APCOB

NOTIFICATION

Applications are invited for engagement of Apprentices under Apprentices Act, 1961 for F.Y 2026-27 in The Andhra Pradesh State Cooperative Bank Ltd., (APCOB), Vijayawada

Tentative Vacancies (Training seats)	**25**
Opening date for submission of online applications	**02.08.2026**
Last date for submission of online Applications	**11.08.2026**
Date of Document Verification	**August, 2026 (tentatively)**

The Andhra Pradesh State Cooperative Bank Ltd., (APCOB), leading State Cooperative Bank with its Head office at Vijayawada invites application from suitable candidates for engagement of Apprentices, under Apprentices Act, 1961 and as per Apprenticeship policy of the Bank. Selected candidates will be engaged in branches/Head office in the state of Andhra Pradesh at the discretion of the Bank.

Eligible candidates are required to register on the apprenticeship portal *www.nats.education.gov.in* before applying for apprenticeship in the Bank. Candidate with 100% complete profile on the apprenticeship portal only are eligible to apply.

1. Vacancies:

Break up of vacancies:

	OC	BC-A	BC-B	BC-C	BC-D	BC-E	SC G-I	SC G-II	SC G-III	ST	EWS	Total
Apprentices	10	2	2	1	1	1	1	2	1	2	2	25

Abbreviations stand for: (OC – Open Competition; BC – Backward Classes; SC – Scheduled Caste (Group-I, II & III); ST – Scheduled Tribe; EWS – Economically Weaker Sections.

Out of the said twenty-five (25) posts, seven (07) posts are reserved to the candidates with specializations as under:

Specialization	No. of posts
Agriculture	3
Information Technology	3
Legal	1
General	18
Total	**25**

Note:

(i) The reservation for Women & PWBD is on horizontal basis and the selected candidates will be placed in the appropriate category (viz. SC/ST/BC/Unreserved) to which they belong to.

(ii) Reservation for Economically Weaker Section (EWS) in recruitment is governed by A.P G.O. MS. No. 73 dated 04.08.2021. Benefit of reservation under EWS category can be availed upon production of an 'Income and Asset Certificate' issued by a Competent Authority on the format prescribed by Govt. of Andhra Pradesh.

(iii) Reservation for Schedule Castes (Sub-classification) is governed by A.P. G.O.Ms.No. 7 dt. 18.04.2025.

(iv) Reservation for BC-E Group will be subject to adjudication of the litigation pending before the Hon'ble Courts and Government Orders thereon.

(v) The number of vacancies for training and also the number of reserved vacancies for training are provisional and may vary according to the actual requirement of the Bank. Further, the Bank reserves the right to enhance or lower down the vacancies as per requirements at the time of final selection/appointment.

<u>Definition of EWS (Economically Weaker Section)</u>

1. As per the G.O.MS.No.73 dated 04-08-2021 of Govt. of AP, *"The persons who are not covered under existing scheme of reservations for the Scheduled Castes (SC), the Scheduled Tribes (ST) and the Socially and Educationally Backward Classes (BC-A, BC-B, BC-C, BC-D, BC-E) and whose gross annual family income is below Rs.8.00 lakh are to be identified as Economically Weaker Sections (EWS) for the benefit of reservation"*. The income shall include income from all sources i.e., salary, agriculture, business, profession etc. and it will be income for the financial year prior to the year of application. Also, persons whose family

owns or possesses any of the following assets shall be excluded from being identified as EWSs, irrespective of the family income:

i. 5 acres of Agricultural Land and above;
ii. Residential flat of 1000 sq. ft. and above;
iii. Residential plot of 100 sq. yards and above in notified municipalities;
iv. Residential plot of 200 sq. yards and above in areas other than the notified municipalities.

2. The property held by a "Family" in different locations or different places / cities would be clubbed while applying the land or property holding test to determine EWS status.
3. The benefit of reservation under EWS can be availed upon production of an Income and Asset Certificate issued by a Competent Authority. The Income and Asset Certificate issued by any one of the Authorities as notified by the Government of India in the prescribed format shall only be accepted as proof of candidate's claim as belonging to EWS.
4. The candidates shortlisted for document verification shall be required to bring the requisite certificate as specified by the Government of India at the time of appearing for the process of document verification.
5. The term "Family" for this purpose will include the person who seeks benefit of reservation, his/her parents and siblings below the age of 18 years as also his/her spouse and children below the age of 18 years.
6. The instructions issued by the Government of India in this regard from time to time shall be adhered to.

2. Eligibility Criteria:

<table>
<tr><td>Post:</td><td>Apprentice (This is not an employment in the Bank)</td></tr>
<tr><td>Profile:</td><td>Apprentice.

<u>Note:</u> The candidates engaged as Apprentice will NOT be treated as “employees” of the Bank and will not be entitled to receive any benefits which are available for the employees of the Bank.</td></tr>
<tr><td>Qualification:</td><td>1. Educational qualifications for the candidates:
<table>
<tr><td>Specialization</td><td>Educational qualification</td></tr>
<tr><td>Agriculture</td><td>Bachelor’s degree in Agriculture, Horticulture, Animal Husbandry, Veterinary Science,</td></tr>
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<tr><td></td><td>Agricultural Engineering, Pisciculture, Agricultural Marketing and Cooperation from the recognized University/Institutes approved by Govt. of India or its regulatory bodies.</td></tr>
<tr><td>Information Technology</td><td>Bachelor’s degree in Electronics/ Communication/Computer Science/ Information Technology or its equivalent from the recognized University/Institutes approved by Govt. of India or its regulatory bodies.</td></tr>
<tr><td>Legal</td><td>Bachelor’s degree in Law/LLB or its equivalent from the recognized University/Institutes approved by Govt. of India or its regulatory bodies.</td></tr>
<tr><td>General</td><td>Bachelor's degree in Banking, Commerce, Accounting & Audit from the recognized University/Institutes approved by Govt. of India or its regulatory bodies.</td></tr>
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2. Candidates should have completed & have passing certificate for their graduation.
3. The candidate should be proficient in Telugu & English Language (Reading & Writing).
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<td>Date of Reckoning for eligibility:</td>
<td>All the eligibility (Age, Qualification, etc.) shall be computed as on 01.08.2026. (inclusive)</td>
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<td>Age:</td>
<td>Minimum 20 years and maximum 28 years as on the date of reckoning for eligibility i.e., Candidates must have been born not earlier than 01.08.1998 and not later than 01.08.2004 (both days inclusive).</td>
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<td>Relaxation in Age Limit:</td>
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<table>
<tr><td>(a)</td><td>Scheduled Caste/ Scheduled Tribe</td><td>5 Years</td></tr>
<tr><td>(b)</td><td>Other Backward Classes
(Non-Creamy Layer)</td><td>3 Years</td></tr>
<tr><td>(c)</td><td>Persons with Benchmark disability</td><td>10 Years</td></tr>
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Period of Apprenticeship Training:	One Year
Place of Training:	The On-job training will be imparted to the candidates at the selected branches/Head Office of the Bank as per course/curriculum. Bank reserves the right to allot candidates in any Branch/Head Office in the state of Andhra Pradesh as per the requirement.
Test of local language:	Candidates who produce 10th or 12th standard mark sheet/ certificate evidencing having studied the specified opted local language will not be required to undergo the local language test. For other candidates, the test for knowledge of local language will be conducted as a part of selection process. It will be conducted when the candidate is called for Document Verification by the Bank. Candidates who fail to qualify this test will not be engaged as apprentice.
Working Hours	The Apprentice shall be imparted On Job Training (OJT) during hours of work as applicable to the clerical cadre of the Bank.
Physical/Medical Fitness:	Engagement of Apprentices will be subject to his/her being declared medically fit as per the requirement of the Bank.
Eligibility Conditions:	1. The candidate should not have undergone apprenticeship in any other organization or terminated their apprenticeship midway or pursuing apprenticeship training in any other Bank / Organization/company/firm etc. as per Apprenticeship Act 1961 as amended from time to time. 2. Candidates who had training or job experience of one or more years after completion of educational qualifications shall not be eligible for being engaged as apprentice.

4. Stipend:

The rate of stipend payable to apprentices per month shall be as follows: -

S. No	Total Stipend per month (A)	Out of A, maximum Bank component	Out of A, maximum Govt. component
(a)	₹ 15,000/-	₹10,500/-	₹ 4,500/-

The Bank will pay stipend to the apprentice every month after deducting Government's share of stipend which will be paid directly to the apprentice through Direct Benefit transfer (DBT) as per the rules of Apprenticeship. The Apprentices are not eligible for any other allowances/benefits.

5. Selection Procedure:

- All eligible candidates are required to register himself/herself on the apprenticeship portal (NATS 2.0 portal) **www.nats.education.gov.in** before applying for apprenticeship in the Bank. It is advised that all candidates who have applied need to make note of their Enrolment ID generated in NATS 2.0 Portal for future correspondence. In case, candidates are facing any issues during registration in NATS 2.0 portal, they are advised to go through the student manual available on the apprenticeship portal. (https://nats.education.gov.in/assets/manual/student_manual.pdf).
- Candidate with 100% complete profile on the apprenticeship portal is eligible to apply for Apprentices in the Bank.
- The eligible candidates can apply **online** only from **02.08.2026 to 11.08.2026** and no other mode of application will be accepted.
- For applying, the candidates shall visit the Bank's website: https://www.apcob.bank.in
- The last date for receipt of application is **11.08.2026.**
- The applications received on or before the last date shall be scrutinized by the Committee appointed by the Bank.
- The merit list of those candidates who have applied will be prepared in descending order on the basis of marks/percentage obtained in SSC/12th (HSC/10+2) /Graduation. In case more than one candidate is having the same percentage, such candidates will be ranked according to their age in descending order in the merit.

- The weightage of Marks for Qualification is as follows:

<table>
<tr><th>Qualification</th><th>Weightage of Marks (Maximum)</th><th>Award of Marks</th></tr>
<tr><td>SSC</td><td>10</td><td rowspan="3">Above 90% - 9 Marks
Between 80% - 90% - 8 Marks
Between 70% - 79% - 7 Marks
Between 60% - 69% - 6 Marks
Between 50% - 59% - 5 Marks
Below 50% - 4 Marks</td></tr>
<tr><td>10+2 (Intermediate)</td><td>10</td></tr>
<tr><td>Graduation</td><td>10</td></tr>
<tr><td>Total</td><td>30</td><td></td></tr>
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- The selected candidates as per the Merit List shall receive communication from The Andhra Pradesh State Cooperative Bank Ltd (APCOB) to appear for Documents Verification (DV) at APCOB Head Office in Vijayawada.
- Merit list shall be prepared only on the basis of the information filled by the applicant in the application. In case of any discrepancy observed at the time of document verification, the applicant will be disqualified summarily.
- The training seat vacancy arises due to whatsoever reason shall be filled with the reserve list candidates.
- Mere eligibility does not imply that the Bank is satisfied beyond doubt about the candidate's eligibility and shall not vest any right to a candidate for engagement/ selection. Bank reserves the right to change/modify the selection/engagement criteria, if necessary.
- All candidates who are finally selected for the training will receive an email communication from APCOB.

6. Agreement of training and Granting of Certificate:

The entire training program under the Apprentices Act, 1961 is controlled by the provisions of the Apprenticeship Contract between the bank and the Apprentice. The apprenticeship contract or agreement should be sent (through portal) to the Apprenticeship Adviser for registration within three months of the date on which it was signed:

Before commencement of the apprenticeship training, the selected applicants/ apprentices have to enter into a Contract of Apprenticeship Training with the laid down provisions under Apprenticeship Act 1961, where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the contract (as notified under the Apprenticeship Rules 1992), Applicants will be paid Apprentice compensation as prescribed i.e., such employer shall be liable to pay the Apprentice compensation an amount equivalent to his three months last drawn stipend.

In the event of premature termination of Contract of Apprenticeship due to the failure on the part of Apprentice to carry out or comply with the terms and conditions of the contract (as notified under the Apprenticeship Rules 1992), the Apprentice/Surety has to indemnify the bank for such amount as is determined by the Apprenticeship Adviser and the Bank towards the cost of training. A training cost of an amount equivalent to his/her one (01) month last drawn stipend shall be made recoverable from such Apprentice/Surety. As per the Act, it is not obligatory on the part of bank to offer any employment on completion of the period of Apprenticeship Training. Accordingly, the Apprentices who are imparted training in Bank, will have no claim to seek employment on the basis of such training nor shall it be obligatory on the part of the Apprentice to accept an employment under the employer.

Every Apprentice on completion of the training will be granted a Certificate of Proficiency (CoP) by the National Council, on passing a test conducted by the National Council to determine his/her proficiency.

7. Training Condition/ Overtime/Leave/Holidays:

(a) Apprentice shall be entitled to such holidays as are observed in the Bank.

(b) Apprentice shall be entitled to One casual Leave on completion of one month of Apprenticeship. No other type of leave is applicable for the Apprentices.

(c) Apprentice can avail only 3 casual leaves at a time. Leave accumulated, if any will automatically get exhausted on termination/completion of contract.

(d) The daily hours of training will be as applicable to the clerical staff/normal working hours of the Bank.

(e) No apprentice shall be allowed for overtime.

8. Conduct andDiscipline

As per Section 17 of Apprentices Act, 1961 amended from time to time, in all matters of Conduct and Discipline, the apprentice shall be governed by the 'Rules and procedures for disciplinary action against Workmen' of The Andhra Pradesh State Cooperative Bank Ltd.

During the Apprenticeship, if an Apprentice is found to be involved in any act of misconduct/ misbehavior/disobedience/unsatisfactory performance/any other act prejudicial to the interest of the Bank, etc., Bank has the rights to terminate the Contract of Apprentice after giving 7 days' notice period.

9. Assessment and Certification

After completion of apprenticeship training, apprentices will need to go through an assessment test covering both theoretical part as well as On-the-job training component. Theory assessment will be conducted by BFSI Sector Skill Council of India (BFSI SSC) and the Practical assessment will be conducted by the Bank. Subsequently, on the basis of marks scored by the apprentices, an Apprenticeship Certificate jointly by The Andhra Pradesh State Cooperative Bank Ltd - BFSI SSC will be awarded to the apprentices.

10. Other Terms andConditions

(a) It shall neither be obligatory on the part of the Bank to offer any employment to any apprentice who has completed the period of his apprenticeship training nor shall it be obligatory on the part of the apprentice to accept an employment.

(b) Candidates shall be relieved from the Bank after immediate completion of apprenticeship period. The apprentices will have no right to claim for regular employment in the bank based on the apprenticeship training undergone and such apprenticeship training will not cast any liability on the bank for providing any job to any such apprentice.

(c) Providing Transport/Hostel facility or any other Residential accommodation during Apprentice training is not under the scope.

(d) The candidature of the applicant would be provisional and subject to verification of documents subsequently. At any stage, if it is found that the candidate has furnished false or incorrect information, then the candidature is liable for cancellation of engagement.

(e) Candidate seeking age relaxation should submit necessary certificate(s) at the time of engagement and as and when required.

(f) The BC Certificate containing the creamy layer status should have been issued during the period 01.04.2026 to the date of appointment, if selected.

(g) Income and Asset Certificate issued by any one of the Authorities as notified by the Government of Andhra Pradesh is required to be submitted in the prescribed format in the case of EWS category candidates. The EWS Certificate should have been issued on or after 01.04.2026.

(h) Candidates selected for training will not be allowed to withdraw from training except for reasons which are beyond their control. Before commencement of the training, the candidates will have to execute a Contract of Apprenticeship. Those who absent themselves are liable to refund the whole cost of their training as well as the amount received as stipend as determined by the Bank.

(i) During the period of Apprenticeship, the selected Apprentices will be governed by Apprentices Act, 1961 (as amended from time to time) and applicable commensurate polices/rules of the bank.

(j) The engagement of selected candidates will be subject to their being declared medically fit by a duly qualified medical practitioner engaged by the Bank or subject to production of medical certification from MBBS Doctors or both as per the discretion of the Bank.

(k) Document verification will be conducted by the Bank officials and final selection will be subject to satisfactory verification of candidates' character, antecedents and caste validity certificates (wherever applicable). Till such time, their engagement will be provisional.

(l) No accommodation will be provided and selected Applicants will have to make their own arrangement during their training as per Apprentice Act 1961 and they will be released on completion of the training.

(m) Every apprentice undergoing apprenticeship training in the Bank shall be a trainee and not a worker. The provisions of any law with respect to labour shall not apply to or in relation to such an apprentice."

(n) Any resultant dispute arising out of this advertisement for engagement of apprentices will be subject to the jurisdiction of courts in Vijayawada.

(o) Any disagreement or dispute between the Bank and the Apprentice arising out of contract shall be referred to the Apprenticeship Advisor.

(p) All other terms and conditions of Apprenticeship not expressly mentioned in the policy document shall be as prescribed under the Apprentices Act 1961 and Apprenticeship Rules 1992 as amended from time to time.

11. **Announcements**:

All further announcements/ details pertaining to this process will be published/Provided only on https://www.apcob.bank.in from time to time. No separate advertisement will be issued in this regard.

12. **Disclaimer**:

In case, it is detected at any stage of engagement that a candidate does not fulfil the eligibility norms and/or that he/she has furnished any incorrect/false information or has suppressed any material fact(s), his/her/their candidature will stand cancelled. If any of these shortcomings is/are detected even after appointment, his/her/their engagement as an apprentice is liable to be terminated /cancelled. Decisions of APCOB in all matters regarding eligibility, conduct of Scrutiny of Applications/Interviews/other tests/selection would be final and binding on all candidates. No representation or correspondence will be entertained by the Bank in this regard.

13. Helpdesk:

In case of any problem in filling up the form, queries regarding Apprenticeship rules etc., the candidates may contact @ 0866-2429012 during working days from 10 AM to 5 PM.

Place: Vijayawada
Date: 01.08.2026

Sd/-
GENERAL MANAGER (HRMD)