

The Pradhan Mantri Kaushal Vikas Yojana: A Model for Skill Development

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Abstract

PMKVY is the government's intervention to realize the career dreams of the Indian youth. It is also the need of the government to mould the youth in a highly competitive manner according to the changed world and conditions. Unlike other programs, this program has an innovative objective of developing skills as per the job requirements in international standards. This paper is a simple conceptual analysis of the background and progress of PMKVY.

Keywords: PMKVY, Skill development, MSME and Youth

1.1 Introduction

“Education, vocational training and lifelong learning are central pillars of employability, employment of workers and sustainable enterprise development”

- International Labour Organisation

For any nation, knowledge and skills are the main drivers of social and economic development. Higher levels and better standards of competence enable nations to respond more successfully to opportunities and difficulties in both internal and international employment markets. According to the 68th round report of NSSO (2011-12) around 2.2 per cent of people have had a formal vocational training and 8.6 per cent people had non- formal vocational training. They are aged between 15 and 59 years. From this it is understood that India needs to recognise its ecosystem of skill development and entrepreneurship promotion to meet the needs of the country and enable decent living standards for its citizens especially youth. As per a report seen in Times of India, India requires 30 million digitally skilled professionals by the year 2026. Moreover the report highlighted that the current workforce need to re- skill themselves to upgrade and survive in this high- tech word (Shyamsukha, 2023).

Earlier programs like Integrated Rural Development Programme, Jawahar Rozgar Yojana, National Rural Employment Programme, Nehru Rozgar Yojana and Swarna- Jayanti Sahari Rozgar Yojana are mainly focused the issues of poverty and unemployment. Pradhan Mantri Kaushal Vikas Yojana is the pioneer one that addresses the matter of skill development. This study is an attempt to study the evolution and developments of PMKVY.

2.1 Review of literature

Parihar (2019)¹ since the independence Indian government tried to reduce unemployment. Over the period of time, the government able to tackle this imperfection to some extent, but as the proportion of youth population increase the unemployment also increased. Then the government realised the need for providing skill oriented training to the youth. This study named “Pradhan Mantri Kaushal Vikas Yojana and Trucking Industry in India: A Way Ahead for Betterment” particularly studied the impact of PMKVY and its impact on trucking industry with

special reference to drivers and cleaners under PMKVY. The study results found that there is positive correlation between GDP growth and trucking population. Nevertheless the government not make any commendable efforts to impart commercial vehicle training under PMKVY.

Joshi and Pandey (2020)² explained that, PMKVY was a tool to make India the 'Skill Capital of the World'. The authors titled their study as "Awareness, Perceptions and Youth Mobilization towards PMKVY Training in Haryana" examined the awareness level of youth regarding PMKVY training and relationship between components of PMKVY training and youth's satisfaction. Data for analysis collected from 385 candidates from five districts in Haryana. Results shows that the respondents are highly aware about free training, eligibility criteria and location etc and components of PMKVY training and youth's satisfaction are highly correlated.

Arakeri and Sonawane (2021)³ National Skill Development Corporation introduced PMKVY for the enhancement of employability especially in unorganised sector. This enabled the Indian youth to secure employment and increase their standard of living. The researchers described the current status of PMKVY in the study named "Study of the Profile of Pradhan Mantri Kaushal Vikas Yojana 2.0 in India: An Overview". After the COVID-19 pandemic Skill India Mission expanded the training institutions.

Fred and Santhose (2021)⁴ examined that the programs like PMKVY would reduce the dependence of rural population on agriculture and diversify the activities of rural population in to other economic activities. This is mentioned in the article "Expectations in Skill Development Program: A Case Study Based Reality Check on Rural Transformation Perspective". This study covered the courses like tally and tailor in particular. The results showed that, those trained for Tally is not showing so much of interest in entrepreneurial activities by tailors are more inclined towards entrepreneurial activities and they feel dignity in their area.

Sharma et al (2021)⁵ analysed the role of PMKVY in India and ascertained the trends and status of PMKVY in Rajasthan in an article titled "Awareness and perception towards Pradhan Mantri Kaushal Vikas Yojana (PMKVY) Scheme 2.0 with special reference to Rajasthan State". Highest portion of adolescents are aware about the enrollment requirements, preparation and various PMKVY components. The study reveals that the youth get proper guidance after training. The main problems in the state are outdated curricula, inadequate funding, infrastructure and training etc.

Singh and Goel (2022)⁶ "Role of Pradhan Mantri Kaushal Vikas Yojana in Employment Generation in India: A Conceptual Study" identified the background factors for PMKVY includes job crisis, unemployable youth, less effectiveness of past programs etc. In this study the author suggested that PMKVY helps to make the youth skill oriented and more than half of the trainees are placed after the training. Women candidates are more compared to the male candidate for this programme and some of them are self employed. This study concluded that the government should increase the number of training centres.

Shinde et al (2022)⁷ analysed the profile characteristics of the trainees under PMKVY. A sample of 300 was taken from five districts of Gwalior division. Among this 150 respondents are completed tractor operator training and others are combine harvester training. The results of the study showed that majority of them belonging to the age group of 25- 30 having academic qualification up to higher secondary level. Most of the respondents hail from backward classes with an average annual income more than 200000. The respondents had high level of competitiveness, innovative skills and social participation.

Choudhary et.al (2023)⁸ addresses the benefits as well as problems associated with the PMKVY in their article titled "Inclusiveness and National Policy on Skill Development: A Specific Study of Pradhan Mantri Kaushal Vikas Yojana (PMKVY)". The main aim of this initiative is to provide jobs to the youth in organized

sector. As per the rules the government make funding to the training institutes, but each training institutions under PMKVY has its own training policies. So as a part of the Corporate Social Responsibility activities the training institutions hire employees from other higher education.

Patel (2023)⁹ studied about the training programs under PMKVY and also identified the whether there is any discrepancy between the local labour needs and the skills imparted by the training centres in an article named “Strengthening the Pradhan Mantri Kaushal Vikas Yojna (PMKVY) through Technological Interface and Stakeholder Collaboration”. The data was collected from the eight training centres in Jabalpur division during 2018-2019. After analysing the three industrial clusters in Jabalpur division, the study found that there is a mismatch between the job requirements and the training provided under PMKVY. The study suggested that the use of information and communication technology would helps to reduce this gap. MSMEs also can make active role in this regard. More over the study concluded that duration of three months for a technical course is not an enough learning period.

3.1 Statement of the problem

As per the India Skills Report, 2022 analysed the employment landscape of India especially after the pandemic. This report identified that there is a skill gap in India. This supports the findings of Global Skills Gap Report, 2020. This study discovered that 76 per cent of the Indian employees personally impacted by the problem of skill gap. In the world, after Brazil, the skill gap has been discovered direst manner in India (Hariharan, 2020). As the country with the largest population after China, there is no doubt that the future will be as much youth as it is now. Then the biggest crisis to be faced will be from the labour sector itself. Therefore, it is a social need to be futuristic in this regard and solve the problems in the labour sector.

Program like Skill India Mission was a proof that the government is timely addressing such issues. The objective of such programs is to provide more employment opportunities or to enable the youth for employment.. This initiative launched by the government after realising the shortcomings of earlier programs like IRDP, NREP, JRY, NRY and SJSRY. This study deals with PMKVY as the largest program for skill development under Skill India Mission by the government and discusses its background and progress.

4.1 Objectives

The main objectives of the study are:

1. To understand the background of Pradhan Mantri Kaoushal Vikas Yojana
2. To evaluate the progress of Pradhan Mantri Kaoushal Vikas Yojana

5.1 Sources of data

Data collected from secondary sources has been used in the present study. These are gathered from various journals, news articles, publications and various websites such as Ministry of Micro, Small and Medium Enterprises, PMKVY, Ministry of Skill Development and Entrepreneurship.

6.1 Research Methodology

The present research is based on conceptual aspects of the PMKVY scheme. This work aims at discussing the scenario of launching PMKVY and its progress until now.

7.1 Discussion

PMKVY is the sizeable program under Skill India Mission. This mainly aims to impart skill development to the youth in India through vocational and other educational institute. This enables the youth to complete their academic with theoretical knowledge as well as practical skill. Detailed aspects of the PMKVY discussed below:

7.2 Background of PMKVY

Post-independence India achieved independence from British, it had yet to achieve independence from social, economic and political issues that had hampered its development. The main problems are coming from the internal environment such as mass poverty due to famine, illiteracy, low GDP rate due to heavy dependency upon agriculture. As the time passes agriculture become less profitable furthermore the amount of agriculture land was also reduced. Industrialization paves the way for new opportunities that indulge Indians to divert their livelihood activities to other sectors, but there is an imbalance between the demand and opportunities in other sectors. This opened up the new problem of unemployment. Five year plans also highlighted the agenda of increasing the standard of living of people by alleviation of poverty and eradication of unemployment. The main schemes implemented in this duration aim this above said objective.

Few of the important programs are IRDP, NREP, JRY, NRY and SJSRY etc. IRDP focused on artists from rural areas, labourers, farmers, and people belongs to below poverty line, scheduled casts and scheduled tribes. The main intention was improving the living standard by the way of employment and subsidies. NREP's objective was to create employment opportunities by building community assets like village tanks, irrigation wells, balwadis, schools and roads in rural areas. In this way nation can achieve double objective of providing employment and strengthen rural infrastructure. The reward for this was half in cash and half in food. The program could not accomplish its objectives as planned due to non-cooperation of workers. Yet another programme in line with this was JRY, implemented in seventh five year plan also focused on providing employment to rural people. Similarly in 1997 one more attempt is made to increase employment to urban poor is called SJSRY. This would helps the urban unemployed and under employed to start self employment ventures. Nehru Rozgar Yojana also same kind of program meant for urban population. Training was provided to enable the beneficiaries for self employment. It was intended that this would lead to mushrooming of new micro and small businesses in rural as well as urban area.

Such projects implemented by various ministries such as agriculture, labour and rural development did not yield the expected results. Lack of funding, co-ordination and lack of a centralized administration have kept such programs from achieving their goals. Although the objective was to raise the standard of living of the people by creating more employment opportunities and eradicating poverty, there was not much emphasis on developing the skills that would enable the workers to get employment. Later the government recognized this possibility and laid the foundation for a new initiative called Skill India Mission and created a separate independent ministry named Ministry of Skill Development and Entrepreneurship.

7.3 Emergence of Skill India Mission

Poverty, unemployment and quality of life are all fundamentally revolved around employment. These were handled by different ministries because they depended on one but were all different things. Ministry of Skill Development and Entrepreneurship was formed in 26th May 2014, from the idea that skill development needs an independent ministry in the changed circumstances. Now this Ministry is handling all the responsibilities like skill development, industrial training and apprenticeship etc, which were previously held by Ministry of Labour and Employment. The ministry aims to close the gap between the demand and supply of skilled labour by the way of

planning the existing as well as future requirements then develop skilled personnel accordingly. The following agencies actively take a part in skill development:

- ✓ Director General of Training
- ✓ National Skill Development Corporation
- ✓ National Skill Development Agency
- ✓ National Skill Development Fund
- ✓ National Institute of Entrepreneurship and Small Business Development (NIESBUD)

“Skill India or National Skill Development Mission of India” launched by Prime Minister Narendra Modi on 15th July 2015 with a target to provide skill based training over 30 crore people by the year 2022. This campaign administered by NSDC and United Kingdom was a virtual partner in this campaign. PMKVY was one of the popular initiatives under Skill India Mission.

7.4 PMKVY: A Catalyst for Skill Development

Pradhan Mantri Kaushal Vikas Yojan object oriented scheme to provide skill training to the youth for making them to capable of skill based jobs. NSDC implements this scheme under MSDE. Training was imparting through Skill Management and Accreditation of Training Centres (SMART) qualified training centres. Both centre and state take active part in the working of this program. This program functions as Centrally Sponsored and Centrally Managed (CSCM) and Centrally Sponsored and State Managed (CSSM). The undergoing course of the program has three components such as short term training, recognition of prior learning and special projects.

Short term training: STT was meant to school/ collage dropouts or unemployed persons of Indian nationals. Training was provided through training centres, these centres impart training in soft skills, entrepreneurship and digital training etc. After finishing the assessment, certified candidate placed according to their skill.

Recognition of prior learning: If the candidates have a prior learning experience in the particular skill can join for RPL component. After making an assessment on knowledge gaps project implementing agencies such as NSDC, MSDE and Sector Skill Council deliver bridge courses.

Special Projects: These component aims to provide training among special areas such as marginalised and vulnerable population in India such as SC, ST, transgender, persons with disabilities, women, economically backward people and those who hails from remote area. Training was provided by reputed industry bodies as same as in STT.

7.5 PMKVY Three Phases of Building a Skilled India

This futuristic skill certification course launched as three phases until now. The pilot one named PMKVY 1.0 followed by PMKVY 2.0 and PMKVY 3.0.

PMKVY 1.0: This is the pioneer scheme introduced in 2015, covered the period of 2015-2016. Around 19.85 lakh aspirants were trained under this phase.

Table: 1
Enrollment of candidates 2015-16

	Recognition of Prior Learning	Short Term Training	Special Projects
Enrolled candidates	1,81,810	18,04,206	0
Trained candidates	1,81,810	18,04,206	0
Assessed candidates	1,77,988	17,73,499	0
Certified candidates	1,19,157	13,32,479	0
Reported placed	---	2,53,296 (19%)	0

(Source: <https://www.pmkvyofficial.org/pmkvy2/Dashboard.php>)

PMKVY 2.0: This phase covered the period of 2016-2020. This one was a grant based one provided free of cost skill based training and certification, mainly targeting school/college dropouts and unemployed youth.

Table: 2
Enrollment of candidates 2016-2020

	Recognition of Prior Learning	Short Term Training	Special Projects
Enrolled candidates	62,72,669	52,12,055	2,39,436
Trained candidates	61,41,870	48,58,838	2,20,631
Assessed candidates	54,08,281	45,12,461	1,88,820
Certified candidates	51,21,000	40,36,547	1,62,146
Reported placed	---	21,41,575 (53.05 %)	87,169 (53.76%)

(Source: <https://www.pmkvyofficial.org/pmkvy2/Dashboard.php>)

PMKVY 3.0: The third phase framed more in a decentralised manner, launched in January 2021 with a targeting age group of 15- 45 years. Now this one is an ongoing program, specially addressing the requirements of post pandemic scenario and the ambitions of Athmanirbhar Bharath. It also focusing on the promotion of sustainable skill centres and enlarging the role of state and districts in skill development mission.

Table: 3
Enrollment of candidates 2021

	Recognition of Prior Learning	Short Term Training	Special Projects
Enrolled candidates	2,65,731	5,29,210	1,21,709
Trained candidates	2,62,705	4,74,797	1,15,347
Assessed candidates	2,05,434	3,76,930	1,02,741
Certified candidates	1,87,684	2,37,427	4,455
Reported placed	-----	42,902 (18.07%)	10,473 (235.08%)

(Source: <https://www.pmkvyofficial.org/pmkvy2/Dashboard.php>)

7.6 Unique Features of PMKVY

Unlike other programs PMKVY has double objective of skill development and fostering entrepreneurial activities in the country. It kingpins not only the traditional occupations like welders, carpenters, tailors, weavers, blacksmiths, electricians, plumbers to contemporary job profiles such as aerospace, fashion, digital, beauty and wellness etc. in a worldwide standards. The teaching methods also modernized like games, case studies, group discussions, brainstorming sessions and hands on activities etc. Moreover, prior to this, the responsibility of employment generation schemes split in to many ministries, but now a single ministry was formed. The scope of this program is not limited to the freshers but the persons who have prior learning experience in the particular field. The certificate issued would be accepted by public and private as well as domestic and foreign organisations.

7.7 A critical evaluation of PMKVY

This is an ongoing programme, only completed eight years. To conquer the milestone in future, it is necessary to critically evaluate the progress of an ongoing program. From reviews it is understood that the awareness level of this program in grass root level is very less, i.e. in tribal areas, remote villages and rural youth. Yet another problem was the too much dependence of training partners, commitment and competency of training partners in providing job after certification is a question mark. Many of the training partners follow their own institutional regulation while making placements (Binoy, 2023). Furthermore it can be understood at a glance that PMKVY has not yet achieved the target of providing training to 30 crore people by the year 2022.

There is no doubt that a good government monitoring mechanism will enable this program to successfully achieve its objectives as it evolves over time.

8.1 Conclusion

PMKVY is an ongoing program to address youth and their employment issues in post-independence India. From PMKVY1.0 implemented in the first phase to the ongoing PMKVY 3.0, it can be understood that the core changes and up gradations have come in this project.

In the first phase, there were no enrollments in the special project category. Moreover, only 19 per cent of those who received short-term training got placement. Later it increased to 53 per cent in the second phase PMKVY 2.0 and enrollment of youths also took place in the special project category. Their placement percentage has also increased. It can be seen that the placement percentage has decreased in the third phase which was implemented after the pandemic period but the report so far shows that the placement in the special project is almost according to the enrollment. As this is ongoing, an accurate assessment is not possible at this time. Nevertheless, there is no doubt that PMKVY will be an asset to the career dreams of the youth of India if it brings about the necessary changes and brings skill development as per the job requirements.

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