

The Impact of PMKVY on Job Creation: A Study Conducted in Mysuru.

Author Name¹: **Adithya H P,**

Second Author Name²: Third Author Full Name¹, Fourth Author Full Name³ **_Madhunayaka**

MBA Student, Vidya Vikas Institute of Engineering and Technology, Mysuru

Assistant Professor, Vidya Vikas Institute of Engineering and Technology, Mysuru.

Abstract

Introduction

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is a major skill-development initiative of the Government of India designed to improve employability through vocational and industry-oriented training. This study examines the contribution of PMKVY to employment generation among beneficiaries in Mysuru. It focuses on training relevance, skill improvement, employment outcomes, certification, and long-term career benefits. A descriptive and analytical research design was adopted using primary survey data and relevant secondary information. The results indicate generally positive perceptions of PMKVY in relation to skill development and employability. However, training does not automatically lead to employment for every beneficiary. Stronger employer linkages, placement assistance, and closer alignment between course content and labour-market requirements are needed to improve employment outcomes.

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship skill development scheme of the Government of India, launched in 2015 under the Ministry of Skill Development and Entrepreneurship (MSDE). The scheme aims to provide industry-relevant skill training to unemployed youth and enhance their employability by equipping them with practical and technical skills required in various sectors of the economy.

PMKVY offers free short-term training, skill certification, and Recognition of Prior Learning (RPL) for individuals who already possess skills acquired through informal means. The training is aligned with industry standards and the National Skills Qualification Framework (NSQF), ensuring that trainees gain competencies that meet market demands.

Overall, PMKVY plays a significant role in the Skill India Mission by empowering Indian youth with job-oriented skills and contributing to economic growth and job creation in the country.

Introduction to SAHAR Skill Development Centre, Mysuru

Skill development supports economic growth by helping individuals acquire practical abilities required by employers and changing industries. As technology and job requirements evolve, workers need relevant vocational and technical competencies to remain employable. Effective training programmes can reduce the gap between the skills possessed by job seekers and those demanded in the labour market. India has introduced several initiatives to strengthen youth employability and vocational education. PMKVY, launched in 2015 under the Ministry of Skill Development and Entrepreneurship, is a major programme under the Skill India initiative. It provides short-term skill training, certification, and Recognition of Prior Learning. Its broader purpose is to equip participants with job-oriented competencies and improve their prospects for employment or self-employment. The effectiveness of a skill-development programme should not be assessed only by the number of people trained. It is also necessary to examine whether participants gain useful skills, whether training reflects market requirements, and whether beneficiaries obtain employment, pursue self-employment, or achieve career growth. This study therefore examines the impact of PMKVY on job creation and employability among beneficiaries in Mysuru.

Review of Literature

1. Sekhar and Ugandhar (2022), Sekhar and Ugandhar examined the employment generation outcomes of PMKVY across its different phases. The study found that PMKVY significantly contributed to enhancing employability through

skill training and certification. Among the three phases, PMKVY 2.0 recorded relatively better placement outcomes, demonstrating the potential of structured vocational training in generating employment opportunities. **2. Kumar and Bishnoi (2025)**, The authors evaluated the effectiveness of PMKVY in improving employability among youth in Haryana. Their findings indicated that practical training, industry exposure, and placement support positively influenced employment outcomes. The study emphasized the importance of aligning training programs with labor market requirements. **3. Harishkumar and Taj (2026)** This Karnataka-focused study analyzed PMKVY implementation across the state. The researchers reported that more than 9.8 lakh individuals received training under PMKVY. However, employment outcomes varied considerably across districts due to differences in training infrastructure, industry linkage, and sectoral demand. The study highlighted the need for stronger training-to-placement mechanisms, which is highly relevant for Mysuru. **4. Ministry of Skill Development and Entrepreneurship (2026)** A government evaluation reported that PMKVY training increased the combined share of employed and self-employed candidates from 26.6% before training to 45.4% after training. The study also found improvements in income levels among beneficiaries, suggesting that skill development programs can play a substantial role in employment generation. **5. Indian Brand Equity Foundation (2025)** According to the report, PMKVY has enhanced youth employability by providing industry-relevant skills. Independent evaluations indicated that trained individuals earned higher incomes than non-participants, demonstrating the scheme's positive contribution to workforce development and job creation. **6. Bisaria, Siddiqui, and Begum (2026)** The researchers conducted an urban-rural comparative study of PMKVY beneficiaries. The findings revealed that the scheme significantly improved employability and entrepreneurial opportunities among trainees. Nevertheless, curriculum relevance and post-training support were identified as areas requiring further improvement. **7. Das (2026)** Das evaluated the sectoral effectiveness of PMKVY 2.0 and found that higher training volumes did not always translate into better employment outcomes. The study stressed the need for demand-driven skill development and stronger industry partnerships to improve job creation results. **8. Thekkumkara, Jagannathan, and Sivakumar (2021)** This study explored PMKVY's role in promoting employment among persons with mental illness. The authors highlighted the inclusiveness of skill development programs and suggested that targeted vocational training can improve employment opportunities for marginalized groups. **9. Government Employment Outcome Data (2026)** Official data revealed that approximately 51% of candidates trained under the Short-Term Training component during 2020–22 were successfully placed in jobs, self-employment, or apprenticeships. These findings demonstrate the employment potential of PMKVY when training is linked effectively with market needs. **10. Critical Perspectives on PMKVY** Some recent reports and audits have raised concerns regarding placement rates, monitoring mechanisms, and quality control within PMKVY. Studies and public discussions suggest that while the scheme has expanded skill training coverage, challenges remain in ensuring sustainable employment and accurate placement tracking. These observations indicate the need for district-level assessments, including studies in Mysuru, to evaluate actual job creation outcomes.

Statement of the problem

Unemployment and employability remain important concerns in India. Educational qualifications alone may not always provide the practical or industry-specific abilities required for available jobs. Consequently, job seekers can face difficulty obtaining suitable employment when their skills do not match employer requirements. PMKVY was introduced to address this gap by providing vocational training and supporting the development of job-related competencies. Many young people participate in PMKVY training with the expectation that improved skills will help them obtain employment or pursue self-employment. However, participation in training does not guarantee a job. Outcomes may be influenced by course relevance, practical exposure, employer recognition of certification, placement support, and local labour-market conditions. It is therefore necessary to assess whether PMKVY training has improved employability and contributed to employment generation among beneficiaries in Mysuru.

Need for the study

Skill development can improve employment prospects when training is relevant to workplace requirements. Although PMKVY has expanded access to vocational training, its effectiveness should also be examined at the local level. A study in Mysuru can provide a clearer understanding of beneficiaries' experiences and the extent to which training has supported employment, self-employment, and career development. Mysuru is a growing educational and business centre with an increasing need for job-oriented skills. Examining the experiences of PMKVY beneficiaries can help identify the

strengths and limitations of the programme. This study is useful for understanding whether training is relevant to the market, whether beneficiaries perceive improvements in employability, and what measures could strengthen the connection between training and sustainable employment.

Objectives

- To examine the effectiveness of PMKVY in improving the employability skills of beneficiaries.
- To analyse the impact of PMKVY training on employment opportunities and job creation.
- To assess beneficiaries' satisfaction with PMKVY training programmes.
- To examine the relationship between skill development under PMKVY and employment generation.

Hypothesis Testing

Null Hypothesis (H_0): There is no significant association between PMKVY-related skill development and the employment outcomes of beneficiaries.

Alternative Hypothesis (H_1): There is a significant association between PMKVY-related skill development and the employment outcomes of beneficiaries.

Research Methodology

Research Design: The study adopts descriptive and analytical research designs. The descriptive component presents beneficiaries' views and experiences regarding PMKVY training, while the analytical component examines relationships between training-related factors, skill development, and employment outcomes. **Research Approach:** A quantitative approach was used. Data were collected through a structured questionnaire and analysed using percentages, mean scores, descriptive statistics, reliability analysis, and a Chi-Square test. **Primary Data:** Primary data were collected directly from PMKVY beneficiaries in Mysuru through a questionnaire covering training experience, skill development, employment status, curriculum relevance, infrastructure, certification, and career outcomes. **Secondary Data:** Secondary information was obtained from government reports, PMKVY publications, research papers, books, official datasets, and materials published by the Ministry of Skill Development and Entrepreneurship and the National Skill Development Corporation. **Sample Size and Sampling Technique:** The statistical output reports 64 valid cases; therefore, the analysed sample consists of 64 respondents. A non-probability convenience sampling technique was used to reach beneficiaries who were available and willing to participate.

Limitations of the Study

- The limited study period does not allow a complete assessment of long-term employment outcomes.
- The findings depend on respondents' self-reported experiences and perceptions.
- Convenience sampling limits the generalisation of the findings to all PMKVY beneficiaries.
- The study mainly focuses on employability and job creation rather than every possible long-term benefit of the programme.

Sources of Data Collection

Primary Data

Primary Data Sources The primary data were collected from the trainees under PMKVY in Mysuru, through the administration of questionnaires, interviews and interviews. PMKVY beneficiaries Data on skill training, the occupation or position held, income change after PMKVY and job search were gathered.

Secondary Data

The secondary data was collected from various sources including govt. Reports, reports of the PMKVY, research papers/ journals, books, website, and the reports of the Ministry of Skill Development and Entrepreneurship (MSDE) and the National Skill Development Corporation (NSDC). These sources served the background information on the program

Sample Size

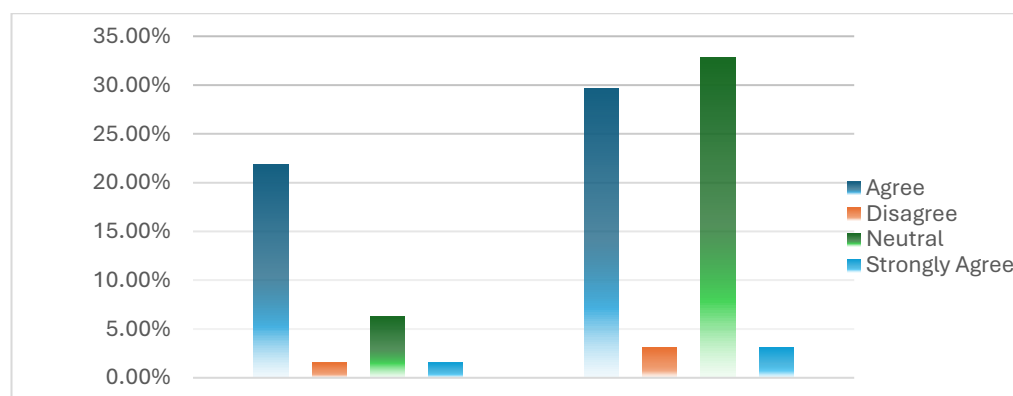
Sample of 50 respondents who have attended the skill training program under Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Mysuru. Was collected using non – probability convenient sampling technique.

Sampling Technic

The study respondents who had taken training from PMKVY in Mysore are collected using a convenience sampling. This type of non-probability sampling is used as it avail respondent who readily available to do the questionnaire within a survey. From the different training center within Mysuru information was collected from PMKVY beneficiaries in different skilled developed programs in order to analyze impact of the scheme on Employment and Job generation. The study samples to be collected is 50 respondents.

8.The assessment and certification process under the PMKVY scheme was fair, transparent, and timely						
Gender	Agree	Disagree	Neutral	Strongly agree	Strongly Disagree	Grand Total
Female	20.31%	1.56%	4.69%	4.69%	0.00%	31.25%
Male	40.63%	0.00%	20.31%	6.25%	1.56%	68.75%
Grand Total	60.94%	1.56%	25.00%	10.94%	1.56%	100.00%

analysis:- From the above analysis, one can see that the majority of respondents considered the infrastructure in the training center adequate enough for offering all round practical training, with 51.56% agreeing on this matter. Many respondents were not sure about their opinions, as they formed the largest percentage (39.06%) of the total number of people surveyed, indicating that they might have had varied experience or lack of experience of the facilities in the training center

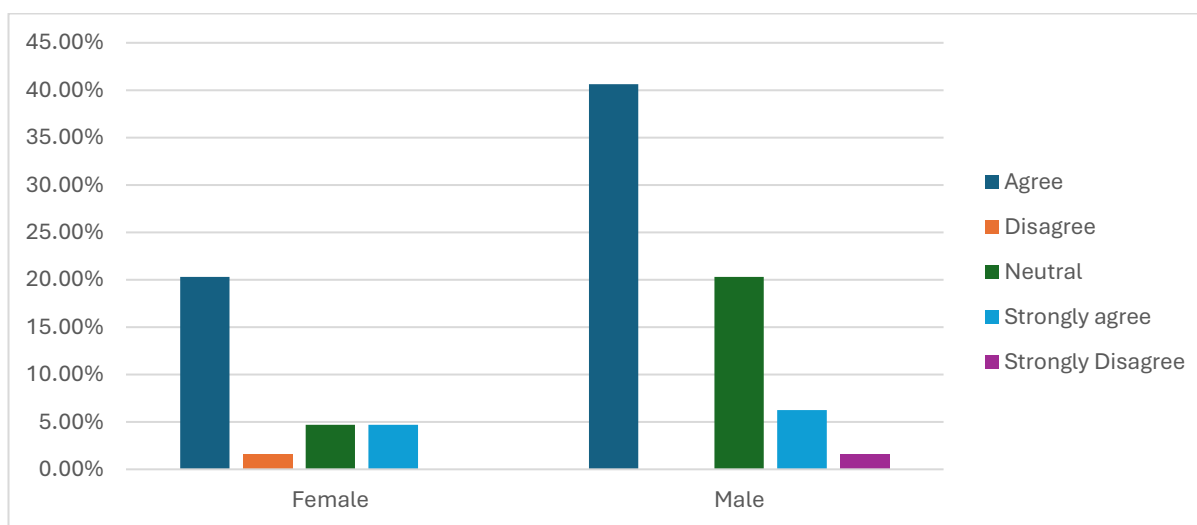


interpretation :- Training-centre infrastructure: The results show that 51.56% of respondents agreed that the training centre had adequate laboratories, equipment, and tools for practical learning. Another 39.06% remained neutral, while only a small proportion expressed disagreement. This indicates a generally positive view of the infrastructure, although the large neutral group suggests that participants' experiences may have varied.

7.The training center had adequate infrastructure (laboratories, equipment, tools) to provide comprehensive practical training.

Gender	Agree	Disagree	Neutral	Strongly Agree	Grand Total
Female	21.88%	1.56%	6.25%	1.56%	31.25%
Male	29.69%	3.13%	32.81%	3.13%	68.75%
Grand Total	51.56%	4.69%	39.06%	4.69%	100.00%

Analysis:- The results revealed that majority of the respondents perceived the infrastructural facilities in the training center to be good, with 51.56% agreeing that the labs, facilities, and tools available there were enough to conduct comprehensive practical training sessions. It was interesting to note that 39.06% respondents were neutral on the issue, whereas just 4.69% of them were not in agreement with the statement.



Interpretation;- The graph reveals that a majority of the respondents believed that the training center was well-equipped

15.The training provided long-term career benefits, offering opportunities for future growth, promotions, or business expansion.

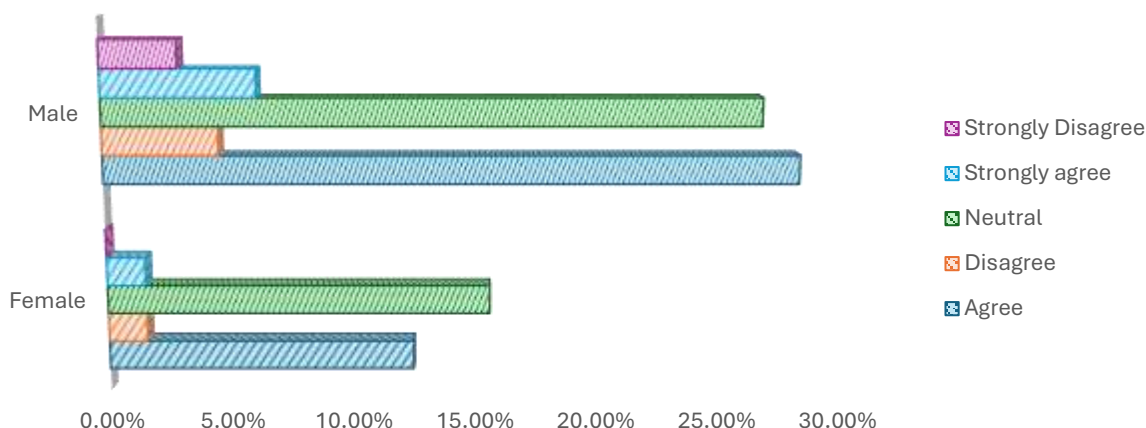
Gender	Agree	Disagree	Neutral	Strongly agree	Strongly Disagree	Grand Total
Female	12.50%	1.56%	15.63%	1.56%	0.00%	31.25%
Male	28.13%	4.69%	26.56%	6.25%	3.13%	68.75%
Grand Total	40.63%	6.25%	42.19%	7.81%	3.13%	100.00%

with the necessary infrastructure to carry out practical training. More male respondents expressed their agreement compared to female respondents. The number of respondents who were neutral about the question was relatively small, whereas there were even fewer respondents who disagreed.

Analysis:- The analysis revealed that the participants found the training program to be helpful for their future career advancement. It is important to note that 40.63% of the participants agreed and 7.81% strongly agreed that the training had future growth potential or offered promotions and expansion opportunities. However, there were 42.19% of respondents who did not have an opinion about this statement, while 9.38% disagreed with the statement.

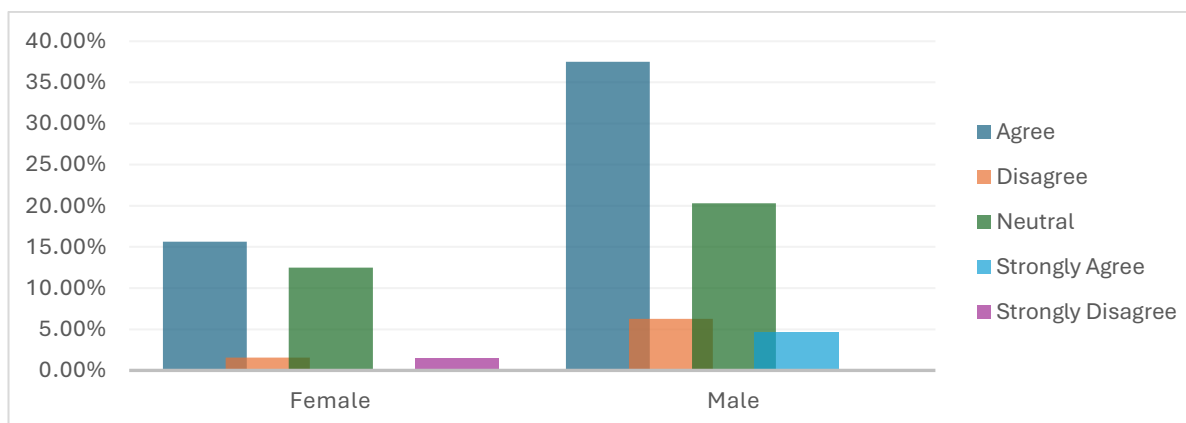
6. The curriculum and job roles offered under the PMKVY scheme were highly relevant to the demands of the current market.

Gender	Agree	Disagree	Neutral	Strongly agree	Strongly Disagree	Grand Total
Female	17.19%	1.56%	10.94%	1.56%	0.00%	31.25%
Male	34.38%	1.56%	29.69%	1.56%	1.56%	68.75%
Grand Total	51.56%	3.13%	40.63%	3.13%	1.56%	100.00%



Interpretation:- Curriculum relevance: A total of 51.56% agreed that the curriculum and job roles offered under PMKVY were relevant to current market requirements, while 40.63% were neutral. Only a small percentage disagreed. The result suggests a favourable perception of course relevance, but the high neutral response shows scope for strengthening the connection between training and actual employment opportunities.

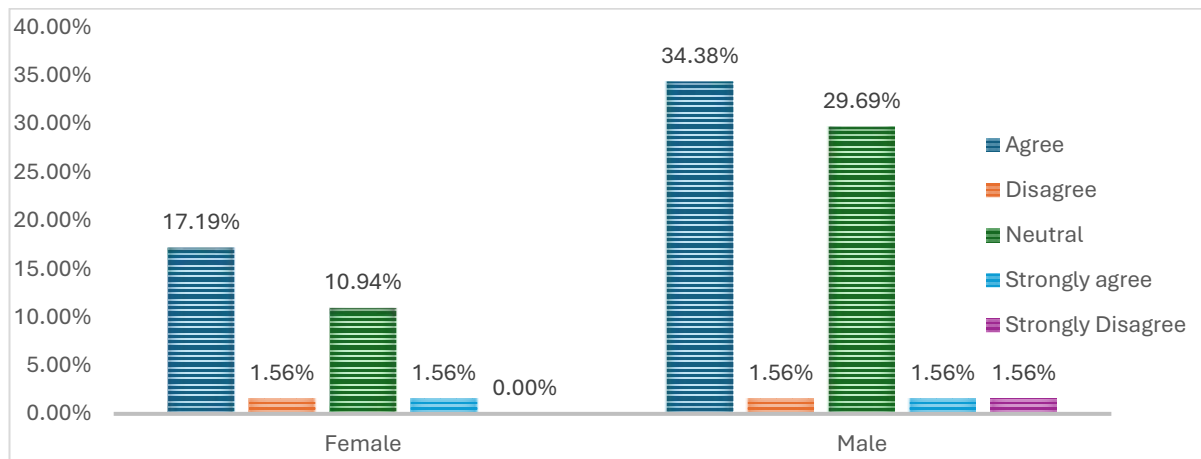
Analysis:- From the findings, a majority of the respondents (51.56%) were in agreement that the curriculum and occupation available under the PMKVY program were appropriate for the present market needs. A good number of respondents (40.63%) neither agreed nor disagreed, whereas the rest of the respondents (3.13% and 1.56%, respectively) disagreed and strongly disagreed with the issue raised above.



Interpretation:- From the findings presented above, it can be seen that most of the respondents found the statement to be agreeable, with the male gender showing the highest percent of agreement (around 37%), compared to female gender (approximately 15%). The neutral category had the second-highest frequency of responses, mostly by the male gender (around 20%) and female gender (approximate 12%). Very few people had an opinion that was either a strong disagreement or strong agreement

12.Potential employers readily recognize and value the PMKVY certification during recruitment.						
Gender	Agree	Disagree	Neutral	Strongly Agree	Strongly Disagree	Grand Total
Female	15.63%	1.56%	12.50%	0.00%	1.56%	31.25%
Male	37.50%	6.25%	20.31%	4.69%	0.00%	68.75%
Grand Total	53.13%	7.81%	32.81%	4.69%	1.56%	100.00%

Analysis:- The results reveal that most of the respondents (53.13%) support the fact that their employers consider PMKVY certification in the process of hiring candidates, whereas 4.69% of the respondents strongly support this idea. This clearly implies that there is a positive attitude towards the importance of PMKVY certification in creating job prospects for the candidates. However, 32.81% of the respondents are of neutral view, implying ambiguity regarding the recognition of the certification by employers. Only 9.37% of the respondents disagree with this idea.



Interpretation Long-term career benefits: While 40.63% agreed and 7.81% strongly agreed that training could support future growth, promotion, or business expansion, 42.19% remained neutral. This suggests that many participants recognise possible long-term benefits, although a substantial group may not yet have

experienced clear career advancement.

Long-term career benefits: While 40.63% agreed and 7.81% strongly agreed that training could support future growth, promotion, or business expansion, 42.19% remained neutral. This suggests that many participants recognise possible long-term benefits, although a substantial group may not yet have experienced clear career advancement.

Current Employment Status (Post-PMKVY): * The PMKVY scheme has helped bridge the skill gap, making me more competent in performing my workplace duties efficiently. Crosstabulation

Count

The PMKVY scheme has helped bridge the skill gap, making me more competent in performing my workplace duties efficiently.

		1	2	3
Current Employment Status (Post-PMKVY):	Pursuing education/skilling	0	1	5
	Salaried / Employed in a private/public firm	2	0	4



	Self-employed Entrepreneur	0	0	3
	Unemployed	0	0	9
Total		2	1	21

Current Employment Status (Post-PMKVY): * The PMKVY scheme has helped bridge the skill gap, making me more competent in performing my workplace duties efficiently. Crosstabulation

Count

The PMKVY scheme has helped bridge the skill gap, making me more competent in performing my workplace duties efficiently.

		4	5	
Current Employment Status (Post-PMKVY):	Pursuing further education/skilling	12	2	20
	Salaried / Employed in a private/public firm	2	1	9
	Self-employed / Entrepreneur	5	0	8

	Unemployed	17	1	27
Total		36	4	64

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	18.966 ^a	12	.089
Likelihood Ratio	15.671	12	.207
N of Valid Cases	64		

The Pearson Chi-Square value was 18.966 with 12 degrees of freedom and a significance value of 0.089. Since the p-value is greater than 0.05, the available evidence is insufficient to reject the null hypothesis. Therefore, the test does not establish a statistically significant association between current employment status and respondents' ratings of PMKVY's contribution to bridging their skill gap at the 5% significance level.

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
The curriculum and job roles offered under the PMKVY scheme were highly relevant to the demands of the current market.	64	1	5	3.52	.690
The trainers were knowledgeable, highly skilled, and effectively delivered the course content.	64	1	5	3.52	.797
The training provided long-term career benefits, offering opportunities for future growth, promotions, or business expansion.	64	1	5	3.44	.852

Hypothesis Test Summary

	Null Hypothesis	Test	Sig.	Decision
1	The categories of Highest Educational Qualification Prior to PMKVY: occur with equal probabilities.	One-Sample Chi-Square Test	.000	Reject the null hypothesis.
2	The categories of The training center had adequate infrastructure (laboratories, equipment, tools) to provide comprehensive practical training. occur with equal probabilities.	One-Sample Chi-Square Test	.000	Reject the null hypothesis.
3	The categories of The PMKVY placement cell/Skill India Digital Hub provided active mentorship, counseling, and guidance to look for vacancies. occur with equal probabilities.	One-Sample Chi-Square Test	.000	Reject the null hypothesis.
4	The categories of The training provided long-term career benefits, offering opportunities for future growth, promotions, or business expansion. occur with equal probabilities.	One-Sample Chi-Square Test	.000	Reject the null hypothesis.
5	The categories of Current Employment Status (Post-PMKVY): occur with equal probabilities.	One-Sample Chi-Square Test	.001	Reject the null hypothesis.

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	64	100.0
	Excluded ^a	0	.0
	Total	64	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability

Statistics

Cronbach's Alpha	N of Items
.733	6

The descriptive statistics show mean scores of 3.52 for curriculum and job-role relevance, 3.52 for trainer knowledge and delivery, and 3.44 for long-term career benefits. These scores indicate moderately positive perceptions. Cronbach's Alpha was 0.733 for six items, indicating acceptable internal consistency

Findings

- Respondents generally expressed a positive view of PMKVY's contribution to skill development and employability.
- More than half considered the training infrastructure adequate for practical learning
- The curriculum and job roles were viewed as relevant to market requirements by a majority, although many respondents remained neutral.
- PMKVY certification was viewed favourably by many respondents, but employer recognition may differ across sectors.
- The Chi-Square result ($p = 0.089$) did not show a statistically significant association at the 5% level for the variables tested.
- The reliability coefficient of 0.733 indicates acceptable consistency among the selected scale items.
- Sustainable job creation also depends on labour-market demand, employer partnerships, placement assistance, and training quality. Discussion The study indicates that PMKVY has contributed positively to the skill development and employability of many beneficiaries. Respondents generally reported favourable perceptions of training infrastructure, curriculum relevance, trainer competence, and certification. These findings suggest that vocational training can strengthen job readiness. At the same time, the results do not support the conclusion that training alone guarantees employment. The Chi-Square test did not establish a statistically significant association between the tested variables at the 5% level. Employment outcomes are likely to depend on local job availability, the match between training and

employer needs, work experience, placement support, and broader economic conditions. Greater cooperation between training providers and employers may improve the transition from training to sustainable employment. Conclusion and Recommendations The study concludes that PMKVY has an important role in developing vocational skills and improving beneficiaries' employability in Mysuru. Participants generally held positive views about several aspects of the training, including infrastructure, curriculum relevance, trainer competence, and certification. However, skill development is only one of several factors influencing employment. To strengthen employment outcomes, PMKVY implementation should place greater emphasis on market-responsive course design, practical exposure, employer participation, apprenticeship opportunities, career guidance, and post-training placement support. Regular monitoring of beneficiaries after training would also help identify whether participants obtain jobs, enter self-employment, or require additional assistance.

Suggestions

- Regularly revise training content to reflect changing industry requirements.
- Strengthen partnerships between training centres and employers.
- Expand apprenticeship, internship, and workplace-exposure opportunities.
- Provide stronger placement assistance and career guidance after training
- Support beneficiaries interested in entrepreneurship and self-employment.
- Track employment outcomes after course completion.
- Increase awareness of PMKVY opportunities among rural and underserved communities.

Bibliography

Ministry of Skill Development and Entrepreneurship. (2024).

Annual Report 2024–25. Government of India.

National Skill Development Corporation. (2021).

Evaluation Report of PMKVY 2.0.

National Skill Development Corporation. (2025).

Impact Evaluation of Short-Term Training and Recognition of Prior Learning Components under PMKVY 2.0. Open Government Data Platform India. (2022).

MSDE – Pradhan Mantri Kaushal Vikas Yojana (PMKVY) dataset. Kothari, C. R. (2004).

Research Methodology: Methods and Techniques (2nd ed.).

New Age International Publishers. Gupta, S. P. (2019).

Statistical Methods. Sultan Chand & Sons. Sekaran, U., & Bougie, R. (2019).

Research Methods for Business: A Skill Building Approach (8th ed.). John Wiley & Sons.