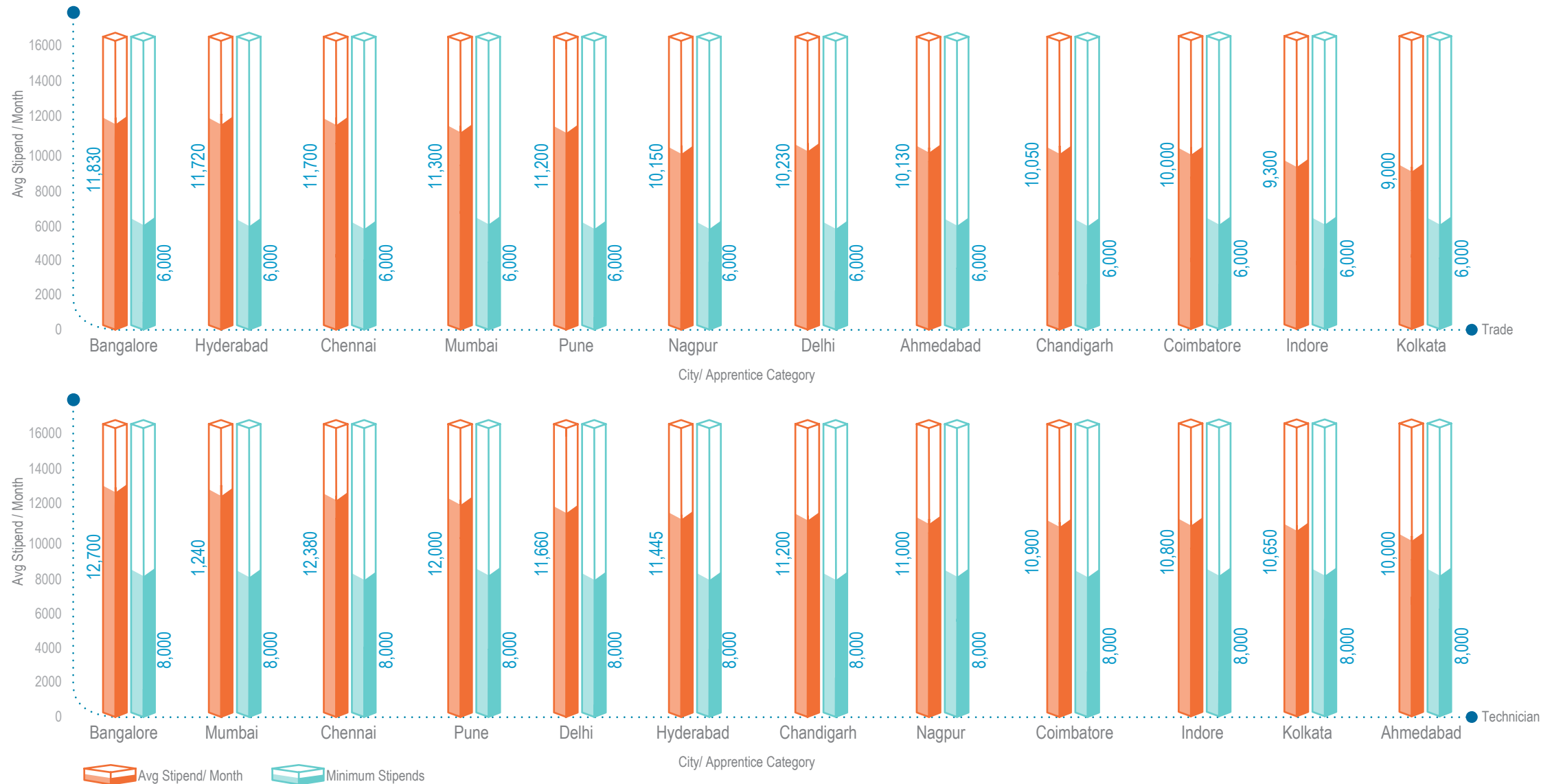
Manufacturing and Agriculture



Stipend Analysis

Comparison of Average stipend payouts with the Minimum Stipends – by City/Apprentice Category

Comparison of stipend payouts with notified minimum stipends – by City/ Apprentice Category

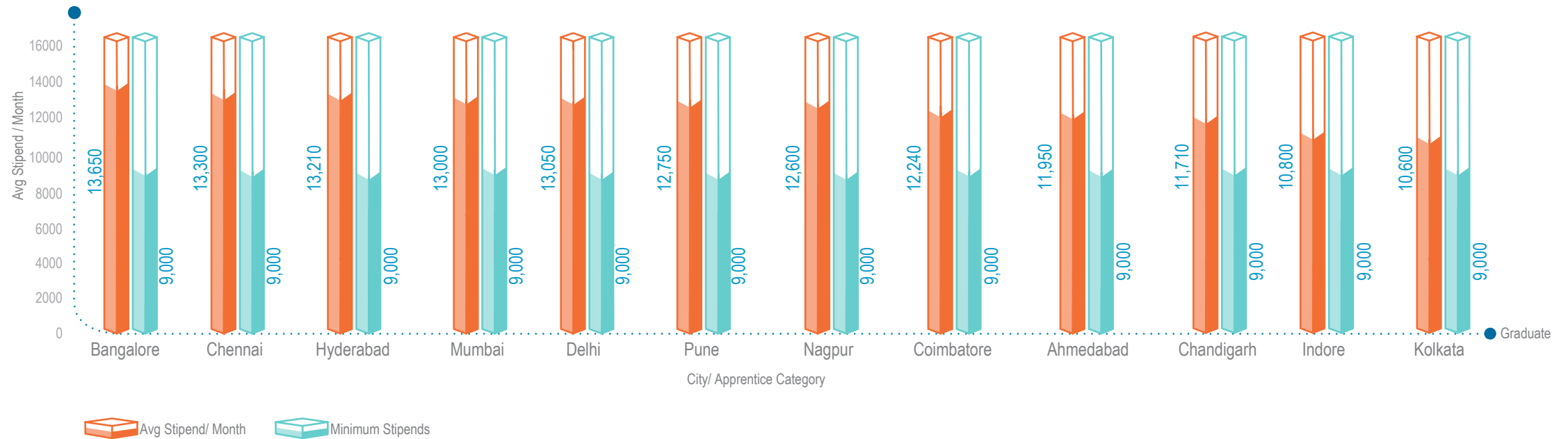


Data Source: TeamLease-valuvox analysis, 2019,2020(Unlock) | TeamLease survey – Sept 2020 | Aggregators of Apprenticeship programs, job portal data, Team lease (NETAP)

Stipend Analysis

Comparison of Average stipend payouts with the Minimum Stipends – by City/Apprentice Category

Comparison of stipend payouts with notified minimum stipends – by City/ Apprentice Category



■ **Trade apprentices** from Bangalore, Hyderabad and Chennai are paid well and earn almost twice that of the minimum mandated stipends.

■ **Technician apprentices** from Bangalore, Mumbai and Chennai.

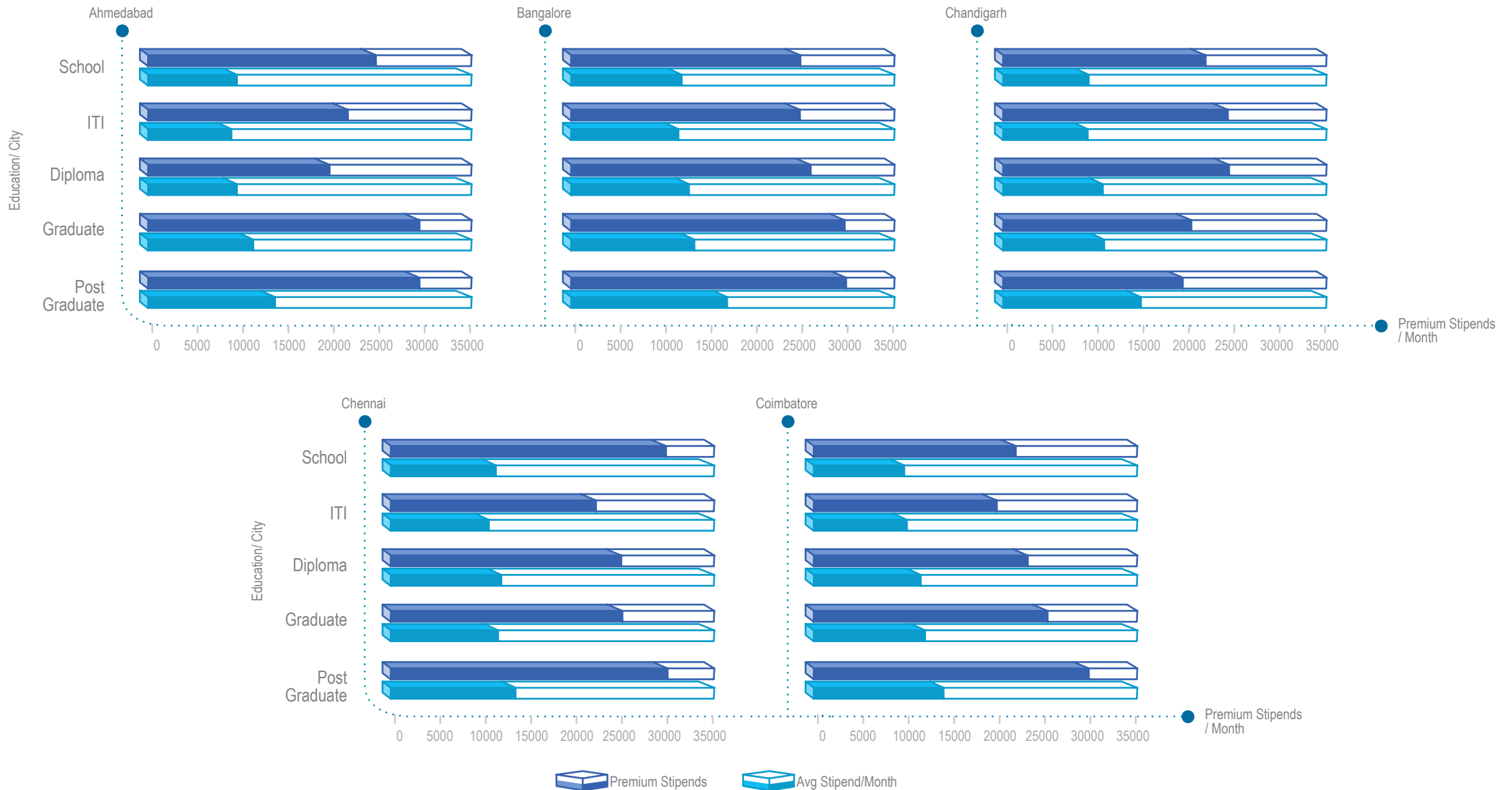
■ **Graduate apprentices** from Bangalore, Hyderabad and Chennai are paid more than 1.5 times the minimum mandated stipends.

■ Overall, Bangalore, Chennai and Hyderabad emerge as the best pay masters. However, cost of living remains a major factor for the candidates before moving into these cities.

Stipend Analysis

Premium stipends paid against norms

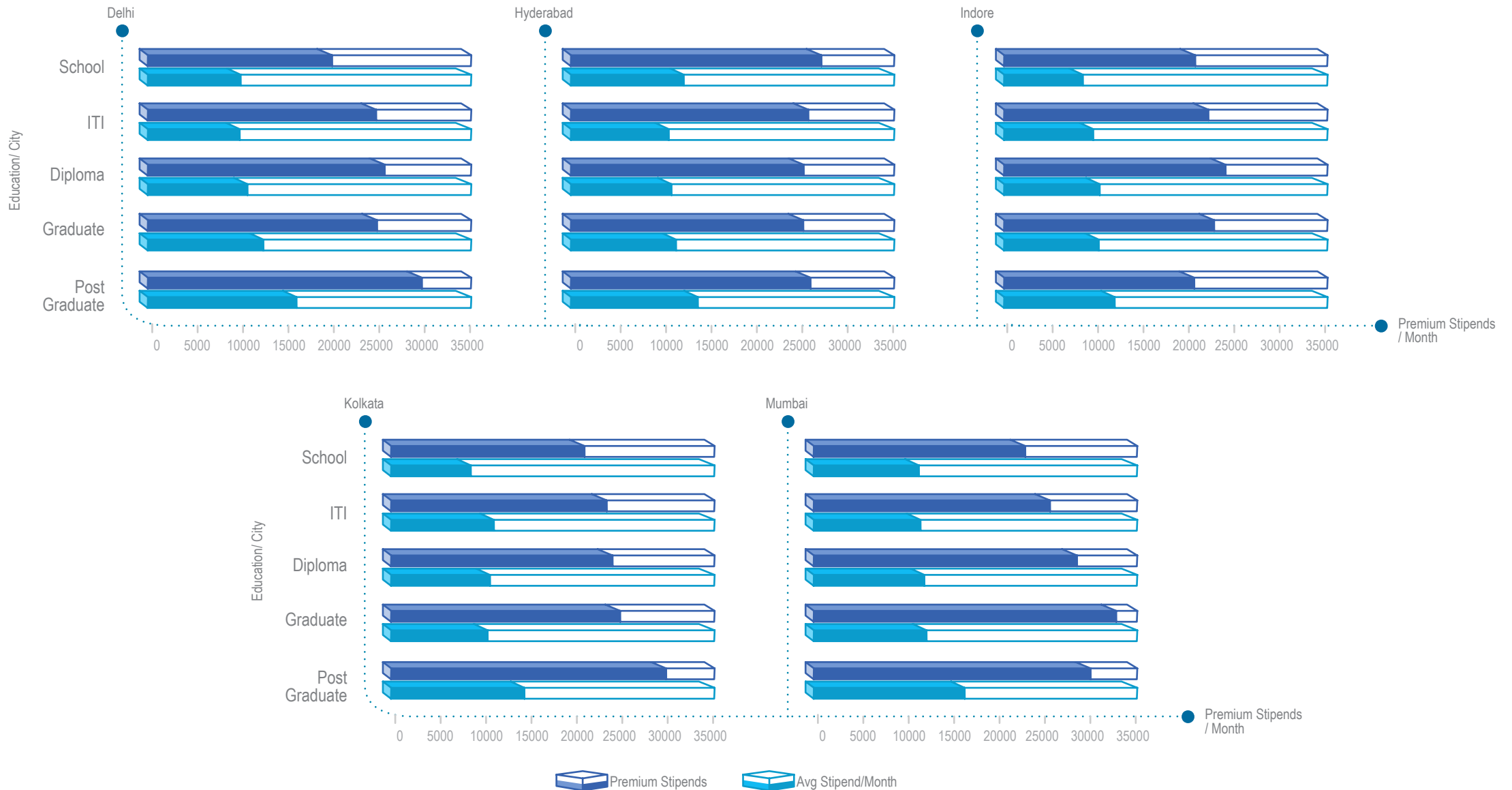
Premium Stipends paid against norms



Stipend Analysis

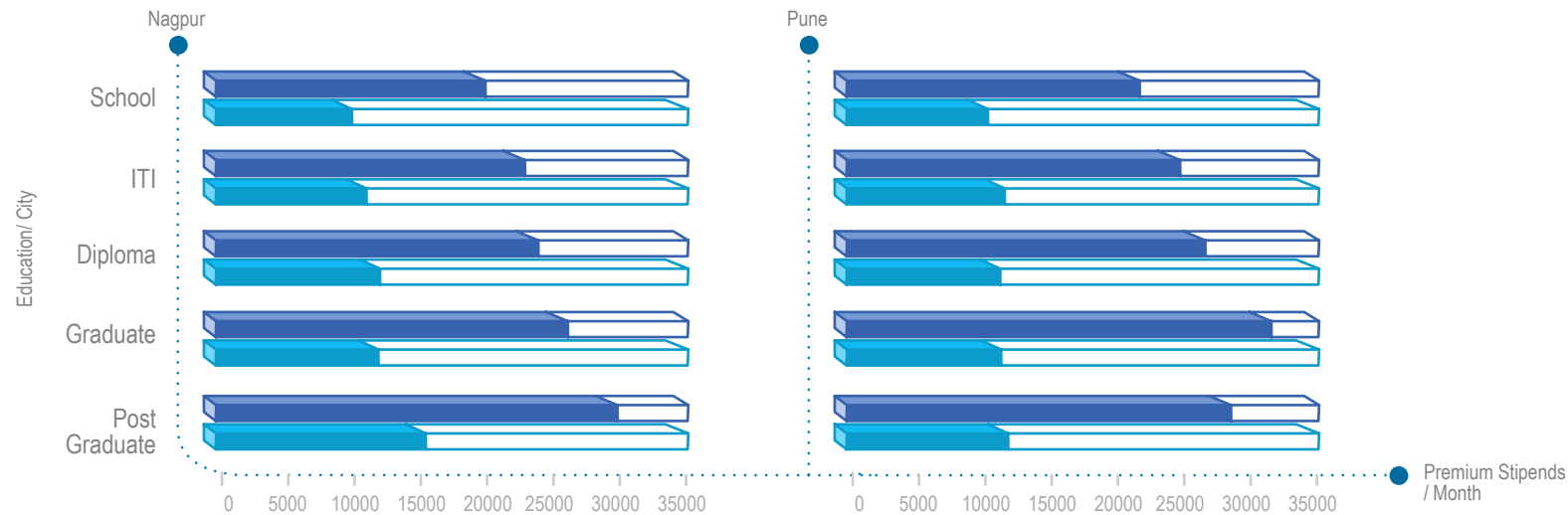
Premium stipends paid against norms

Premium Stipends paid against norms



Stipend Analysis

Premium stipends paid against norms

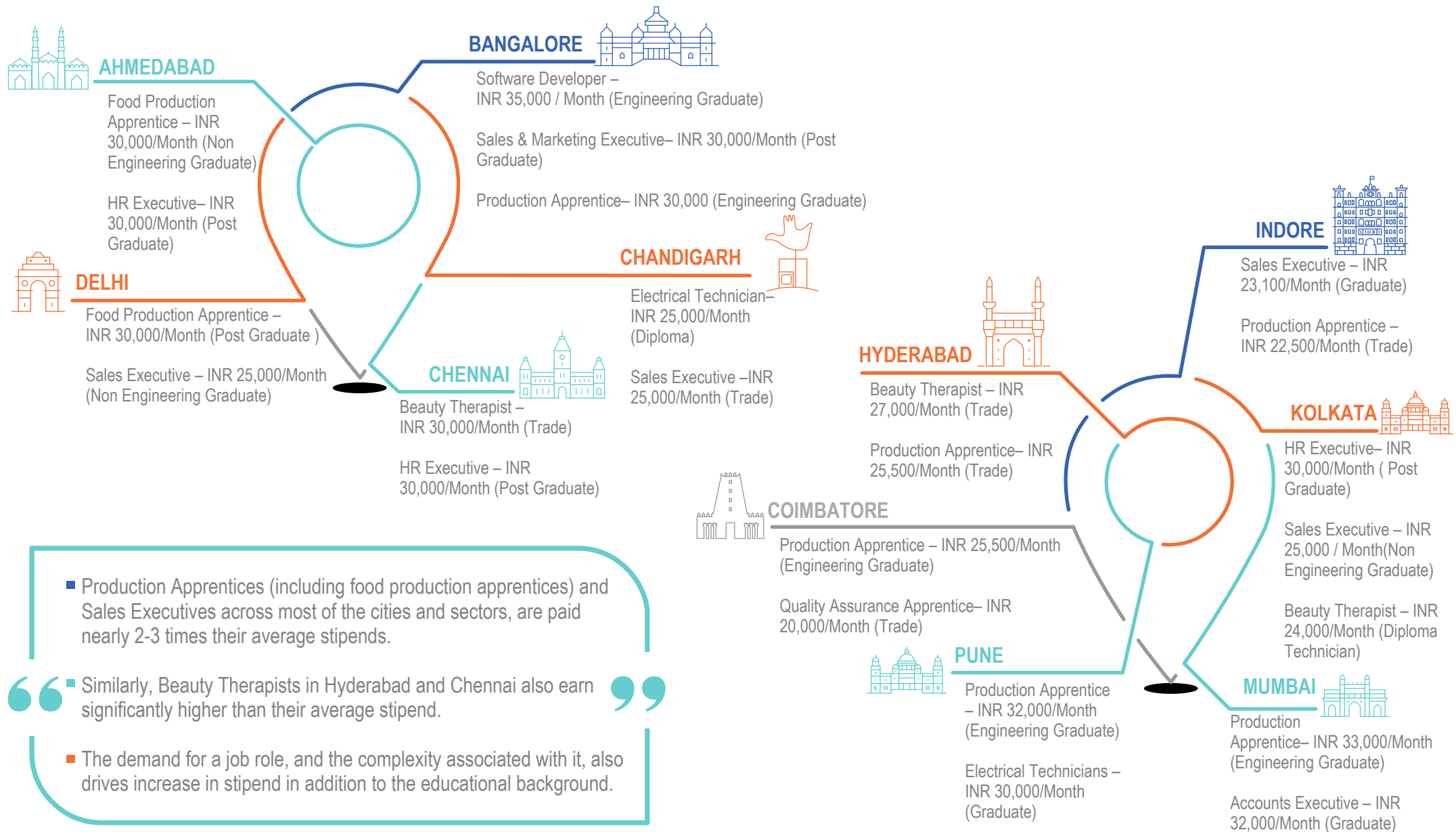


- Postgraduates from all cities other than Chandigarh and Indore enjoy stipends 1.5 – 2 times higher than the respective averages.
- Similarly, with the exception of Chandigarh, Engineers are paid 2 – 2.5 times the average stipend in all cities.
- Apprentices falling under School, ITI and Diploma categories are all paid at least twice the average stipend applicable for their cities.
- Chandigarh – while paying more than the average stipend for graduate and post graduate apprentices – emerges as a low pay master for those categories across cities.

 Premium Stipends

 Avg Stipend/Month

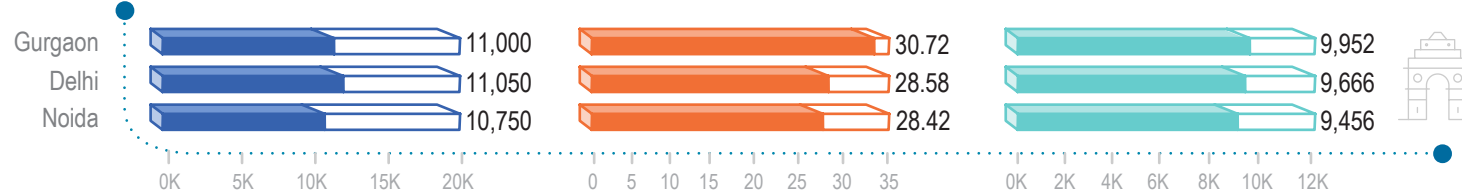
Premium Stipends against norms – top roles by city



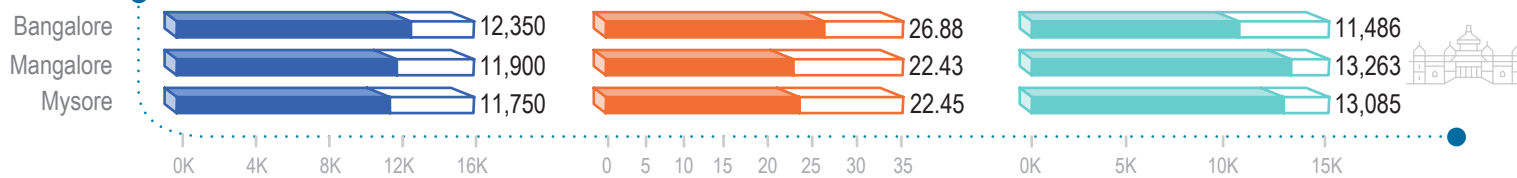
Stipend Analysis

Normalized NETAP Stipends: Metro Vs Non Metro

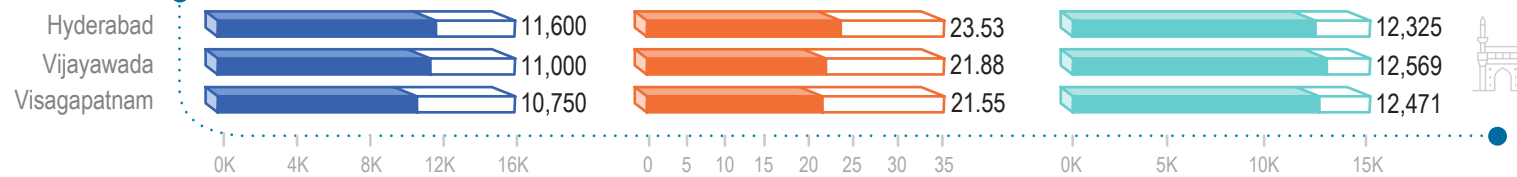
Normalized Stipend- Metro vs Non Metro in Delhi



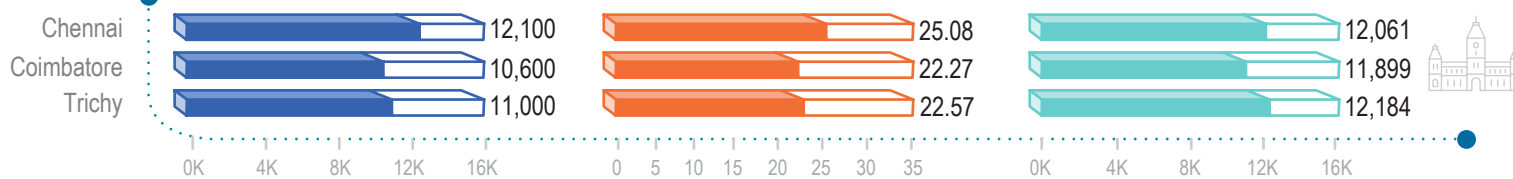
Normalized Stipend- Metro vs Non Metro in Karnataka



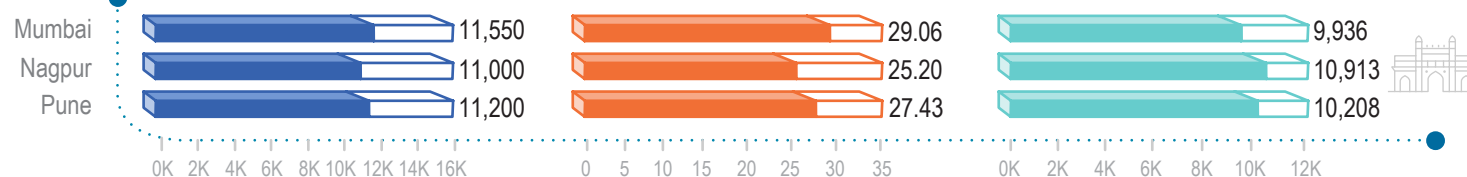
Normalized Stipend- Metro vs Non Metro in Andhra Pradesh



Normalized Stipend- Metro vs Non Metro in Tamil Nadu



Normalized Stipend- Metro vs Non Metro in Maharashtra



Normalized stipends are significantly higher for satellite cities / towns compared to metro cities. Given this, candidates in satellite cities may avail of apprenticeship opportunities in their own catchments.

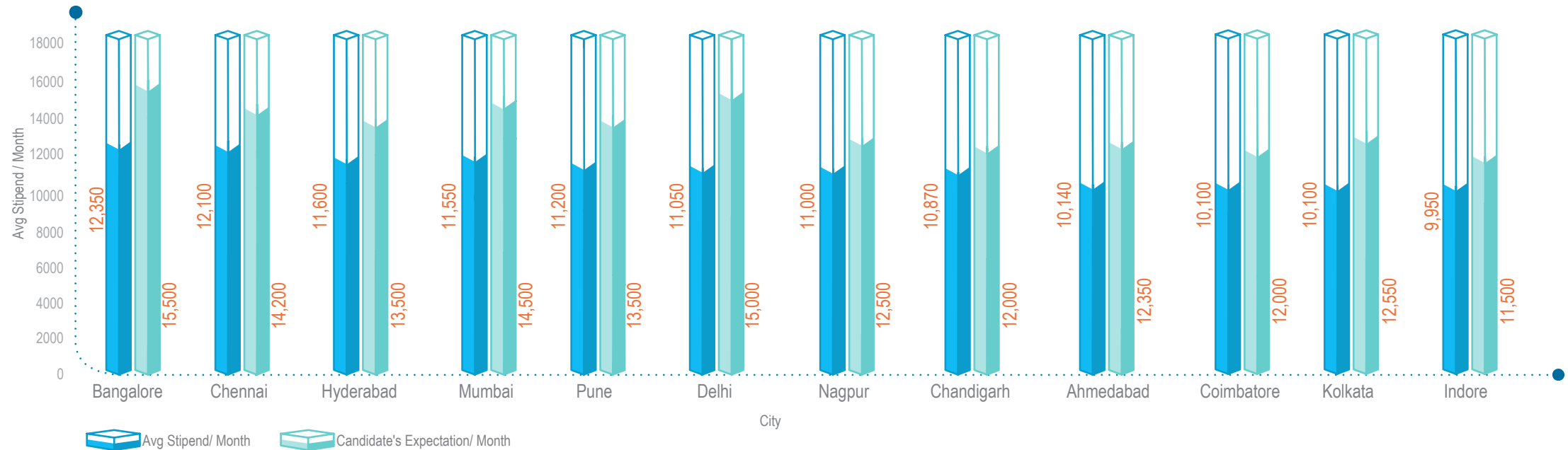
Based on the net cost versus benefit (ratio of the normalized stipend and the cost of living index), Mysore(continues to be the best from 2018) & Mangalore are the most favourable cities and Gurgaon & Noida are the least favourable cities for apprentices to work in.

Avg Stipend/ Month
 Cost of living Index
 Normalized Stipend/ Month

Candidate Stipend Expectations

Stipend Expectations

Candidate Stipend Expectation



- Candidates from Bangalore have the highest stipend expectation [**Rs. 15,500** per month, **26%** above the average stipend], closely followed by Delhi [**Rs. 15,000** per month, **36%** above the average stipend], Mumbai [**Rs. 14,500** per month, **26%** above the average stipend] and Chennai [**Rs. 14,200** per month, **17%** more than the average stipend].

“

- Indore, Coimbatore and Chandigarh have candidates with the lowest stipend expectations.

”

- Also, candidates from Delhi have the highest variance (**36%**) between actual stipend versus their expected stipend.

- The overall (across India) median stipend expectation is Rs. 13,250/Month

Stipend Trends-

Before and During COVID

March 2020 – Oct 2020

Stipend Trends – Before and During COVID

March 2020 (Pre COVID) – Oct 2020 (Unlock 5.0)



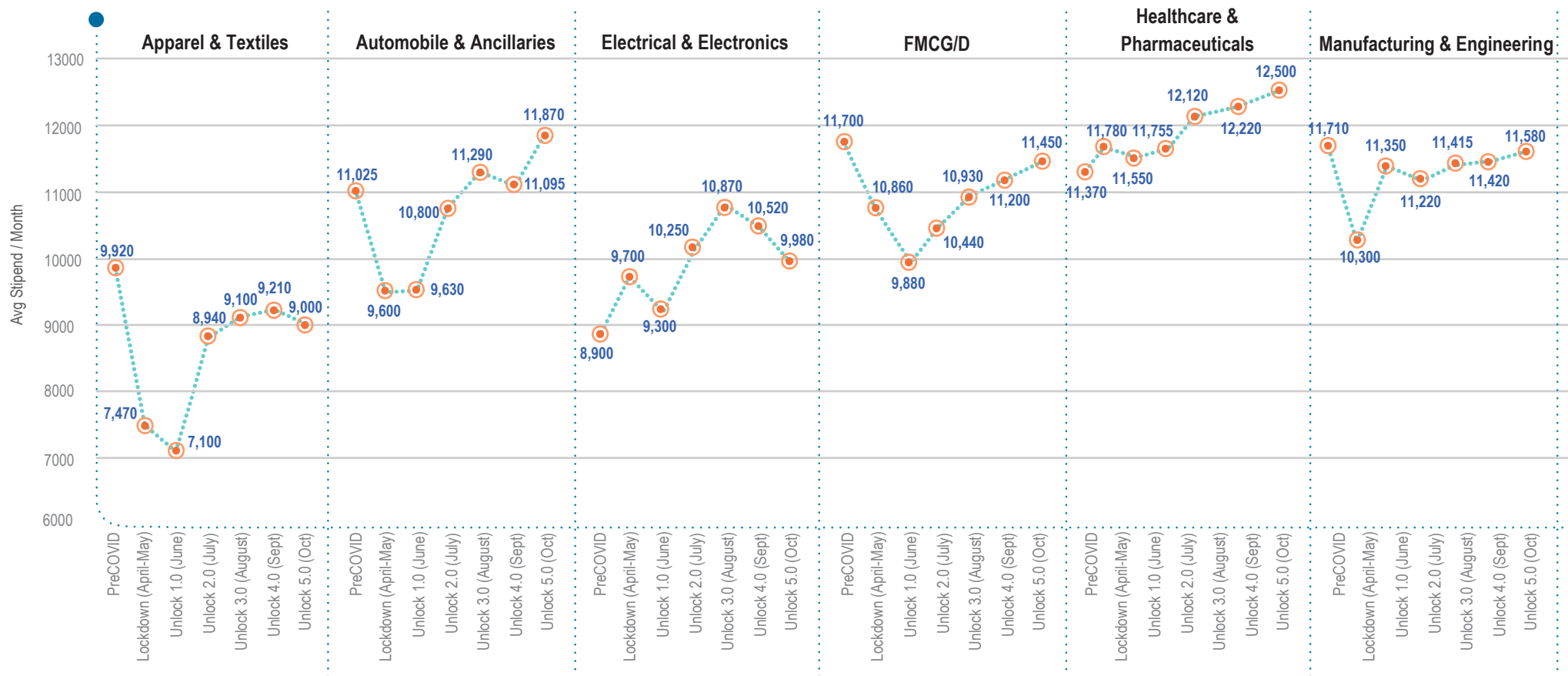
The COVID aftermath has been quite beneficial for apprentices, in general

■ Despite the steep drop (7%) in average stipend during initial lockdown period (April – May 2020), the revival has been immediate and significant from unlock 1.0 (June).

■ Thereafter, the trend has been gradual and steadily upward till unlock 5.0 (Oct), with a 3.5% increase in the resultant stipend.

Stipend Trends – Before and During COVID - Manufacturing Industry

March 2020 (Pre COVID) – Oct 2020 (Unlock 5.0)



■ Stipends for all sectors under Manufacturing Industry have revived from the lows of the initial lockdown to near pre-COVID levels (3 out of 6 sectors) or exceeded it (3 out of 6 sectors).

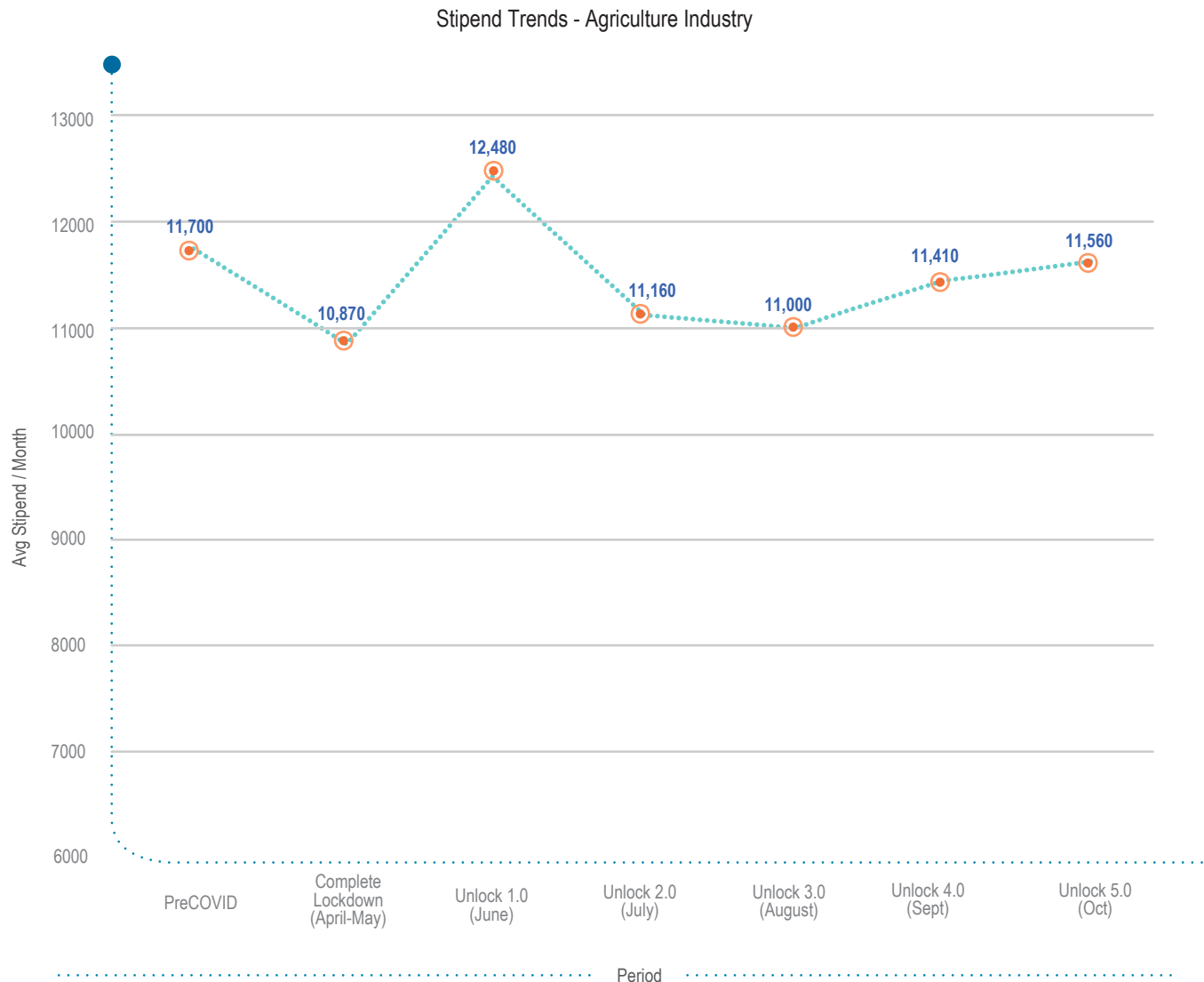
■ Electrical & Electronics and Healthcare & Pharmaceutical sectors rallied up right from the initial lockdown and stipends offered by them have correspondingly increased. The initial spurt of growth in Electrical and Electronic sectors could be attributed to the global lockdown and ban on imports from China. Similarly growth in Healthcare & Pharmaceutical sector may be driven by the need for additional healthcare personnel and adequate supplies of medicine to fight the rising infections.

■ On the other hand, stipends paid by sectors such as Apparels & Textiles (-25%) and Automobiles & ancillaries (-13%) took a deep fall during the initial lock down period. While stipend rates for Apparels have still not reached pre COVID levels, stipends from Automobile sector began to increase from Lockdown 1.0 and exceeded pre COVID levels by unlock 3.0. Rise in automobile sector stipends could be attributed to the preference for personal transportation for safety reasons.

■ Stipends in the Manufacturing sector started reviving immediately after the initial lockdown but has remained more or less constant (near pre COVID levels) after Unlock 1.0, indicating that the sector is still operating at partial capacity.

Stipend Trends – Before and During COVID - Agriculture Industry

March 2020 (Pre COVID) – Oct 2020 (Unlock 5.0)

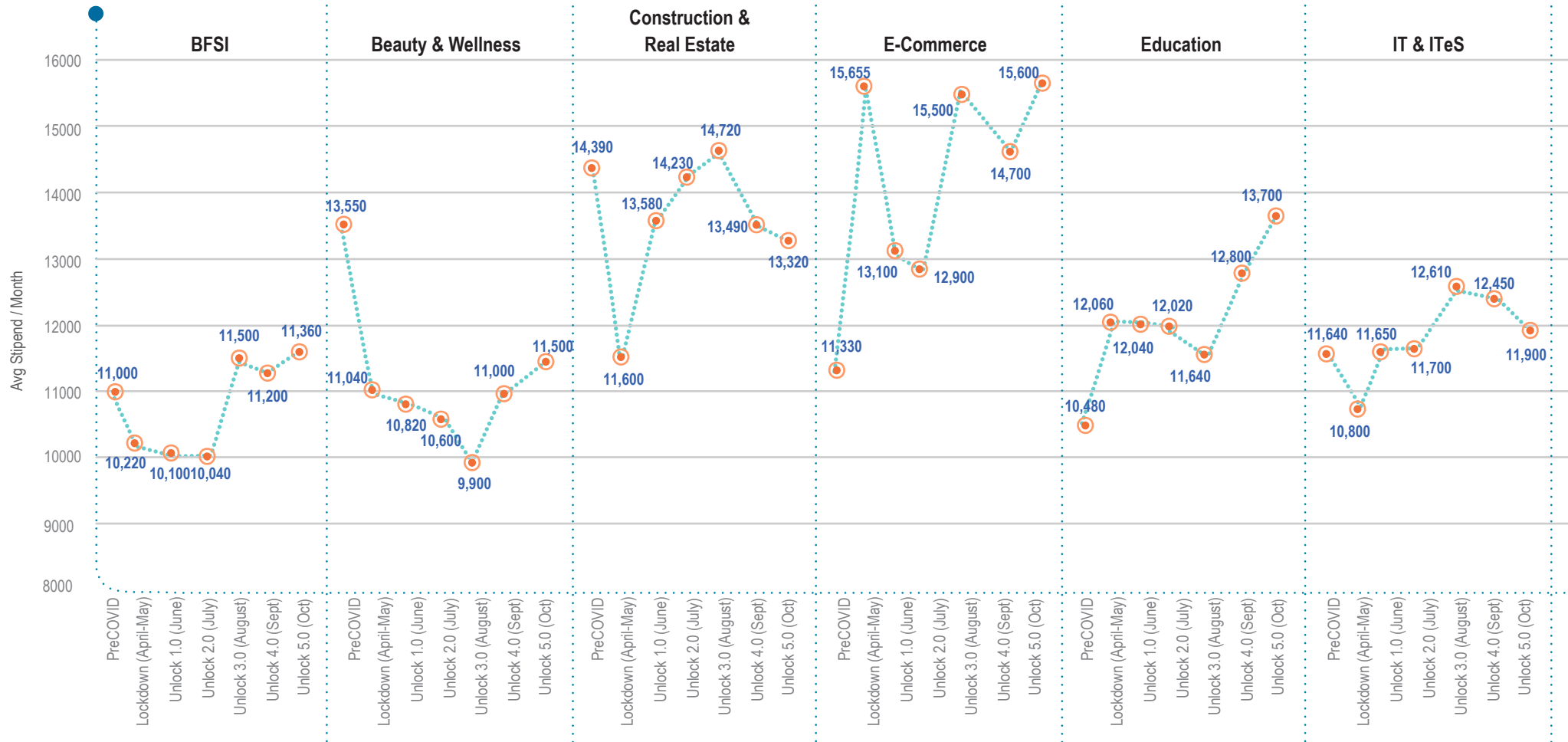


Even though stipends for the Agriculture sector started improving immediately during unlock 1.0, they dropped again in the subsequent unlock periods.

This indicates that the sector is yet to recover fully from the COVID crisis. Factors that could be holding back this sector are subsequent lockdowns, persistent global tensions, shortage of equipment, supply chain disruption and fragmented demand.

Stipend Trends – Before and During COVID - Services Industry

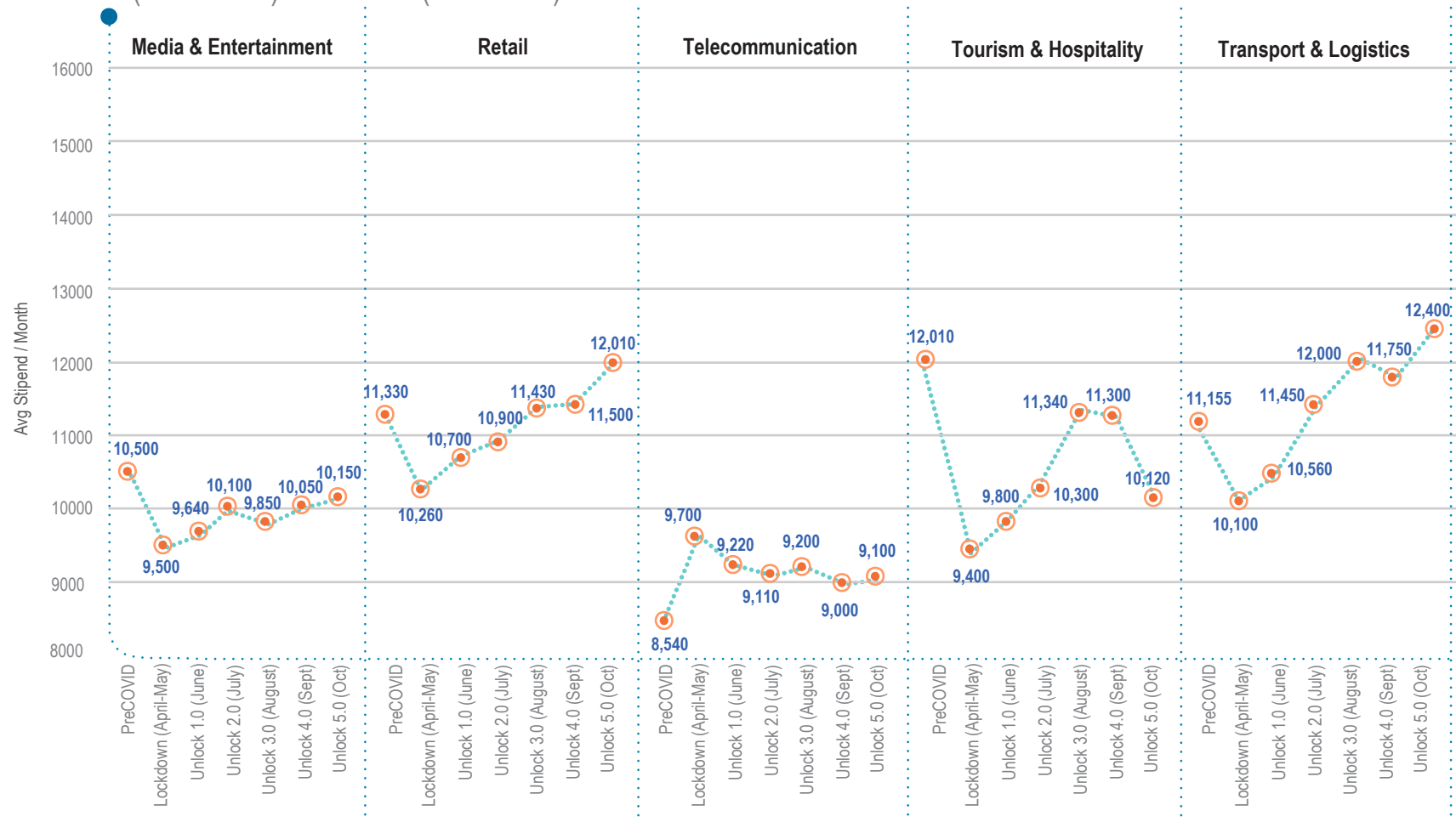
March 2020 (Pre COVID) – Oct 2020 (Unlock 5.0)



Data Source: TeamLease-valuvox analysis, 2019,2020(till Oct) | TeamLease survey – Sept 2020 | Aggregators of Apprenticeship programs, job portal data, Team lease (NETAP)

Stipend Trends – Before and During COVID - Services Industry (cont.)

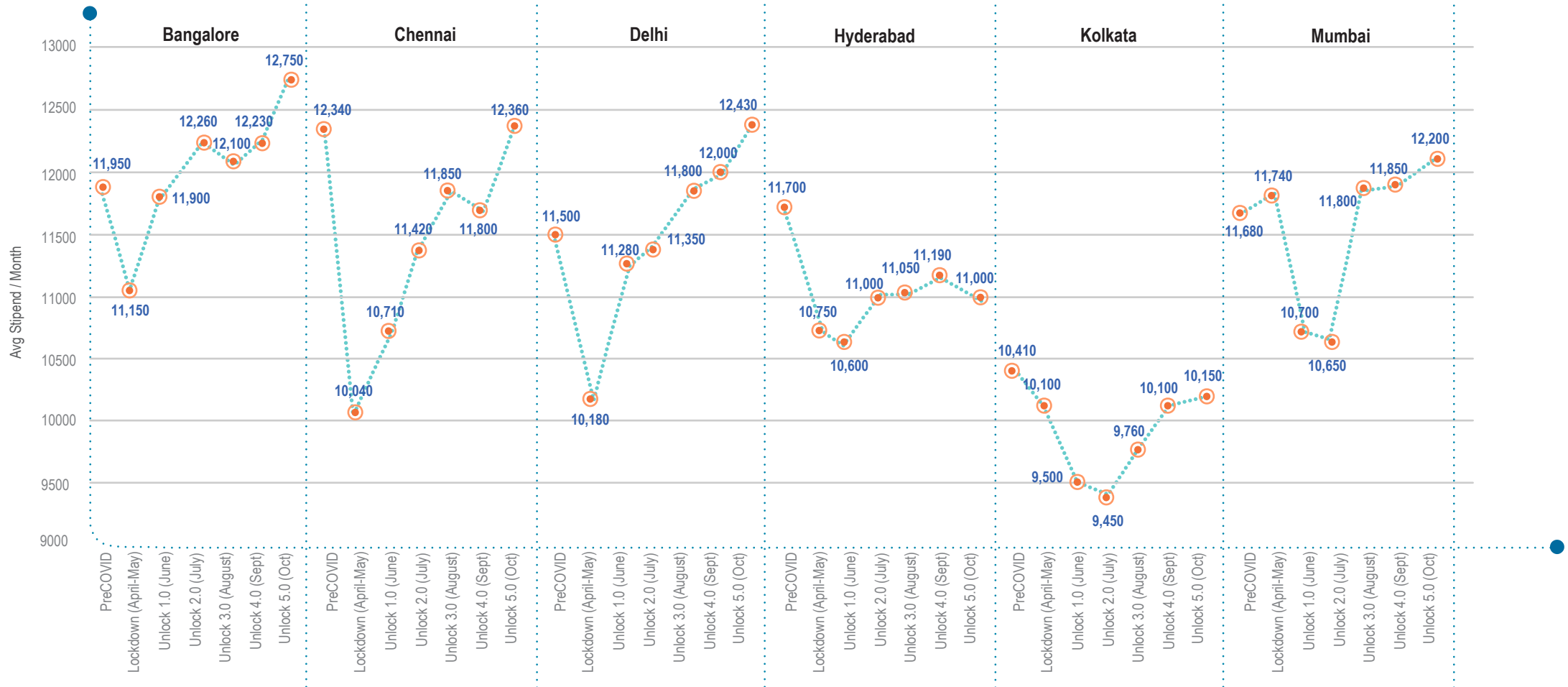
March 2020 (Pre COVID) – Oct 2020 (Unlock 5.0)



- The COVID-19 and subsequent lockdown measures weighed heavily on 9 out of 11 Service based sectors, resulting in a drastic drop in stipends during lockdown period (April and May 2020).
- Tourism & hospitality, Beauty & Wellness and Construction were the sectors affected the most, with drop by 22%, 19% and 19% respectively. It continues to remain affected and recovery is likely to be slower than the other sectors.
- The health of BFSI sector is dependent on recovery and growth of the other sectors and the overall economy. This in turn has delayed the stipend revival to unlock 3.0 (August) and stipends continue to be volatile.
- Sectors such as Ecommerce, Education (Ed Tech) and Telecommunication, which benefited from COVID, witnessed an upward spike during the lockdown period and steady growth thereafter. Social restrictions and Internet data dependencies have meant a boom for these sectors during the pandemic.

Stipend Trends – Before and During COVID - Metro Cities

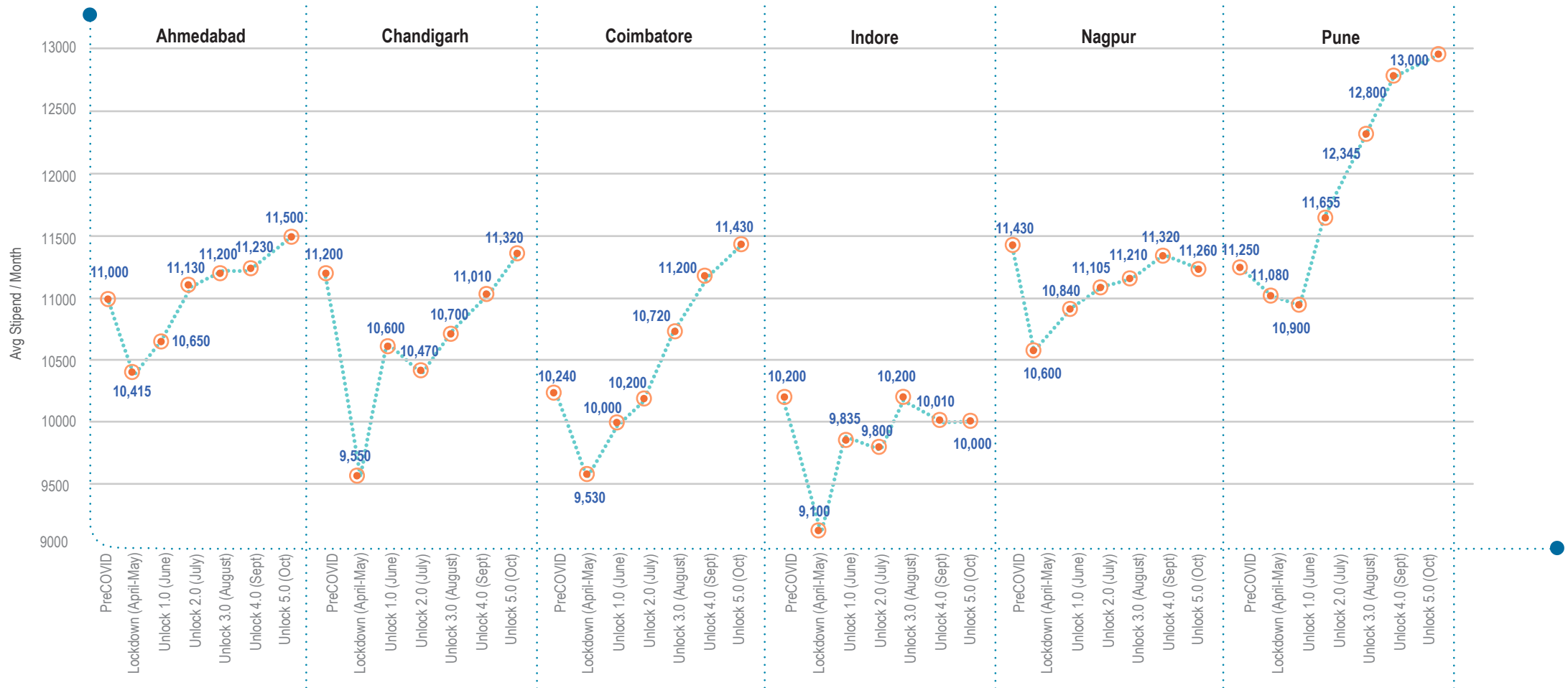
March 2020 (Pre COVID) – Oct 2020 (Unlock 5.0)



- Stipends in 3 out of 6 metro cities revived significantly in June 2020 from a drastic drop during lockdown period (April – May 2020).
- The following cities suffered the major drop in stipend payouts during initial lockdown period – Chennai by 19%, Delhi by 11% and Hyderabad by 8%.
- Interestingly, stipends of Delhi, Bangalore and Mumbai cities rose from the April – May lows and surpassed pre COVID levels post June-July 2020.
- Even though stipends for Hyderabad and Kolkata have risen from the drastic drop during lockdown (April-May 2020), they continue to be lower than pre-COVID levels.

Stipend Trends – Before and During COVID - Non Metro Cities

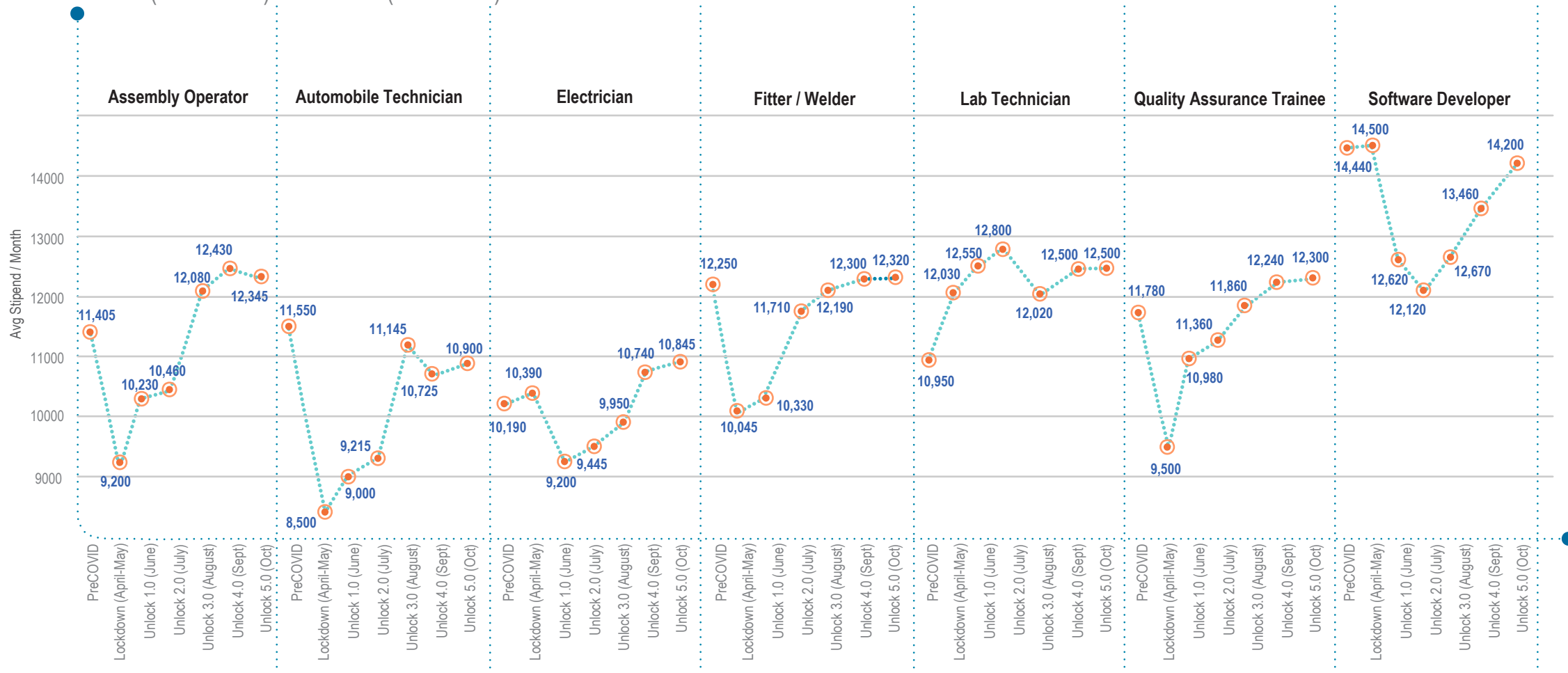
March 2020 (Pre COVID) – Oct 2020 (Unlock 5.0)



- Stipends in all 6 non metro cities, have improved from the lows witnessed during the initial lockdown and thereafter, continued to increase gradually.
- The following cities suffered a major drop in stipend payouts during initial lockdown period – Chandigarh by 15% and Indore by 11%.
- On the other hand, stipends of Pune (by 16%) and Coimbatore (by 12%) scaled new heights beyond the pre COVID levels soon after Unlock 1.0.
- Of the 6 cities, stipends in Indore and Nagpur are found to be still below the pre COVID levels as of Unlock 5.0.

Stipend Trends – Before and During COVID - Technical Job roles

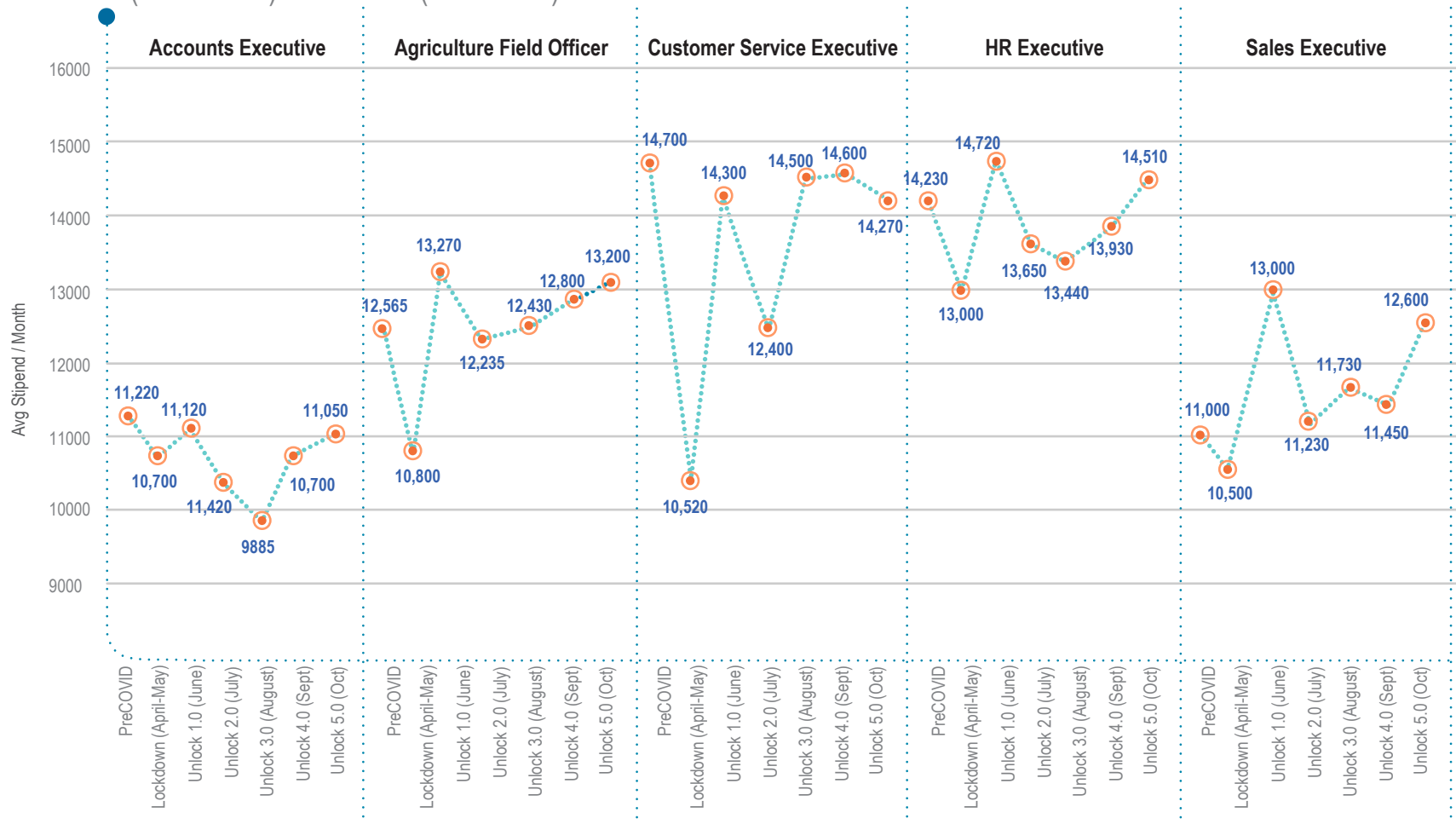
March 2020 (Pre COVID) – Oct 2020 (Unlock 5.0)



- Candidates in 4 out of 7 technical jobs (Automobile technician (by 26%), Assembly operator (by 19%), Quality assurance trainee (by 19%) and Welder (by 18%)) faced a steep fall in stipends during initial lockdown period (April-May 2020) but growth resumed from June 2020.
- Lab Technicians were the only technical job profile that bucked the trend and stipends grew by 10% during lockdown and kept increasing steadily until Oct 2020 (Unlock 5.0).
- Stipends for Assembly operators, Electrician and Quality Assurance Trainee significantly improved and exceeded the pre covid stipend in Oct 2020 (unlock 5.0). This indicates that manufacturing businesses resumed production post lockdown and continued paying stipends at par to mitigate the shortage of labour.

Stipend Trends – Before and During COVID - Functional Job roles

March 2020 (Pre COVID) – Oct 2020 (Unlock 5.0)



- Stipends of all 6 functional roles revived significantly post June 2020 after a drastic downturn during the lockdown (April-May 2020).
- Candidates employed as Customer Service Executives (by 28%) are the most affected roles during lockdown (April-May 2020). However, growth has been significant for Customer service executives with a spike of 9% in June 2020 compared to lockdown period.
- It is evident that all functional roles have recovered and bounced back to near pre-COVID levels or higher, which indicates that the demand for these professionals has been steady.

Top paying Job roles during COVID



Stipend in Rs / Month

Data Source: TeamLease-valuvox analysis, 2019,2020(till Oct) | Aggregators of Apprenticeship programs, job portal data, Team lease (NETAP)

Average Stipend Payouts Ranges

by Sector and by City

Sectors	Stipend Range / Month
 Agriculture & Agrochemicals	INR. 5,000/ mth - INR. 26,000/ mth
 Apparel & Textiles	INR. 5,000/ mth - INR. 20,000/ mth
 Automobiles & Allied industries	INR. 5,000/ mth - INR. 30,000/ mth
 Beauty & Wellness	INR. 7,000/ mth - INR. 30,000/ mth
 BFSI	INR. 5,000/ mth - INR. 22,000/ mth
 Construction & Real Estate	INR. 5,000/ mth - INR. 30,000/ mth
 E – Commerce	INR. 7,000/ mth - INR. 30,000/ mth
 Education	INR. 5,000/ mth - INR. 26,000/ mth
 Electrical & Electronics	INR. 6,000/ mth - INR. 18,000/ mth
 FMCG/D	INR. 8,000/ mth - INR. 25,000/ mth
 Healthcare & Pharmaceuticals	INR. 7,000/ mth - INR. 25,000/ mth
 IT&ITeS	INR. 7,000/ mth - INR. 30,000/ mth
 Manufacturing & Allied Industries	INR. 7,000/ mth - INR. 20,000/ mth
 Media & Entertainment	INR. 7,000/ mth - INR. 18,000/ mth
 Retail	INR. 4,000/ mth - INR. 20,000/ mth
 Telecom	INR. 4,000/ mth - INR. 20,000/ mth
 Tourism & Hospitality	INR. 5,000/ mth - INR. 22,000/ mth
 Transport & Logistics	INR. 5,000/ mth - INR. 21,000/ mth

City	Stipend Range / Month
 Ahmedabad	INR. 6,000/ mth - INR. 30,000/ mth
 Bangalore	INR. 7,500/ mth - INR. 30,000/ mth
 Chandigarh	INR. 5,000/ mth - INR. 23,000/ mth
 Chennai	INR. 5,000/ mth - INR. 30,000/ mth
 Coimbatore	INR. 4,000/ mth - INR. 18,000/ mth
 Delhi	INR. 4,200/ mth - INR. 33,000/ mth
 Hyderabad	INR. 6,000/ mth - INR. 28,000/ mth
 Indore	INR. 4,000/ mth - INR. 17,000/ mth
 Kolkata	INR. 4,000/ mth - INR. 21,000/ mth
 Mumbai	INR. 5,000/ mth - INR. 30,000/ mth
 Nagpur	INR. 4,500/ mth - INR. 20,000/ mth
 Pune	INR. 6,000/ mth - INR. 20,000/ mth

Stipend Tables

2019

Agriculture & Agrochemicals

Trade Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Production Apprentice	Avg Stipend / Month	8800	11000	9000	9000	9850	10500	8400	10000	9500	8500	9100	10500
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	31.82%	45.45%	33.33%	33.33%	39.09%	42.86%	28.57%	40.00%	36.84%	29.41%	34.07%	42.86%
Attendant	Avg Stipend / Month	7645	9000	9100	8837	12300	8256	7900	9000	8600	7800	8670	9000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	21.52%	33.33%	34.07%	32.10%	51.22%	27.33%	24.05%	33.33%	30.23%	23.08%	30.80%	33.33%
Laboratory Assistant	Avg Stipend / Month	7200	10450	9300	8500	12200	8200	8000	9200	8500	8300	9100	10000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	16.67%	42.58%	35.48%	29.41%	50.82%	26.83%	25.00%	34.78%	29.41%	27.71%	34.07%	40.00%
Graduate Apprentices													
Marketing Executive	Avg Stipend / Month	12230	15000	12200	13100	13600	14100	11300	13200	12560	11200	13500	12650
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	26.41%	40.00%	26.23%	31.30%	33.82%	36.17%	20.35%	31.82%	28.34%	19.64%	33.33%	28.85%
Agriculture Field Officer	Avg Stipend / Month	12250	14300	12250	13000	14600	15600	12760	13660	12100	12450	14100	12850
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	26.53%	37.06%	26.53%	30.77%	38.36%	42.31%	29.47%	34.11%	25.62%	27.71%	36.17%	29.96%
Accounts Executive	Avg Stipend / Month	10340	13450	13200	12600	12340	14000	12000	12300	11200	11500	12000	12000
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	12.96%	33.09%	31.82%	28.57%	27.07%	35.71%	25.00%	26.83%	19.64%	21.74%	25.00%	25.00%
Technician Apprentices													
Maintenance Technician	Avg Stipend / Month	11500	13650	12000	13100	12500	15320	10400	11650	11140	12500	13400	11060
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	30.43%	41.39%	33.33%	38.93%	36.00%	47.78%	23.08%	31.33%	28.19%	36.00%	40.30%	27.67%
Sales & Marketing Executive	Avg Stipend / Month	9000	11230	10800	12100	10800	12150	10000	10750	10140	9850	11000	10500
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	11.11%	28.76%	25.93%	33.88%	25.93%	34.16%	20.00%	25.58%	21.10%	18.78%	27.27%	23.81%

Manufacturing & Allied Industries



Trade Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Fitter, Turner, Machinists	Avg Stipend / Month	7471	9100	9300	9200	9350	9500	8000	9700	9100	9100	10100	9600
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	19.69%	34.07%	35.48%	34.78%	35.83%	36.84%	25.00%	38.14%	34.07%	34.07%	40.59%	37.50%
Assembler	Avg Stipend / Month	10410	12100	10500	10060	10000	10230	10500	11050	10250	9440	10300	10500
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	42.36%	50.41%	42.86%	40.36%	40.00%	41.35%	42.86%	45.70%	41.46%	36.44%	41.75%	42.86%
Attendant	Avg Stipend / Month	7400	10500	7600	9250	9500	8200	9100	8000	8000	8100	7250	8300
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	18.92%	42.86%	21.05%	35.14%	36.84%	26.83%	34.07%	25.00%	25.00%	25.93%	17.24%	27.71%
Store Executive	Avg Stipend / Month	8000	10550	10000	10500	10500	10000	9000	10600	10000	8760	9200	8500
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	25.00%	43.13%	40.00%	42.86%	42.86%	40.00%	33.33%	43.40%	40.00%	31.51%	34.78%	29.41%
House keeping	Avg Stipend / Month	6400	10074	7500	7450	8000	9100	8500	9200	9000	9100	7600	9000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	6.25%	40.44%	20.00%	19.46%	25.00%	34.07%	29.41%	34.78%	33.33%	34.07%	21.05%	33.33%
Graduate Apprentices													
Manufacturing Engineer	Avg Stipend / Month	11921	15600	13300	14000	13760	15800	13200	12400	12100	11050	10650	10000
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	24.50%	42.31%	32.33%	35.71%	34.59%	43.04%	31.82%	27.42%	25.62%	18.55%	15.49%	10.00%
HR Executive	Avg Stipend / Month	10000	14350	10020	13050	12500	13000	11100	12100	12500	10500	11100	10500
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	10.00%	37.28%	10.18%	31.03%	28.00%	30.77%	18.92%	25.62%	28.00%	14.29%	18.92%	14.29%
Services Technician	Avg Stipend / Month	12400	15300	14130	12650	12500	12360	11800	12100	14450	12100	12700	13200
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	27.42%	41.18%	36.31%	28.85%	28.00%	27.18%	23.73%	25.62%	37.72%	25.62%	29.13%	31.82%

Manufacturing & Allied Industries



Graduate Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Sales Executive	Avg Stipend / Month	11000	16100	13000	14000	13300	14200	14300	13600	14000	10340	12100	12000
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	18.18%	44.10%	30.77%	35.71%	32.33%	36.62%	37.06%	33.82%	35.71%	12.96%	25.62%	25.00%
Technician Apprentices													
Quality Assurance Trainee	Avg Stipend / Month	11967	13200	9100	12300	12367	12100	10100	12230	13560	9130	10450	10000
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	33.15%	39.39%	12.09%	34.96%	35.31%	33.88%	20.79%	34.59%	41.00%	12.38%	23.44%	20.00%
Maintenance Technician	Avg Stipend / Month	10150	14560	10000	12000	12800	12240	10000	11590	13770	9560	10350	10000
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	21.18%	45.05%	20.00%	33.33%	37.50%	34.64%	20.00%	30.97%	41.90%	16.32%	22.71%	20.00%
Fireman	Avg Stipend / Month	11200	12760	12500	12250	13240	12650	12120	11770	13400	11330	11220	10560
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	28.57%	37.30%	36.00%	34.69%	39.58%	36.76%	33.99%	32.03%	40.30%	29.39%	28.70%	24.24%

Healthcare & Pharmaceuticals

Trade Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Customer Support Executive	Avg Stipend / Month	10540	12600	9780	12000	12000	13200	10340	12100	12000	11200	11500	10450
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	43.07%	52.38%	38.65%	50.00%	50.00%	54.55%	41.97%	50.41%	50.00%	46.43%	47.83%	42.58%
Manufacturing Trainee	Avg Stipend / Month	9500	12500	9150	9066	12100	10000	11000	10338.5	8354	9100	10300	10000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	36.84%	52.00%	34.43%	33.82%	50.41%	40.00%	45.45%	41.96%	28.18%	34.07%	41.75%	40.00%
House Keeping Apprentice	Avg Stipend / Month	14100	15860	14100	16100	14760	16100	13340	17100	15340	14400	15335	13650
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	57.45%	62.17%	57.45%	62.73%	59.35%	62.73%	55.02%	64.91%	60.89%	58.33%	60.87%	56.04%
Sales Executive	Avg Stipend / Month	12130	13450	15000	15500	12050	16700	14200	15540	15460	12100	13450	14000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	50.54%	55.39%	60.00%	61.29%	50.21%	64.07%	57.75%	61.39%	61.19%	50.41%	55.39%	57.14%
Graduate Apprentices													
Accounts Executive	Avg Stipend / Month	12500	15000	13560	13000	11000	12100	11500	10000	9100	10500	11200	10750
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	28.00%	40.00%	33.63%	30.77%	18.18%	25.62%	21.74%	10.00%	1.10%	14.29%	19.64%	16.28%
Electrical Apprentice Engineer	Avg Stipend / Month	12340	14300	13400	14100	12670	13500	14200	14340	12510	12760	13650	12350
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	27.07%	37.06%	32.84%	36.17%	28.97%	33.33%	36.62%	37.24%	28.06%	29.47%	34.07%	27.13%
IT Technician	Avg Stipend / Month	13450	16400	13000	14500	14100	15400	12340	15670	13230	13200	13000	12000
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	33.09%	45.12%	30.77%	37.93%	36.17%	41.56%	27.07%	42.57%	31.97%	31.82%	30.77%	25.00%
Nurse	Avg Stipend / Month	11500	13500	12000	14500	12600	12500	12345	14500	12300	13500	14500	12500
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	21.74%	33.33%	25.00%	37.93%	28.57%	28.00%	27.10%	37.93%	26.83%	33.33%	37.93%	28.00%

Healthcare & Pharmaceuticals

Graduate Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Chemist	Avg Stipend / Month	13560	14650	14300	15300	13300	14800	12150	14500	13100	13200	13050	12340
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	33.63%	38.57%	37.06%	41.18%	32.33%	39.19%	25.93%	37.93%	31.30%	31.82%	31.03%	27.07%
Technician Apprentices													
Customer Service Executive	Avg Stipend / Month	12000	15500	14600	14200	12350	15000	13200	12500	11125	10000	12000	13000
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	33.33%	48.39%	45.21%	43.66%	35.22%	46.67%	39.39%	36.00%	28.09%	20.00%	33.33%	38.46%
Maintenance Technician	Avg Stipend / Month	11200	14500	11000	12560	11350	15000	12500	13000	11250	11200	12450	11130
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	28.57%	44.83%	27.27%	36.31%	29.52%	46.67%	36.00%	38.46%	28.89%	28.57%	35.74%	28.12%
Service Technician	Avg Stipend / Month	11000	13450	12560	12550	10750	9665	10000	15000	12345	8300	9500	9300
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	27.27%	40.52%	36.31%	36.25%	25.58%	17.23%	20.00%	46.67%	35.20%	3.61%	15.79%	13.98%

Electrical & Electronics

Trade Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Fitter/Welder/Machinist	Avg Stipend / Month	8800	12230	9540	10500	10500	10000	8470	10100	9240	8800	9500	8000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	31.82%	50.94%	37.11%	42.86%	42.86%	40.00%	29.16%	40.59%	35.06%	31.82%	36.84%	25.00%
Maintenance Technician	Avg Stipend / Month	10560	14100	13100	14000	13100	14400	11240	13600	12330	10550	12100	11030
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	43.18%	57.45%	54.20%	57.14%	54.20%	58.33%	46.62%	55.88%	51.34%	43.13%	50.41%	45.60%
Electrician	Avg Stipend / Month	9430	12100	9350	11275	13350	9800	10700	11400	10340	9700	9400	10500
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	36.37%	50.41%	35.83%	46.78%	55.06%	38.78%	43.93%	47.37%	41.97%	38.14%	36.17%	42.86%
Quality Assurance Trainee	Avg Stipend / Month	9200	12430	9300	9400	12300	10000	10100	12000	10680	8560	9000	9300
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	34.78%	51.73%	35.48%	36.17%	51.22%	40.00%	40.59%	50.00%	43.82%	29.91%	33.33%	35.48%
Fireman	Avg Stipend / Month	10048	11700	10100	11053	12100	10872	11086	12790	11100	11450	11800	10120
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	40.29%	48.72%	40.59%	45.72%	50.41%	44.81%	45.88%	53.09%	45.95%	47.60%	49.15%	40.71%
Graduate Apprentices													
Apprentice Electrical Engineer	Avg Stipend / Month	13100	14400	12300	13000	12400	13000	12350	13250	12330	12000	12260	12000
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	31.30%	37.50%	26.83%	30.77%	27.42%	30.77%	27.13%	32.08%	27.01%	25.00%	26.59%	25.00%
Production Technician	Avg Stipend / Month	10800	14100	12100	15500	9000	14600	12100	13500	11450	10450	10000	10200
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	16.67%	36.17%	25.62%	41.94%	0.00%	38.36%	25.62%	33.33%	21.40%	13.88%	10.00%	11.76%
HR Executive	Avg Stipend / Month	10500	12600	9500	10000	13300	11200	10450	12100	10540	10000	10450	9500
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	14.29%	28.57%	5.26%	10.00%	32.33%	19.64%	13.88%	25.62%	14.61%	10.00%	13.88%	5.26%

Electrical & Electronics

Graduate Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Sales Executive	Avg Stipend / Month	12000	12500	11600	13400	12600	14200	12300	13000	12500	12670	13000	12000
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	25.00%	28.00%	22.41%	32.84%	28.57%	36.62%	26.83%	30.77%	28.00%	28.97%	30.77%	25.00%
Technician Apprentices													
Line Assembler	Avg Stipend / Month	10000	11750	8500	11230	10310	11500	8250	10400	9850	9300	9200	10000
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	20.00%	31.91%	5.88%	28.76%	22.41%	30.43%	3.03%	23.08%	18.78%	13.98%	13.04%	20.00%
Maintenance Technician	Avg Stipend / Month	10250	11350	11600	11330	11250	11400	10500	11050	9000	10150	10000	10600
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	21.95%	29.52%	31.03%	29.39%	28.89%	29.82%	23.81%	27.60%	11.11%	21.18%	20.00%	24.53%
Sales Executive	Avg Stipend / Month	12000	12400	12000	12300	12000	12000	10800	12670	11500	10700	13400	12300
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	33.33%	35.48%	33.33%	34.96%	33.33%	33.33%	25.93%	36.86%	30.43%	25.23%	40.30%	34.96%

Apparel & Textiles



Trade Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Electrician, Fitter, Mechanic	Avg Stipend / Month	8700	12320	9000	9300	12100	9300	8200	10500	11000	9400	9200	8000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	31.03%	51.30%	33.33%	35.48%	50.41%	35.48%	26.83%	42.86%	45.45%	36.17%	34.78%	25.00%
Housekeeping Apprentice	Avg Stipend / Month	10100	13200	10450	13000	14340	12550	10350	13350	12500	10850	12300	11350
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	40.59%	54.55%	42.58%	53.85%	52.61%	52.19%	42.03%	47.18%	43.18%	44.70%	41.75%	40.00%
Fashion Designer	Avg Stipend / Month	12230	13500	11400	11050	12800	11340	10000	12700	13500	10670	9650	9000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	50.94%	55.56%	47.37%	45.70%	53.13%	47.09%	40.00%	52.76%	55.56%	43.77%	37.82%	33.33%
Warehouse Executive	Avg Stipend / Month	10400	13400	12600	10100	11500	12400	10250	10360	11220	9750	9000	8500
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	42.31%	55.22%	52.38%	40.59%	47.83%	51.61%	41.46%	42.08%	46.52%	38.46%	33.33%	29.41%
HR Executive	Avg Stipend / Month	8100	12300	9500	9000	12250	10000	8000	12300	12000	9800	10300	9000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	25.93%	51.22%	36.84%	33.33%	51.02%	40.00%	25.00%	51.22%	50.00%	38.78%	41.75%	33.33%
Graduate Apprentices													
Manufacturing/Production Trainee	Avg Stipend / Month	9500	13100	10000	12100	10000	10500	9500	12600	14100	11560	9300	9500
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	5.26%	31.30%	10.00%	25.62%	10.00%	14.29%	5.26%	28.57%	36.17%	22.15%	3.23%	5.26%
Accounts Executive	Avg Stipend / Month	10000	12300	10850	12000	15000	12000	10100	11340	11000	10750	10100	12000
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	10.00%	26.83%	17.05%	25.00%	40.00%	25.00%	10.89%	20.63%	18.18%	16.28%	10.89%	25.00%
Sales Executive	Avg Stipend / Month	11000	12100	11100	10100	13265	10800	10500	10650	12100	11800	10410	9500
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	18.18%	25.62%	18.92%	10.89%	32.15%	16.67%	14.29%	15.49%	25.62%	23.73%	13.54%	5.26%

Apparel & Textiles

Technician Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Production Technician	Avg Stipend / Month	10300	11230	9550	10360	11450	11750	10467	11232	12310	9400	10340	10360
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	22.33%	28.76%	16.23%	22.78%	30.13%	31.91%	23.57%	28.77%	35.01%	14.89%	22.63%	22.78%
Retail Executive	Avg Stipend / Month	9350	10200	9800	10700	11000	9000	10000	10500	10000	9000	10000	9800
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	14.44%	21.57%	18.37%	25.23%	27.27%	11.11%	20.00%	23.81%	20.00%	11.11%	20.00%	18.37%

Automobile & Allied Industries

Trade Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Fitter / Mechanic	Avg Stipend / Month	7500	11541	10847	11560	10750	10770	7000	9000	8460	9750	7600	9300
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	20.00%	48.01%	44.69%	48.10%	44.19%	44.29%	14.29%	33.33%	29.08%	38.46%	21.05%	35.48%
Machine Operator	Avg Stipend / Month	10000	12100	10588	11732	9650	9933	9200	10794	9800	9000	9400	9300
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	40.00%	50.41%	43.33%	48.86%	37.82%	39.60%	34.78%	44.41%	38.78%	33.33%	36.17%	35.48%
Production Apprentice	Avg Stipend / Month	10725	12300	10000	10975	10400	11700	8600	10052	9530	9200	9880	9200
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	44.06%	51.22%	40.00%	45.33%	42.31%	48.72%	30.23%	40.31%	37.04%	34.78%	39.27%	34.78%
House Keeping	Avg Stipend / Month	8834	9500	8829	10500	11135	9521	10600	10100	10000	8600	9120	8000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	32.08%	36.84%	32.04%	42.86%	46.12%	36.98%	43.40%	40.59%	40.00%	30.23%	34.21%	25.00%
Assembly Operator	Avg Stipend / Month	10400	11300	10000	11156	11640	11300	9800	9637	10130	8800	9400	9000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	42.31%	46.90%	40.00%	46.22%	48.45%	46.90%	38.78%	37.74%	40.77%	31.82%	36.17%	33.33%
Front Office Executive	Avg Stipend / Month	8000	9500	8396	8806	8697	8922	6630	9077	8400	7500	9050	8000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	25.00%	36.84%	28.54%	31.86%	31.01%	32.75%	9.50%	33.90%	28.57%	20.00%	33.70%	25.00%
Graduate Apprentices													
Design Engineer	Avg Stipend / Month	13200	17500	16600	15800	17000	18340	14400	16600	16100	15000	14670	14700
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	31.82%	45.45%	45.78%	43.04%	43.75%	40.00%	37.50%	38.78%	34.50%	25.00%	27.07%	35.71%
Quality Assurance Trainee	Avg Stipend / Month	11230	13070	13100	14100	15400	14500	10677	14020	14000	13500	11100	12600
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	19.86%	31.14%	31.30%	36.17%	41.56%	37.93%	15.71%	35.81%	35.71%	33.33%	18.92%	28.57%

Automobile & Allied Industries

Graduate Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
HR Executive	Avg Stipend / Month	12300	14060	12000	14500	15598	16590	10300	13450	12600	12050	12330	10300
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	26.83%	35.99%	25.00%	37.93%	42.30%	45.75%	12.62%	33.09%	28.57%	25.31%	27.01%	12.62%
Mechanical Technician	Avg Stipend / Month	15350	16500	15530	17100	15330	17500	15570	17420	14210	14500	14200	15000
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	41.37%	45.45%	42.05%	47.37%	41.29%	48.57%	42.20%	48.34%	36.66%	37.93%	36.62%	40.00%
Technician Apprentices													
Mechanical Technician	Avg Stipend / Month	13700	13900	11340	13300	12200	13000	10450	13500	12775	10400	10300	12060
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	17.53%	42.45%	29.45%	39.85%	34.43%	38.46%	23.44%	40.74%	37.38%	23.08%	22.33%	33.67%
Fireman	Avg Stipend / Month	10100	13700	11000	12550	12010	13100	10364	13240	12670	9000	11200	10500
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	20.79%	41.61%	27.27%	36.25%	33.39%	38.93%	22.81%	39.58%	36.86%	11.11%	28.57%	23.81%
Procurement Apprentice	Avg Stipend / Month	9500	13000	10760	12150	11340	12200	10500	12530	12600	8500	9000	9200
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	15.79%	38.46%	25.65%	34.16%	29.45%	34.43%	23.81%	36.15%	36.51%	5.88%	11.11%	13.04%

Fast Moving Consumer Goods and Durables

Trade Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Assistant	Avg Stipend / Month	9300	11340	8076	10600	10660	11400	10666	10500	10345	10000	9300	8600
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	35.48%	47.09%	25.71%	43.40%	43.71%	47.37%	43.75%	42.86%	42.00%	40.00%	35.48%	30.23%
Fitter, Turner, Welder, Wireman	Avg Stipend / Month	11090	12785	9000	10800	10600	10100	10500	9000	10450	9850	8560	9000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	45.90%	53.07%	33.33%	44.44%	43.40%	40.59%	42.86%	33.33%	42.58%	39.09%	29.91%	33.33%
Operator	Avg Stipend / Month	8907	10500	8937	8809	9500	9936	8250	10080	10670	9000	9460	8500
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	32.64%	42.86%	32.86%	31.89%	36.84%	39.61%	27.27%	40.48%	43.77%	33.33%	36.58%	29.41%
Customer Support Executive	Avg Stipend / Month	12120	13400	12100	13350	13400	12000	11200	12625	13500	12000	13000	12100
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	50.50%	55.22%	50.41%	55.06%	55.22%	50.00%	46.43%	52.48%	55.56%	50.00%	53.85%	50.41%
Back office Executive	Avg Stipend / Month	9000	10370	9850	10400	10200	10000	9500	11500	10670	10500	9600	10000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	33.33%	42.14%	39.09%	42.31%	41.18%	40.00%	36.84%	47.83%	43.77%	42.86%	37.50%	40.00%
Delivery Executive	Avg Stipend / Month	11100	13100	10770	13000	13200	12140	11600	12100	13200	11560	12000	11200
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	45.95%	54.20%	44.29%	53.85%	54.55%	50.58%	48.28%	50.41%	54.55%	48.10%	50.00%	46.43%
Graduate Apprentices													
Production Apprentice	Avg Stipend / Month	12312	15100	13245	14600	13100	15600	13400	13350	13000	13100	12300	12600
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	26.90%	40.40%	32.05%	38.36%	31.30%	42.31%	32.84%	32.58%	30.77%	31.30%	26.83%	28.57%
HR Executive	Avg Stipend / Month	13500	17500	15000	16500	15500	16100	14000	15500	14670	14500	12100	13100
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	33.33%	48.57%	40.00%	45.45%	41.94%	44.10%	35.71%	41.94%	38.65%	37.93%	25.62%	31.30%

Fast Moving Consumer Goods and Durables

Graduate Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Sales Executive	Avg Stipend / Month	13500	16500	14000	16220	16600	16000	14000	15000	13600	12100	13000	12000
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	33.33%	45.45%	35.71%	44.51%	45.78%	43.75%	35.71%	40.00%	33.82%	25.62%	30.77%	25.00%
Accounts Executive	Avg Stipend / Month	13100	14000	12000	14500	12100	14000	12500	12600	11500	11400	11000	10500
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	31.30%	35.71%	25.00%	37.93%	25.62%	35.71%	28.00%	28.57%	21.74%	21.05%	18.18%	14.29%
Technician Apprentices													
Production Apprentice	Avg Stipend / Month	10360	12180	10900	12500	12000	13100	11450	11560	11250	10600	10300	11200
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	22.78%	34.32%	26.61%	36.00%	33.33%	38.93%	30.13%	30.80%	28.89%	24.53%	22.33%	28.57%
Service Technician	Avg Stipend / Month	11350	13200	10600	13500	12265	14200	13250	12700	11800	10560	10000	10500
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	29.52%	39.39%	24.53%	40.74%	34.77%	43.66%	39.62%	37.01%	32.20%	24.24%	20.00%	23.81%
Electrical & Electronics Technician	Avg Stipend / Month	11350	13500	12600	14000	12000	13700	12000	12260	11450	11125	12010	10775
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	29.52%	40.74%	36.51%	42.86%	33.33%	41.61%	33.33%	34.75%	30.13%	28.09%	33.39%	25.75%

STIPEND PRIMER

Post-pandemic special

RETAIL

Trade Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Production Apprentice	Avg Stipend / Month	10100	11900	10100	11000	13100	11800	11000	11560	10000	9000	10600	9800
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	40.59%	49.58%	40.59%	45.45%	54.20%	49.15%	45.45%	48.10%	40.00%	33.33%	43.40%	38.78%
Electrician	Avg Stipend / Month	8400	12000	9100	10450	11300	11360	8350	10400	9850	9450	9600	10500
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	28.57%	50.00%	34.07%	42.58%	46.90%	47.18%	28.14%	42.31%	39.09%	36.51%	37.50%	42.86%
Housekeeping	Avg Stipend / Month	12500	13560	12000	13770	12150	13000	12456	13560	13000	12350	11500	11600
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	52.00%	55.75%	50.00%	56.43%	50.62%	53.85%	51.83%	55.75%	53.85%	51.42%	47.83%	48.28%
Tailor	Avg Stipend / Month	8500	11300	9230	9500	10500	9000	6800	9000	8650	7200	7200	8000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	29.41%	46.90%	34.99%	36.84%	42.86%	33.33%	11.76%	33.33%	30.64%	16.67%	16.67%	25.00%
Graduate Apprentices													
Retail Sales Executive	Avg Stipend / Month	12100	14250	12340	13100	12500	14400	12000	13600	12550	11300	12200	11560
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	25.62%	36.84%	27.07%	31.30%	28.00%	37.50%	25.00%	33.82%	28.29%	20.35%	26.23%	22.15%
Quality Assurance Trainee	Avg Stipend / Month	12100	14000	11650	13200	11390	13560	10200	11065	12400	10500	11540	10500
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	25.62%	35.71%	22.75%	31.82%	20.98%	33.63%	11.76%	18.66%	27.42%	14.29%	22.01%	14.29%
Store Executive	Avg Stipend / Month	10250	12750	10750	12100	10580	12000	12000	12125	11460	11220	11050	10500
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	12.20%	29.41%	16.28%	25.62%	14.93%	25.00%	25.00%	25.77%	21.47%	19.79%	18.55%	14.29%

STIPEND PRIMER
Post-pandemic special

RETAIL

Technician Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Maintenance Technician	Avg Stipend / Month	11000	12550	10000	12250	11000	12130	11355	11000	10260	10100	11340	10500
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	27.27%	36.25%	20.00%	34.69%	27.27%	34.05%	29.55%	27.27%	22.03%	20.79%	29.45%	23.81%
Sales Executive	Avg Stipend / Month	11560	13000	12030	12540	12500	13100	10500	12500	12000	9500	11200	10300
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	30.80%	38.46%	33.50%	36.20%	36.00%	38.93%	23.81%	36.00%	33.33%	15.79%	28.57%	22.33%
Store Assistant	Avg Stipend / Month	10550	11500	11000	10000	10500	11000	10000	10800	9800	9230	8500	8000
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	24.17%	30.43%	27.27%	20.00%	23.81%	27.27%	20.00%	25.93%	18.37%	13.33%	5.88%	0.00%

STIPEND PRIMER

Post-pandemic special

IT & ITeS

Trade Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Customer Support Executive	Avg Stipend / Month	10199	11000	8330	10500	9957	10550	9052	8943	9962	9000	10500	10000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	41.17%	45.45%	27.97%	42.86%	39.74%	43.13%	33.72%	32.91%	39.77%	33.33%	42.86%	40.00%
Helper	Avg Stipend / Month	9914	10160	9565	10600	9000	9100	8500	9100	10100	8560	7600	8500
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	39.48%	40.94%	37.27%	43.40%	33.33%	34.07%	29.41%	34.07%	40.59%	29.91%	21.05%	29.41%
Infrastructural Management Service Trainee	Avg Stipend / Month	9100	12100	9960	10000	8999	12000	10774	9000	10500	9110	9230	10230
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	34.07%	50.41%	39.76%	40.00%	33.33%	50.00%	44.31%	33.33%	42.86%	34.14%	34.99%	41.35%
Sales Trainee	Avg Stipend / Month	10800	12550	11360	12000	11650	12400	12000	12605	11040	10500	12000	10500
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	44.44%	52.19%	47.18%	50.00%	48.50%	51.61%	50.00%	52.40%	45.65%	42.86%	50.00%	42.86%
Data Operator Trainee	Avg Stipend / Month	8500	9900	8120	8700	8200	9100	8900	9430	10100	8340	8500	8000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	29.41%	39.39%	26.11%	31.03%	26.83%	34.07%	32.58%	36.37%	40.59%	28.06%	29.41%	25.00%
Graduate Apprentices													
HR Executive	Avg Stipend / Month	12350	13300	12200	12500	12050	12600	11300	11850	11000	10560	12000	9800
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	27.13%	32.33%	26.23%	28.00%	25.31%	28.57%	20.35%	24.05%	18.18%	14.77%	25.00%	8.16%
Software Developer	Avg Stipend / Month	14500	16400	13100	16000	15400	15760	14000	14600	14000	14000	12670	12400
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	37.93%	45.12%	31.30%	43.75%	41.56%	42.89%	35.71%	38.36%	35.71%	35.71%	28.97%	27.42%
Sales Executive	Avg Stipend / Month	12170	13400	12900	13000	12080	13110	12250	13410	12750	12240	13000	12600
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	26.05%	32.84%	30.23%	30.77%	25.50%	31.35%	26.53%	32.89%	29.41%	26.47%	30.77%	28.57%

STIPEND PRIMER

Post-pandemic special

IT & ITeS

Graduate Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Software Testing Trainee	Avg Stipend / Month	14800	16200	12500	16000	15600	15500	14000	14300	13750	15400	12100	13100
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	39.19%	44.44%	28.00%	43.75%	42.31%	41.94%	35.71%	37.06%	34.55%	41.56%	25.62%	31.30%
Technician Apprentices													
Customer Support Executive	Avg Stipend / Month	9700	13100	10500	12050	12000	12650	10500	12120	11450	9500	10560	10000
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	17.53%	38.93%	23.81%	33.61%	33.33%	36.76%	23.81%	33.99%	30.13%	15.79%	24.24%	20.00%
Technical Support Executive	Avg Stipend / Month	10684	11947	10847	12543	10334	10000	11077	10784	11000	9600	9150	9400
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	25.12%	33.04%	26.25%	36.22%	22.59%	20.00%	27.78%	25.82%	27.27%	16.67%	12.57%	14.89%

Banking and Financial Services



Trade Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Helper	Avg Stipend / Month	9500	10600	10500	10100	10500	10000	10500	10000	10000	9100	9800	9300
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	36.84%	43.40%	42.86%	40.59%	42.86%	40.00%	42.86%	40.00%	40.00%	34.07%	38.78%	35.48%
Customer Support Trainee	Avg Stipend / Month	9922	10574	9000	11000	10518	9500	8000	9242	9500	9000	10450	9500
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	39.53%	43.26%	33.33%	45.45%	42.95%	36.84%	25.00%	35.08%	36.84%	33.33%	42.58%	36.84%
HR Executive	Avg Stipend / Month	8034	9500	8300	9200	10000	9500	8140	9000	9200	8500	9000	9120
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	25.32%	36.84%	27.71%	34.78%	40.00%	36.84%	26.29%	33.33%	34.78%	29.41%	33.33%	34.21%
Graduate Apprentices													
Banking Executive	Avg Stipend / Month	10000	12000	10500	12010	12100	13100	10500	11200	11050	10050	10500	9500
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	10.00%	25.00%	14.29%	25.06%	25.62%	31.30%	14.29%	19.64%	18.55%	10.45%	14.29%	5.26%
Customer Service Executive	Avg Stipend / Month	15000	16400	14220	16600	15500	15800	13900	14800	13500	13200	15000	13300
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	40.00%	45.12%	36.71%	45.78%	41.94%	43.04%	35.25%	39.19%	33.33%	31.82%	40.00%	32.33%
Sales Executive	Avg Stipend / Month	12500	13100	12340	13500	13100	14340	10000	13450	12310	11450	13300	12020
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	28.00%	31.30%	27.07%	33.33%	31.30%	37.24%	10.00%	33.09%	26.89%	21.40%	32.33%	25.12%
Process Executive	Avg Stipend / Month	9000	11500	10000	10000	11300	9700	9000	10670	10200	9000	10000	8500
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	0.00%	21.74%	10.00%	10.00%	20.35%	7.22%	0.00%	15.65%	11.76%	0.00%	10.00%	-5.88%

Banking and Financial Services

Technician Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
ATM Technician	Avg Stipend / Month	10800	13200	11000	12000	11700	10000	12000	10125	10000	9800	9000	8500
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	25.93%	39.39%	27.27%	33.33%	31.62%	20.00%	33.33%	20.99%	20.00%	18.37%	11.11%	5.88%
IT Technician	Avg Stipend / Month	11350	13100	10500	12000	11370	12120	11000	12560	12000	10000	11000	10500
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	29.52%	38.93%	23.81%	33.33%	29.64%	33.99%	27.27%	36.31%	33.33%	20.00%	27.27%	23.81%
Quality Assurance Trainee	Avg Stipend / Month	9970	13750	11500	12850	12560	12250	11300	12850	13145	10000	10500	11300
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	19.76%	41.82%	30.43%	37.74%	36.31%	34.69%	29.20%	37.74%	39.14%	20.00%	23.81%	29.20%

Construction and Real Estate

Trade Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Welder , Draughtsman	Avg Stipend / Month	10728	9100	10993	9500	11968	10786	10500	10646	9060	8500	10800	9000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	44.07%	34.07%	45.42%	36.84%	49.87%	44.37%	42.86%	43.64%	33.77%	29.41%	44.44%	33.33%
Electrician	Avg Stipend / Month	10000	11340	10600	12000	12080	11650	11000	11365	10600	10000	11300	9500
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	40.00%	47.09%	43.40%	50.00%	50.33%	48.50%	45.45%	47.21%	43.40%	40.00%	46.90%	36.84%
Fitter	Avg Stipend / Month	9560	12300	9600	10450	9670	10040	10450	11400	10650	9600	10300	9000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	37.24%	51.22%	37.50%	42.58%	37.95%	40.24%	42.58%	47.37%	43.66%	37.50%	41.75%	33.33%
House Keeping Executive	Avg Stipend / Month	9000	10340	10000	11230	10200	10250	9450	10345	9000	9230	8560	9100
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	33.33%	41.97%	40.00%	46.57%	41.18%	41.46%	36.51%	42.00%	33.33%	34.99%	29.91%	34.07%
Office Admin	Avg Stipend / Month	8858	10080	9276	9905	9097	9000	9401	8967	8000	7500	8300	7000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	32.26%	40.48%	35.32%	39.42%	34.04%	33.33%	36.18%	33.09%	25.00%	20.00%	27.71%	14.29%
Quality Assurance Trainee	Avg Stipend / Month	9230	11450	10340	11340	10240	10000	10500	11350	10540	10520	10000	9560
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	34.99%	47.60%	41.97%	47.09%	41.41%	40.00%	42.86%	47.14%	43.07%	42.97%	40.00%	37.24%
Graduate Apprentices													
Manufacturing Apprentice	Avg Stipend / Month	12670	17210	14200	15500	13200	15600	14100	14470	14250	12340	13600	14000
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	28.97%	47.70%	36.62%	41.94%	31.82%	42.31%	36.17%	37.80%	36.84%	27.07%	33.82%	35.71%
Civil Apprentice Engineer	Avg Stipend / Month	14600	16500	14300	17320	14300	15000	14210	14300	14000	12030	13300	13000
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	38.36%	45.45%	37.06%	48.04%	37.06%	40.00%	36.66%	37.06%	35.71%	25.19%	32.33%	30.77%

Construction and Real Estate

Graduate Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Service Engineer	Avg Stipend / Month	13100	15230	13210	14400	12675	14000	13000	14250	13250	11200	13320	12600
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	31.30%	40.91%	31.87%	37.50%	28.99%	35.71%	30.77%	36.84%	32.08%	19.64%	32.43%	28.57%
Technician Apprentices													
Maintenance Technician	Avg Stipend / Month	11165	13250	14230	12650	11300	13100	12300	12350	11150	10450	11230	12340
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	28.35%	39.62%	43.78%	36.76%	29.20%	38.93%	34.96%	35.22%	28.25%	23.44%	28.76%	35.17%
Electrical Technician	Avg Stipend / Month	12530	13250	12200	14560	15200	14230	12340	15500	14600	13320	13400	12310
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	36.15%	39.62%	34.43%	45.05%	47.37%	43.78%	35.17%	48.39%	45.21%	39.94%	40.30%	35.01%
Assembler	Avg Stipend / Month	12050	12310	11100	12450	11650	12300	12100	11560	11000	10650	10750	12100
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	33.61%	35.01%	27.93%	35.74%	31.33%	34.96%	33.88%	30.80%	27.27%	24.88%	25.58%	33.88%

Telecommunications



Trade Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Electrician / Wireman	Avg Stipend / Month	10000	9800	8700	8450	9000	9500	8500	10150	10000	9500	7600	10000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	40.00%	38.78%	31.03%	28.99%	33.33%	36.84%	29.41%	40.89%	40.00%	36.84%	21.05%	40.00%
Fitter / Welder	Avg Stipend / Month	8900	9100	8400	9250	8800	9200	8000	9900	10750	8000	9100	7800
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	32.58%	34.07%	28.57%	35.14%	31.82%	34.78%	25.00%	39.39%	44.19%	25.00%	34.07%	23.08%
HR Executive	Avg Stipend / Month	9000	10500	8000	8500	9200	8230	7500	9000	8400	8000	7500	7000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	33.33%	42.86%	25.00%	29.41%	34.78%	27.10%	20.00%	33.33%	28.57%	25.00%	20.00%	14.29%
Customer Service Executive	Avg Stipend / Month	13000	14000	12300	12000	12540	13000	11275	13500	12350	9500	10000	9500
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	53.85%	57.14%	51.22%	50.00%	52.15%	53.85%	46.78%	55.56%	51.42%	36.84%	40.00%	36.84%
Graduate Apprentices													
Customer Service Executive	Avg Stipend / Month	11800	17000	15500	15000	13540	18000	11000	15000	14500	13000	13300	12000
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	23.73%	47.06%	41.94%	40.00%	33.53%	50.00%	18.18%	40.00%	37.93%	30.77%	32.33%	25.00%
Electrical Engineer Apprentice	Avg Stipend / Month	13100	16500	14300	15000	13350	14400	14000	13200	16200	12200	14300	12000
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	31.30%	45.45%	37.06%	40.00%	32.58%	37.50%	35.71%	31.82%	44.44%	26.23%	37.06%	25.00%
Quality Assurance Apprentice	Avg Stipend / Month	10230	11300	9000	12340	11350	10200	9000	11600	13120	10500	9000	9500
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	12.02%	20.35%	0.00%	27.07%	20.70%	11.76%	0.00%	22.41%	31.40%	14.29%	0.00%	5.26%

Telecommunications



Technician Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Production Apprentice	Avg Stipend / Month	9400	11200	10400	10600	10230	9500	9000	11300	13750	9560	10340	9000
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	14.89%	28.57%	23.08%	24.53%	21.80%	15.79%	11.11%	29.20%	41.82%	16.32%	22.63%	11.11%
Service Technician	Avg Stipend / Month	14300	12600	12300	12330	12110	12000	9000	11200	14230	12000	11320	11400
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	44.06%	36.51%	34.96%	35.12%	33.94%	33.33%	11.11%	28.57%	43.78%	33.33%	29.33%	29.82%
Electrical & Electronics Technician	Avg Stipend / Month	11300	10740	10500	12400	11750	10500	10000	10600	12346	9600	10880	11400
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	29.20%	25.51%	23.81%	35.48%	31.91%	23.81%	20.00%	24.53%	35.20%	16.67%	26.47%	29.82%

Tourism & Hospitality

Trade Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Kitchen staff trainee	Avg Stipend / Month	9000	11200	9200	11000	10200	9700	12000	10700	11000	9500	10100	9000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	33.33%	46.43%	34.78%	45.45%	41.18%	38.14%	50.00%	43.93%	45.45%	36.84%	40.59%	33.33%
Assembler	Avg Stipend / Month	8400	9000	8000	8800	9860	9000	7800	9200	10900	7900	8500	7000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	28.57%	33.33%	25.00%	31.82%	39.15%	33.33%	23.08%	34.78%	44.95%	24.05%	29.41%	14.29%
Customer Service Executive	Avg Stipend / Month	12100	14000	12300	14400	12670	14250	13100	15230	15000	12350	14200	12000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	50.41%	57.14%	51.22%	58.33%	52.64%	57.89%	54.20%	60.60%	60.00%	51.42%	57.75%	50.00%
Housekeeping Executive	Avg Stipend / Month	9000	9500	9500	9500	9850	8300	8700	10600	9890	10100	9560	9000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	33.33%	36.84%	36.84%	36.84%	39.09%	27.71%	31.03%	43.40%	39.33%	40.59%	37.24%	33.33%
Graduate Apprentices													
Maintenance Technician	Avg Stipend / Month	15250	17400	13100	16100	14120	13500	15200	15500	16500	17000	16500	12340
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	40.98%	48.28%	31.30%	44.10%	36.26%	33.33%	40.79%	41.94%	45.45%	47.06%	45.45%	27.07%
Sales Executive	Avg Stipend / Month	15000	16500	14670	16100	15500	15670	14600	15500	15340	14200	15660	13230
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	40.00%	45.45%	38.65%	44.10%	41.94%	42.57%	38.36%	41.94%	41.33%	36.62%	42.53%	31.97%
F & B Associate	Avg Stipend / Month	12200	14200	12100	14000	12650	12330	13240	13200	13670	11460	14130	12780
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	26.23%	36.62%	25.62%	35.71%	28.85%	27.01%	32.02%	31.82%	34.16%	21.47%	36.31%	29.58%

Tourism & Hospitality

Technician Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Customer Service Executive	Avg Stipend / Month	14500	17100	15340	16600	14400	15700	14230	15600	16300	13200	15600	14000
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	44.83%	53.22%	47.85%	51.81%	44.44%	49.04%	43.78%	48.72%	50.92%	39.39%	48.72%	42.86%
Retail Executive	Avg Stipend / Month	10560	13200	12400	14100	11650	12000	11350	13400	14230	12500	12000	12160
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	24.24%	39.39%	35.48%	43.26%	31.33%	33.33%	29.52%	40.30%	43.78%	36.00%	33.33%	34.21%

STIPEND PRIMER

Post-pandemic special

Education



Trade Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Assistant	Avg Stipend / Month	9141	9704	9088	8333	10500	8500	8349	10450	10230	9000	8600	8500
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	34.36%	38.17%	33.98%	28.00%	42.86%	29.41%	28.14%	42.58%	41.35%	33.33%	30.23%	29.41%
Computer Operator and Programming Assistant	Avg Stipend / Month	9037	9072	8391	10014	9606	8388	9209	8847	9100	8000	8500	7850
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	33.61%	33.86%	28.49%	40.08%	37.54%	28.47%	34.85%	32.18%	34.07%	25.00%	29.41%	23.57%
Accounts Assistant	Avg Stipend / Month	9345	8944	10472	10948	11698	8103	10877	11340	10600	10000	8500	9000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	35.79%	32.92%	42.70%	45.20%	48.71%	25.95%	44.84%	47.09%	43.40%	40.00%	29.41%	33.33%
Data Associate	Avg Stipend / Month	7972	9961	9389	9139	7268	8196	8446	9465	7707	8000	8600	9000
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	24.74%	39.77%	36.10%	34.35%	17.45%	26.79%	28.96%	36.61%	22.15%	25.00%	30.23%	33.33%
Front Office Staff	Avg Stipend / Month	10730	7092	7919	9812	10789	7922	7289	7844	10921	9000	8500	8700
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	44.08%	15.40%	24.23%	38.85%	44.39%	24.26%	17.68%	23.51%	45.06%	33.33%	29.41%	31.03%
Graduate Apprentices													
Customer Service Executive	Avg Stipend / Month	15400	17500	15000	17600	15000	16000	14500	14600	15350	14000	15600	13400
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	41.56%	48.57%	40.00%	48.86%	40.00%	43.75%	37.93%	38.36%	41.37%	35.71%	42.31%	32.84%
Assistant	Avg Stipend / Month	14000	11775	10328	9957	10750	10000	10500	11058	8509	10500	11000	10750
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	35.71%	23.57%	12.86%	9.61%	16.28%	10.00%	14.29%	18.61%	-5.77%	14.29%	18.18%	16.28%
Sales Executive	Avg Stipend / Month	12500	16000	15000	17500	16000	15600	13250	16000	14500	12450	14400	13200
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	28.00%	43.75%	40.00%	48.57%	43.75%	42.31%	32.08%	43.75%	37.93%	27.71%	37.50%	31.82%

Education

Technician Apprentices		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Sales Executive	Avg Stipend / Month	11500	15000	14300	17000	15600	16000	12650	14400	13200	12000	13210	12200
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	30.43%	46.67%	44.06%	52.94%	48.72%	50.00%	36.76%	44.44%	39.39%	33.33%	39.44%	34.43%
IT Technician	Avg Stipend / Month	11900	13100	11560	12650	11660	13100	10500	12540	10030	9000	10450	12000
	Minimum Stipend / Month	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000	8000
	Var	32.77%	38.93%	30.80%	36.76%	31.39%	38.93%	23.81%	36.20%	20.24%	11.11%	23.44%	33.33%

Media & Entertainment



Apprentice Job roles		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
HR Executive	Avg Stipend / Month	10000	12400	10200	12000	13500	12100	12000	13600	13200	9100	11000	10500
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	10.00%	27.42%	11.76%	25.00%	33.33%	25.62%	25.00%	33.82%	31.82%	1.10%	18.18%	14.29%
Designer	Avg Stipend / Month	15600	16700	14000	16350	15600	16000	13780	15500	15000	13700	14100	14000
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	42.31%	46.11%	35.71%	44.95%	42.31%	43.75%	34.69%	41.94%	40.00%	34.31%	36.17%	35.71%
Sales Executive	Avg Stipend / Month	13400	15500	13000	14500	15800	15000	13500	14600	14100	12300	12000	14500
	Minimum Stipend / Month	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000	9000
	Var	32.84%	41.94%	30.77%	37.93%	43.04%	40.00%	33.33%	38.36%	36.17%	26.83%	25.00%	37.93%
Services Apprentice	Avg Stipend / Month	9400	12100	9000	10300	9460	10000	9600	13200	11200	9100	8300	10340
	Minimum Stipend / Month	7000	7000	7000	7000	7000	7000	7000	7000	7000	7000	7000	7000
	Var	25.53%	42.15%	22.22%	32.04%	26.00%	30.00%	27.08%	46.97%	37.50%	23.08%	15.66%	32.30%

Beauty & Wellness



Apprentice Job roles		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Beauty Therapist	Avg Stipend / Month	19000	18500	17000	17400	16500	15500	15600	18500	16770	15200	12200	15000
	Minimum Stipend / Month	7000	7000	7000	7000	7000	7000	7000	7000	7000	7000	7000	7000
	Var	63.16%	62.16%	58.82%	59.77%	57.58%	54.84%	55.13%	62.16%	58.26%	53.95%	42.62%	53.33%
Sales Executive	Avg Stipend / Month	11300	14000	13100	14000	14200	15500	9500	13200	12300	11220	12000	12100
	Minimum Stipend / Month	7000	7000	7000	7000	7000	7000	7000	7000	7000	7000	7000	7000
	Var	38.05%	50.00%	46.56%	50.00%	50.70%	54.84%	26.32%	46.97%	43.09%	37.61%	41.67%	42.15%
Housekeeping	Avg Stipend / Month	12300	13560	13000	14350	13200	13760	12200	16700	13600	12150	13300	12160
	Minimum Stipend / Month	5000	5000	5000	5000	5000	5000	5000	5000	5000	5000	5000	5000
	Var	59.35%	63.13%	61.54%	65.16%	62.12%	63.66%	59.02%	70.06%	63.24%	58.85%	62.41%	58.88%

E-Commerce



Apprentice Job roles		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Sales Executive	Avg Stipend / Month	15400	17500	14600	15600	14500	16200	15600	16600	12560	12500	13000	12650
	Minimum Stipend / Month	7000	7000	7000	7000	7000	7000	7000	7000	7000	7000	7000	7000
	Var	54.55%	60.00%	52.05%	55.13%	51.72%	56.79%	55.13%	57.83%	44.27%	44.00%	46.15%	44.66%
Kitchen staff	Avg Stipend / Month	9500	12100	10320	12100	12500	12120	9340	11860	10500	10300	10860	10900
	Minimum Stipend / Month	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000	6000
	Var	36.84%	50.41%	41.86%	50.41%	52.00%	50.50%	35.76%	49.41%	42.86%	41.75%	44.75%	44.95%
Helper/Attender	Avg Stipend / Month	8200	10000	9400	10500	11000	10400	8500	10540	9000	9000	9450	10250
	Minimum Stipend / Month	5000	5000	5000	5000	5000	5000	5000	5000	5000	5000	5000	5000
	Var	39.02%	50.00%	46.81%	52.38%	54.55%	51.92%	41.18%	52.56%	44.44%	44.44%	47.09%	51.22%
Store Keeper	Avg Stipend / Month	10450	12400	10700	10500	11400	11600	10150	12100	10560	9000	10500	10550
	Minimum Stipend / Month	5000	5000	5000	5000	5000	5000	5000	5000	5000	5000	5000	5000
	Var	52.15%	59.68%	53.27%	52.38%	56.14%	56.90%	50.74%	58.68%	52.65%	44.44%	52.38%	52.61%
Delivery Executive	Avg Stipend / Month	12000	14660	12700	14300	12400	11650	11150	14400	12000	12000	10500	12450
	Minimum Stipend / Month	5000	5000	5000	5000	5000	5000	5000	5000	5000	5000	5000	5000
	Var	58.33%	65.89%	60.63%	65.03%	59.68%	57.08%	55.16%	65.28%	58.33%	58.33%	52.38%	59.84%

Transport & Logistics



Apprentice Job roles		Ahmedabad	Bangalore	Chandigarh	Chennai	Delhi	Hyderabad	Kolkata	Mumbai	Pune	Indore	Nagpur	Coimbatore
Warehouse Executive	Avg Stipend / Month	10500	12200	8600	9800	10200	9560	10050	10720	10770	9800	8000	10500
	Minimum Stipend / Month	5000	5000	5000	5000	5000	5000	5000	5000	5000	5000	5000	5000
	Var	52.38%	59.02%	41.86%	48.98%	50.98%	47.70%	50.25%	53.36%	53.57%	48.98%	37.50%	52.38%
Distribution Executive	Avg Stipend / Month	9800	12340	8000	8500	12000	9500	9000	12000	11500	9760	10220	10860
	Minimum Stipend / Month	5000	5000	5000	5000	5000	5000	5000	5000	5000	5000	5000	5000
	Var	48.98%	59.48%	37.50%	41.18%	58.33%	47.37%	44.44%	58.33%	56.52%	48.77%	51.08%	53.96%
HR & Admin Executive	Avg Stipend / Month	10800	13100	9500	12500	12460	13000	11500	12100	10100	10500	9000	11000
	Minimum Stipend / Month	7000	7000	7000	7000	7000	7000	7000	7000	7000	7000	7000	7000
	Var	35.19%	46.56%	26.32%	44.00%	43.82%	46.15%	39.13%	42.15%	30.69%	33.33%	22.22%	36.36%
Transport Executive	Avg Stipend / Month	11500	12000	12000	15500	14300	11680	11000	13100	11600	10780	11240	12300
	Minimum Stipend / Month	5000	5000	5000	5000	5000	5000	5000	5000	5000	5000	5000	5000
	Var	56.52%	58.33%	58.33%	67.74%	65.03%	57.19%	54.55%	61.83%	56.90%	53.62%	55.52%	59.35%
Delivery Executive	Avg Stipend / Month	13500	15000	12000	15500	16300	14860	11000	15000	14500	10450	11360	15400
	Minimum Stipend / Month	5000	5000	5000	5000	5000	5000	5000	5000	5000	5000	5000	5000
	Var	62.96%	66.67%	58.33%	67.74%	69.33%	66.35%	54.55%	66.67%	65.52%	52.15%	55.99%	67.53%

Annexure

Minimum Government notified stipends
(with effect from September 2019)

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
Graduate apprentices or degree apprentices or degree in any stream	INR. 9,000 per month

Research Methodology

Steps in salary computation and Constraints

NETAP Stipend Aggregation:

- Stipend payouts in CY 2018, CY2019, CY 2020 up to Oct 2020 of about 150000 NETAP apprentice associates across 75 locations (aggregated into 12 hub cities) and across 18 sectors.
- Standardization and Normalization
- Data Tabulation, Data Analysis and Summarization
- Computing the variance

Steps in Normalized Stipend Computation:

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

The document has the following constraints on data:

- Results are based on the stipend earnings between Jan 2018 and Oct 2020 across 1,50,000 NETAP apprentice associates employed in organizations across 12 cities.
- Figures are close to accurate. The earnings include regular stipends and do not include incentives, allowances, bonus, over-time, one-time or unusual representative amounts.
- The information provided does not reflect level of responsibility of the 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

Steps in salary computation and Constraints

■ NAPS web portal (www.apprentice.gov.in)

■ Web portals – Third party job portals

Definitions:

■ Stipends: aggregate (median, Rs. per month) of stipend payouts made as part of the NETAP program during CY 2019,2020(till Oct 2020), reported at the respective levels of analysis

■ Variance: the difference between Median Stipend and Minimum Government notified stipend, expressed as a percentage of the Median Stipends, reported at the respective levels of analysis

■ Trade Category Apprentices : Candidates who competed 8th, 10th, 12th and ITI

■ Graduate Category Apprentices: Candidates who holds a degree in engineering/non-engineering and undergoing apprenticeship training in designated trade

■ Technician Category Apprentices: Candidates who holds a diploma in engineering / non-engineering and undergoing apprenticeship training in designated trade.

Sample Design

Total Employer Respondents – 296

Sectors/Cities	Ahmedabad	Bangalore	Chandigarh	Chennai	Coimbatore	Delhi	Hyderabad	Indore	Kolkata	Mumbai	Nagpur	Pune	Total
Agriculture & Agrochemicals	1	2	1	1	1	2	1	2	1	1	1	2	16
Apparel & Textiles	1	1	1	1	1	1	1	1	1	1	1	1	12
Automobiles & Allied industries	1	2	2	1	1	2	2	1	2	3	1	1	19
Beauty & Wellness	1	1	1	1	1	1	2	1	1	1	1	1	13
BFSI	1	3	1	1	1	3	2	1	2	3	1	1	20
Construction & Real Estate	1	2	1	1	1	1	2	1	2	2	1	1	16
E – Commerce	2	3	1	2	1	3	1	1	2	3	1	1	21
Education	1	1	1	2	1	2	2	1	1	2	1	2	17
Electrical & Electronics	2	1	1	2	1	2	1	1	1	1	1	1	15
FMCG/D	1	1	1	1	1	1	1	1	1	1	1	1	12
Healthcare & Pharmaceuticals	2	2	1	2	1	1	1	1	1	2	1	1	16
IT&ITeS	1	3	1	3	1	2	3	1	2	3	1	1	22
Manufacturing & Allied Industries	1	2	1	3	2	2	2	2	1	2	1	2	21
Media & Entertainment	1	1	1	1	1	1	1	1	2	1	1	1	13
Retail	1	2	1	2	1	2	1	1	1	1	1	1	15
Telecom	1	2	1	1	1	1	2	1	2	2	1	1	16
Tourism & Hospitality	1	1	1	1	1	2	1	1	1	1	1	2	14
Transport & Logistics	1	2	1	1	2	1	2	2	2	2	1	1	18

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