

A STUDY ON PRADHAN MANTRI KAUSHAL VIKAS YOJANA

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ABSTRACT

Pradhan Mantri Kaushal Vikas Yojana (PMKVY), was the flagship scheme launched by the Ministry of Skill Development and Entrepreneurship (MSDE) in 2015. PMKVY seeks to promote skill development for youth by providing free skill training programs and monetary rewards for achieving skill certification. It is implemented by the National Skill Development Corporation (NSDC). The scheme was launched with an aim to provide a secure livelihood to the persons participating in the training. PMKVY also certifies the previous learning experiences or skills of persons under Recognition of Prior Learning (RPL). The objective of the study is to understand the effectiveness of PMKVY scheme in terms of skill enhancement, employability and job opportunities.

Keywords: Skill development; NSDC; RPL; Employability

INTRODUCTION

The Pradhan Mantri Kaushal Vikas Yojana (PMKVY), a skill development initiative scheme, was launched by Government of India (GoI) under the Ministry of Skill Development & Entrepreneurship (MSDE), through the National Skill Development Corporation (NSDC) in July, 2015 for accreditation and standardization of skills. MSDE's 2015 Report on National Policy on Skill Development and Entrepreneurship estimated that only 4.7% of the total workforce in India had undergone formal skill training compared with 52% in the US, 80% in Japan, and 96% in South Korea.

Skills and knowledge are the driving forces of economic growth and social development of any country. India has the largest youth population in the world. According to the report of the Technical Group on Population Projections constituted by the Ministry of Health and Family Welfare, youth in the age group of 15-29 years comprise 27.2% of the population for the year 2021, which is expected to decrease to 22.7 by 2036 but still Huge in absolute

numbers of 345 million. It can become skill capital globally by training the youth for relevant skills which also enhance the economic development of the nation. To take advantage of this demographic dividend, India needs to equip its workforce with employable skills and knowledge so that they can contribute to the country's economic growth.

In 2015, Prime Minister, Shri Narendra Modi launched the Skill India Mission under which the flagship scheme Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is run, in line with his vision of helping India become 'Atmanirbhar' (self-reliant). The objective of this initiative was to create and implement comprehensive skill development training programs that would help in bridging the gap between industry demands and skill requirements and thereby develop the country at large. Through this initiative, the government had set a target to train 40 crore (400 million) people in India in various skills by 2022.

PMKVY was launched on July 15, 2015 i.e., World Youth Skills Day. MSDE; NSDC; SSC; Training

Providers; Assessment Agencies and Assessors; State Government; State Skill Missions; Local Administration (District magistrate, PRIs etc.); Non-Governmental Organizations; UIDAI; Banks; and Individuals are the major stakeholders in PMKVY scheme. Each stakeholder under the PMKVY scheme has an important role to play in mobilization, motivation, counselling, training, evaluation and award distribution under the scheme. The objective of the PMKVY skill Certification Scheme is to encourage aptitude towards employable skills and to increase working efficiency of probable and existing daily wage earners, by imparting industry-relevant skill training that will help them secure better livelihoods. Under this Scheme, Training and Assessment fees are completely paid by the Government.

After the successful implementation of the pilot PMKVY (2015-16), in which 19.85 lakh candidates were trained, PMKVY 2.0 (2016-20) was launched by scaling up both in terms of Sector and Geography and by greater alignment with other missions of GoI like Make in India, Swachh Bharat, Digital India, etc. The MSDE had launched the third phase of its flagship scheme—Pradhan Mantri Kaushal Vikas Yojana 3.0 (PMKVY 3.0) in January 2021. The objective of PMKVY 3.0 was to encourage and promote skill development throughout the country to address the industry needs, meet the market demands, impart skills in services and in new-age job roles that have become crucial in the post- pandemic era. The objective of the study is to understand the effectiveness of PMKVY scheme in terms of skill enhancement, employability and job opportunities.

BACKGROUND OF PRADHAN MANTRI KAUSHAL VIKAS YOJANA

➤ **PMKVY 1.0:** PMKVY scheme was approved by the Cabinet on 20th March 2015. The PMKVY scheme pilot phase (1.0) was subsequently launched on 15 July 2015. PMKVY 1.0 was certificate-driven. The objective of this skill certification and award scheme was to

enable and mobilize a large number of Indian youths to take up outcome-based skill training and become employable and earn their livelihood. Under the scheme, monetary rewards were given to the trainees successfully trained, assessed and certified in skill courses run by affiliated training providers. The outlay of this scheme was Rs.1500 crore. It is being implemented through NSDC.

➤ **PMKVY 2.0:** With the first year of implementation successful, the Union Cabinet approved the PMKVY 2.0 scheme for the next four years (2016-2020) to skill 10 million youth of the country with an outlay of Rs 12,000 crore. PMKVY 2.0, a grant-based scheme was launched on October 2, 2016, to provide free skill development and skill certification to enhance the employability of youth. The PMKVY (2016-2020) scheme was implemented by the Center in collaboration with the States. it had two components.

- Centrally Sponsored Centrally Managed (CSCM): 75% of PMKVY (2016-2020) made available to MSDE for skill development through National Skill Development Corporation (NSDC).
- Centrally Sponsored State Managed (CSSM): States were allocated 25% of the PMKVY 2.0 funds.

The salient features of PMKVY 2.0 were as follows:

- ✓ Developed a dedicated **portal SMART** (smartnsdc.org) where all Training Providers (TPs) were asked to upload their center details and submit an application for accreditation and affiliation of the center.
- ✓ **Standard trainee handbook** and **induction kit** were provided to all the trainees.
- ✓ All the trainers associated with the PMKVY scheme have to mandatorily undergo '**Train the Trainer**' program of the respective Sector Skill Councils.
- ✓ Attendance through **Aadhaar Enabled Biometric Attendance System (AEBAS)** was mandatory,

- except in the states of North East and Jammu and Kashmir, where Aadhaar penetration is low.
- ✓ Candidates were assessed through **mobile based application**.
 - ✓ A new advanced application **Senpiper App** has been developed for reporting and submitting surprise inspection reports.
 - ✓ The entire trainee life cycle under PMKVY is managed through the **Skill Development Management System (SDMS)**.
 - ✓ 70% **placement** made mandatory under the scheme as per common norms.
 - ✓ To enable employment opportunities for the skilled workforce across India, the Artificial Intelligence (AI)-based **Atmanirbhar Skilled Employee-Employer Mapping or ASEEM** portal was launched on 10 July 2020. ASEEM is designed in a way that it will help close the skill gaps and address mismatch that exist between the supply of and demand for workers in the market.

- **PMKVY 3.0:** PMKVY 3.0 (2020-21) has been approved and launched on 15th January, 2021 which is a new and modified version of PMKVY 2.0 (2016-20) to train 8 lakh people pan India in one year with an outlay of Rs 948.90 Cr. PMKVY 3.0 scheme encourages and promotes skill development across the country under short term skilling space. The scheme was an upgraded version of the previous schemes with an aim to create a skilled and certified Indian workforce, which not only contributes to India's development but also propels India to become a global skill capital. PMKVY 3.0 was launched with a robust set of guidelines that sees an increased role for District Skill Committees (DSCs) to bridge the skill gap and assess demand at the district level.

Figure 1: PMKVY 1.0 vs. PMKVY 2.0 vs. PMKVY 3.0

Parameters	PMKVY 1.0 (2015-2016)	PMKVY 2.0 (2016-2020)	PMKVY 3.0 (2020-2021)
Target	24 lakh beneficiaries	1 crore beneficiaries	8 lakh beneficiaries
Centre Validation	Done by Sector Skill Council	Done by Third Party	Done by Third Party
Placements	Placement Tracking and Incentivizing introduced in 2 nd half of the scheme	The 3 rd tranche of payment to TPs (20% of total payment) is linked to placement verification	The 3 rd tranche of payment (30% of total payment) is linked to placement verification
Disbursement	Successful candidates received reward money in their Bank accounts	Disbursements to TPs as per Common Norms with cash reward of Rs 500 to certified candidate's bank accounts	Disbursements to TPs as per Common Norms with cash reward of Rs 500 to certified candidates' bank accounts
Job Roles	All Job roles across level 1 to level 5	Trainings on NSQF approved Job Roles of Level 3 and Level 4 only	All NSQF approved job roles of levels 3, 4 & 5 in the present phase.

Target Allocation	Sector wise, Constituency wise and Centre wise	Target was based on State Population in the age group (15 to 35 years), Human Development Index, Unemployment Percentage and Skill Gaps. Job-role wise at the Training Centre level. Target allocation through various types of allocations such as Pradhan Mantri Kaushal Kendras (PMKKs), Request for Proposal (RFP), Skill Council for Persons with Disabilities (ScPwD), Employer Led Model, Reallocation & others. Targets for RPL and SP approved on project basis unlike STT where targets were allocated through RFP mode.	District-wise targets based on population, industry demand and labour supply. Target allocation to be undertaken in 2 phases: Phase 1: 120 targets to each PMKK for maximum 3 job roles and minimum 2 job roles. Phase 2: Target allocation to existing PMKK centers on job role selection by DSCs. In addition allocation SSCs for Industry employees and online certification For SP - Submission of proposals RFP and directly for industry/ higher Academic institution/ Government institutions. Most targets allocated to A&A centers, hospital and states for Crash Course Programme for COVID Care
Trainee Handbook	No standard trainee handbook	Standard Trainee Handbook being provided to all Candidates	Standard Trainee Handbook being provided to all Candidates
Certifications	Certificates and skill card generated through third party integration	QR code enabled Marksheet & Certificates generated on SDMS available for download in PDF format to TP's & SSC's. Integration with GOI's Digi locker for storage of Certificates and mark sheets Coverage of certified candidate under Kaushal Bima - Accidental death and permanent disability coverage of Rs 2 lakhs for the period of 3 years	Facility of online generation of QR code certificates through SIP portal Certificates available for download via Candidate login in addition to TP's & SSC's. Coverage of certified candidate under Kaushal Bima - Accidental death and permanent disability coverage of Rs 2 lakhs for the period of 3 years

Attendance	Paper based attendance at Training Centres of trainees only	Aadhar Based Biometric attendance of Trainees and Assessors	Aadhar Based Biometric attendance of Trainees and Assessors through Aadhaar Enabled Biometric Attendance System (AEBAS)
		Though Encouraged but not mandatory for Training Centres in J&K and North-East region	AEBAS is non mandatory for states in North East, Jammu-Kashmir, Ladakh, Lakshadweep and Andaman for now.
Mode of Execution under RPL	Training Partners via Training Centres (Target Allocation: NSDC – SSC – TP)	Done through Project Implementing Agency via different RPL Types: Type 1. RPL Camp Type 2. RPL @ Employer's Premises Type 3. RPL Centres Type 4. Best in Class Employers	Below is the type wise execution mode under RPL 3.0: Type 1: RPL at Camps- Through Project Implementing Agency (maybe govt, company, NGOs etc) Type 2: RPL at Employer Premises- Through Project Implementing Agency (maybe Govt, company etc) Type 3: RPL through Demand- Through PMKKs allocated target, demand will come via DSC and Demand Aggregation portal Type 4: RPL BICE-Through SSCs Type 5: Online RPL- Through SSCs via online portal
RPL Process	3 Step process	5 Step process	5 Step Process
	Mobilization & Counselling, Assessments and Certification, Pay-outs	Mobilization and Pre-Assessment Screening & Counselling Orientation (in 3 types) Final Assessment Certification	Mobilization, Counselling & Pre-Screening, Orientation (Bridge Course option), Final Assessment, Certification & Pay-out
Assessment & Certification	Certification) against	QP into "Core NOSs" & "Non-Core NOSs"	QP into "Core NOSs" & "Non-Core NOSs" with weighted average scoring mechanism
	candidates clearing passing percentage (50-70% on the QP	Certification against candidates scoring 50% in Total Marks calculated as weighted average	Assessment shall be conducted by NCVET approved awarding bodies.
		(70% score from Core NOSs + 30% score in Non-Core NOSs)	As far as possible, endeavour to be made for conduct of assessment at the Common Assessment Centres (CAC) Online/proctored assessment to be prioritized for theory & practical (wherever possible)
		Mark-sheet given to all candidates (PASSED & FAILED)	Reassessment fees to be funded by the Govt.

Source: Annual report 2021-2022 of MSDE

KEY COMPONENTS OF PMKVY SCHEME

Centrally Sponsored Centrally Managed (CSCM) has three components which are as follows:

- **Short Term Training (STT):** To benefit the candidates of Indian Nationality who are either school/college dropouts or unemployed, PMKVY has started Short Term Training. Apart from providing training as per the National Skills Qualification Framework (NSQF), it also

provides training in soft skills, entrepreneurship, financial and digital literacy. In addition, on successful completion of the assessment, placement assistance is provided to the candidates by the training providers.

- **Special Projects (SP):** The Special Projects component of PMKVY scheme envisages creation of a platform that will facilitate trainings in special areas and/or premises of Government bodies, corporate or industry bodies, and training in special job roles not defined under the available Qualification

Packs (QPs)/National Occupational Standards (NOS).

- **Recognition of Prior Learning (RPL):** It is a platform to assess and certify an individual who is already proficient in a particular job role/trade. This skill can be acquired by the

individual through formal/informal or non-formal training and experience in the past. Under RPL individuals are certified with grades as per NSQF.

ACHIEVEMENTS UNDER PMKVY

PMKVY 1.0

Figure 2: summary of achievements under PMKVY 2015-16

S. No.	Particulars	Fresh Training	RPL
1	State/UT	29/6	24/3
2	Districts Covered	623	265
3	Constituencies	564	278
4	Sectors	33	25
5	Job Roles	411	187
6	Training Partners	1,151	230
7	Training Centres	12,218	1,059
8	Enrolments	18,04,170	1,81,767
9	Training Completed	18,04,170	1,81,767
10	Results Uploaded	17,73,468	1,77,957
11	Certified Candidates	13,32,153	1,19,132
12	Reported Placed	2,51,689	NA

Source: Annual report 2021-2022 of MSDE

Figure 2 - Data shows that under PMKVY 1.0, 1332153 candidates completed the training and got the certificate. Out of which placement of 251689 candidates has been done so far.

Placement percentage of PMKVY 1.0 (reported/certified candidates *100) through fresh training stood at 18.89%.

PMKVY 2.0**Figure 3 (i): summary of achievements under PMKVY 2016-20 through CSCM component**

Component	Sectors	Job Roles*	Enrolled	Trained	Assessed	Certified	Reported Placed
STT	37	280	41,08,164	38,02,653	35,60,207	31,70,864	17,98,045
RPL	39	826	62,72,669	61,41,337	53,90,611	50,92,887	NA**
SP	34	183	2,32,554	2,13,341	1,79,923	1,51,751	82,697
Total			1,06,13,387	1,01,57,331	91,30,741	84,15,502	18,80,742

Figure 3 (ii): summary of achievements under PMKVY 2016-20 through CSSM component

Component	Sector	Job Role*	Target	Enrolled	Trained	Assessed	Certified	Placed
STT (including SP)	36	293	12,71,662	8,70,769	8,23,671	7,22,068	6,38,095	2,12,215

Source: Annual report 2021-2022 of MSDE

Figure 3(i) highlights that under PMKVY 2.0 through CSCM component, 8415502 (STT+ RPL + SP) candidates completed the training and got the certificate. Out of which placement of 1880742 candidates has been done so far. Placement percentage of PMKVY 2.0 through short term training (reported/certified candidates *100) stood at 56.70%. Placement percentage of through SP (reported/certified candidates *100) stood at 54.49%.

Figure 3(ii) shows under PMKVY 2.0 through CSSM component, 638095 (STT + SP) candidates completed the training and got the certificate. Out of which placement of 212215 candidates has been done so far. Placement percentage of PMKVY 2.0 through short term training including SP (reported/certified candidates *100) stood at 33.25%.

PMKVY 3.0**Figure 4: summary of achievements under PMKVY 2016-20 (as on 31.10.2021)**

Component	Training type	Enrolled	Trained	Assessed	Certified	Placed
CSCM	Short Term Training (STT)	87,436	67,603	48,391	7,561	7,454
	Special Projects (SP)	737	0	0	0	0
	Recognition of Prior Learning (RPL)	1,04,049	1,01,973	60,441	7,349	NA
	Sub Total	1,92,222	1,69,576	1,08,832	14,910	7,454
CSSM	Short Term Training (STT)	61,142	30,471	16,977	9,667	1,861
	Special Projects (SP)	191	120	41	37	0
	Recognition of Prior Learning (RPL)	53,556	51,862	27,407	15,640	NA
	Sub Total	1,14,889	82,453	44,425	25,344	1,861
Grand Total		3,07,111	2,52,029	1,53,257	40,254	9,315

Source: Annual report 2021-2022 of MSDE

Figure 4 represents that under PMKVY 3.0 through CSCM component, 14910 (STT+ RPL) candidates completed the training and got the certificate as on 31.10.2021. Out of which placement of 7454 candidates has been done so far. Placement percentage of PMKVY 3.0 through short term training (reported/certified candidates *100) stood at 49.99%. whereas under PMKVY 3.0 through CSSM component, 25344 (STT + SP) candidates completed the training and got the certificate. Out of which placement of 1861 candidates has been done so far. Placement percentage of PMKVY 3.0 through short term training (reported/certified candidates *100) stood at 19.25%.

OTHERS INITIATIVES UNDER PMKVY SCHEME

➤ **GKRA:** Ministry of Rural Development launched "Garib Kalyan Rozgar Abhiyaan (GKRA)" with the mission to address the issues of employment and livelihood opportunities for returnee migrant workers and affected rural population by Covid-19 pandemic. To support GKRA, MSDE implemented special program for

training of reverse labor (migrants) affected by COVID-19 under its flagship scheme PMKVY. This component covers 116 districts in 6 states, namely Assam, Bihar, Odisha, Madhya Pradesh, Rajasthan and Uttar Pradesh.

- **Customized Crash Course Programme for COVID Warriors under Pradhan Mantri Kaushal Vikas Yojana 3.0:** The objective of the program is to meet the growing demand for skilled health professionals and allied professionals from the logistics sector, reduce the burden on the existing health professionals and provide timely health services to the nook and corner of the country. The program implemented under the CSCM component of PMKVY was launched by the Hon'ble Prime Minister on 18 June 2021 with the commencement of training in 111 Pradhan Mantri Kaushal Kendras (PMKK) and other affiliated Training Centers (TCs) across 100 districts in 26 states.
- **Skill Hub Initiative:** The PMKVY 3.0 scheme focuses on the introduction of skill training programs in the education ecosystem. PMKVY 3.0 aims at creating a common infrastructure, in tune with the needs of the local economy, that

caters to the vocational training needs of all target areas.

CHALLENGES FACED IN THE IMPLEMENTATION OF PMKVY

According to standing committee report-

- Around 20% of the total enrolled candidates dropped out of the training program during the implementation of PMKVY 1.0, 2.0 and 3.0.
- Reasons for leaving include (i) medical grounds, (ii) distance of training centers from residence, (iii) accessibility to a job, and (iv) women-related issues such as pregnancy and marriage.
- The Committee noted that the Ministry cannot control all these factors but should identify areas where interventions can be made to prevent school dropouts. Factors such as distance from residence to training centers and access to jobs can be addressed.
- The training courses, curriculum and practical skills provided under PMKVY are not at par with the requirements of the industry.
- The process of reporting placement details of candidates is cumbersome, which highlights the need to simplify the process.

The Committee observed that MSDE has been consistently taking several steps to address these issues, including introducing on-job training and courses in partnership with industry. The Committee recommended the Ministry to continue its efforts to meet the needs of the industry.

CONCLUSION

PMKVY is one of the largest skilling and certification initiatives across the country for skill upgradation of youth in the country to make them employable.

Phase 1 of the PMKVY has managed to train 1.97 million people instead of the estimated 2.4 million. While Phase 2 managed to train 10.98 million instead of the estimated 10 million. According to www.pmkvyofficial.org website, Phase 3 has managed to train 737502 people instead of the estimated 8 Lakhs. As per the Wheebox India Skills Report (ISR) 2023, the report findings show that overall, 50.3% youth were found to be employable as against last year's employment figure of 46.2%, which is a significant improvement. ISR Report 2022 highlights the ever-changing employability scenario from 2016-2022 in India over the years in its findings. 38.12%; 40.44%; 45.60%; 47.38%; 46.21%; 45.9%; 46.2% was India's employability score from 2016-2022 respectively. The PMKVY 3.0 scheme focuses on the introduction of skill training programs in the education ecosystem. The ISR 2022 findings suggested that building the future of work requires structural changes in education and skills. While the practical implications of this year's study are immediate, based on the data obtained, long-term planning has major implications for the nation to succeed in building a sustainable ecosystem.

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