



Pradhan Mantri Kaushal Vikas Yojana: Challenges and opportunities

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Abstract

Indian population crossed 121 Crore numbers and world's second largest populated country. Structural changes in the Indian economy have precipitated changes in the patterns of demand for industrial labour. Recent trends in the composition of employment indicate that the Indian workforce is migrating from the agriculture sector to the industry-and-services sectors. India is uniquely positioned in world due to demographic dividend as compared to developed countries whose population is aging. India's 65% of the population is below 35 years of age and 70% of the population will be of working age by 2025. High population if employed, trained and productive can easily capitalize the advantage of demographic dividend and lead to sustainable development but same high unemployed, untrained and unproductive population can even turn demographic dividend into demographic liability.

India has one of the youngest populations in the world, a trend that is expected to continue until 2040. However, India's labour productivity is much lower than that of other Asian economies. A structural shift towards higher-productivity sectors requires up-skilling of the labour force in order to ensure the country's inclusive economic growth. Skill development has emerged as a national priority and a number of skill-training initiatives have been undertaken over the last few years. The present study is based on secondary data with regard to impact of KAUSHAL VIKAS YOJANA. An attempt has been made to know what are the hurdles which Indian workforce/ students face to achieve skill development at all fronts.

Keywords: skill development, behavioral change, skill gap, employability, labour force, skill training

Introduction

Indian government is soon going to launch Pradhan Mantri Kaushal Vikas Yojana (PMKVY). With an objective of making India the skill capital of the world. Approval to this scheme was given in March 2015 and will be implemented by Ministry of Skill Development and Entrepreneurship. This would be done by providing training to the country's youth on various job specific skills which would be utilized under schemes such as Make in India, Clean India Mission, Digital India and others involving various industries such as construction, manufacturing etc. Even as he launched the make in India campaign inviting investors from all over the globe to invest and set up business in India, prime minister promised an abundance of skilled labour in the country. Complementary to this was the idea of skill development among the youth of nation. The Pradhan Mantri Kaushal Vikas Yojana (PMKVY) was thus envisaged as a key measure to impart skill-based training to young men and women, making them capable of earning and supporting the nation's anti-poverty endeavors. The scheme becomes all the more important in the Indian society which has the world's largest youth population that requires employable skill (356 million populations between 10 and 24 years of age- the Hindu, Nov 2014). On 20 March 2015, the government of India gave the ministry of skill development and Entrepreneurship a formal go-ahead to formulate and implement the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) through the National Skill Development Corporation. With a total outlay of about INR

1,500 Crore, the PMKVY is likely to impart skills training to 24 lakh youth of the country, focusing on the class X/XII dropouts and lower income groups.

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship outcome-based skill training scheme of the new Ministry of Skill Development & Entrepreneurship (MSDE).

Objectives of PMKVY

The objective of this Scheme is to encourage skill development for youth by providing monetary rewards for successful completion of approved training programs. Specifically, the Scheme aims to:

1. Encourage standardization in the certification process and initiate a process of creating a registry of skills
2. Enable and mobilize a large number of Indian youth to take up skill training and become employable and earn their livelihood. Increase productivity of the existing workforce and align the training and certification to the needs of the country.
3. Provide Monetary Awards for Skill Certification to boost employability and productivity of youth by incentivizing them for skill trainings
4. Reward candidates undergoing skill training by authorized institutions at an average monetary reward of Rs. 8,000 (Rupees Eight Thousand) per candidate.
5. Benefit 24 lakh youth at an approximate total cost of Rs. 1,500 Crores.

Features & Benefits of PMKVY

1. Objective is to train 24 lakh youths
2. To create registry of skills
3. Increasing the productivity of the skilled individuals which would be used for nation's development
4. On an average trainee will get Rs. 8000 as a reward. This would be given by third party assessment body. However in order to receive the reward, trainee will have to appear for assessment test and based on the test results, reward would be given.
5. Training would be provided based on the National Skill Qualification Framework (NSQF) and industry led standards and it would be need based training.
6. Most of the skills do not require any educational qualification or experience.
7. Feedback would be collected by all the trainees who undergo assessment. This will help in calculating the effectiveness of Kaushal Vikas Scheme.

Scope of Vocational or Technical Education in India

Technology is touching every aspect of life and society. So, there is a dire need of backing up conventional study and teaching with technical education, as it will not only help in the development of the country, but also the person possessing those skills. A technically sound person is never short of jobs. Thus, technical education as per the needs of the present market will assist in uplifting society.

Technical education is a part of education that is directly related to the gaining of information and skill needed in manufacturing and service industries. In India, overall education can be divided into social, spiritual and vocational. Concerns related to society are covered under social education, personality development is the part of spiritual education and vocational education consists of technical education that further deals with branches like agriculture, medicine, engineering and Commerce. Technical education is a skill-based education that primarily keeps the jobs prospects in mind. It provides training to the individual in a specific field.

For acquiring technical education, there are two structural streams in India-formal and informal. Polytechnics, industrial Training Institution (ITIS), Industrial Training Centre's (ITCS), centrally sponsored scheme of Vocationalization of Secondary Education by the Ministry of Human Resource Development are few of the formal sources of technical education in India. Whereas self-learning and small private institutes providing short-terms technical course are covered informal ones. In the past few decades, India has been a mushrooming of many small to medium technology-based enterprises because of the easy availability of labour. Though students are opting these formal technical institutes for training but interest of students in these institutes is quite less in India. Also the rate of enrollment in these vocational institutes is very low, as there is a high drop rate at secondary level in India. Vocational training is given in class 11 and 12, but students who reach at this level focus on higher education rather than technical training. Moreover, employers look for candidates with strong academic record rather than just having a vocational training. Training institutes too lack trained staff and teachers. Most of the teachers who impart basic technical

training are not well qualified. Also, we do not have quality institutions in India for technical education. Then lack of interest and interaction from industry is another big challenge for the growth of technical education in India. Also, less emphasis is given on skill up-gradation during employment in India. To overcome these hurdles, old curriculum must be update with a new and advanced one. Also, new institutes must be set in to provide advance information regarding this field. Classes should be more interesting and interactive with full industry participation. Students must be made aware of their growth path in the selected stream.

National Skill Development Corporation

The National Skill Development Corporation India (NSDC) was setup as a one of its kind, Public Private Partnership Company with the primary mandate of catalyzing the skills landscape in India. The program is ambitious plans to skill 500 million youth by 2020. The NSDC has taken the right approach of understanding the prevailing challenges and then preparing a roadmap that is aligned with industry needs and trainee expectations. Hopefully, the youth will be able to match up to the opportunity and contribute in realizing India's potential as a developed nation.

NSDC is a unique model created with a well thought through underlying philosophy based on the following pillars:

1. **Create:** Proactively catalyze creation of large, quality vocational training institutions.
2. **Fund:** Reduce risk by providing patient capital. Including grants and equity.
3. **Enable:** the creation and sustainability of support systems required for skill development. This includes the Industry led Sector Skill Councils.

Challenges

It is a much-improved scheme compared to the Standard Training Assessment and Reward (STAR) launched in August 2013. When STAR was launched, things were done in haste; National Occupational Standards (NOS) and Qualification Packs (QPs) were created within a short span of time; Sector Skills Councils (SSCs) were in various stages of evolution and so was the assessment system.

Now, since all the ground work is in place and fully functional, the PMKVY is expected to produce more transparent and verifiable outcomes. If this has to happen, the key will be the ability to mobilise the right students; students who want to make a career in the field they pursued during their undergraduate studies. There are certain challenges associated with this scheme too and they need to be addressed if PMKVY has to succeed:

1. **Trained in one role, placed in another:** In the past, people got assessed and certified in one particular job role and ended up being placed in a completely different job.
2. **Trained in one role, but do not land a job:** Training is not aligned to the demand, which means we train a lot of people in certain job roles but there is no demand for these trained people.
3. **Training location vs job location:** A lot of people get trained and placed, but leave within a short period because the cost of living in the location they are posted is too high. This occurs because training is conducted on the

basis of the availability of students. The jobs are in some other location, but students cannot afford to migrate.

4. **Lower payouts for training:** The PMKVY training fee is rationalised and differentiated better this time with higher fees for technical job roles. In addition, the training fee has been reduced compared to STAR and therefore, to conduct effective training, there has to be a part contribution from the student or the employer. This, I think is a good development. Quality of the training programme will improve as soon as part of the fee is collected from either the employer or the student
5. **Student pay outs:** The PMKVY requires student to pay the entire fees - including assessment fees - and get it reimbursed based on assessment success. This is going to be a tough concept to sell to the students without a job in sight. If the training provider takes the risk by providing credit he may not recover the cost. Hence, training partners with job linkages may have an advantage.
6. **Focus on school dropouts:** One of the ground realities in India is that more than 10 million graduates are either willingly unemployed or are desperately seeking a job that meets their impossible expectations. On the other hand, most of the school drop outs are working as unskilled labour and are hence employed. The PMKVY will focus more on school dropouts, which I feel requires a review. The graduates need training and job counselling and are currently very frustrated. The weightage must be equal between graduates and school dropouts.
7. **Mobilization support from government:** If the end result of training is gainful employment, then we must acknowledge that "any one cannot do any job". Each job requires some unique personality attributes and attitude and hence, pre-assessment is required before training. This is a common practice in private sector. But PMKVY has not prescribed any pre-assessment guidelines. In addition, the government mobilization focuses more on youth aspirations rather than basic fitment. This could lead to a lot of training being given to the wrong candidates.

Use of Technology in Rural Education of India

Mobile Phones, Internet, Tablets, i-pads, their applications, social media even traveling, cooking, communication etc. are part of our lives from the start till the end of the day. Technology is touching every aspect of society and chaining it dramatically. But there is one very important and indispensable part of the society that has also been tapped by new innovations and discoveries and that is education.

Like all other areas, in this case also urban areas are influenced to a greater extent than rural one. So much more could have been done to bring the revaluation in learning process in rural areas of India. In India illiteracy is one of the biggest problems. Lack of easy access, lack of teachers, lack of interest, poverty, gender differentiation, lack of infrastructure, common curricula are few of the reasons which are holding back the progress in rural education.

But with the use of technology mass education can be given and situation can be changed. To reach rural areas, first of all study material can be distribute to the students then online interaction and online videos can be made with teachers.

Online teaching creates extended classroom communities for discussion, virtual classrooms and for interaction. There is another option in which classroom courses can be recorded in a real time and used for teaching the students who cannot attend these classes. This creates an expanded access to education. Rural education needs e-learning technologies. Apart from his audio conferencing and video conferencing should be made part of the education system in rural India. Teachers at the schools are not well equipped with the gadgets. So teachers should be given printers, laptops, for giving notes to the students. By using technology the problem of unqualified teachers can also be solved.

Government Initiatives

The central Government has established the National Vocational Qualification Framework for motivating skill development. The basis of the National Vocational Qualification Framework, are the nationally recognized occupational standards. For the proper functioning of the frame work, the National Skill Development Policy 2009 has proposed many features such as certification of learning; national qualification levels, quality assurance, and lifelong, open and flexible system, framework of affiliations and accreditation, multiple certification agencies, etc. new industrial and labour trends in India have clearly specified the need of vocational and technical education. But the base of technical education must be made strong at secondary level of education and a clear-cut path for the students to move ahead in this filed must be made. More vocational and technical degrees of high quality along with vocational universities must be established.

Conclusion

Pradhan Mantri Kaushal Vikas Yojana is a unique initiative by the Government of India that aims to offer 24 lakh Indian youth meaningful, industry relevant, and skill based training. Under this scheme, the trainees will be offered a financial reward and a government certification on successful completion of training and assessment, which will help them in securing a job for a better future. The Pradhan Mantri Kaushal Vikas Yojana (PMKVY) was thus envisaged as a key measure to impart skill-based training to young men and women, making them capable of earning and supporting the nation's anti-poverty endeavors.

With help of NSCD i.e. government of India and initiative of Prime Minister Narendra Modi started his programme for the Skill development and entrepreneurship opportunity development. Which meet the expectation and exceeded it, but in near future it will generate more skilled labour force with very good work skill. It helps to create income and increase more employment opportunity.

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