



## PRADHAN MANTRI KAUSHAL VIKAS YOJANA (PMKVY): A CRITICAL ANALYSIS OF INDIA'S SKILL DEVELOPMENT PROGRAM

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### **Abstract**

*The Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is a flagship program of the Indian government aimed at providing skill development training to youth across the country. This research paper critically analyzes the PMKVY program, including its objectives, implementation, impact, and challenges. The paper also explores the role of the private sector and community participation in promoting skill development in India. The findings suggest that while the PMKVY program has made significant progress in promoting skill development in India, challenges such as quality assurance, job placement, and sustainability need to be addressed to ensure the success of the program.*

**Key Words:** *Skill Development, PMKVY, Training, Skill-Gap, Knowledge Economy.*

### **Introduction**

The Pradhan Mantri Kaushal Vikas Yojana (PMKVY) was launched in 2015 by the Indian government with the aim of providing skill development training to youth across the country. The program aims to provide training to 10 million youth by 2020 and promote the creation of a skilled workforce that can contribute to India's economic growth. This research paper aims to critically analyze the PMKVY program, including its objectives, implementation, impact, and challenges. Skill mismatch is considered among the key reasons for youth unemployment in India today. The skills that are needed and valued in the labour market are often different from the skills that youth have. Providing a right set of skills to youth through training is therefore seen as a major policy priority. Given rapid economic growth and consequent increase in the demand for skills, the country faces a dual challenge of a paucity of trained quality labour and non-employability of large sections of the educated workforce that possess little or no job skills. To address this gap, the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) 2016- 20 was introduced as India's largest skill development scheme. PMKVY is the flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE) and is implemented by the National Skills Development Corporation (NSDC). The objective of this 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. The scheme aims to train them on skills based on the National Skill Qualification Framework (NSQF) and industry-led standards.

### **Objective of the Study**

The objective of the study is to understand through the review of literature the Skill development movement in India and to understand the research gap for conducting further study on the skill development programme of PMKVY.

### **Literature review**

The researchers have made an extensive review of literature to understand the importance of skill development programme PMKVY in India.

**Dr.S.C.Patil & Prof. Amaresh B Charantimath (2021)** conducted a study on "Employability through Skill Development Programmes - an overview of significance of Employability skills". The objective of the study was to comprehend the need of employability skills and to study the skill gap - desired vs

possessed. The study concluded that the skill gaps can be bridged with training, education and short-term courses

**Vidhyadhar T. Banajawad & Dr.Mukta S. Adi(2020)** conducted a study on "A study on skill development programmes for rural youth in India" with the objective to ascertain the current status, challenges and the Government initiatives for the skill development in India. The study concluded that skill development is currently gathering momentum and it is now evident that education and skills are fundamental in bettering employment opportunities, shrinking poverty, boosting productivity, and promoting environmentally sustainable rural development.

**Anita Swain & Sunita Swain (2020)** conducted a study on "Skill Development in India: Challenges & Opportunities". The study intended to analyse the data sourced from National Skill Development Corporation. It concluded that India, the 2nd populous country in the world with around 60% youth population, has a 'demographic dividend' and need capitalise on it for reaping the benefit which can add value to the economy of the country and also support 'Make in India' campaign by providing the skilled workforce in the country. The 'Skill India' mission requires more focus on entrepreneurship skills for enhancing job generation in the country. Various schemes like PMKVY, DDU-GKY etc. have been launched by Government of India for making Indian youth skilled and employable. Indian youth should be aware of such schemes, get required training and make themselves employable

### Objectives of PMKVY

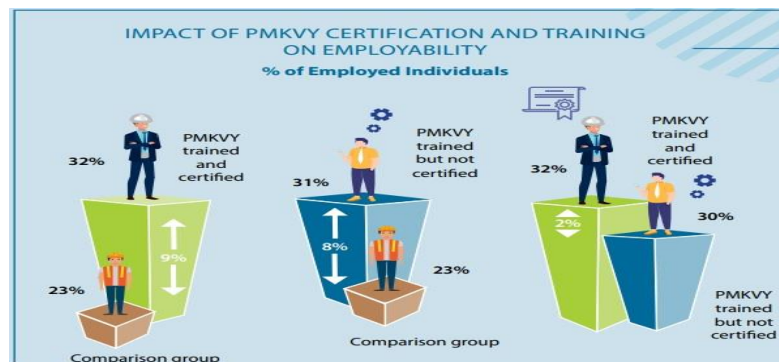
The primary objective of the PMKVY program is to provide skill development training to youth across the country and promote the creation of a skilled workforce. The program aims to provide training in various sectors such as construction, healthcare, hospitality, and tourism, among others. The program also aims to promote entrepreneurship and self-employment among youth.

### Implementation

The PMKVY program is implemented by the National Skill Development Corporation (NSDC) in collaboration with training partners and industry partners. The program provides training in various modes such as short-term training, recognition of prior learning, and special projects. The program also provides financial incentives to trainees who complete the training successfully.

### Impact

Several studies have evaluated the impact of the PMKVY program on skill development in India. A study by Singh and Srivastava (2018) found that the PMKVY program has helped promote skill development among youth, particularly in sectors such as construction, healthcare, and hospitality. The study also found that the program has helped improve the employability of youth and promote entrepreneurship.



Source: NSDC India

Impact analysis of the effect of PMKVY certification and training on income was also done after matching the groups using PSM. The average monthly income level of STT-Trained and Certified was found to be 15 percent higher than that of similar non-PMKVY individuals. Also, a difference of nine percent in average monthly income was found to be attributable to STT training per se. A difference of nine percent was also found while comparing the mean monthly income of STT-Trained and Certified and STT-Trained (but not certified).

### Challenges

The PMKVY program faces several challenges, including quality assurance, job placement, and sustainability. A study by Kumar et al. (2019) found that the quality of training provided under the PMKVY program needs to be improved to ensure that trainees have the necessary skills to meet industry demands. The study also found that job placement remains a challenge, with many trainees unable to find employment after completing the training. The sustainability of the program is also a concern, with the program's funding and implementation model needing to be addressed to ensure the long-term success of the program.

### Role of Private Sector and Community Participation

The success of the PMKVY program depends on the role of the private sector and community participation. Private sector involvement in the program can help ensure that the training provided is relevant to industry demands. Community participation can also play a key role in promoting skill development, with community-based organizations and local governments playing a key role in identifying the training needs of youth.

### Conclusion

The PMKVY program has made significant progress in promoting skill development in India, but challenges such as quality assurance, job placement, and sustainability need to be addressed to ensure the success of the program. Private sector involvement and community participation can play a key role in promoting skill development in India. The findings suggest that a collaborative effort from government, private sector, and community stakeholders is critical for ensuring the success of India's skill development programs.

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