



Mauritius Institute of Training and Development

FORMEZ VOS FUTURS TALENTS



INSCRIVEZ VOTRE ENTREPRISE POUR LE RECRUTEMENT DES APPRENTIS

Contribuez à former la main-d'œuvre de demain tout en développant les compétences dont votre entreprise a besoin.

Prenez un apprenti sous le **National Apprenticeship Programme (NAP)** du **Mauritius Institute of Training and Development (MITD)** et bénéficiez :

- d'un appui à la formation pratique en entreprise,
- d'une collaboration directe avec le **MITD**,
- d'un vivier de jeunes motivés et formés selon vos besoins,
- de la prise en charge du *stipend* par le **HRDC** en collaboration avec le **MITD**.

Inscrivez votre entreprise dès maintenant pour accueillir des apprentis dans divers secteurs d'activité.

Inscription des employeurs ouverte !

Formulaire disponible sur : www.mitd.mu

Pour plus d'informations :

☎ 601 8000 | @ headoffice@mitd.mu

SCANNEZ-MOI



<https://forms.office.com/r/BdDt7JY9s1?origin=lprLink>



FEATURES AND BENEFITS ASSOCIATED WITH THE REGISTRATION OF EMPLOYERS FOR THE RECRUITMENT OF APPRENTICES

The MITD is a body corporate established as per the Mauritius Institute of Training and Development Act 2009. The Mauritius Institute of Training and Development (MITD) is a pioneer and leader in TVET education in Mauritius. It achieves excellence in providing training through a dynamic curriculum, innovative teaching and learning as well as worldwide recognised certification.

The Mauritius Institute of Training and Development (MITD) has a network of 19 training centres strategically located around the island, including one in Rodrigues. It provides pre-employment and continuing training and is an awarding body.

The **National Apprenticeship Programme (NAP) in Mauritius**, is managed primarily by the **Mauritius Institute of Training and Development (MITD)**. It is a dual-training scheme that combines on-the-job training in a company with theoretical instruction at an MITD training centre.

The National Apprenticeship Programme plays a crucial role in developing a skilled and job-ready workforce in Mauritius by aligning training with the practical needs of the industry.

In Mauritius, private companies recruiting apprentices **gain all the general benefits** (customized talent, high retention, increased productivity) and also specific advantages through government initiatives, notably **financial incentives and support schemes** offered by the Mauritius Institute of Training and Development (MITD).

Private companies derive numerous advantages from recruiting apprentices, including a **customized talent pipeline, improved employee retention and morale, increased productivity, and significant cost savings**.

Key Features of the NAP:

- **Dual System:** The core principle is a "dual system" (similar to the German model) where apprentices spend 4-5 days per week in an enterprise for practical, on-the-job training and at least one day a week at an MITD training centre for theoretical knowledge.
- **"Earn as You Learn":** Apprentices are paid a monthly allowance (stipend) by the MITD - **Rs 7,000**, plus a travelling allowance of **Rs 1,000 per month** during the training

period, usually 1 year. Many employers do top up over this amount just to encourage Apprentices to join their company and sector.

- **Nationally Recognised Certification:** Upon successful completion of the programme and final assessments, apprentices receive a nationally recognised qualification, typically a National Certificate (NC) or 3, or 4, depending on the trade.
- **Structured Curriculum:** The training follows a clearly defined and approved curriculum by the Mauritius Qualifications Authority (MQA), developed by the MITD in collaboration with industry partners to meet the job requirements of local industries.
- **Legal Contract:** The relationship between the employer and the apprentice is governed by a legal apprenticeship contract, regulated by the IVT Regulations 1994 and the MITD Act 2009.

Objectives:

The main objectives of the NAP are to:

- Produce a skilled workforce that meets the specific demands of Mauritian industries.
- Address skill mismatches and fill gaps in the labour market.
- Provide school leavers and unemployed individuals with practical skills and work experience to enhance their employability.
- Facilitate a systematic transfer of knowledge from experienced workers to the next generation.

Roles and Responsibilities:

- **MITD (Mauritius Institute of Training and Development):** Manages the programme, conducts theoretical training, conducts regular monitoring visits to workplaces, provides pedagogical training for in-company supervisors – Training of Tutors Training Programme (Free of Charge), and issues the final certification.
- **Employer:** Provides on-the-job training and supervision, ensures the apprentice keeps a logbook of training, and abides by the legal provisions of the contract.
- **Apprentice:** Attends both workplace and centre based learning, works under instruction (usually a trained Tutor), complies with workplace rules, and sits for examinations.

Targeted Sectors

The NAP covers a wide range of trades in various sectors, including:

- **Hospitality & Tourism**
- **Electrical and Electronic Engineering**
- **Mechanical Engineering**
- **Building Construction and Civil Engineering**
- **Information and Communication Technology**
- **Agro Industry**
- **Automotive**
- **Health & Social Care**
- **Wellness and Beauty Care**
- **Textile and Apparel**
- **Professional Driving**
- **Business Process Outsourcing**
- **Sales & Retail**
- **Creative Arts and Industry**
- **Early Childhood Development and Care**
- **Printing**

Workforce Development & Skills

- **Customized Skillset:** Employers can train apprentices to meet their specific business needs, ensuring they acquire the critical skills and knowledge required for success in their particular roles and industry.
- **Addressing Skills Shortages:** Apprenticeship programs help companies proactively fill existing and future skill gaps, mitigating the impact of an aging workforce or a limited talent pool.
- **Talent Pipeline:** Companies can cultivate a steady stream of qualified, pre-trained professionals familiar with their operations and culture, reducing the reliance on external hiring.
- **Knowledge Transfer:** Experienced employees can mentor apprentices, facilitating a systematic transfer of institutional knowledge and offering leadership development opportunities for existing staff.

Operational & Financial Benefits

- **Increased Productivity:** Research consistently shows that companies with apprenticeship programs report higher productivity and improved product or service quality.
- **Cost-Effectiveness:** Apprenticeships offer a cost-effective solution for talent development, with potential savings on recruitment costs and a positive return on investment (ROI).
- **Reduced Turnover & High Retention:** Apprentices tend to exhibit greater loyalty and are more likely to stay with the company that invested in their training, leading to significantly higher retention rates than traditional hires and lower turnover costs.

Innovation & Culture

- **Fresh Perspectives:** Apprentices often bring new ideas, diverse experiences, and an openness to new technologies (e.g., AI and machine learning), which can challenge existing processes and drive innovation.
- **Boosted Staff Morale:** The presence of enthusiastic apprentices can invigorate the workplace culture, and existing employees often feel a sense of pride and renewed purpose in mentoring new talent.
- **Enhanced Reputation:** Investing in the local community and the next generation of workers improves a company's public image and corporate social responsibility (CSR) standing, making it a more attractive employer and potentially attracting more customers.

By leveraging these benefits, private companies can build a more skilled, loyal, and dynamic workforce that is better equipped to meet current and future business objectives.