

Employability and Pradhan Mantri Kaushal Vikas Yojana (PMKVY): A Pathway to Skill Development

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Abstract: Employability is a significant issue in India's labour market, where the mismatch between the demand for skilled labour and the availability of qualified individuals remains a persistent challenge. To address this issue, the Government of India launched the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), a flagship scheme aimed at providing skill development and training to millions of individuals across the country. This research paper explores the impact of PMKVY on employability in India, analysing its effectiveness, challenges, and future potential. By examining both primary and secondary data sources, including case studies and official reports, this paper provides insights into the role of skill development programs like PMKVY in enhancing employability and fostering economic growth.

Keywords: *Pradhan Mantri Kaushal Vikas Yojana (PMKVY), skill development, employability, economic growth.*

1. INTRODUCTION

Employability refers to an individual's ability to gain and maintain employment in a competitive labour market. In India, where the population is growing at an unprecedented rate, creating jobs and improving employability has become a priority for the government. Despite the availability of job opportunities, there is a significant skills gap between what employers require and what the workforce possesses. To bridge this gap, the Government of India introduced the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) in 2015 as part of the broader Skill India initiative. PMKVY aims to equip individuals with the necessary skills to improve their employability, thereby contributing to the country's economic growth. The scheme offers short-term skill development programs in various sectors, leading to certification and job placement assistance. This paper seeks to explore the relationship between employability and PMKVY by evaluating its impact on India's labour market and the skill development ecosystem.

2. OBJECTIVE OF THE STUDY

The objective of this study is to assess the effectiveness of the PMKVY scheme in enhancing employability in India. Specifically, the study aims to:

- a) Examine the design and implementation of PMKVY and its alignment with the goals of employability.
- b) Analyze the impact of PMKVY on employment rates, job placements, and income levels of participants.
- c) Identify the key challenges and barriers in the implementation of PMKVY.
- d) Propose recommendations to improve the effectiveness of PMKVY in addressing the employability gap.

3. DATA SOURCE AND METHODOLOGY

This research draws on both primary and secondary data sources. Primary data was collected through surveys and interviews with participants, trainers, and officials involved in the implementation of PMKVY. Secondary

data sources include government reports, academic articles, and industry publications. Key sources of secondary data include the Ministry of Skill Development and Entrepreneurship (MSDE), National Skill Development Corporation (NSDC), and various scholarly studies on employability and skill development in India. The present study is descriptive in nature.

4. DISCUSSION

4.1 Employability in India: A Challenge

India is one of the fastest-growing economies in the world, but it faces a significant employability challenge. According to reports by organizations like the World Bank and the International Labour Organization (ILO), a large portion of India's workforce remains unskilled or inadequately skilled to meet the needs of modern industries. Employers frequently report difficulties in finding workers with the right technical skills, soft skills, and job readiness.

Despite the country's demographic advantage, with a large youth population entering the labour market each year, many young people remain unemployable due to a lack of relevant skills. Moreover, automation and technological advancements in various sectors require a constant up gradation of skills, further widening the gap between the demand and supply of skilled labour.

4.2 PMKVY: An Overview

Launched in 2015, PMKVY aims to address the skills gap by providing short-term training programs to millions of youth across the country. The scheme operates under the Ministry of Skill Development and Entrepreneurship and is implemented by the National Skill Development Corporation (NSDC).

The key objectives of PMKVY are:

- a) To provide skill training to youth, enabling them to secure employment or start their own businesses.
- b) To increase the employability of youth by offering training in demand-driven sectors.
- c) To create a certified workforce by providing skills recognized by industry and government standards.

PMKVY covers a wide range of sectors, including manufacturing, healthcare, hospitality, construction, information technology, and retail. The scheme operates through a network of training centers across the country, providing both theoretical and practical training. Successful candidates receive certification from the NSDC, which is recognized by industries across India.

4.3 Key Components of PMKVY

PMKVY includes several components designed to ensure the success of its skill development initiatives:

- a) **Short-Term Training (STT):** This is the main training component of PMKVY, providing training in various sectors to unemployed youth and school/college dropouts. The duration of the training varies from a few weeks to a few months, depending on the sector and job role.
- b) **Recognition of Prior Learning (RPL):** RPL is designed for individuals who already possess skills but lack formal certification. This component allows workers to have their skills assessed and certified by recognized agencies.
- c) **Special Projects:** These projects cater to specific industry needs and training requirements. Special projects are typically industry-driven, offering customized training programs to meet the needs of specific sectors.

4.4 Impact of PMKVY on Employability

Since its inception, PMKVY has made significant strides in improving employability in India. As of 2021, the scheme has trained over 13 million individuals across various sectors. However, the impact of PMKVY on employability extends beyond just the number of people trained. It is important to evaluate whether the scheme has led to tangible improvements in employment rates, income levels, and job satisfaction among participants.

Several studies and evaluations suggest that PMKVY has had a positive impact on employability, though with varying degrees of success across different sectors and regions. For instance, participants in sectors such as healthcare, hospitality, and information technology have reported higher employment rates and income levels after completing PMKVY training. On the other hand, sectors like manufacturing and construction have seen more mixed results, with many trainees struggling to find suitable employment after certification.

4.5 Challenges in PMKVY Implementation

While PMKVY has shown potential in addressing the skills gap, several challenges hinder its overall effectiveness in enhancing employability:

- a) **Mismatch between Training and Industry Demand:** One of the primary criticisms of PMKVY is that the training provided is not always aligned with industry needs. In some cases, participants receive training in sectors with limited job opportunities, leading to a lower placement rate.
- b) **Quality of Training Centers:** The quality of training provided by some PMKVY centers has been questioned, with reports of inadequate infrastructure, poorly trained instructors, and lack of practical training in some cases.
- c) **Limited Awareness and Reach:** Despite the scale of the PMKVY scheme, there remains limited awareness of the program in certain rural and remote areas. Moreover, the scheme has struggled to reach marginalized groups, including women and people with disabilities.
- d) **Job Placement Challenges:** While PMKVY aims to provide job placement assistance, the actual placement rate has been lower than expected. A significant portion of trainees remain unemployed after completing their training, partly due to the mismatch between skills and available jobs.

5. RESULTS

The analysis of PMKVY's impact on employability yields mixed results. On the positive side, the scheme has successfully trained millions of individuals, providing them with industry-recognized certification and improving their job readiness. In certain sectors, particularly healthcare, hospitality, and information technology, PMKVY participants have reported increased employment opportunities and higher incomes.

However, the overall placement rate remains a concern, with a significant number of trainees unable to secure employment after completing the program. The mismatch between the training provided and the actual needs of the labour market is a major contributing factor to this issue. Additionally, the quality of training centers varies significantly, impacting the employability of participants in certain regions.

6. RECOMMENDATIONS

To improve the effectiveness of PMKVY in enhancing employability, several recommendations can be made:

- a) **Align Training with Industry Needs:** PMKVY must ensure that the training provided aligns closely with the current and future needs of industries. This can be achieved by conducting regular consultations with industry leaders, employers, and sector-specific experts to identify in-demand skills and update training curricula accordingly.
- b) **Improve Quality of Training Centers:** The quality of training centers must be improved to ensure that participants receive high-quality, practical training. This can be achieved by setting stricter quality standards for training centers, conducting regular audits, and investing in the professional development of trainers.
- c) **Increase Awareness and Outreach:** PMKVY must expand its reach to rural and marginalized communities by increasing awareness of the scheme and making it more accessible to disadvantaged groups. This can be done through targeted communication campaigns, collaborations with local organizations, and the use of digital platforms.
- d) **Enhance Job Placement Assistance:** PMKVY should strengthen its job placement services by establishing stronger partnerships with employers and creating a robust job placement platform that matches

trainees with suitable job opportunities. Additionally, providing post-training support such as career counselling and mentorship can help participants transition smoothly into the workforce.

e) **Promote Entrepreneurship:** In addition to focusing on job placements, PMKVY should also promote entrepreneurship among participants. Providing training in entrepreneurship skills, access to funding, and mentorship can encourage participants to start their own businesses, contributing to job creation and economic growth.

7. CONCLUSION

The Pradhan Mantri Kaushal Vikas Yojana (PMKVY) represents a significant step towards addressing India's employability challenge. By providing skill development and training to millions of individuals, PMKVY has the potential to bridge the gap between the supply and demand for skilled labour in India.

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