



Pradhan Mantri Kaushal Vikash Yojana: An Evaluative Study in Selected Training Centers of India

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ABSTRACT

India's Skills Report 2022(Weebex,2022) says that only 48.7% of India's educated youth are employable and the gap in skills in the era of ICT-enabled hybrid work culture spiked to 60%. As a result, various sectors of the country's economy are experiencing a shortage of competent workers and are experiencing low productivity as a result of the workforce's poor quality. At the same time, a substantial portion of the country's youth is looking for ways to make a living. The country's talent development has become a top priority in this setting. This is not only necessary for economic development, but it will also help meet young people's ambitions for better-paying jobs of higher quality. To resolve these twin problems on July 15, 2015, on World Youth Skills Day, the Prime Minister launched the Skill India Mission in association with the Ministry of Skill Development and Entrepreneurship (MSDE). Under this Mission, one of the most important developmental schemes launched was the 'Pradhan Mantri Kaushal Vikas Yojana (PMKVY). But the success of any program depends on its successful implementation and its applicability to the targeted group primarily designed to show them an alternate/ultimate path of development. The findings of this study focus on developing factual insights for impactful outcomes and effectiveness specifically skill enhancement of the youth and employability by incorporating recommendations from training partners, trainees, and trainers.

Keywords: Pradhan Mantri Kaushal Vikash Yojana, Skill-training, evaluation study

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I. Introduction:

The Confederation of Indian Industry (CII) in its report echoed ‘Harnessing India’s Demographic Dividend for Boosting Growth’ in April 2022 and triggered a discussion on the critical relationship between employment and skill gap with profound implication to leverage the nation’s competitive advantage – its demographic dividend (UNFPA,2018). But only 48.7% of India’s educated youth are employable and the gap in skills in the era of ICT-enabled hybrid work culture spiked to 60% (India skill Report,2022). As a result, various sectors of the country's economy are experiencing a shortage of competent workers and are experiencing low productivity as a result of the workforce's poor quality. At the same time, a substantial portion of the country's youth is looking for ways to make a living. The country's talent development has become a top priority in this setting. This is not only necessary for economic development, but it will also help meet young people’s ambitions for better-paying jobs of higher quality.

Furthermore; the development of the Indian economy has been higher than in other nations worldwide. The GDP development of the nation was 6.6 % in 2017-18 and is anticipated to reach 7.5 percent for the year ending March 2023 despite the pandemic’s hit. According to the Goldman Sachs report, “in next 50 years, Brazil, Russia, India, and China- the BRIC economies seem gotten to be a much bigger constrain within the world economy” and among this India has the potential to end up as one of the most grounded countries among BRICS. Its huge and developing population is considered its best resource which makes a difference for the country to enter the association of created economies over another decade recognizing the need for bringing about a paradigm shift to mobilize a country that is demographically dividend and renovating the way the skill training was being carried out in the country through a network of technical and vocational training institutions; on July 15, 2015 - the World Youth Skills Day, the Prime Minister launched the Skill India Mission in association with the Ministry of Skill Development and Entrepreneurship (MSDE). Under this Mission, one of the most important developmental schemes launched by the name was the 'Pradhan Mantri Kaushal Vikas Yojana (PMKVY).

II.Purpose of study:

The PMKVY is an “outcome-based” “meta-philosophy-based” program and hence this study intends to evaluate the impact of PMKVY on employability, quality training, providing infrastructure facilities, coverage of the beneficiaries, and sustainability to assure extensive inclusion.

III.Methodology:

The research methodologies and protocols used for this study are primarily based on quantitative as well as qualitative research principles. The Conceptual Framework applied in this study outlines the basic design of research and how various underlying concepts are to be studied, interfaced, and applied to ensure precise findings. It details operational concepts, their relevance in the context of Skill Development, the need for Skill Inventory, and the interplay of three fundamental concepts, namely infrastructure, Competency Modelling, and youth employability cover the quantitative eye of the research whereas an FGD conducted in selected centers to derive a subjective opinion of stakeholders on the key bottleneck challenge. After gathering data from relevant sources, the applied SWOT analysis was to evaluate the program.

Data Source:

For the research, the data was collected both from primary and secondary sources. Quantitative data sources are driven from the PMKVY dashboard, Parliament budget report 2020, and NSDC yearly report while qualitative data is collected through face-to-face interaction with the stakeholders carried out to gain an absolute understanding of the scenario by conducting FGD.

Research Question:

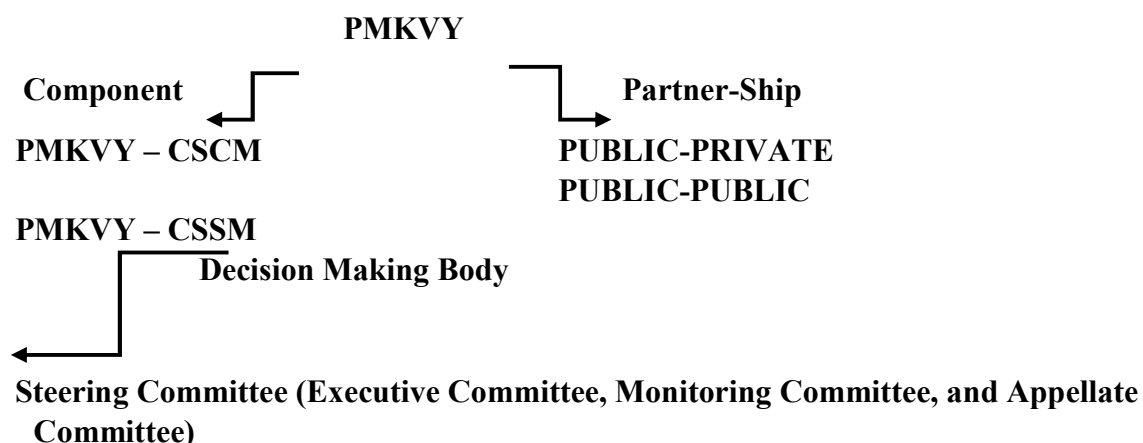
The key evaluation questions are as under:

1. What is the coverage of the PMKVY scheme across India?
2. What is the nature, quality, and remunerative potential of the placement opportunities offered to the trained youth under the Scheme?
3. What are the gaps, if any, in the achievement of the outlined objectives of the scheme?
4. What are the key bottlenecks and challenges in the selection of beneficiaries as well as the implementation of the Scheme and sustainability?

IV. Specific features and attributes of PMKVY: A Discussion

PMKVY is the flagship program of the Ministry of Skill Development & Entrepreneurship (MSDE) under the aegis of the National Skill Development Corporation. It is a Skill Certification Scheme designed to enable a large number of youths to take up industry-relevant skill training to improve their chances of securing a better livelihood. The scheme also covers individuals with prior learning experience or skills for assessment and certification under the Recognition of Prior Learning (RPL) scheme for certifying skills acquired by workers through traditional learning channels.

Flowchart No.1: Mode Of Operation Of PMKVY



PMKVY is being implemented through public-private and public-public partnerships. The overall decision-making process of PMKVY passes through Steering Committee; constituted by Executive Committee, Monitoring Committee, and Appellate Committee. The scheme is an out-come based skill development program providing impetus for the expansion of ‘tradition job roles’ – inclusion and mobilization of a large number of youths to take up ‘industry designed quality training’ to attain sustainable livelihood. As identified by the Annual Report of the Ministry (2019-20) employability, entrepreneurship orientation and life skills are one of the NOS (National occupational standard) in the PMKVY courses. Therefore, the scheme states the need for a comprehensive ecosystem in adherence to the industry partner, with an emphasis on innovation and fostering entrepreneurial values, and further recognizes and honors

outstanding entrepreneurs and ecosystem builders in National Entrepreneurship Awards (NEA) in 2016. The spirit of the PMKVY is to develop entrepreneurs who are to create wealth and value with the ultimate agenda of nation-building (NSDC,2020).

The scheme of PMKVY is comprised of eleven major paradigms and enablers to achieving demand-driven training through (i) aspiration and advocacy, (ii) capacity, (iii) quality, (iv) Synergy, (v) Mobilization and engagement, (vi) Promotion of skilling among women (vii) Global partnership (viii) Outreach (ix) ICT enablement, (x) Trainers and Assessors (xi) Inclusivity.

The scheme was launched in full fledge on 2nd October 2016 with the following objectives:

- i. Provide fresh skill development training to school dropouts, college dropouts, and unemployed youth through short courses of 200 - 300 hours
- ii. Recognize the skill available to the current workforce through skill certification
- iii. Engage States in the implementation of the scheme leading to the capacity development of the states
- iv. Improved quality of training infrastructure along with the alignment of training with the needs of the industry Encourage standardization in the certification process and initiate a process of creating a registry of skills.

V. Data interpretation and analysis:

Achievements under the Scheme

The achievement under the first three components of PMKVY is shown in Table 1.

Table 1: Achievements under PMKVY

Total Numbers	Short Term Training	RPL	Special projects
Enrolled	49,72,619	62,72,669	2,39,436
Trained/ Oriented	46,38,207	61,41,870	2,20,631
Assessed	43,23,379	54,08,281	1,88,820
Certified	38,60,176	51,20,442	1,59,969
Placed	15,97,212	NA	51,628

Source: <https://www.pmkvyofficial.org/>, accessed 05/09/2022

The total number of training centers under the above three components etc. are given in the table below

Table 2: Number of Training Centres, Training Partners, and Job Roles

Number of	STATE	RPL	SP
Training Centres	8804	22550	899
Training Partners	2509	141	72
Job Roles	261	586	153

Source: PMKVY Dashboard at <https://www.pmkvyofficial.org/>, accessed 05/09/2022

The State-wise number of PMKVY Training Centres under Short Term Training is given in Table 3 below (data needs to be validated by the MSDE). State-wise Number of Training centers under RPL and Special Projects is not accessible on the PMKVY website and needs to be provided by the MDSE.

Table 3: State-wise Number of PMKVY Training Centres (Short-Term Training)

State	Number of Training centers under STT
Andhra Pradesh	167
Arunachal Pradesh	39
Assam	197
Bihar	475
Chhattisgarh	158
Delhi	167
Goa	3
Gujarat	250
Haryana	338
Himachal Pradesh	115

Jammu Kashmir	242
Jharkhand	176
Karnataka	209
Kerala	56
Madhya Pradesh	567
Maharashtra	348
Manipur	51
Meghalaya	41
Mizoram	32
Nagaland	15
Odisha	270
Punjab	294
Rajasthan	479
Sikkim	19
Tamil Nadu	251
Telangana	215
Tripura	33
Uttarakhand	116
Uttar Pradesh	1001
West Bengal	255
Total	6579

State-wise (excluding all UTs save Delhi) number of the total number of candidates trained as of date under PMKVY (collated from the PMKVY Dashboard) is given in Table 4 below (data needs to be validated by the MSDE).

Table 4: State-wise Number of the Total Number of Candidates Trained

State	No of the Candidates Trained
Andhra Pradesh	161473
Arunachal Pradesh	10779
Assam	183256
Bihar	312905
Chhattisgarh	85559
Delhi	277684
Goa	5404
Gujarat	209502
Haryana	407612
Himachal Pradesh	73750
Jammu Kashmir	142230
Jharkhand	120225
Karnataka	311196
Kerala	156925
Madhya Pradesh	476606
Maharashtra	719235
Manipur	22249
Meghalaya	19194
Mizoram	5519
Nagaland	5491
Odisha	309949
Punjab	226309
Rajasthan	620184
Sikkim	4562
Tamil Nadu	377635
Telangana	213011
Tripura	29663
Uttarakhand	98003
Uttar Pradesh	1001621

West Bengal	278354
Total	6866085

Source: PMKVY Dashboard at <https://www.pmkvyofficial.org/>, accessed 05/09/2022

Achievements under the CSCM component

Table -1.1

CSCM – STT					
Financial Year	Enrolled	Trained	Assessed	Certified	Reported Placed
2016-17	3,94,227	49,973	17,063	10,139	281
2017-18	18,41,145	15,94,183	13,61,061	11,70,243	4,46,945
2018-19	6,27,718	8,42,487	9,00,834	8,60,504	6,53,567
2019-20*	5,39,208	8,42,685	7,83,987	6,88,561	3,99,223
Total	34,02,298	33,29,328	30,62,945	27,29,447	15,00,016

Table 1.2

CSCM – Special Project					
Financial Year	Enrolled	Trained	Assessed	Certified	Reported Placed
2016-17	2,206	881	211	109	0
2017-18	50,316	30,569	20,141	16,161	6,058
2018-19	51,860	57,928	48,060	38,929	17,617
2019-20*	67,129	73,238	62,835	54,200	24,122
Total	1,71,511	1,62,616	1,31,247	1,09,399	47,797

Table -1.3

CSCM – RPL				
Financial Year	Enrolled	Trained	Assessed	Certified
2016-17	2,00,781	1,73,031	98,383	74,856
2017-18	5,16,940	5,30,131	4,79,607	4,38,291
2018-19	10,49,922	9,94,426	6,99,466	5,58,893
2019-20*	15,58,588	16,22,433	15,13,771	15,20,383
Total	33,26,231	33,20,021	27,91,227	25,92,423

The total targets for the PMKVY scheme 2016-20 were 1 crore. Out of this, 40 Lakhs was to be done under Recognition of Prior Learning. A total of 60 Lakh candidates were to be imparted training under the short-term training component – 39.5 Lakhs under the central component and 20.5 lakhs under the state component. The scheme is projected to achieve a certification of a total of 90 lakh candidates by the end of the scheme, around 90% achievement. The projections are based on the past scheme performance and trends and on-ground capacity created during the implementation of the scheme.

Table -1.4

CSSM					
Financial Year	Enrolled	Trained	Assessed	Certified	Reported Placed
2016-17	0	0	0	0	0
2017-18	20,178	985	90	0	0
2018-19	3,29,975	2,04,193	1,59,651	1,33,330	33,031
2019-20*	2,20,183	3,29,935	2,89,487	2,62,509	81,117
Total	5,70,336	5,35,113	4,49,228	3,95,839	1,14,148

ii) Centrally Sponsored State Managed (CSSM):

Placement performance is based on a candidate's successful certification under PMKVY 2016-2020. From the beginning, Placement performance is based on a candidate's successful certification under PMKVY 2016-2020. Since the commencement of PMKVY 2016-2020, the scheme under STT and Special Projects has reported the placement of 15.72 lakh young, compared to 28.68 lakh certified, representing 55 percent of reported placements as of 31 January 2020.

2.3 Budgetary Allocation and Expenditure Pattern:

PMKVY is a Centrally Sponsored Centrally Managed (CSCM) tied up with the Centrally Sponsored State Managed (CSSM) component of the program sharing 75% (Central) and 25% (State) of the total budgeted expenditure. The total budget allocation for the year 2016-2020 for the implementation of the program is INR 12000 Cr. proportionately distributed among the center (INR 9000 Cr.), and State (INR 3000 Cr.) respectively.

As for the Budget Estimate (BE) & Revised Estimate (RE) from 2017-18 to 2018-19 and 2019-2020 and the Actual utilization thereof, the following information was furnished,

Table.3 Budgetary Allocation & Utilisation During 2018-19,2019-20, and 2020-21

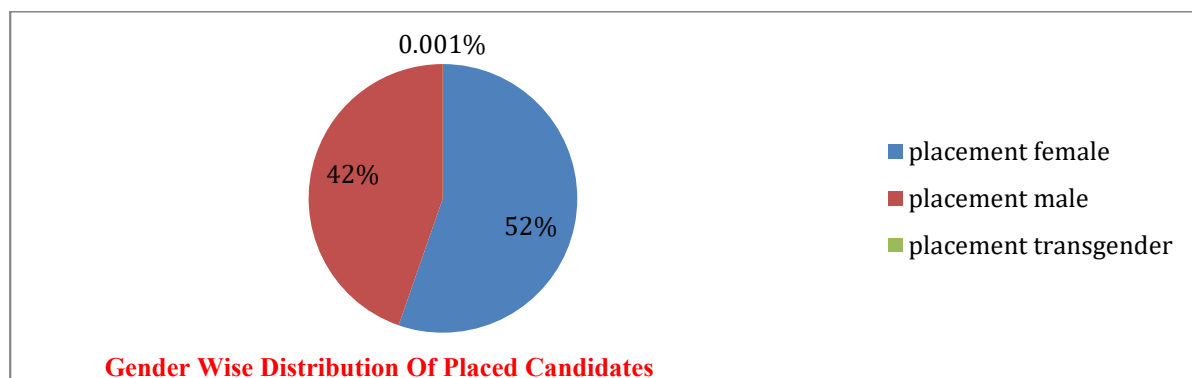
Year	Budget (BE) (₹ in crore)	Budget (RE) (₹ in crore)	Total Utilisation (₹ in crore) (% of utilization w.r.t RE)
2018-19	3,400.00	2,820.06	2617.32 (92.89%)
2019-20	2,989.21	2,531.04	2407.83 (95.13%)
2020-21	3,002.21	2,723.86	2028.53 (74.47%)

* (Data extracted from NSDC yearly Report)

The Committee then pointed out that the BE for the financial year 2020-21 was ₹3,002.21 crores which were reduced to ₹2,723.86 crores at the RE stage whereas the actual expenditure was ₹2,107.19 crore as of 23.01.2021 only. In that context, the Committee asked whether the Ministry would be able to utilize the remaining amount of ₹600 crores (approx.) by 31 March 2021 (FY 2020-21). In response, the Ministry stated that an amount of ₹2028.53 crores had already been spent as of 12.02.2021 during the financial year 2020-21 which was 74.47% of RE. The Ministry further stated that they were making all efforts to utilize the allocated budget by 31st March 2021 except the part mandatory allocation of North Eastern State (Budget report,2021).

Chart -1 gender-wise representation out of the total number of candidates placed in the post-certification period

Chart-1

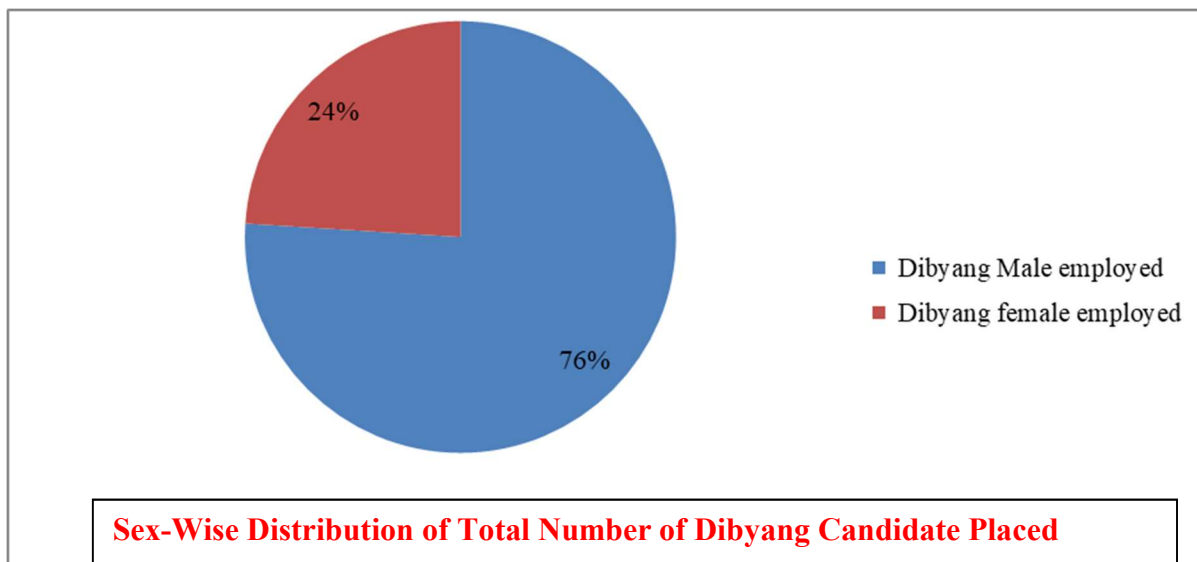


Source: PMKVY Dashboard at <https://www.pmkvyofficial.org/> accessed on 5/09/2022

From PMKVY Data, we can find the gender-wise representation of the total number of candidates placed in the post-certification period. 52% of candidates were female and 42% are male while 0.001% were from the Transgender category. There is a prominence of female candidates which is encouraging and a sign of women's empowerment.

Chart 2 represents the sex-wise distribution of the total number of Dibyang candidates placed in the post-certification period

Chart-2

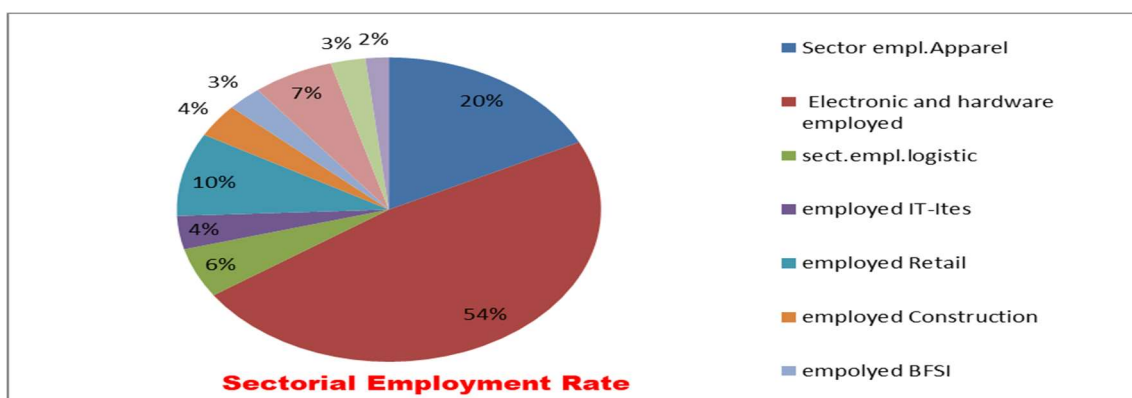


Source: PMKVY Dashboard at <https://www.pmkvyofficial.org/> accessed on 5/9/2022

PMKVY Data shows the sex-wise distribution of the total number of Diblyang candidates placed in the post-certification period. 76% of employed Diblyang candidates are Male while 24% are female Diblyang candidates. It will be interesting to learn what prompted more placement of Male candidates than female candidates.

Chart 3 represents the sector-wise distribution of the total number of the candidate placed in the post-certification period

Chart-3

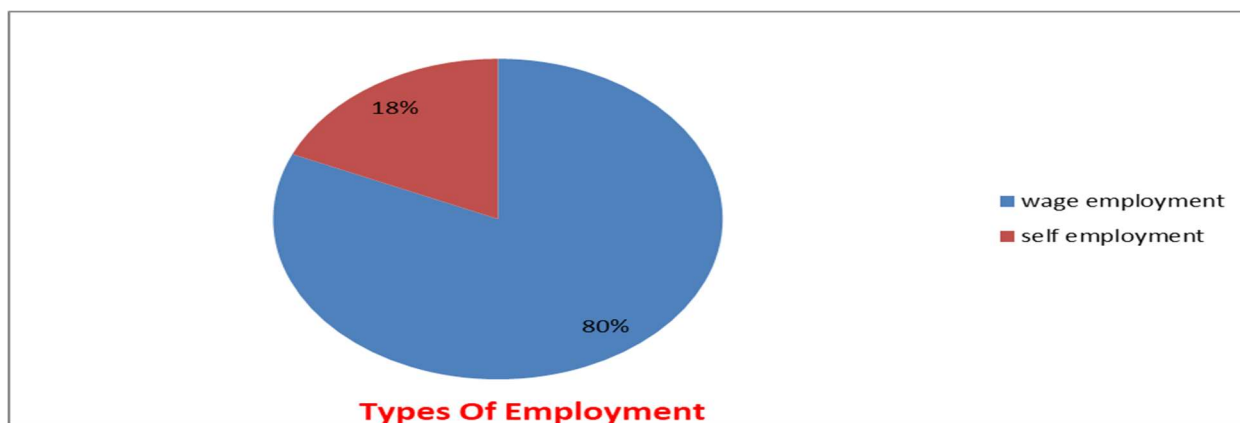


Source: PMKVY Dashboard at <https://www.pmkvyofficial.org/> accessed on 5/9/2022

From PMKVY Data, we can infer the sector-wise distribution of the total number of candidates placed in the post-certification period. Electronic and Hardware employed a maximum (54%) candidate while BFSI employed a minimum (2%) candidate. Other sectors are Apparel, logistics, IT &ITES, Retail, Construction, etc. It is evident that the more the portfolio, the better the employment opportunities for more candidates as there will be more choices.

Chart 4 represents the type of employment distribution of the total number of candidates placed in the post-certification period

Chart 4



Source: PMKVY Dashboard at <https://www.pmkvyofficial.org/> accessed on 5/9/2022

From PMKVY Data, we can study the type of employment distribution of the total number of candidates placed in the post-certification period. 80% of employment is of wage type while self-employment is only 18%. One of the objectives of PMKVY is self-employment where skilled candidates will be job givers than job takers. If we support these candidates with financial and market linkage with infrastructure facilities, then there will be more self-employment. Further, they will be a multiplier effect on employment, production, income, demand, etc. It will lead to the growth and prosperity of the economy.

“As of 19.02.2021, 67,121 candidates have been enrolled out of the total 1,42,447 allocated target under the STT component. Training of reverse migrants is undergone and no candidate has completed the training so far. Consequently, no placement has been reported to date.

Placement opportunities to candidates will be provided after successful certification.”(Lok sabha standing committee report,2021)

Focused Group Discussion and research outcomes:

The focus group discussion comprised Skill Development Authority, Board Members of the training center, trainers, trainees, community mobilizers, local government authorities, and IIPA research team members. The consultation brought about valuable information in terms of current challenges and success stories that have been created by joining hands with local authorities and BOM. Informed-consent procedures were explained at the beginning of each focus group. focus group discussions were recorded with the permission of the participants. The anonymity of participants in the focus groups is protected in this report.

The PMKVY successfully fulfilled the target of certification with a 90% pass-out rate envisaged promoting the economic development of rural women, and artisans, prohibiting out-migration through skilling people, and creating job opportunities in the post-certification phase.

Key bottleneck challenges faced in the implementation of the program are marked around regional challenges in terms of transportation and language barrier for northeast students in terms of materials while many centers are struggling for sustainability and input-outcome of capital as center holders. Across the center, students face difficulty while looking for an advanced-level course.

Conclusion:

value addition through skill development is needed to enhance the productivity of the human resource especially when India is becoming a country with a demographic dividend. In India, the manpower pool is inadequate and the skill gap is an ever-arching issue as per market demand. Therefore, there is a visible gap in the skilled labor demand versus supply. Most of the workforce concentrated in unorganized pockets, where they get low payments and away from the social security net. Hence; it is directly affecting the socioeconomic well-being of the individuals. The primary job is to identify the sectors where a shortage of skilled workforce is massive. To match the demand and supply of a skilled workforce; sector skill councils have suggested that they should be involved hands-on in allocating sector and job role-wise training targets in each geography while ensuring minimum migration. It is important to ensure coordination between different skill development programs and effective resource utilization and business viability for

training partners. Multiple training providers from different skill development programs are currently operating in the same geographies, leading to inefficiency and resource duplication. Target allocation should be looked at from a macro level across different programs, as it will help to match the demand and supply of skilled labor more effectively. Awareness of MUDRA loans was overserved to be higher in PMKVY-trained individuals. PMKVY-trained candidates perceive their chance of getting employed, On the usefulness of the program, respondents have replied positively. It shows a higher level of satisfaction with program components. The implementation status of the RPL component concerning pre-enrolment counseling, orientation or bridge training, and receiving of training materials is positive. The level of satisfaction is high with the quality of counseling, bridge training, quality of trainers, and soft skills training provided. Improvement in self-confidence and improvement in technical knowledge. 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. Also, as it is difficult to enroll candidates in long-duration bridge training courses, specific and medium-duration bridge training courses need to formulate. Partial contribution to the training cost should be taken from the trainees. This will help in ensuring the financial sustainability of the PMKVY program. It **will** also be ensuring help in ensuring that state-of-the-art and quality training is provided to the candidates and that they take the training program more seriously. Training pay-outs for on-demand job roles which have an intense practical component should be reviewed. This will help to make these job roles more attractive for the training program. Training pay-outs 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 the effective implementation and sustainability of the scheme.

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