



Implementation of Pradhan Mantri Kaushal Vikas Yojana (PMKVY): A Review

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Abstract

The Ministry of Skill Development and Entrepreneurship (MSDE)'s flagship program, Pradhan Mantri Kaushal Vikas Yojana (PMKVY), is carried out by the National Skill Development Corporation (NSDC). The aim of this programme is to provide improved employment opportunities for young Indians living in various states and to enable them to acquire industry-relevant skills through suitable education. This article aims to examine the implementation of Pradhan Mantri Kaushal Vikas Yojana with a focus on the methods, activities, and results.

Keywords: *Entrepreneurship, Skill Development, Pradhan Mantri Kaushal Vikas Yojana.*

Introduction

In order to ensure that the youth of the nation had better access to skills and knowledge, the Indian government implemented the National Skill Development Policy, which outlined the framework for skill development. Institution-based skill development (technical schools, professional colleges, polytechnics, vocational schools, etc.); learning initiatives for skill development organized at the ministry and department levels; formal and informal apprenticeships and other types of enterprise training; adult education; retraining of retiring or retired employees; and lifelong learning are among the key features of the policy. Non-formal training includes training provided by civil society organizations and E-learning, web-based learning, and distance learning.

Youth and Scarcity of Jobs

Youth, according to the UN, are those who are roughly between the ages of 15 and 24. In India, about 65% of the population is under 35 years old. An article titled "Unemployment Among Educated Youth in Mizoram: A Way Forward" was written by Devendiran (2015). He said that more young people are facing limited options that lead to

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either underemployment or unemployment due to the growing size of the youth labor force, both skilled and unskilled, during a time of job scarcity. Indian youth consequently faced restricted growth opportunities and the struggle of surviving in the lack of any official social protection. The upgradation of the rural communities will reduce the commotion of rural to urban migration. To boost future employment, our nation's higher education system ought to be made need-based. In order to ensure that students and young people have access to sufficient employment prospects, our educational system should place more emphasis on programs that promote entrepreneurship and vocational education and training.

India has a total population of 1.21 billion, of which more than 672 million are of working age (15 to 59), according to the 2011 Census (GOI, 2011). Of these, 253 million are young people, or 21% of the population in 2011, who are between the ages of 15 and 24. The government acknowledges a severe skills shortage because 12.8 million young people enter the workforce each year (GOI, 2011), the majority of whom are expected to stay untrained. Additionally, it has understood that it ought to capitalize on the "demographic dividend" by educating the next generation of talent who, if given the right training, might prove to be a "invaluable asset, if equipped with knowledge and skills, to contribute to national and global economies" (GOI, 2011).

Skill India

The government of India launched the Skill India initiative, which has since expanded to include a number of initiatives such as the National Skill Development Mission (NSDM), Pradhan Mantra Kaushal Vikas Yojana (PMKVY), and the Skill Loan Scheme. The national skills India development program's primary goal is to give young people jobs by giving them the means to engage in profitable economic activity (Ankul Pandey & Dr. DK Nema, 2017). PMKVY would be the subject of the research study among them.

Review of Literature

The purpose of Choudhary's study from 2023, "A Study on Pradhan Mantri Kaushal Yojana," was to ascertain the public's understanding of the program's goals and level of awareness, assess the effectiveness of PMKVY's skill development initiatives, investigate the difficulties the NSDC has encountered, and make recommendations for improvement. Youth in the 15– 40-year-old age range participated in the survey. Both primary and secondary sources of the data were used in the collection process. The study discovered that developing the youth's capacities is a major challenge for India. Automation has a separate impact on placement depending on the "mix" of job roles available in each district. The results have strategic ramifications for resource allocation under PMKVY and directly affect public policy design and implementation methods to guide skill acquisition for India's youth and future labor market, all without addressing net employment.

The goal of Nehru's (2022) study, "Pradhan Mantri Kaushal Vikas Yojana (PMKVY): Effectiveness & Opportunities to Improve," was to ascertain the effects of the program's efficacy in Haryana, India, and to suggest ways to enhance it. The descriptive study's foundation was primary and secondary data from government papers, publications, journals,

websites, and articles. This study examined the effects of the Pradhan Mantri Kaushal Vikas Yojana in Haryana, using 117 respondents. According to the study, PMKVY programs need to be adjusted to meet the needs of the labor market in order to support the country's continued growth. It is necessary to adopt the content and the way it is delivered in order to improve capacity and skill development. Additionally, he proposed that for the program to be effective, links to employability, skill development, and job possibilities are necessary.

Joshi and Pandey (2020) carried out a study titled "Awareness, Perceptions, and Youth Mobilization Towards PMKVY Training In Haryana" with the aim of analyzing the relationship between youth satisfaction and the "components of PMKVY Training" and the relationship between youth mobilization through participation in Kaushal Melas and youth awareness of the PMKVY training. The study's design was descriptive. It was carried out utilizing structured questionnaires in accordance with the judgmental stratified sample approach among 385 trainees under the PMKVY in 5 districts of Haryana that were related to the rural, semi-urban, and urban belts. The youth in Haryana have a high degree of awareness about PMKVY training, according to the report. The majority of those who took part in the Kaushal Melas program learned about the industries that PMKVY training is provided in, eligibility the free training offered, the enrollment requirements, and the locations of the training facilities in each district. Thus, it was determined that Kaushal Melas are largely responsible for raising awareness about PMKVY training. Youth happiness and the listed three elements of the PMKVY training such as resources & support, training quality and infrastructure also showed a significant correlation. The study proposed that involving outside experts from academia and industry could improve the effectiveness of PMKVY training. In summary, the study's focus includes related research on how PMKVY is perceived in various contexts. It will also clear the way for the PMKVY training to be implemented successfully.

Pradhan Mantri Kaushal Vikas Yojana (PMKVY)

The flagship program of the Ministry of Skill Development & Entrepreneurship (MSDE), carried out by the National Skill Development Corporation (NSDC), is the Pradhan Mantri Kaushal Vikas Yojana (PMKVY). The goal of the Skill Certification Scheme is to enrol a large number of young Indians in industry and vocational relevant skill training for improving their chances of finding employment people with prior education or training who have been evaluated and certified under Recognition of Prior Learning (RPL).

The programme Pradhan Mantri Kaushal Vikas Yojana (PMKVY) also known as skill certification scheme is a skill-based training scheme commenced by the initiation of the Indian government for the recognition of youth potentiality and it is a standard guaranteed skills acquisition through Short Term Training programs, Recognition of Prior Learning (RPL), Special projects, Kaushal & Rozgar Mela, Placement Assistance, Continuous Monitoring and Standard Branding & Communication. The scheme is designed for Indian nationalities who are HSSLC dropouts or ho have completed their HSCL examination. They can join skill-based training course and pursue further education to develop their skill set with no or free of cost. Centrally Sponsored Centrally Managed (CSSM), which is overseen by the

Ministry of Skill Development and Entrepreneurship (MSDE), and Centrally Sponsored State Managed (CSSM), which is distributed among the States, are the two components. The training programs are designed in accordance with National Occupational Standards (NOS) and qualification packets that have been specially created in a number of skill areas by different Sector Skill Councils (SSC) with industry input.

PMKVY 2.0- The goal of the Pradhan Mantri Kaushal Vikas Yojana 2.0, which has received a great deal of support, is to prepare and empower innumerable young people to pursue expert preparation and obtain better jobs in their fields of interest. It also aimed to boost current workers' productivity by providing them with the newest skills and up-to-date knowledge. The PMKVY 2.0 seeks to encourage young people in India to enroll in high-quality, industry-based skill training. The program established an organization for creating a skills registry and encourages training based on certification. It is rapidly expanding across the nation and has already begun to provide favorable results. The number of young talents employed has increased significantly in comparison to prior years. According to the plan, each learner received an individual performance evaluation following the successful completion of the PMKVY 2.0 training program, and those who received good grades were awarded financial incentives.

PMKVY 3.0- The Ministry of Skill Development and Entrepreneurship (MSDE) introduced PMKVY 3.0, its flagship plan, on January 15, 2021, with the goal of making India the world's capital of skills. In order to answer industrial needs, satisfy market demands, and impart skills in services and new-age work positions that have become essential with the COVID-19 epidemic, PMKVY 3.0 encourages and promotes skill development throughout the nation. PMKVY 3.0 will be implemented in a more decentralized framework with increased duties and assistance from States/UTs and Districts, using the lessons learned from PMKVY 1.0 and PMKVY 2.0. In order to close the talent gap and evaluate demand at the district level, the State talent Development Missions (SSDM) will provide direction to the district skill committees (DSCs). The new program will address the goals of Atmanirbhar Bharat by being more trainee- and learner-centric. The supply-based strategy was the main focus of PMKVY 3.0 (2020–21), but the demand-based approach is now the main focus. Following the disruption produced by COVID-19 and the ensuing impact on livelihood, the PMKVY 3.0 primarily focuses on upskilling and reskilling with the intention of increasing the productivity of the current workforce in the future and offering online/digital training for a larger coverage. There are three categories in which the PMKVY 3.0 Skill training is offered throughout India:

- (i) Short-Term Training (STT): Candidates of Indian nationality who are unemployed or dropouts from school or college can benefit from the STT component offered at PMKVY Training Centers (TC). In addition to offering training in accordance with the National Skills Qualification Framework (NSQF), Training Centers (TCs) also teach digital literacy, soft skills, entrepreneurship, and finances. After candidates successfully complete the assessment, training providers help with job placement.
- (ii) Recognition of Prior Learning (RPL): This skill certification component enables young Indians to obtain industry-relevant certification in order to improve their

chances of finding employment. Under the RPL component of PMKVY, anyone with prior learning experience or skills can register, get tested, and receive certification. It mostly focuses on people working in unregulated industries.

- (iii) Special Projects: The PMKVY Special Projects component aims to establish a platform that will enable training in unique job roles that aren't covered by the Qualification Packs (QPs) / National Occupational Standards (NOS) that are currently available, as well as training in special areas and/or premises of government bodies, corporations, or industry bodies. Under PMKVY, there must be some variation from the short-term training criteria for Special Projects. Institutions of the federal or state governments, autonomous bodies, statutory bodies, or any other body that is comparable, as well as corporations that wish to train candidates, can all be considered as proposing stakeholders.

Conclusion

The training exercises and techniques gave the trainees new abilities to use while completing the tasks, which raised output. According to the study's findings, adolescents who receive training benefit in terms of their comprehension, aptitude, talents, and behavior. The majority of respondents strongly agreed that training improves performance and develops skills. It improved their standard of living and encouraged self-employment and entrepreneurship, which helped them with their unemployment issue. Furthermore, the majority of industrialized nations provide evidence that investing in skill development boosts economic growth and eliminates low salaries. The only way to increase youth productivity is through skill development, which is why it need to be a key component of development plans. India has a distinct demographic advantage over other nations, one that might be turned into a dividend by making valuable contributions to economic expansion. The link between productivity and skills enables a number of population segments, particularly the socially underprivileged ones, to gain from economic growth through the improvement of their abilities. The National Skill Policy gives different target groups guidelines on how to incorporate skill development into the agendas for establishing decent jobs and infrastructure so they can reach their full productive potential and support social and economic growth. This partnership increases employability and increases the supply of skilled labor (Agarwal, 2019).

According to Miniksha Tripathi's research, the country's demographic dividend is increased by about 12 million young people annually. The next generation of workers needs occupations that require the right qualifications. Only 2% of the population was able to get any kind of structured instruction (Sinha Shabnam, Linden Toby, Meki Muna, and Miwa Keiko 2015). The Government of India (GOI), under the Ministry of Skill Development and Entrepreneurship (MSDE), launched the PMKVY skill initiative in 2016 with the goal of training 500 million youth over the course of four years, or until 2020. The next two years will now be added to the original timeframe. Thirdly, a correlation coefficient between the enrolled candidate and the certified and placed candidates was computed. The results showed that there is a positive relationship between the Pradhan Mantri Kaushal Vikas Yojna (PMKVY) programs and conversion of unskilled labor into skilled workforce after applying

the correlation on the secondary data to verify the relationship between the PMKVY and creation of a bridge between unskilled and skilled workforce. Thus, it may be inferred that the Pradhan Mantri Kaushal Vikas Yojna (PMKVY) presents a great opportunity to enhance the potential of Indian young. With the right policies and initiatives for skill development, Indian youngsters can benefit from the "demographic dividend." The Ministry of Skill Development and Entrepreneurship (MSDE) has a progressive and developing scheme called Pradhan Mantri Kaushal Vikas Yojna (PMKVY) that offers a chance to improve youth productivity and inclusion in our country while also addressing the global shortage of skilled labor. However, there are still some significant obstacles to putting this progressive plan into practice, including a lack of highly skilled labor and the non-employability of a sizable portion of educated but unskilled youth. Miniksha Tripathi (2021).

PMKVY 2.0: With a budget of Rs. 12,000 crore, PMKVY 2016–20 (PMKVY 2.0) was introduced by expanding both geographically and in terms of sector, and by better aligning with other government goals such as Made in India, Digital India, Swachh Bharat, etc. CSCM and CSSM are two examples of the two components used in the implementation. National Skill Development Corporation is the organization that executed the Centrally Sponsored Centrally Managed (CSCM) component. 75% of the PMKVY 2016–20 monies have been allocated under CSCM, along with the physical targets that go along with it. State governments implemented the Centrally Sponsored State Managed (CSSM) component through State Skill Development Missions (SSDMs). Under CSSM, 25% of the PMKVY 2016–20 funds and related physical targets have been allotted. As a result of PMKVY 1.0 and PMKVY 2.0, the nation's improved, standardized skilling ecosystem has taught and orientated more than 1.2 crore youth.

PMKVY 3.0: A step towards "Atmanirbhar Bharat," PMKVY 3.0 is released in 717 districts throughout 28 States and 8 UTs, in contrast to PMKVY 2.0. It is carried out within a more decentralized framework with more accountability and backing from the States, UTs, and Districts. District talent Committees (DSCs), working under the direction of State Skill Development Missions (SSDM), will be crucial in closing the talent gap and evaluating demand at the district level. It focuses on providing training to eight lakh individuals with a budget of Rs. 948.90 crore for the 2020–2021 program year. It is more learner- and trainee-centric and concentrates more on encouraging skill development in new-age and industry fields in order to close the gap between supply and demand. 4.0 Employment Positions.

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