Employment Generation Under Pradhan Mantri Kaushal Vikas Yojana (PMKVY) - An Analytical Study

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Abstract:
Pradhan Mantri Kaushal Vikas Yojana (PMKVY) scheme is implemented by National Skill Development Corporation (NSDC) with an objective of providing industry relevant skills to large number of youths that enable them to have a better means of living. The major Components of the scheme are Short Term Training, Recognition of Prior Learning, Special Projects, Kaushal and Rozgar melas. This paper aims to analyse the performance of PMKVY scheme in terms of number of candidates trained, assessed, certified and placed during 3 different phases. The present study is based on secondary data collected from the official website of the Pradhan Mantri Kaushal Vikas Yojana (PMKVY). Statistical tools of simple averages, percentages and One-way ANNOVA are used to analyse and interpret the data. The results showed that there is a significant difference in number of candidates placed during the 3 phases and among that the Phase 2.0 has witnessed higher number of employment when compared to other two phases.

Keywords: Employment Generation, PMKVY, Skill Development, Short Term Training.

Introduction:

Employment generation coupled with improving employability is the priority of the Government. Government has taken various steps for generating employment in the country like encouraging various projects involving substantial investment and increasing public expenditure on schemes like Prime Ministers Employment Generation Programme (PMEGP), Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS), Pt. Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) and Deen Dayal Anthyodaya Yojana-National Urban Livelihoods Mission (DAY-NULM) run by Ministry of Small & Medium Enterprises, Ministry of Rural Development and Ministry of Housing & Urban Affairs.

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship scheme of Ministry of Skill Development & Entrepreneurship (MSDE) implemented by National Skill Development Corporation. The objective of the skill certification scheme is to enable a large number of Indian youth to take up industry-relevant skill training that will help them in securing a better livelihood. Individuals with prior learning experience or skills will also be assessed and certified under Recognition of Prior Learning (RPL).

PMKVY was firstly launched on 15th July, 2015 (World Youth Skills Day) to encourage and promote skill development in the country by providing free short duration skill training and incentivizing this by providing monetary rewards to youth for skill certification. The overall idea is to boost both industry and employability of youths. During its pilot phase in 2015-16, 19.85 lakh candidates were trained. After the successful implementation of pilot PMKVY- 1.0 (2015-16), 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 government of India like make in India, Digital India, Swachh Bharat, etc. the scheme aligned to common cost norms and has a total budgetary outlay of Rs 12000 crores. PMKVY-3.0 (2020-22) is being implemented across the country. Since inception, till 31.12.2021, 1.34crore candidates have benefited from the PMKVY across the country.

Key Components of the Scheme:

1. **Short Term Training (STT)** - the Short Term Training imparted at PMKVY Training Centres (TCs) is aimed towards the candidates who are either school/college dropouts or unemployed. Duration of the training varies according to the job role, however majority of courses range between 200-600 hrs (2-6 months). The training is provided according to the National Skills Qualification Framework (NSQD) with Soft skills, Entrepreneurship, Financial and Digital Literacy curriculum, a part of the curriculum. Upon successful completion of their assessment and certification, candidates are provided placement assistance by training partners (TPs).

2. **Recognition of Prior Learning (RPL)** – Individuals with prior learning experience or skills are assessed and certified under the Recognition of Prior Learning (RPL) component of the scheme. RPL aims to align the

competencies of the unregulated workforce of the country to the NSQF. The duration of the training/orientation ranges between 12-80 hrs. Project Implementing Agencies(PIAs) such as Sector Skill Councils (SSCs) or any other agencies designated by MSDE/NSDC are being incentivised to implement RPL projects. To address knowledge gaps, PIAs offer bridge courses to RPL candidates along with training on soft skills, job role related safety and hygiene practices.

3. **Special Projects** – Special Projects component of PMKVY envisages to encourage trainings in special areas and premises of Government bodies, corporates/ industry bodies and trainings in special job roles not defined under the available qualification packs (QPS)/National Occupational Standards (NOSs). These are the projects which may require some deviation from the terms and conditions pf Short Term Training under PMKVY for any stakeholder. A proposing stakeholder can be institutions of central or state governments autonomous body/statutory body or any other equivalent body or corporate who desires to provide training to candidates.

4. **Kaushal and Rozgar Mela** – social community mobilization is very important for the success of PMKVY through which it reaches many people. The training partners conduct Kaushal and Rozgar Melas for every six months along with press and media coverage. This enables transparency and liability of the community that helps the scheme to work in a better way.

Importance of the study

The percentage of rural youth is about 68% of the country's total population. Ministry of Rural development has rolled out PMKVY scheme to provide industry relevant skills to the unemployed youth. It is almost more than six years that the schemes is incepted by the Government of India. Hence, an attempt is made to study the performance of the schemes in terms employment generated during the three phases after the candidates are certified.

Review of Literature:

BCM Patnaik, DR Ipseeta Satpathy, Snigdha Suhagin (2018) in their study on "Role of ITeS in Pradhan Mantri Kaushal Vikas Yojana: A conceptual study" understood the importance of ITeS and PMKVY used the secondary data is being considered. And found that the present initiative of Kaushal Vikas Yojana plays an important role in the life of the unemployed people and helps for the improvement of skills of workforce.

Aditi Ratho (2019) in their study on "Education, Skills, Gender parity: an agenda for employment generation in urban India" found that employment generation mechanisms, such as skill development and vocational training, are falling short in meeting the demands of the changing urban job market. And also recommends changes in government-funded skill development courses to increase the employment prospects of the skilled population in urban areas.

Joshi Ashwani Kumar and Pandey. K.N (2020) examined the youth awreness perception and mobilisation about the PMKVY training in Haryana State .Their study concluded that youths of Haryana are highly awre about the PMKVY training, although a lot of improvement is needed in terms of training quality, infrastructure and Counselling support for trainee's satisfaction.

Dr Tripathi (2021) in their study on "Effectiveness of Pradhan Mantri Kaushal Vikas Yojana in bridging the skill gap of workforce in India" examined the sector-wise skill requirements in various states of India to identify the skill gap in varied sectors. And their results shown that a positive relationship existed between the actual HR requirement in 22 key sectors and observed significant contribution of the PMKVY in skilling the workforce and got placed after getting trained under the PMKVY.

Krishna Ram Choudhary, Aruna Kaushik, Dr Surender Kumar Kulshrestha (2021) examined the effects of various government employment oriented schemes operated in connection with the economic development of the tribes based on primary data with random selection of families. In their study one of the tribe district have got the the most benefit fron MGNREGA out of various employment programmes and it is contributing to raising their standard of living.

Solkhe and Dipika (2021) examined the progress of the scheme of skill development PMKVY. They observed that the performance of centrally sponsored state managed (CSSM) component PMKVY on the basis of target achieved was just 20.48 percent, while centrally 74.95 percent of target. Moreover, certified candidate placement performance under CSSM and CSCM were just 28.29 percent respectively. The study stressed that the government should create awareness amongst youth with respect to the skill development courses.

Kishore Prakash Bholane (2020) examined the status of unemployment in Maharashtra and India, number of job cards applied and issued, category and gender wise active workers under MGNREGS, person days generated, average days of employment provided per household, number os households completed 100 days of wage employment. Further analused the reasons for participation in MGNREGS and impact of Mgnregs on employment and migration particularly in Vaijapur tehsil.

Objectives of the study:

1. To analyse the performance of PMKVY schemes in terms of select indicators
2. To analyse the outreach of the scheme in various states in terms of select indicators during the three phases of the study

Research Methodology:

a. **Method of Study:** The study is both descriptive and analytical in nature. Parameters/Indicators signifying the

performance of the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) scheme are explained during the three phases. Subsequently, an analysis is made to find the difference in performance indicators during the three phases.

Parameters/Indicators
1. Number of candidates trained
2. Number of candidates assessed
3. Number of candidates certified
4. Number of Candidates placed

b. **Sources of Data:** The study is based on secondary data. The data is collected from the official website of Pradhan Mantri Kaushal Vikas Yojana (PMKVY).
c. **Scope of the study:** The study is confined to one employment generation scheme known as Pradhan Mantri Kaushal Vikas Yojana (PMKVY) scheme.
d. **Statistical tools:** Simple averages, percentages and One-Way ANOVA is used to analyse and interpret the data.
e. **Period of the Study:** Data pertaining to the scheme is not given in every year rather it is mentioned in phases. Period of the first phase is 2015-16, second phase is 2016-2020, 3rd phase is 2020-22.

Hypothesis of the Study
H_0: There is no significant difference among the three phases in terms of number of candidates employed after certified by the training institutes.
H_1: There is a significant difference among the three phases in terms of number of candidates employed after certified by the training institutes**.**

Data Analysis and Discussion
Data analyses is made to achieve the set objectives. The Scheme performance is done with describing the selecting indicators of the scheme during three phases initially. Subsequently, performance of the scheme in each state during all the three phases is presented to identify top five states creating more placements or employment during teach phase. Finally, a statistical analysis is done to capture if there is any significant difference in number of placements during the three phases.

Table 1. PMKVY

	Phase 1.0 2015-16	Phase 2.0 2016-2020	Phase 3.0 2020-22	Total
Enrolled candidates	1986016	11484724	794911	14265651
Ongoing training	0	0	3934	3411
Trained candidates	1986016	11000708	733617	13720837
Assessed candidates	1951487	9920559	563830	12436035
Certified candidates	1451636	9141271	406850	10999926
Reported placed	266926	2140783	38863	2446572
Percentage of Candidates placed out of Certified Candidates	18.38%	23.42%	9.55%	22.24%

Source: http://pmkvyofficial.org

From Table 1, it is observed that during phase.1 18.38% of the candidates enrolled, trained and certified got the employment. During the second phase which contains for 4 years, 23.42% of the candidates were employed. However, during phase 3.0, the number of candidates employed declined to 9.55%. All the three phases put together total number of candidates employed stood at 22.24%.

Table: 2 State wise Short-Term Training (STT) in phase 1.0 under PMKVY

States	Trained	Percent of Each state in Total	Certified	Percent of Each state in Total	Reported placed	Percent of Each state in Total	Percent of Placement out of Certified
Andhra Pradesh	77899	4.32	59300	4.45	10000	3.95	16.86%
Arunachal Pradesh	8466	0.47	5697	0.43	2956	1.17	**51.89%**
Assam	62410	3.46	42319	3.18	8225	3.25	19.44%
Bihar	62443	3.46	43030	3.23	10004	3.95	23.25%
Chhattisgarh	35241	1.95	26321	1.98	3253	1.28	12.36%
Goa	1872	0.10	1399	0.10	431	0.17	**30.81%**
Gujarat	46163	2.56	34827	2.61	5639	2.23	16.19%
Haryana	86487	4.79	65043	4.88	9133	3.61	14.04%
Himachal Pradesh	9424	0.52	6549	0.49	896	0.35	13.68%

Jharkhand	46971	2.60	33472	2.51	4382	1.73	13.09%
Karnataka	110771	**6.14**	83599	**6.27**	20776	**8.20**	24.85%
Kerala	36058	2.00	26701	2.00	6582	2.60	24.65%
Madhya Pradesh	147482	**8.17**	109228	**8.20**	19848	**7.84**	18.17%
Maharashtra	146380	**8.11**	110572	**8.30**	20270	**8.00**	18.33%
Manipur	6580	0.36	4704	0.35	1984	0.78	**42.18%**
Meghalaya	14517	0.80	9204	0.69	1178	0.47	12.80%
Mizoram	996	0.06	390	0.03	45	0.02	11.54%
Nagaland	1692	0.09	923	0.07	135	0.05	14.63%
Odisha	66377	3.68	46796	3.51	8553	3.38	18.28%
Punjab	66497	3.69	46250	3.47	14568	5.75	**31.50%**
Rajasthan	95840	5.31	72494	5.44	11127	4.39	15.35%
Sikkim	100	0.01	93	0.01	0	0.00	0%
Tamil Nadu	148452	**8.23**	116703	**8.76**	36371	**14.36**	31.17%
Telangana	35990	1.99	28294	2.12	4796	1.89	16.95%
Tripura	6200	0.34	3171	0.24	1374	0.54	**43.33%**
Uttar Pradesh	231680	**12.84**	177204	**13.30**	22207	**8.77**	12.53%
Uttarakhand	28368	1.57	21488	1.61	2939	1.16	13.68%
West Bengal	69669	3.86	49655	3.73	7447	2.94	15%
Andaman and Nicobar Islands	681	0.04	360	0.03	0	0.00	0%
Chandigarh	4078	0.23	2845	0.21	683	0.27	24.01%
Dadra&Nagar haveli and Daman&Diu	605	0.03	331	0.02	1	0.00	0.30%
Delhi	47816	2.65	33999	2.55	3528	1.39	10.38%
Jammu and Kashmir	60870	3.37	38455	2.89	6096	2.41	15.85%
Lakshadweep	0	0.00	0	0.00	0	0.00	0%
Pondicherry	39101	2.17	31039	2.33	7869	3.11	25.35%
Ladakh	0	0.00	0	0.00	0		0%
Total	1804176		1332455		253296		

Source: http://pmkvyofficial.org

Table 2 on state-wise distribution of number of candidates trained, certified, and Placed shows that Uttar Pradesh, Tamilnadu, Madya Pradesh, Maharashtra, and Karnataka are in top 5 states in terms of number of Candidates trained among total of 36 states and Union Territories. Similarly, the same states were in top 5 positions in terms of number of candidates certified, but Maharashtra occupied the 3rd position replacing Madya Pradesh which was in 3rd position in number of candidates trained. Tamil Nadu took the first position with maximum number of candidates placed among all the states/UTs in India.

Arunachal Pradesh, Tripura, Manipur, Punjab, and Goa were in top 5 positions in order of highest employment creation as a percentage of candidates trained. The above mentioned top 5 states reported that 51.89%, 43.33%, 42.18%, 31.5% and 30.8% of the candidate certified got the employment.

State wise Short Term Training in phase 2.0 under PMKVY

States	Trained	Percent of Each state in Total	Certified	Percent of Each state in Total	Reported placed	Percent of Each state in Total	Percent of Placement out of Certified
Andhra Pradesh	159644	3.44	136801	3.54	87535	4.06	**63.99%**
Arunachal Pradesh	27645	0.60	23321	0.60	115661	**5.36**	49.57%
Assam	139839	3.01	112290	2.91	56284	2.61	50.12%
Bihar	260593	**5.62**	210195	**5.44**	111685	5.18	53.13%
Chhattisgarh	84618	1.82	64019	1.66	25812	1.20	40.32%
Goa	3025	0.07	2081	0.05	736	0.03	35.37%
Gujarat	135070	2.91	111106	2.88	60039	2.78	54.04%
Haryana	290074	**6.25**	247688	**6.42**	146794	**6.80**	59.27%
Himachal Pradesh	62456	1.35	52380	1.36	21888	1.01	41.78%
Jharkhand	82827	1.79	62980	1.63	25796	1.20	40.96%
Karnataka	132749	2.86	111617	2.89	51784	2.40	46.39%
Kerala	73648	1.59	57662	1.49	23942	1.11	42.52%

Madhya Pradesh	391279	**8.44**	325358	**8.43**	184527	**8.55**	56.72%
Maharashtra	208607	4.50	170454	4.42	67531	3.13	39.62%
Manipur	42257	0.91	35513	0.92	15279	0.71	43.02%
Meghalaya	27873	0.60	22527	0.58	13047	0.60	57.92%
Mizoram	20830	0.45	16502	0.43	8873	0.41	53.77%
Nagaland	18782	0.40	14665	0.38	5720	0.27	39.00%
Odisha	134326	2.90	111068	2.88	59006	2.73	53.13%
Punjab	223982	4.83	195987	5.08	113012	5.24	57.66%
Rajasthan	350015	**7.55**	304503	**7.89**	168440	**7.81**	55.32%
Sikkim	9167	0.20	7651	0.20	3386	0.16	44.26%
Tamil Nadu	219232	4.73	183271	4.75	114450	5.30	**62.45%**
Telangana	161865	3.49	138835	3.60	87856	4.07	**63.28%**
Tripura	35773	0.77	29032	0.75	10837	0.50	37.33%
Uttar Pradesh	700288	**15.10**	578872	**14.99**	298437	**13.83**	51.55%
Uttarakhand	114275	2.46	92401	2.39	50530	2.34	54.69%
West Bengal	224003	4.83	180877	4.69	98677	4.57	54.55%
Andaman and Nicobar Islands	2741	0.06	1975	0.05	124	0.01	6.28%
Chandigarh	12512	0.27	10175	0.26	5453	0.25	53.59%
Dadra&Nagar haveli and Daman&Diu	5047	0.11	4163	0.11	2578	0.12	**61.93%**
Delhi	151405	3.26	129470	3.35	62064	2.88	47.94%
Jammu and Kashmir	115366	2.49	100860	2.61	50262	2.33	49.83%
Lakshadweep	150	0.00	79	0.00	0	0.00	0
Pondicherry	14185	0.31	12697	0.33	8910	0.41	**70.17%**
Ladakh	2032	0.04	1539	0.04	856	0.04	55.62%
Total	4638180	100	3860614	100	2157811	100	

Source: http://pmkvyofficial.org

Table 2 on state-wise distribution of number of candidates trained, certified, and Placed shows that Uttar Pradesh, Madhya Pradesh, Rajasthan, Haryana and Bihar are in top 5 states in terms of number of Candidates trained and certified among total of 36 states and Union Territories. When coming to number of candidates placed, only the 5th position occupied by Arunachal Pradesh instead of Bihar out of the above 5 states in terms of number of candidates trained and certified.

Pondicherry, Andhra Pradesh, Telangana, Tamil Nadu and Dadra & Nagar haveli and Daman & Diu were in top 5 positions in order of highest employment creation as a percentage of candidates trained. The above mentioned top 5 states reported that 70.17%, 63.99%, 63.28%, 62.45% and 61.93% of the candidate certified got the employment.

State wise Short Term Training in phase 3.0 under PMKVY as on 11th November 2022

States	Trained	Percent of Each state in Total	Certified	Percent of Each state in Total	Reported placed	Percent of Each state in Total	Percent of Placement out of Certified
Andhra Pradesh	12957	3.64	8290	3.80	1377	4.47	16.61%
Arunachal Pradesh	2045	0.57	1321	0.61	133	0.43	10.07%
Assam	15216	4.28	8596	3.94	1803	5.85	20.97%
Bihar	20473	**5.76**	12255	5.62	1657	5.37	13.52%
Chhattisgarh	7462	2.10	4071	1.87	916	2.97	22.50%
Goa	344	0.10	233	0.11	1	0.00	0.43%
Gujarat	12574	3.54	8767	4.02	551	1.79	6.28%
Haryana	12733	3.58	6639	3.04	1129	3.66	17.01%
Himachal Pradesh	5483	1.54	3807	1.75	492	1.60	12.92%
Jharkhand	6478	1.82	2898	1.33	305	0.99	10.52%
Karnataka	16327	4.59	10552	4.84	1273	4.13	12.06%
Kerala	10090	2.84	6827	3.13	759	2.46	11.12%
Madhya Pradesh	31436	**8.84**	16666	**7.64**	2522	**8.18**	15.13%
Maharashtra	29816	**8.38**	17264	**7.92**	946	3.07	5.48%
Manipur	3580	1.01	2313	1.06	163	0.53	7.05%

Meghalaya	2171	0.61	1025	0.47	239	0.78	23.32%
Mizoram	1863	0.52	1060	0.49	182	0.59	17.17%
Nagaland	1758	0.49	902	0.41	88	0.29	9.76%
Odisha	16727	4.70	8303	3.81	890	2.89	10.72%
Punjab	12325	3.47	8347	3.83	1977	**6.41**	**23.69%**
Rajasthan	16891	4.75	11193	5.13	881	2.86	7.87%
Sikkim	1091	0.31	652	0.30	262	0.85	**40.18%**
Tamil Nadu	16893	4.75	12775	**5.86**	3130	**10.15**	24.50%
Telangana	14345	4.03	9542	4.38	1740	5.64	17.86%
Tripura	2675	0.75	1675	0.77	433	1.40	**25.85%**
Uttar Pradesh	40283	**11.33**	26118	**11.98**	2350	**7.62**	9.00%
Uttarakhand	5396	1.52	3292	1.51	749	2.43	22.75%
West Bengal	20441	**5.75**	12916	**5.92**	2006	**6.50**	15.53%
Andaman and Nicobar Islands	319	0.09	118	0.05	0	0.00	0
Chandigarh	785	0.22	411	0.19	146	0.47	**35.52%**
Dadra&Nagar haveli and Daman&Diu	250	0.07	158	0.07	32	0.10	20.25%
Delhi	4588	1.29	3501	1.61	545	1.77	15.57%
Jammu and Kashmir	7963	2.24	4121	1.89	921	2.99	22.13%
Lakshadweep	120	0.03	50	0.02	0	0.00	0
Pondicherry	1513	0.43	1311	0.60	240	0.78	18.31%
Ladakh	277	0.08	79	0.04	0	0.00	0
Total	355688	100	218048	100	30838	4.47	

Source: http://pmkvyofficial.org

Table 2 on state-wise distribution of number of candidates trained, certified, and Placed shows that Uttar Pradesh, Madhya Pradesh, Maharashtra, Bihar and West Bengal are in top 5 states in terms of number of Candidates trained among total of 36 states and Union Territories. Among the above 5 States trained, Uttar Pradesh is the only state that occupied same 1st position in terms of number of candidates certified. Tamil Nadu took the first position with maximum number of candidates placed among all the states/UTs in India.

Sikkim, Chandigarh, Tripura, Tamilnadu and Punjab were in top 5 positions in order of highest employment creation as a percentage of candidates trained. The above mentioned top 5 states reported that 40.18%, 35.52%, 25.58%, 24.50% and 23.69% of the candidate certified got the employment.

An analysis is carried out to find if there is any significant difference in number of candidates secured the job after they are certified by the training institute. One-Way ANOVA test is applied to capture the differences in employment generation by the three phases.

Mean Scores

Number of certified candidates secured job

Phase	Mean	N
Phase1	7036.0000	36
Phase2	59939.1944	36
Phase3	856.6111	36
Total	22610.6019	108

One-Way ANOVA

Number of certified candidates secured job

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	75932213793.685	2	37966106896.84	26.143	0.001
Within Groups	152485778878.194	105	1452245513.12		
Total	228417992671.880	107			

One-Way ANOVA test reveals that there is a significant difference (F = 26.143 for 2, 105 degrees of freedom and p = 0.001) among three phases in generating employment to the candidates after they are trained and certified by the training institutes. Further, it can be inferred that more number of certified candidates got the jobs (M = 59939.1944) during second phase followed by 1st phase (M = 7036) and 2nd phase (M = 856.61).

Findings:
1. Among all the three phases, Maximum number of candidates certified and placed is from Phase-2.0 i.e 2140783 (23.42%)
2. In Phase 1.0, highest number of candidates certified is from Uttar Pradesh (13.30%) and highest number of candidates placed is from Tamil Nadu (14.36%) among total of 36 states and Union Territories.
3. In Phase 2.0, highest number of candidates certified is from Uttar Pradesh (14.99%) and highest number of candidates placed is from Uttar Pradesh (13.83%) among total of 36 states and Union Territories.
4. In Phase 3.0, highest number of candidates certified is from Uttar Pradesh (11.98%) and highest number of candidates placed is from Tamil Nadu (10.15%) among total of 36 states and Union Territories.
5. There is a significant difference in number of candidates placed during the 3 phases. Phase 2.0 provided higher number of jobs to the certified candidates.
6. The State occupying the highest percentage of placements out of certified is Arunachal Pradesh (51.89%) in Phase 1.0, Pondicherry (70.17%) in Phase 2.0, Sikkim (40.18%) in Phase 3.0.

Conclusion:
Based on analysis of the study it can be concluded that the Phase 2.0 has witnessed higher number of employment when compared to other two phases. Arunachal Pradesh stand in first position with (51.89%) highest percent of candidates placed out of certified i Phase 1.0. Similarly, Pondicherry with (70.17%) and Sikkim with (40.18%) have highest share in creating more employment in Phase 2.0 and Phase 3.0, respectively.

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