

Impact of Mukhyamantri Kaushalya Vikasa Yojana(MKVY) on job creation: A study conducted in Mysuru

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ABSTRACT

The state of Karnataka has taken several initiatives to promote skill development and opportunities of employment for its citizens. The objective of this study is to evaluate the effectiveness of the skill development programs in Karnataka in enhancing the employability of youth and unemployment reduction rates in the state. The study focuses on one of the skill development programs implemented by the government of Karnataka that is Mukhyamantri Kaushalya Vikasa Yojana (MKVY). The study analyses the impact of this initiative taken by the state government on the skill levels and employability of the beneficiaries. The study employs a methods approach using both qualitative and quantitative data collection methods. The quantitative data is collected through surveys from a sample size of 68 respondents. The collected data gone through descriptive statistical analysis, chi square, hypothesis using SPSS to know the opinions of the respondents of the survey done. The study tells that the MKVY framework serves as an effective method for localized regional job creation. To improve its long-term economic footprint the study recommends strengthening local industry-institutional partnerships.

Keywords: Mukhyamantri Kaushalya Vikasa yojana (MKVY), Skill Development, Job creation, Employability, Karnataka

INTRODUCTION

Skill development is an emerging critical element of Economic growth and development of human resource in India. In this increasingly competitive and high technology economy, acquiring essential and relevant skills has become essential to secure employment and to enhance standard of living. Recognising how important the skilled workforce, state governments have introduced various initiatives to adapt the young people with industry requirements and competency. So, among such initiatives of government Mukhyamantri Kaushalya Vikasa Yojana occupies a important position in upgrading skill-based education and opportunities in employment

Mukhyamantri Kaushalya Vikasa Yojana is a state-sponsored skill development programme designed to reduce the gap between the skills available and demanded by employers. This scheme is designed and to focus on providing training to unemployed and underemployed youth making them to gain practical knowledge and requirement to job through specified training programmes this initiative tries to improve employability and to create a workforce to meet and match the requirements of various industries.

Karnataka is recognised as one of the leading centres for IT&BT, manufacturing, healthcare and service industries. So, the rapid expansion in these sectors has increased huge demand for skilled workforce. But, many young individuals particularly from rural and economically disadvantaged background people often lacks access to the quality training and development opportunities in professional life. So, this Mukhyamantri Kaushalya Vikasa Yojana aims to shorten this gap by offering them training across different sectors and enabling skill development reach to the wider population India has a push for skill development and generating opportunities for employment. Skill development and empowerment of youth leads to socio-economic development. The Mukhyamantri Kaushalya Vikasa Yojana is dedicated to enhancing employability by developing skills in youth of the state. The training provided under this scheme helps the youth to get trained on the skills required by industry that makes easier them to get a job in future. The targets of this scheme are to

train the students with required skills instead of merely giving basic training. The youth who comes under poverty line and those who have completed their 10th and 12th standard are top priority under this scheme. Institutions authorized by the government to become skill development centres (SDC) are imparted training related on the skills required in the industries and this leads to enhance the employability of the candidates with necessary skills. The youth training is also imparted by accrediting the institutions which is approved by the Government of India and the training programme consists of soft skills, English, human rights and other awareness programmes that helps the youth in workplace readiness. The trainings which the students incline on are job oriented and leading to certification which is accepted in the job market as well. Mukhyamantri Kaushalya Vikasa Yojana is also planned to enrich the human capital of the state which leads to sustainable economic development.

Empowerment of women is one of the aims of the Mukhyamantri Kaushalya Vikasa Yojana. The Government believes that stress on the women will lead to development of the society. Thus, women are provided trainings on different job-oriented skills. Mukhyamantri Kaushalya Vikasa Yojana aims to enhance the human spendings by providing them recognition on skill development initiatives which will improve the standard of living of people. This scheme does not only focus on women empowerment but also focuses on empowerment of youth of rural families, school dropouts and youth of backward communities to ensure inclusive development. The Government of Karnataka proposed to establish Skill Development Programme and miss out the development of poor but educated youth. Thus, to increase the contribution of youth to the job market, working professionals and retired officials are recruited to promote entrepreneurship and self-employment. Hence apart from providing the youth the need to improve their skills and creativity also leads to success.

REVIEW OF LITERATURE

Tiwari and Malati (2020) – Employability Skill Evaluation among Vocational Education Students in India, the study examined the impact of employability skills on vocational education students. The findings revealed that communication skills, workplace skills, and practical training significantly improve employment opportunities. The authors emphasized the need for skill-based learning to meet industry requirements. **Patel and Patel (2020)** – Empirical Study on Employability Skill The study analysed the employability skills of Indian graduates. It found a significant gap between industry expectations and the skills possessed by students. The researchers suggested strengthening skill-oriented education to enhance employability. **Kumar and Hooda (2021)** – Role of Skill Development Programmes in Enhancing Employability among Youth The study highlighted that skill development programmes improve employability, entrepreneurship, and social mobility among youth. It also emphasized the importance of government initiatives in supporting youth development and employment generation. **Arun Kumar et al. (2021)** – Skill Development Programmes in Aspirational Districts of Karnataka: Opportunities and Challenges The researchers investigated skill development programmes in Karnataka's aspirational districts. The findings indicated that trainees perceived the programmes as beneficial for employment and self-employment opportunities. The study also noted increased confidence among participants. **Patil and Charantimath (2021)** – Impact of Skill Development Training on Employability Skills of Youth This study found that skill development training improves communication, teamwork, cooperation, and problem-solving skills. These competencies were identified as essential for enhancing employability and workplace effectiveness. **Upadhyaya and Roychowdhury (2022)** – Skill Training Centres and Youth Employment: Evidence from Bengaluru the study examined the contribution of skill training centres in Bengaluru. It revealed that these centres provide employment opportunities to rural youth, although challenges related to job quality and retention remain. **Verma, Choudhary and Choudhary (2022)** – Impact of Skill Development Programmes on Youth Employability in India the study concluded that skill development programmes positively influence employability and economic participation among youth. Training programmes helped bridge the gap between educational qualifications and labour market requirements. **Iyer and Rao (2022)** – Skill Acquisition and Livelihood Improvement in Rural Karnataka the study focused on the role of skill development in rural Karnataka. The findings showed that skill acquisition contributes to poverty reduction, social inclusion, and improved livelihood opportunities among rural populations. **Gupta, Datta and Kothe (2023)** – Developing Employability Skills in Vulnerable Youth The researchers emphasized that employability depends not only on technical skills but also on confidence, motivation, and communication abilities. The study recommended a holistic approach to skill development for sustainable employment outcomes. **Chaurasia and Punnam (2023)** – Skill Development Opportunities and Their Influence on Employability

of Students The study established a positive relationship between participation in skill development programmes and student employability. It found that skill training enhances job readiness, career confidence, and employment prospects.

STATEMENT OF THE PROBLEM

India faces an increasing demand for more employment opportunities due to its rapidly expanding youth population. In response, skill development has become an urgent socio-economic focus. To address the unskilled youth-labour shortage, Karnataka's government initiated the Mukhyamantri Kaushalya Vikas Yojana (MKVY), a skill development program. The first objective of the MKVY is to assist the unemployed, school drop-outs, and underprivileged by providing opportunities for formal and self-employment through the provision of vocational training that is timely and relevant to the needs of the market and the industry. Even with heavy funding, training and mobilizing the public in new training centres, there still exists a major gap in receiving training certification and obtaining employment in the state.

NEED FOR THE STUDY

The Mukhyamantri Kaushalya Vikasa Yojana was designed to sharpen job skills and give young people in Karnataka a real shot at a better career. The plan's pretty clear: bridge the gap between what employers expect and what job seekers actually know, by offering practical training, credentials, and solid help finding a job.

Now, with unemployment climbing and technology changing everything, it's crucial to figure out if this program really gets people hired or makes their lives better. If you look closely at how the scheme performs, you'll spot the wins, the misses, and what needs fixing.

This study matters because it goes beyond the surface. It checks how much the scheme actually boosts skills, creates jobs, sparks entrepreneurship, and helps young folks in Karnataka stand on their own. Whatever we learn here gives the policymakers and training organizers good reasons to fine-tune skill programs for the future.

OBJECTIVES

1. To Analyse the demographic profile of the MKVY beneficiaries in the Mysuru region.
2. To Examine the effectiveness and quality of skill development training provided under MKVY.
3. To Analyse the extent of job creation and employment generation among the trained beneficiaries in Mysuru.
4. To evaluate the impact of MKVY training on the employment status and income levels of the respondents.

HYPOTHESIS

Null Hypothesis says that there is no significant relationship between skill development program and job creation

Alternative Hypothesis says that there is significant relationship between skill development program and job creation

RESEARCH METHODOLOGY

For the current study I have adopted qualitative and quantitative approach as a method because my data is mix model method

RESEARCH DESIGN

The present study Impact of MKVY on job creation: a study conducted in Mysuru is based on a descriptive research design because it helps in assessing the outcomes of the scheme and its consequences on employment and skill enhancement

SAMPLING DESIGN

The method used to conduct this study is Non-Probability sampling method

SAMPLING TECHNIQUE

Convenience sampling is selected to reach available beneficiaries of the scheme effortlessly within the region

SAMPLING UNIT

The population comprise of individuals live in Mysuru in and around who have enrolled in training under the scheme

SAMPLE SIZE

The total sample size is 68 respondents

SOURCES OF DATA

This study depends on primary data which is collected directly from beneficiaries and secondary data gathered from articles, journals

RESEARCH INSTRUMENT

Data collection is mainly structured around questionnaire distributed to the 68 sampled respondents

PLAN OF ANALYSIS

SPSS is used for quantitative analysis and statistical validation and data visualization is done through graphs and charts to impactfully illustrate trends, demographic distributions and employment opportunities

LIMITATIONS OF THE STUDY

- The study is strictly confined to Mysuru in and around
- The use of convenience sampling limits population representation
- The sample size is limited to less respondents which is 68 participants
- The short study timeline restricts tracking the long-term career growth of the participants

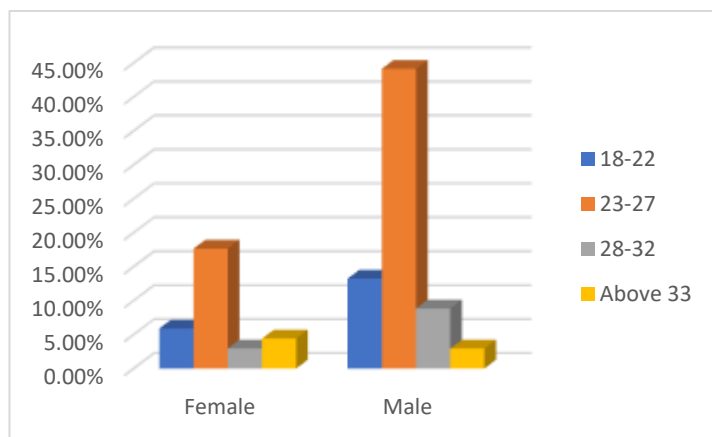
DATA ANALYSIS AND INTERPRETATION

DEMOGRAPHIC DATA

Count of What is your Age Group?	What is your Age Group?				
What is your Gender?	18-22	23-27	28-32	Above 33	Grand Total
Female	5.88%	17.65%	2.94%	4.41%	30.88%
Male	13.24%	44.12%	8.82%	2.94%	69.12%
Grand Total	19.12%	61.76%	11.76%	7.35%	100.00%

Analysis

the demographic data shows that 69.12% of the respondents were male while 30.88% were female. Most respondents (61.76%) belonged to the 23-27 years age group, followed by 18-22 years (19.12%), 28-32 years (11.76%), and above 33 years (7.35%)



Interpretation

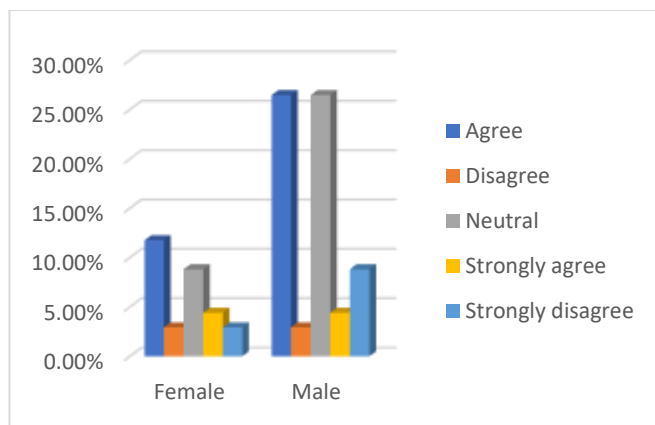
The survey mainly represents young adults, especially those aged 23-27 years, who are the primary beneficiaries of the MKVY scheme. The higher participation of male indicates greater male enrollment in the programme.

INDEPENDENT VARIABLE

Count of What is your Gender?	The MKVY centres in Mysuru have modern labs, equipment, and proper infrastructure for practical learning?					
What is your Gender?	Agree	Disagree	Neutral	Strongly agree	Strongly disagree	Grand Total
Female	11.76%	2.94%	8.82%	4.41%	2.94%	30.88%
Male	26.47%	2.94%	26.47%	4.41%	8.82%	69.12%
Grand Total	38.24%	5.88%	35.29%	8.82%	11.76%	100.00%

Analysis

The data indicates that 38.24% agreed and 8.82% strongly agreed that MKVY centres in Mysuru have modern laboratories, equipment, and proper infrastructure. 35.29% remained neutral while 17.64% expressed disagreement or strong disagreement



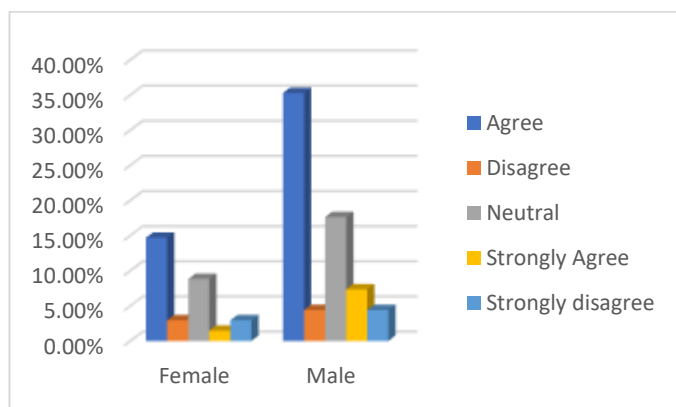
Interpretation

Most respondents have a positive opinion regarding the infrastructure available at MKVY centres. However, a considerable number of neutral responses suggests that improvements in facilities or awareness may still be needed

Count of What is your Gender?	The course durations (3 to 6 months) under the scheme are sufficient to master the required job skills?					
What is your Gender?	Agree	Disagree	Neutral	Strongly Agree	Strongly disagree	Grand Total
Female	14.71%	2.94%	8.82%	1.47%	2.94%	30.88%
Male	35.29%	4.41%	17.65%	7.35%	4.41%	69.12%
Grand Total	50.00%	7.35%	26.47%	8.82%	7.35%	100.00%

Analysis

Half of the respondents (50%) agreed that the 3–6-month course duration is sufficient to acquire job skills. 8.82% strongly agreed, 26.47% were neutral, while 14.7% disagreed or strongly disagreed.



Interpretation

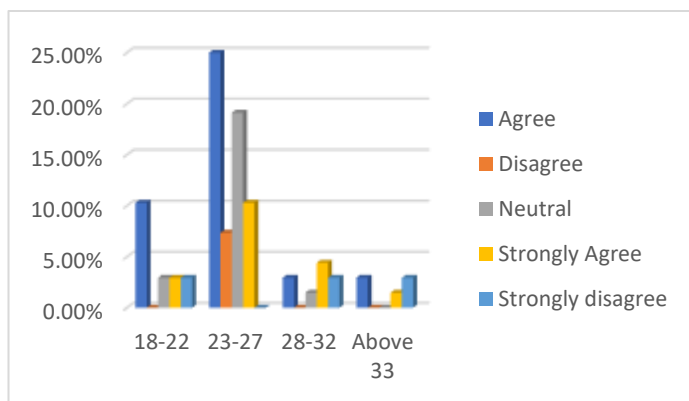
The findings indicate that the majority believe the course duration is adequate for skill development. However, some respondents feel longer training may be necessary for better practical knowledge

DEPENDENT VARIABLE

Count of What is your Age Group?	Holding an MKVY certificate gives candidates a distinct advantage in clearing local job interviews?					
What is your Age Group?	Agree	Disagree	Neutral	Strongly Agree	Strongly disagree	Grand Total
18-22	10.29%	0.00%	2.94%	2.94%	2.94%	19.12%
23-27	25.00%	7.35%	19.12%	10.29%	0.00%	61.76%
28-32	2.94%	0.00%	1.47%	4.41%	2.94%	11.76%
Above 33	2.94%	0.00%	0.00%	1.47%	2.94%	7.35%
Grand Total	41.18%	7.35%	23.53%	19.12%	8.82%	100.00%

Analysis

Regarding whether an MKVY certificate provides an advantage in local job interviews ,41.18% agreed and 19.12% strongly agreed. 25.53% remained neutral, while 16.17% disagreed or strongly disagreed.



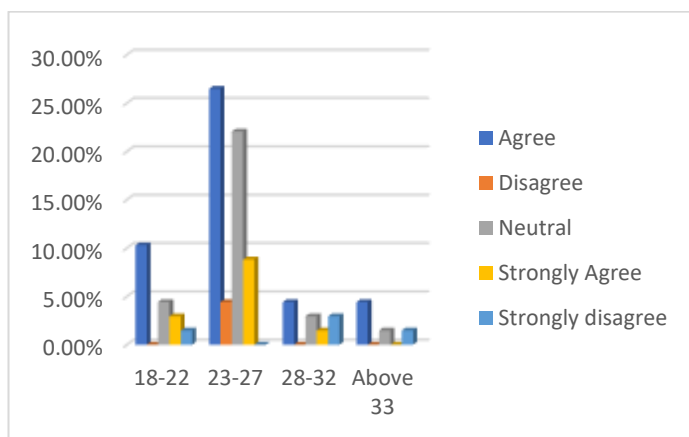
Interpretation

The majority of respondents believe that obtaining an MKVY certificate improves employment opportunities and helps during job interviews, indicating that employees recognize the value of certification

Count of What is your Age Group?	State-sponsored placement drives (Rozgar Melas) under MKVY successfully connect trainees with employers in Mysuru?					
What is your Age Group?	Agree	Disagree	Neutral	Strongly Agree	Strongly disagree	Grand Total
18-22	10.29%	0.00%	4.41%	2.94%	1.47%	19.12%
23-27	26.47%	4.41%	22.06%	8.82%	0.00%	61.76%
28-32	4.41%	0.00%	2.94%	1.47%	2.94%	11.76%
Above 33	4.41%	0.00%	1.47%	0.00%	1.47%	7.35%
Grand Total	45.59%	4.41%	30.88%	13.24%	5.88%	100.00%

Analysis

The survey shows that 45.59% agreed and 13.24% strongly agreed that state-sponsored placement drives under MKVY successfully connect trainees with employers. 30.88% were neutral, while 10.29% expressed disagreement.



Interpretation

The results suggest that placement drives play an important role in improving employment opportunities for MKVY trainees. The high percentage of agreement reflects the effectiveness of these initiatives, although some respondents may not have personally benefitted from them.

Reliability Statistics

Cronbach's Alpha	N of Items
.830	3

The Cronbach's Alpha value is 0.830, which is greater than 0.70. this indicates that questionnaire has good reliability and the items used in the study are internally consistent. Therefore, the instruments are considered reliable for further analysis.

Hypothesis Test Summary

	Null Hypothesis	Test	Sig.	Decision
1	The categories of What is your Age Group? occur with equal probabilities.	One-Sample Chi-Square Test	.000	Reject the null hypothesis.
2	The categories defined by What is your Gender? = Female and Male occur with probabilities 0.5 and 0.5.	One-Sample Binomial Test	.002	Reject the null hypothesis.
3	The categories of What is your Highest education qualification? occur with equal probabilities.	One-Sample Chi-Square Test	.000	Reject the null hypothesis.
4	The categories of What is Current Employment Status? occur with equal probabilities.	One-Sample Chi-Square Test	.000	Reject the null hypothesis.
5	The categories of Primary Skill Training Sector of Interest in Mysuru occur with equal probabilities.	One-Sample Chi-Square Test	.000	Reject the null hypothesis.
6	The categories of The MKVY centers in Mysuru have modern labs, equipment, and proper infrastructure for practical learning? occur with equal probabilities.	One-Sample Chi-Square Test	.000	Reject the null hypothesis.
7	The categories of The course durations (3 to 6 months) under the scheme are sufficient to master the required job skills? occur with equal probabilities.	One-Sample Chi-Square Test	.000	Reject the null hypothesis.
8	The categories of MKVY trainers possess good industry experience and deliver effective instruction? occur with equal probabilities.	One-Sample Chi-Square Test	.000	Reject the null hypothesis.
9	The categories of The monthly stipend or financial support provided during the training is adequate and disbursed on time? occur with equal probabilities.	One-Sample Chi-Square Test	.004	Reject the null hypothesis.

Asymptotic significances are displayed. The significance level is .05.

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
The registration and application process on the MKVY portal is easy for local youth to use?	68	1	5	3.60	.995
Holding an MKVY certificate gives candidates a distinct advantage in clearing local job interviews?	68	1	5	3.54	1.152
Valid N (listwise)	68				

CHI-SQUARE TEST

The MKVY scheme effectively helps certified individuals secure entry-level salaried jobs in the Mysuru region?

	Observed N	Expected N	Residual
1	5	13.6	-8.6
2	2	13.6	-11.6
3	25	13.6	11.4
4	23	13.6	9.4
5	13	13.6	-.6
Total	68		

The program provides enough guidance and support for candidates trying to start their own small businesses in Mysuru?

	Observed N	Expected N	Residual
1	7	13.6	-6.6
2	2	13.6	-11.6
3	21	13.6	7.4
4	27	13.6	13.4
5	11	13.6	-2.6
Total	68		

Test Statistics		
	The MKVY scheme effectively helps certified individuals secure entry-level salaried jobs in the Mysuru region?	The program provides enough guidance and support for candidates trying to start their own small businesses in Mysuru?
Chi-Square	31.412 ^a	30.824 ^a
df	4	4
Asymp. Sig.	.000	.000
a.0 cells have expected frequencies less than 5. The minimum expected cell frequency is 13.6		

FINDINGS

- The study shows that 61.76% of the respondents belong to the 23-27 age group
- The sample is predominantly male with men making up 69.12% of the participants
- Most respondents agree that holding an MKVY certificate gives them an advantage
- A majority of trainees feel that holding an MKVY certificates gives them an advantage in interviews
- Half of the participants find the course duration is adequate
- Many respondents are neutral about the lab infrastructure quality
- Many respondents have different opinions on scheme's benefits and vary across different age groups

CONCLUSION

The study concludes that the scheme positively impacts youth employment in Mysuru. The training program provides the advantage to trainees clearing the job interviews. The state sponsored placement opportunities play an important role in aligning trained youth with the industry persons. There is a clear gender gap in the joining as the majority trainees are male. The scheme can reach better results by linking the courses more directly with the demands of local industries

SUGGESTIONS

- The government needs to fix the labs and tools in centres
- The training sessions should be longer so students get enough time to practice
- Centres should do more activities and awareness to get more women to sign up
- The program needs to keep the old students contact to check on their career
- The training centres should build direct partnerships with local industries for immediate placements

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