MEMORANDUM OF UNDERSTANDING

(MOU)

BETWEEN

BOARD OF PRACTICAL TRAINING

&

ISKRAEMECO INDIA PRIVATE LIMITED

FOR

APPRENTICESHIP PROGRAMME

Memorandum of Understanding
BETWEEN
BOARD OF PRACTICAL TRAINING (EASTERN REGION), KOLKATA
AND
ISKRAEMECO INDIA PRIVATE LIMITED

The Board of Practical Training (Eastern Region), Kolkata (BOPTER) and ISKRAEMECO India Private Limited have come together to establish an agreement with the goal of improving skill development and employability through structured apprenticeship programs for recently passed out graduates and diplomas of minimum six months and maximum one year period with stipend coverage under the National Apprenticeship Training Scheme (NATS). Both entities will work collaboratively to address the needs of these apprentices and ensure their successful transition into the workforce.

About BOPTER

Established in 1968, Board of Practical Training (Eastern Region), Kolkata is an autonomous organization under the Ministry of Education, Department of Higher Education, Govt. of India. The Board is functioning at its own premises at Block-EA, Sec-I, Salt Lake city, Kolkata - 700064,West Bengal .The major function of the Board is to implement and monitor the provisions of the Apprentices Act 1961, as amended in 1973 and 2014 so far as they relate to the training of Graduates and Diploma holders in Technical as well as Non-Technical streams in exercise of power conferred to the Board under Section 23 of the said Act.

About ISKRAEMECO INDIA

Iskraemeco India Private Limited, a part of Kaynes Technology, headquartered in WEBEL Tower 1, BN Block, Sector V, Kolkata, PIN-700091 Kolkata, West Bengal, is a leading provider of smart energy and water solutions. The company specializes in advanced software and digital platforms, empowering utilities and cities to optimize energy and water consumption. Their innovative offerings include smart meters, IoT-enabled solutions, and services tailored to the energy, water, and e-mobility industries.

As part of the globally recognized Iskraemeco brand, the company is committed to sustainability and digital transformation. They aim to create efficient, data-driven systems that contribute to a greener future.

Definitions

For the purposes of this agreement 1st "Party" shall mean BOARD OF PRACTICAL TRAINING (EASTERN REGION), KOLKATA (BOPTER), and 2nd "Party" shall mean ISKRAEMECO INDIA PRIVATE LIMITED

Act means **The Apprentices Act, 1961** and the Rule means **The Apprenticeship Rules, 1992**

1. **Purpose of the Agreement**
   The primary objective of this agreement is to establish a strong relationship and collaboration between the two participating Parties. The aim is to enhance skill development and employability through structured apprenticeship programs for recent graduates and diploma holders. These programs will have a duration of at least six months and up to one year, with stipend coverage provided at the 2nd Party under the National Apprenticeship Training Scheme (NATS). The NATS program is governed by The Apprentices Act 1961 and The Apprenticeship Rules 1992, with subsequent amendments. This ensures that all activities are in compliance with the legal framework, while also offering valuable hands-on learning experiences with stipend coverage. This initiative is in line with efforts to bridge the gap between theoretical knowledge acquired through academic studies and the practical skills required by industries. Ultimately, this collaboration will contribute to enhancing the readiness of the workforce for the demands of the job market.

2. **Period of Agreement**
   This MOU will become effective beginning on the day after last party signed and will be valid for a period of 1 year.
   This MOU will be reviewed annually on or around the anniversary of its effective date.
   This MOU may only be modified by the written agreement of the parties, duly signed by their authorized representative. This MOU may be terminated by either party after giving the other party 30 days' written notice of the intent to terminate. If the 2nd party terminates this MOU, it will permit any student working at the site at the time of termination the ability to complete his/her work.

3. **Base Agenda**

- **Objective**: Establish a strong partnership between the two Partys to enhance skill development and employability through structured apprenticeship programs.

- **Target Beneficiaries**: Recently passed-out graduates and diploma holders.

- **Program Duration**: Apprenticeship programs to last a minimum of six months and a maximum of one year.

- **Stipend Coverage**: Stipends will be provided by the 2nd Party, ensuring financial support for apprentices.

- **Compliance with Legal Framework**: All programs will adhere to the National Apprenticeship Training Scheme (NATS), governed by **The Apprentices Act 1961** and **The Apprenticeship Rules 1992**, including amendments.

- **Structured Learning Opportunities**: Programs will offer hands-on training and practical experience to align academic knowledge with industry demands.

- **Workforce Readiness**: Enhance employability and bridge the gap between education and practical skills required by industries.

Responsibilities of 1st Party:

- **Wider Publicity**: Ensuring fresher recruitment initiatives are broadly publicized.
- **Notifications for Participation**: Providing timely updates and information about apprenticeship and job fairs.
- **Student Mobilization**: 1st Party to support 2nd party in facilitating student participation from different institutions in recruitment opportunities. 1st party will provide the database of active verified students willing to join the apprenticeship program along with the ID card (Aadhar).
- The data accessed through the NATS Portal/ACJF Portal should only be used for contacting students for job interviews and should not be misused. It is imperative that the information provided is handled with care and confidentiality to ensure the integrity of the recruitment process.
- **Digital Publicity**: Leveraging platforms like the NATS portal, job fair portals, and BOPTER's social media for spreading requests. Any write up or pictures posted will be done with the prior approval of the Iskraemeco Management.
- **NATS Portal Support**: Offering assistance on the NATS portal, from contract creation to COP generation. The 1st Party shall be responsible for issuance of Certificate of Proficiency (CoP) through NATS portal subject to the training establishment upload all requisite information for generation of such Certificates.

Responsibilities of 2nd Party:

- **Registration on the NATS Portal**: The company needs to register on the official NATS portal by providing organizational details and creating an account.
- **Selection of Apprentices:** The 2nd Party shall ensure that once all the eligible students are enrolled on NATS portal they are directed to join the concerned establishment for undergoing apprenticeship training for the period as demanded in the course curriculum, minimum of which shall not be less than 6 months and maximum shall not be more than 1 year period.
- **Training Implementation:** The 2nd Party shall ensure that all such apprentices' execute Contract of Apprenticeship (contracts are created) through NATS portal with the training establishment immediately after joining of the apprentices.

- The 2nd party is responsible for ensuring compliance with all provisions outlined in The Apprentices Act of 1961 and The Apprenticeship Rules of 1992 for the initial one year following the onboarding or hiring of fresh graduates or diploma holders.
- Any clauses/terms contains in this MOU found to be in conflict of any of the provision of the Act, the provision of the Act shall prevail.

All the provision (s) of The Apprentices Act 1961 & The Apprenticeship Rules 1992 as amended time to time shall supersede all or any clause of this MoU in case it is found conflicting in nature.

4. Notices

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

5. Signatures

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

Signed on behalf of
BOARD OF PRACTICAL TRAINING
(EASTERN REGION), KOLKATA

29/04/25

Dr. S.M. Ejaz Ahmad,
Director, BOPT(ER)

Date: 29th April 2025

डॉ. एस.एम. एजाज़ अहमद/ DR. S.M. EJAZ AHMAD
निदेशक एवं क्षे.के.शि.स. / Director & R.C.A.A.
व्यावहारिक प्रशिक्षण बोर्ड (पूर्वी क्षेत्र) / Board of Practical Training (Eastern Region)
शिक्षा मंत्रालय के अधीन / Under Ministry of Education
उच्चतर शिक्षा विभाग, भारत सरकार / Deptt. of Higher Education, Govt. of India
ब्लॉक-ई ए, सेक्टर-I साल्ट लेक सिटी, कोलकाता - 700 064
Block EA, Sector-I, Salt Lake City, Kolkata-700 064

Signed on behalf of
ISKRAEMECO INDIA PRIVATE
LIMITED

Madan Mohan Chakraborty, MD &
CEO, ISKRAEMECO INDIA
PRIVATE LIMITED

Date: 29th April, 2025

ISKRAEMECO INDIA PRIVATE LIMITED
INDIA