



Cover Page



A STUDY OF SOCIAL-ECONOMICAL IMPACT OF PRADHAN MANTRI KAUSHAL VIKAS YOJANA

¹Ms. Parveena (A36735) and ²Ms. Anamika Dabla(A59821)

¹Assistant Professor and ²Rehabilitation Psychologist

Department of Special Education

Abstract

In the present study Skill and knowledge are the two driving forces of economic growth and social development for any country. Countries with higher level of skills fare better to cope with the challenges of emerging economies in the present-day world. In any country, youth is primarily the focus for any program for skill development. Our country is better placed in this regard. We have a vast majority of population in the productive age group. This provides a great opportunity to India. It also poses a great challenge. Benefits will flow to our economy only if our population, particularly the youth, is healthy, educated and properly skilled. India with its unrivalled youth demographic, is definitely poised for a big boost in terms of socio-economic development. We have 605 million people below the age of 25. They can act as agents of change, by being empowered with various employable skills which will enable them to make impact not only on their lives but also on the lives of other individuals. The recently approved Pradhan Mantri Kaushal Vikas Yojana (PMKVY), is a flagship scheme for imparting skill training to youth, focussing on improved curricula, better pedagogy and trained instructors. The training includes soft skills, personal grooming, behavioral change et al. The scheme is being implemented by the newly created Ministry of Skill Development and Entrepreneurship through the National Skill Development Corporation (NSDC). It will cover 24 lakh youths. The Skill training would be based on the National Skill Qualification Framework (NSQF) and industry led standards. Under the scheme, a monetary reward is given to trainees on assessment and certification by third party assessment bodies. The average monetary reward is around Rs.8,000 per trainee.

Keywords: Yojana, Schemes, Social.

Abbreviation: National Skill Qualification Framework (NSQF). National Skill Development Corporation (NSDC).

Introduction

Skill development is the most important aspect for the development of India. For that, government should focus on the skill development sector in order to make the Skill India campaign a successful model by achieving the mission of “Kaushal Bharat, Kushal Bharat”. Reiterating the government’s commitment to the ‘Skill India’ initiative in her maiden budget speech, India’s finance minister claimed that the government is enabling millions to take up industry-relevant skill training, boosting their job prospects. However, analysis from the Periodic Labour Force Survey (PLFS) 2017-18 shows that only a small section of the youth reported receiving any vocational training, and a large share of them were either unemployed or out of the labour force.

Skill Development System in India

- India experiences a huge advantage by having a young workforce, which means it has high scope of providing manpower to the labour market.
- After assessing the high demand for the skilled workforce in the world, the Ministry of Skill Development and Entrepreneurship was formed in 2014.
- In India, the skill acquisition is by through two channels which include both formal and informal methods.
- While both Public and Private Sector aims at imparting the formal training, the informal channel is more unstructured and can be imparted through working on the job or through experiential learning.
- In addition to this, the government is also looking at the Public and Private Partnership known as the PPP model.
- Apart from this, there are privately run Industrial Training Centers known as ITCs and vocational schools.
- Though there is a lot of participation from the private sector on skill development but the public sector dominates the skill development programs in India.

Indian Policy framework for Skill development

- The government of India designed a policy framework for skill development which includes the Apprentices Act, 1961, The National Skill Policy and the National Skills Qualification Framework (NSQF).
- The Apprentice Act, 1961 aims at making it mandatory for establishments in the private and the public sector to train the students.
- The National Policy on Skill Development, a Public Private Partnership model, was framed in 2009 with an aim to strengthen the skill development initiatives of the country. It was established in order to promote skill development by creating large and exceptional quality vocational institution with the appropriate training infrastructure.



Cover Page



The National Skills Qualifications Framework (NSQF), enacted in December 2013, was built on the concept of competencies which analyses the knowledge, skills and aptitude needed at each qualification.

Current Employment and Skill Scenario of India

In India, only 1.8% of the population reported receiving formal vocational/technical training while 5.6% reported receiving informal vocational training (such as hereditary, self-learning, and on the job training) in 2017-18.

- A minimum of 8 million new job seekers enters the jobs market every year. In 2017, only 5.5 million jobs had been created, and the situation is worsening as the unemployment rate is the highest in 45 years today.
- The unemployment rate reached 34 per cent among the 20-24-year-olds in the first quarter of 2019.

Review Of Literature

This is the flagship scheme for skill training of youth to be implemented by the new Ministry of Skill Development and Entrepreneurship through the National Skill Development Corporation (NSDC). The scheme will cover 10 million youth during the period 2016 -2020. Under this Scheme, Training and Assessment fees are completely paid by the Government. Skill training would be done based on the National Skill Qualification Framework (NSQF) and industry led standards.

Eligible Beneficiaries

In line with the scheme objectives, the scheme is applicable to any candidate of Indian nationality who:

- an unemployed youth, college / school dropout
- Has a verifiable identity proof - Aadhaar / Voter id and a bank account?

Fund's allocation

An allocation of Rs. 12,000 crores have been made for the period 2016 - 2020.

Approved for another four years (2016-2020) to benefit 10 million youth

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE). The objective of this Skill Certification Scheme is to enable a large number of Indian youths 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). Under this Scheme, Training and Assessment fees are completely paid by the Government.

Key Components of the Scheme

Short Term Training

The Short-Term Training imparted at PMKVY Training Centers (TCs) is expected to benefit candidates of Indian nationality who are either school/college dropouts or unemployed. Apart from providing training according to the National Skills Qualification Framework (NSQF), TCs shall also impart training in Soft Skills, Entrepreneurship, Financial and Digital Literacy. Duration of the training varies per job role, ranging between 150 and 300 hours. Upon successful completion of their assessment, candidates shall be provided placement assistance by Training Partners (TPs). Under PMKVY, the entire training and assessment fees are paid by the Government. Payouts shall be provided to the TPs in alignment with the Common Norms. Trainings imparted under the Short-Term Training component of the Scheme shall be NSQF Level 5 and below.

Recognition of Prior Learning

Individuals with prior learning experience or skills shall be 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. Project Implementing Agencies (PIAs), such as Sector Skill Councils (SSCs) or any other agencies designated by MSDE/NSDC, shall be incentivized to implement RPL projects in any of the three Project Types (RPL Camps, RPL at Employers Premises and RPL centers). To address knowledge gaps, PIAs may offer Bridge Courses to RPL candidates.

Special Projects

The Special Projects component of PMKVY envisages the creation of a platform that will facilitate trainings in special areas and/or premises of Government bodies, Corporates or Industry bodies, and trainings in special job roles not defined under the available Qualification Packs (QPs)/National Occupational Standards (NOSs). Special Projects are projects that require some deviation from the terms and conditions of Short-Term Training under PMKVY for any stakeholder. A proposing stakeholder can be either Government Institutions of Central and State Government(s)/Autonomous Body/Statutory Body or any other equivalent body or corporates who desire to provide training to candidates.



Cover Page



Kaushal and Rozgar Mela

Social and community mobilization is extremely critical for the success of PMKVY. Active participation of the community ensures transparency and accountability, and helps in leveraging the cumulative knowledge of the community for better functioning. In line with this, PMKVY assigns special importance to the involvement of the target beneficiaries through a defined mobilization process. TPs shall conduct Kaushal and Rozgar Melas every six months with press/media coverage; they are also required to participate actively in National Career Service Melas and on-ground activities.

Placement Guidelines

PMKVY envisages to link the aptitude, aspiration, and knowledge of the skilled workforce it creates with employment opportunities and demands in the market. Every effort thereby needs to be made by the PMKVY TCs to provide placement opportunities to candidates, trained and certified under the Scheme. TPs shall also provide support to entrepreneurship development.

Monitoring Guidelines

To ensure that high standards of quality are maintained by PMKVY TCs, NSDC and empaneled Inspection Agencies shall use various methodologies, such as self-audit reporting, call validations, surprise visits, and monitoring through the Skills Development Management System (SDMS). These methodologies shall be enhanced with the engagement of latest technologies.

The scheme will be implemented through the National Skill Development Corporation (NSDC).

Methodology

A Research design is simply a plan for study in collecting and analyzing the data. It helps the researcher to conduct the study in an economical method and relevant to the problem. Research methodology is a systematic way to solve a research problem. The methodology should combine economy with efficiency. Research methodology is the path through which researchers need to conduct their research. It shows the path through which these researchers formulate their problem and objective and present their result from the data obtained during the study period. This research design and methodology chapter also shows how the research outcome at the end will be obtained in line with meeting the objective of the study. This chapter hence discusses the research methods that were used during the research process. It includes the research methodology of the study from the research strategy to the result dissemination. For emphasis, in this chapter, the author outlines the research strategy, research design, research methodology, the study area, data sources such as primary data sources and secondary data, population consideration and sample size determination such as questionnaires sample size determination and workplace site exposure measurement sample determination, data collection methods like primary data collection methods including workplace site observation data collection and data collection through desk review, data collection through questionnaires, data obtained from experts opinion, workplace site exposure measurement, data collection tools pretest, secondary data collection methods, methods of data analysis used such as quantitative data analysis and qualitative data analysis, data analysis software, the reliability and validity analysis of the quantitative data, reliability of data, reliability analysis, validity, data quality management, inclusion criteria, ethical consideration and dissemination of result and its utilization approaches. In order to satisfy the objectives of the study, a qualitative and quantitative research method is apprehended in general. The study used these mixed strategies because the data were obtained from all aspects of the data source during the study time. Therefore, the purpose of this methodology is to satisfy the research plan and target devised by the researcher.

Problem statement (Research topic): A study of Social-Economical impact of Pradhan Mantri Kaushal Vikas Yojana.

RESEARCH DESIGN:The study conducted here is descriptive.

SAMPLE DESIGN: Sampling- simple random sampling, Sample Size- 50, Location of Study- Bharatpur

SCOPE OF THE STUDY: The scope of the study is confined to urban area of Bharatpur and survey is limited to measure social-economic impact of Pradhan Mantri Kaushal Vikas Yojana (PMKVY)

Collection of the data: There are two types of data.

Primary data – primary data is that data which is collected for the first time. These data are basically observed and collected by the researcher for the first time. I have used primary data for my project work.

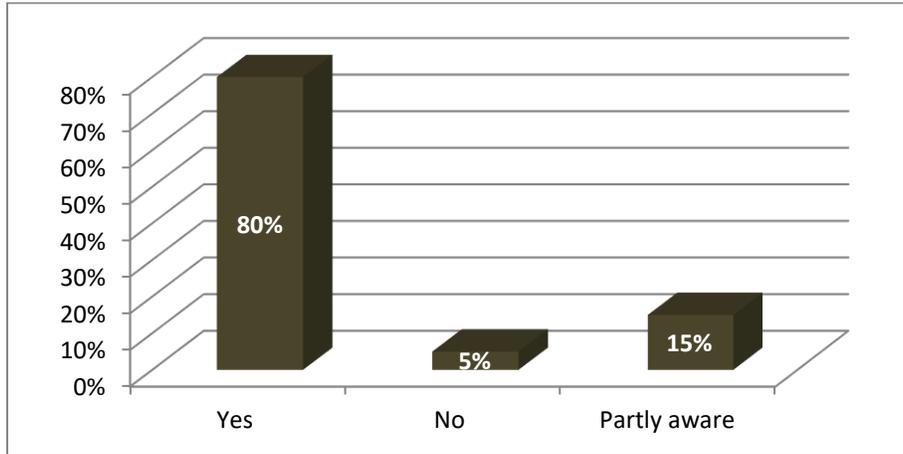
Secondary data – secondary data are those data which are primarily collected by the other person for his own purpose and now we use these for our purpose secondly. Primary Data is collected through schedule questionnaires.



Q.1 Are you aware about complete schema of India namely Pradhan Mantri Kaushal Vikas Yojana?

Result and Discussion

Option	Percentage
Yes	80%
No	5%
Partly aware	15%

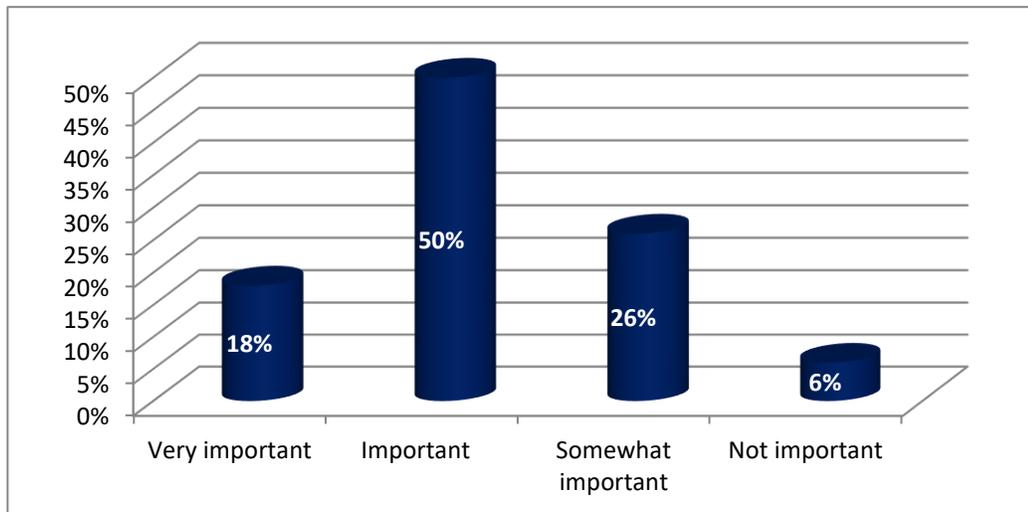


Interpretation

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE) implemented by National Skill Development Corporation. The objective of this Skill Certification Scheme is to enable a large number of Indian youths 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). In the survey, 80% respondents said that they are aware about complete schema of India namely Pradhan Mantri Kaushal Vikas Yojana while 15% are partly aware. This is good sign that people are taking interest in enhancing their skill.

Q.2 Do you think, Training Management System implement by PMKVY is important?

Option	Percentage
Very important	18%
Important	50%
Somewhat important	26%
Not important	6%





Cover Page



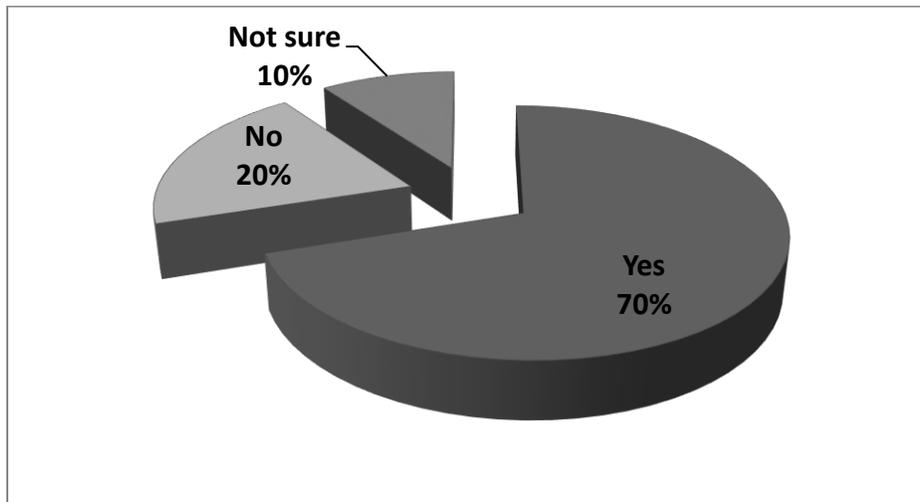
DOI: http://ijmer.in.doi./2021/10.06.213

Interpretation

Training Management System can establish an infrastructure in which the progress of learners can be tracked. This not only provides a way for individuals to monitor their own development but also for the business to understand responsiveness to learning and training investment. For any training and learning organization there are clear benefits to investing in Training Management system. Whether you're an internal department managing training and learning operations for the wider business, or a training vendor, working with Training Management System provides opportunities to improve the service you provide and the way that operations are managed. From reducing costs, to improving service delivery or maximizing revenue, you'll find that Training Management System has a lot to offer. 18% respondents said that Training Management System implement by PMKVY is very important while 50% respondents said that is important

Q.3 Is the training programme facilitating your work in an effective manner?

Option	Percentage
Yes	70%
No	20%
Not sure	10%



Interpretation

On-the-job training, or OJT, is a program designed to help employees gain hands-on knowledge in the workplace. This type of training involves employees using the resources available for them at their workplace, and it allows them to learn while integrating into their everyday work environment While the content of every training program is different, depending on the skills you want your employees to learn and develop, you can develop your own program using the same formula. The process begins with determining what your small business requires and then matching those requirements with what your employees need to learn 70% respondents said that training programme facilitating their work in an effective manner and 20% respondents denied for it. 10% respondents are not sure for their answer.

Q. 4 Is there training program is systematically arranged?

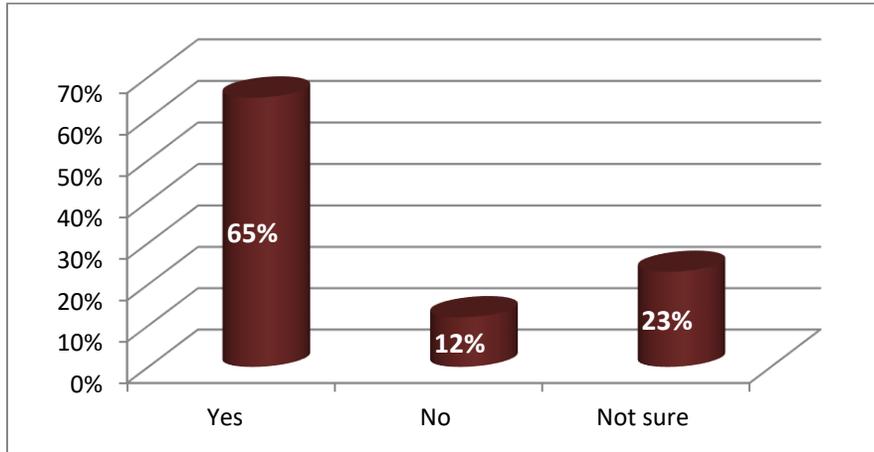
Option	Percentage
Yes	65%
No	12%
Not sure	23%



Cover Page



DOI: <http://ijmer.in.doi./2021/10.06.213>



Interpretation

A comprehensive training programme involves the systematic development of various competencies and facilitating the development of the knowledge, skills and attitude required by the employees at work. A comprehensive training programme involves the systematic development of various competencies and facilitating the development of the knowledge, skills and attitude required by the employees at work. It includes specific interrelated and interdependent steps which progress systematically for getting the desired outcomes from the training & development efforts.

References

- <https://pib.gov.in/newsite/mbErel.aspx?relid=117898>
- <https://www.indiastat.com/rajasthan-state/21/labour-and-workforce-data/380987/training/283/pradhan-mantri-kaushal-vikas-yojana-pmkvy-2014-2020/1096397/stats.aspx>
- <https://nsdcindia.org/rozgarmela>