

# Impact of Pradhan Mantri Kaushal Vikas Yojana (PMKVY)

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## **Abstract**

This review paper is about the government of India's Scheme Pradhan Mantri Kaushal Vikas Yojana (PMKVY), launched in 2015 to encourage and promote skill development in the country by providing free short-duration skill training and incentivizing this by providing monetary rewards to youth for skill certification. People in the programs which are covered under the scheme can avail themselves without having any difficulty. Moreover, all the schemes are scheduled to run in the nearby locality itself. This means there is no need for the additional burden to take by any of the candidates. For learning the basic skills and the courses which will help in their further studies. The certificate provided under the scheme is valid for all kinds of jobs and other programs as an add-on to their service. This certificate is valid for a lifetime and with a limited period. This can be used for various private and public sector jobs and also for nongovernment jobs.

## **Introduction**

It is a skill development initiative scheme of the Government of India to recognize and standardize skills. It aims to encourage aptitude towards employable skills and increase working efficiency. This is a flagship scheme for skill training the youth, implemented by the new Ministry of Skill Development and Entrepreneurship, through the National Skill Development Corporation (NSDC). To benefit the Indian school or college dropouts or unemployed people PMKVY has introduced Short Term Training. Those trainees who have prior learning experience or skills can be certified under the Recognition of Prior Learning (RPL). Special projects are meant for vulnerable and social disadvantages groups of people. Even the traditional training methods do not apply to them as most of them are living in a backward part of any state. Placement may be in the form of wage employment or self-employment. The employment opportunities should be completed within 3 months of completion of training both for short-term projects as well as special projects. The available employment opportunities should be mapped with the skills acquired by the participants through training. Kaushal mela is a program that the training partners need to conduct every six months to generate enough awareness in the locality and community where they are operating. The main purpose of conducting the Kaushal mela is to inform the locals about the schemes and facilities that they are supposed to get. The program has a host of effective monitoring systems which comprises both manual and online. Monitoring is implemented to ensure the effective implementation of the said scheme. It has some key components which include center and candidate, infrastructure, availability of documentation, Aadhar enabled biometric attendance system, awareness of candidate,

trainers and training, branding and social media and feedback from training centers, skill development management system, training handbook and kits.

### **Review of Literature**

- Singh & Mohanty (2012) clarified that training is a significant instrument to improve individual efficiency and eventually will boost the value of organizations but organizations should strike an equilibrium between education and instruction. The final findings showed that the impact of training in various industries is varying.
- Okada (2012) Identified the skills gap in India between what industries demand based on recent rapid economic growth and the skills that young people acquire through vocational training. He suggested that India must raise its investment in education and training for youth, which helps to promote industrial development and achieve sustainable growth.
- Aggarwal (2016) found that both the government and its partner agencies have launched various measures/initiatives for the effective implementation of the skill development system in the economy. And still it faces several undetermined issues/challenges that need the immediate attention of the policymakers.
- Agrawal and Thakur,(2016) mentioned that the respondents confirmed that the PMKVY training has impacted their ability to perform better that has subsequently impacted their productivity, He states that respondents have felt that they were able to learn different and new ways to do the work that has positively impacted their performance.
- Divyaranjani & Rajasekar (2017) evaluated the effectiveness of training in the overall development of the workforce and identifies the results of the training program provided. Primary data of 456 workers in the automobile industry, were used for the study, findings point out the importance of training and development efforts as training improves skills, capability, ability, and finally worker performance and productivity.
- Ansari and Khan (2018), concluded that, to sum up, skill development for India is critical from both socioeconomic and demographic points of view. It is an important tool for reducing poverty, enhancing competitiveness and employability, and promoting self-entrepreneurship among youths.
- Halawi and Haydar (2018) highlighted that the training would influence the conduct of employees and their working abilities resulting in improved performance and productive changes. Further, training additionally has a noteworthy part in employee performance by instilling in them the important skills required to perform different tasks in the organization.
- Shome, (2018) found that out of the total PMKVY trained and placed data, around 78 percent were in wage employment while 22 percent were in self-employment, during 2016-17. However, the reports published for 2016-20 also indicate placement breakup in the same proportion. Apparel, Retail, Beauty, Telecon, and Electronics were the top 5 sectors with the highest placements with 55 percent of women employed. Reports have indicated that thousands of youths who got trained under PMKVY have applied for Mudra loans through the Udyami Mitra portal.
- Bhukal, and Ella Rani (2019), found that the maximum utility score of training in beauty services was for makeup and the least utility score was given to hair treatment among all the beauty services. Majority of the respondents were satisfied with the coverage of the subject matter, methodology used, working environment, and usefulness of training material whereas, practical sessions of the training program were reported to be somewhat satisfactory. Sufficient change in attitude towards beauty culture

was recorded and more than half of the respondents (55.83%) were found to be in the favorable change attitude category respectively

## Who can apply?

This Scheme applies to any candidate of Indian nationality who:

1. Undergoes skill development training in an eligible sector by an eligible training provider
2. Is certified during the span of one year from the date of launch of the scheme by approved assessment agencies
3. Is availing of this monetary award for the first and only time during the operation of this scheme.
4. The scheme would be implemented through NSDC training partners.
  - Currently NSDC has 187 training partners that have over 2300 centers. In addition, Central / State Government affiliated training providers would also be used for training under the scheme. All training providers will have to undergo a due diligence before being eligible for participating under this scheme.
  - Focus under the PMKVY would be on improved curricula, better pedagogy and better trained instructors.
  - Training would include soft skills, personal grooming, behavioral change for cleanliness, good work ethics. Sector Skill Councils and the State Governments would closely monitor skill training that will happen under PMKVY.

## Sector Skill Councils

- Since its inception, one of the major pillars of Skill India Mission is Sector Skill Councils (SSCs), which play a vital role in bridging the gap between what the industry demands and what the skilling requirements should be
- The National Occupational Standard is one of the most significant contributions of Skill India Mission to accelerate India's skilling ecosystem, made possible by the SSCs, which are national partnership organizations bringing together all the stakeholders- industry, labor, and academia.

## Role of Sector Skill Councils

Identification of skill development needs

Development of a sector skill development plan and maintaining skill inventory

Determining skills/competency standards and qualifications

Standardization of affiliation, accreditation, examination, and certification

conduct skill-based assessment and certification for Qualification Packs /National Occupational Standards aligned training programs.

Participation in the setting up of affiliation, accreditation, examination, and certification norms for their respective sectors.

Plan and facilitate the execution of **Training of Trainers** along with NSDC and states.

Promotion of academies of excellence.

Paying particular attention to the skilling needs of ST/SC, differently-abled and minority groups.

Ensuring that the persons trained and skilled in accordance with the norms laid down are assured of employment at decent wages.

## Eligibility Criteria for PMKVY Courses?

- Candidates from almost all states can get benefited from this scheme. As per the government, any unemployed youth or, school/college dropouts can enroll in this scheme.
- Applicant must possess an Aadhaar card and a bank account to apply in PMKVY.
- It's a must for the candidate to have a verifiable alternate ID such as PAN or Voter ID (applicable only for the states of the North-East region and J&K – Additional IDs may be added from time to time).
- College students are not considered eligible candidates to apply for PMKVY. Additionally, in the case of corporates or factory premises, candidates cannot be their employees or daily wagers.
- Training costs will vary according to the course and the same would be communicated by the center and candidates have to pay it.
- Rs. 8, 000 rewards which would be provided to the successful candidates after completion of the training can be used to pay the training fee.
- During application candidates will have to provide bank account details to the training center. And upon successful completion of the course, reward money would be directly credited to this bank account. If you do not have a bank account then you can open zero balance savings account under PMKV.

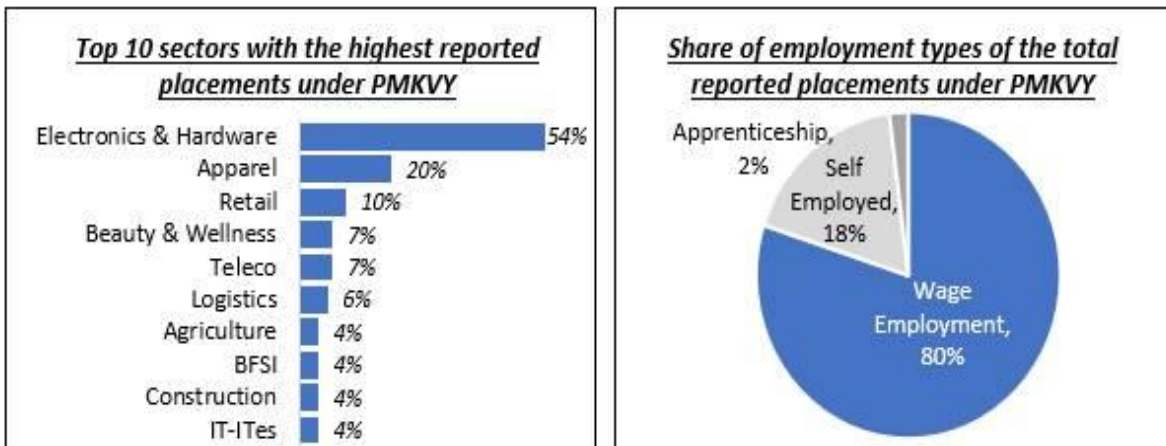
## How to Register for PMKVY?

1. The applicant will have to apply online to get the training from the official website of the PMKVY. Here is the direct link of the website: <http://pmkvyofficial.org>
2. On the webpage, the applicant will have to enter the basic information about them such as their names, email ids, education, address and other.
3. As the next step, the applicant will have to choose the course they want to pursue under PMKVY. The applicant can choose one from 40 options like constructions, electronics, food and processing, furniture, gems and jewelry, and many others.
4. Now as the last step you will have to choose the training center as per their feasibility. Candidates can also visit the training center to know more about the course timing and its duration

## PMKVY 1.0

- **Launch:** India's largest Skill Certification Scheme - Pradhan Mantri Kaushal Vikas Yojana (PMKVY) - was launched on 15<sup>th</sup> July 2015 (World Youth Skills Day).

- **Aim:** To encourage and promote skill development in the country by providing free short-duration skill training and incentivizing this by providing monetary rewards to youth for skill certification.
- **Implementation:** PMKVY is implemented by the National Skills Development Corporation (NSDC) under the guidance of the Ministry of Skill Development and Entrepreneurship (MSDE).
- **Key Components:** Short-Term Training, Special Projects, Recognition of Prior Learning, Kaushal & Rozgar Mela, etc.
- **Outcome:** In 2015-16, 19.85 lakh candidates were trained.



source: pmkvyofficial.org

### PMKVY 2.0

- **Coverage:** PMKVY 2016-20 (PMKVY 2.0) was launched by scaling up both in terms of Sector and Geography and by greater alignment with other missions of the Government of India like Make in India, Digital India, Swachh Bharat, etc.
- **Budget:** Rs. 12,000 Crore.
- **Centrally Sponsored Centrally Managed (CSCM):** This component was implemented by National Skill Development Corporation. 75% of the PMKVY 2016-20 funds and corresponding physical targets have been allocated under CSCM.
- **Centrally Sponsored State Managed (CSSM):** This component was implemented by State Governments through State Skill Development Missions (SSDMs). 25% of the PMKVY 2016-20 funds and corresponding physical targets have been allocated under CSSM.
- **Outcome:** More than 1.2 Crore youth have been trained/oriented through an improved standardized skilling ecosystem in the country under PMKVY 1.0 and PMKVY 2.0.

### PMKVY 3.0

- **Coverage:** Launched in 717 districts, 28 States/eight UTs, PMKVY 3.0 is a step towards 'Atmanirbhar Bharat'.
- **Implementation:** It will be implemented in a more decentralized structure with greater responsibilities and support from States/UTs and Districts.
- District Skill Committees (DSCs), under the guidance of State Skill Development Missions (SSDM), shall play a key role in addressing the skill gap and assessing demand at the district level.

- **Features:** Cross utilization of existing infrastructure for the establishment of skilling centers, introduction of significant reforms in the assessment ecosystem, and creation of a pool of certified trainers through direct funding for the Training of Trainers Program.

### Impact

- It envisages training of eight lakh candidates over a scheme period of 2020-2021 with an outlay of Rs. 948.90 crore.
- The 729 Pradhan Mantri Kaushal Kendras (PMKKs), empaneled non-PMKK training centers and more than 200 Industrial Training Institutes (ITIs) and 332 job roles under Skill India will be rolling out PMKVY 3.0 training to build robust pool of skilled professionals.
- It will be more trainee- and learner-centric. The focus is on bridging the demand-supply gap by promoting skill development in areas of new-age and Industry 4.0 job roles.
- It will be a propagator of vocational education at an early level for youth to capitalize on industry-linked opportunities.
- The National Educational Policy 2020 also puts focus on vocational training for holistic growth and increased employability.
- By taking the bottom-up approach to training, it will identify job roles that have demand at the local level and skill the youth, linking them to these opportunities (Vocal for Local).
- It will encourage healthy competition between states by making an available increased allocation to those states that perform better.

## REPORT CARD

	Certified	Placed	Placed in %
<b>PMKVY 2.0</b>			
Central part	84,82,187	19,07,919	22.5 
State part	6,56,478	2,24,796	34.2 
Total	91,38,665	21,32,715	23.3 
<b>PMKVY 3.0</b>			
Central part	3,02,572	22,643	7.5 
State part	97,288	7,956	8.2 
Total	3,99,860	30,599	7.7 

Source: Parliamentary Standing Committee on Labour

### PMKVY 4.0

PMKVY 4.0 stresses on inclusion of women, and tribal communities. To help candidates who lost jobs during the pandemic. It will give greater emphasis on reskilling and upskilling.



**Haryana Statistics**

	Enrolled candidates	Ongoing training	Trained candidates	Assessed candidates	Certified candidates	Reported placed
PMKVY 1.0	1,08,362	0	1,08,362	1,06,599	80,224	9,335
PMKVY 2.0	5,64,316	0	5,38,692	4,92,319	4,56,519	1,49,424
PMKVY 3.0	28,649	17	26,340	18,490	15,035	1,279

The above table shows that under the PMKVY 1.0, 1,08,362 candidates were enrolled and 9,335 were placed. In the PMKVY 2.0, 5,64,316 candidates were enrolled and 1,49,424 were placed. Whereas under the PMKVY3.0, 28,649 were enrolled and 1,279 were placed.

**Advantages**

- It helps to develop the skill
- The certificate Pradhan Mantri Kaushal Vikas Yojana help to get job • The free and open for everyone
- There are number of course list is available in PMKVY
- Doing PMKVY develop to start his own business
- After doing PMKVY we get lot of opportunity
- PMKVY gave Monterey rewards to the best performer
- Student who has done this program can apply it various prominent job
- The centre of PMKVY we can get easily
- This type of digital scheme help to grow India
- PMKVY scheme help to grow the economy

**Disadvantages**

- Trained in one role placed in another
- Trained in one role but do not land a job
- Training location vs job location
- Lower Payouts for training
- Students Payouts
- Franchising
- Focus on school dropouts
- Mobilization support from government
- People did not aware much of pmkvy
- Fraud happens in this type scheme

**Key Benefits to Trainee under PMKVY (2016-2020)**

- Free of cost training to eligible candidates
- Skill certificates to eligible candidates

- Placement assistance in case of short term training
- INR 500 is applicable for all certified candidates
- Post placement free transportation fee, boarding and lodging for eligible candidates

## Placement data analysis

Placed and Certified	54% placement performance
Gender wise placement	52% female, 48% male, and 0.001% transgender
Person with disability	24% female and 76% male
Employment type	2% apprenticeship, 80% wage employment and 18% self employment

## Policy Recommendations

It is important to ensure coordination between different skill development programs, to ensure effective utilization of resources and business viability for training partners.

The certified candidates should be given skill cards, which would help in attaching more value to the RPL certification.

For RPL, more focus should be given to bridge training courses by identifying the job role-wise gap areas as compared to the current job requirements. This will provide an upskilling opportunity to the existing workforce.

Training payouts for on-demand job roles which have an intensive practical component should be reviewed. This will help to make these job roles more attractive for the training partners.

Considering that the scale of the program has substantially increased, a stronger role of state skill development missions is required in ensuring effective implementation and sustainability of the scheme

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