

# A Study on Impact of Pradhan Mantri Kaushal Vikas Yojana

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## Abstract

This review paper examines the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) of the Indian government, which was launched in 2015 with the intention of promoting and advancing skill development in the country by providing free, brief skill training and offering financial rewards to young people who obtain skill certification. Individuals participating in the programs covered by the scheme can easily make use of them. Furthermore, every program is planned to operate within the immediate vicinity. This implies that none of the contenders need to shoulder the extra responsibility. for acquiring the foundational knowledge and courses that will support their future academic endeavors. As an addition to their service, the credential offered under the scheme is valid for a variety of employment and other programs. This certificate has a finite time of validity in addition to being perpetual. This is applicable to a range of jobs in the public and private sectors as well as non-governmental positions.

**Key words:** Skill, Development, Training, Knowledge.

## Introduction

The Government of India has a skill development initiative system that aims to identify and standardize skills. It seeks to boost productivity and promote aptitude toward employable skills. The National Skill Development Corporation (NSDC) is the conduit through which the new Ministry of Skill Development and Entrepreneurship is implementing this flagship program for youth skill training. PMKVY has launched Short Term Training to help the unemployed and school dropouts in India. Under the Recognition of Prior Learning (RPL) program, trainers with prior learning experience or skills may be certified. Special initiatives are designed for disadvantaged and vulnerable populations. Since the majority of them reside in underdeveloped areas of any state, even traditional training methods are inapplicable to them. Placement could take the form of paid work or independent contractor work. The job possibilities for both short-term projects and special projects should be finished within three months of the training's conclusion. The skills that participants have gained through training should be linked to the existing employment possibilities. The training partners must run the Kaushal Mela program every six months in order to raise enough awareness in the neighborhood and community in which they operate. Informing the community about the programs and resources they are entitled to is the primary goal of the Kaushal mela. There are numerous efficient monitoring systems in the program, including both online and manual ones. To guarantee that the aforementioned strategy is implemented effectively, monitoring is put in place. Its main components are the candidate and the center, the infrastructure, the documentation that is available, the biometric attendance system that is enabled by Aadhar, the awareness of the candidate, the trainers, and the training, the branding and social media presence, the feedback from the training centers, the skill development management system, the training manual, and the kits.

## Statement of the problem

The GoI is working very hard to train and employ the youth, but there are a number of issues that need to be fixed. To begin with, in order to make the labor force marketable, skills must be added to or reclaimed. The youth's lack of employability in relation to the skill sets demanded by industry has actually made skilling initiatives difficult from the start. Furthermore, the trainee is hired for a position for which he is not qualified or skilled. In order to address these issues, the GoI has launched the PMKVY, which aims to close the productivity and employability gap. Determining the overall efficacy of the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) requires a rigorous examination of the training from the viewpoint of youth. It is critical to evaluate if the youth have received sufficient PMKVY training to be successfully mobilized and prepared to improve their employability, including both digital and soft skills, and to obtain a sustainable livelihood. As of August 2019, the Centre for Monitoring Indian

Economy (CMIE) study claims that the greatest unemployment rate in the nation is found in Haryana, with J&K, H.P., Tripura, and other states following. As a result, the choice of Haryana as the research location is justified, with the goal of evaluating the viewpoints of young people who are either enrolled in or have finished training at the state's pertinent skill centers. With this context in mind, a thorough examination of the youth's and beneficiaries' perceptions of the efficiency of the PMKVY program is carried out, taking into account training materials, training quality, infrastructure, etc.

### **Objective**

- To identify the Demographic profile of PMKVY Beneficiaries.
- To ascertain the benefits on undergoing training under PMKVY Scheme.

### **Scope Of The Study**

The Pradhan Mantri Kaushal Vikas Yojana's (PMKVY) social and economic impact is the only thing being measured by the survey, which has its scope restricted to Coimbatore's urban region.

### **Methodology**

This study examines how PMKVY affects beneficiaries in Coimbatore District using a descriptive methodology. Personal interviews with the 120 respondents who had participated in PMKVY training programs were used to gather the primary data. For that reason, a closed-ended questionnaire was created. The secondary data has been collected

### **Review Of Literature**

Bhuvana S., Kavya, & Geetanjali P. (2019) examined the effects of the skill development initiatives using in-person interviews with respondents and observations. They discovered that there are some problems, such as a lack of time to study the ideas and a necessary number of employment responsibilities, which suggested the need to start new courses like cinematography and fashion industry, among other things.

Ashwani Kumar Josh and K.N. Pandey (2020) came to the conclusion that young people in Haryana have a good understanding of PMKVY training, eligibility requirements for free training, enrollment, and other PMKVY-related information. In order to increase their acceptability, young people must get the proper training in the reputable industries they choose and become employable in those fields. Post-training, the youngster should also receive proper counseling and mentoring. The skill fields that Haryana's youth intend to work in are clarified by this study.

Parveena, & Anamika Dabla (2021) discovered that while 15% of respondents were only vaguely aware of the Pradhan Mantri Kaushal Vikas Yojana, 80% of respondents were fully aware of the program, which is extremely encouraging for the nation as it shows that people are interested in developing their skills. Understanding the responsiveness of training and learning investments is crucial for businesses as well as individuals looking to maximize their potential.

Raj Nehru (2022) discovered that none of the trainees who received different training under PMKVY reported that their employment or income was affected by the training, skill development, or learning. The participants emphasised that their training had not facilitated their job search. Potential employers' approval and acknowledgment of PMKVY's skill and vocational education programs presents a challenge. Improving their performance following training was another issue that worried a lot of responders. The quality of skill development is lacking, infrastructure and facilities are subpar, and there is a dearth of staff and curriculum that is updated to reflect current trends. The issue of new technologies' harmonization with market demands is another.

Sakshi Malik (2023) Research shows that participation in the Pradhan Mantri Kaushal Vikas Yojana training program enhances one's skill set, which in turn facilitates employment opportunities. To assist the recipients in launching their own businesses, PMKVY offers a variety of courses. The Indian economy can expand thanks to the numerous options that trainees under PMKVY can take advantage of after completing their training.

### **Hypothesis**

**H<sub>01</sub>:** There is no significant association between the nature of job with regards to the benefits ascertained by the PMKVY programme.

### Limitations of the Study

- This study looked at different kinds of shopping malls while examining shoppers' shopping styles and pre-shopping decisions. There were differences among the responses at each mall, though. Various respondents were questioned about various kinds of shopping centers. This indicates that several viewpoints were taken into consideration while evaluating the mall's dimensions in the results. As such, the findings from analyses of mall dimensions could not apply to all shopping centers in Uttar Pradesh. To provide further insight into the impact of mall qualities on the ratings, it may be beneficial to ask participants in future study to assess multiple types of retail malls.

An additional constraint pertains to the sequence behavior data. At the time of the sequence of stop behavior data recording, not every store in the mall had customers. As a result, the number of stop categories we created for stops at establishments and retailers was just seven. This indicates that the study is limited in its ability to address issue 76 concerning the ideal tenant mix. This is a crucial problem for next research. Furthermore, because of permit restrictions, the tracking data on the order of shopping behavior used in this study was only gathered at one mall.

## Data Analysis and Interpretation

Interpreting and analyzing data is the process of converting the collected information into bits of proof. The accompanying table shows the demographic profile of the respondents who took part in the training program at PMKVY in the Coimbatore district.

### Analysis And Interpretation

#### Demographic Profile of the Beneficiaries

The analysis in this category is divided into nine categories. These consist of age, gender, marital status, education, occupation, monthly house hold income, number of members in the family, earning members in the family and nature of job.

**Table 1: Demographic profile**

| Demographic Factor | Characteristics | Total (N=100) |       |
|--------------------|-----------------|---------------|-------|
|                    |                 | Resp.         | Perc. |
| Age                | 20-30           | 70            | 58    |
|                    | 30-40           | 37            | 31    |
|                    | Above 40        | 13            | 11    |
| Total              |                 | 120           | 100   |
| Gender             | Male            | 68            | 57    |
|                    | Female          | 52            | 43    |
| Total              |                 | 120           | 100   |
| Marital Status     | Married         | 70            | 58    |
|                    | Un-Married      | 50            | 42    |
| Total              |                 | 120           | 100   |
| Education          | SSLC            | 25            | 21    |
|                    | H.Sec.          | 24            | 20    |
|                    | UG              | 56            | 47    |
|                    | PG              | 15            | 13    |
| Total              |                 | 120           | 100   |
| Occupation         | Self Employed   | 44            | 37    |

|                                 |                        |            |            |
|---------------------------------|------------------------|------------|------------|
|                                 | Professional           | 68         | 57         |
|                                 | Un employed            | 8          | 6          |
| <b>Total</b>                    |                        | <b>120</b> | <b>100</b> |
| Monthly House hold Income       | Up to Rs.15,000        | 48         | 40         |
|                                 | Rs.15,000 -20,000      | 37         | 30         |
|                                 | Rs.20,000 - 25,000     | 18         | 15         |
|                                 | Rs.25,000 - 30,000     | 06         | 5          |
| <b>Total</b>                    |                        | <b>120</b> | <b>100</b> |
| Number of members in the family | upto 2                 | 18         | 15         |
|                                 | 3                      | 46         | 38         |
|                                 | 4                      | 44         | 37         |
|                                 | More than 4            | 12         | 10         |
| <b>Total</b>                    |                        | <b>120</b> | <b>100</b> |
| Earning Members in the Family   | upto 2                 | 27         | 23         |
|                                 | 3                      | 70         | 58         |
|                                 | 4                      | 22         | 18         |
|                                 | More than 4            | 1          | 1          |
| <b>Total</b>                    |                        | <b>120</b> | <b>100</b> |
| Nature of Job                   | Tailor                 | 26         | -          |
|                                 | Beautician             | 17         | 10         |
|                                 | Retail sales executive | 45         | 25         |
|                                 | Plumber                | 9          | 45         |
|                                 | Mechanic               | 23         | 20         |
| <b>Total</b>                    |                        | <b>120</b> | <b>100</b> |

**Source: Primary data**

- The above table reveals that 58% of the respondent are belongs to 20-30 years of age.
- Majority of the respondents are Male,
- Out of 120 respondents, 70 are married.
- 47% of the respondents have completed their UG degree,
- 57% of the respondents are professionals.
- 48 out of 120 respondents are earning monthly income upto Rs.15000,
- 38% of respondents are having 3 members in the family,
- Minimum 3 members are earning in 58% of respondent's family
- Majority of the respondent's nature of job is Plumber.

**Table No. 2: Table showing the opinion of the respondents regarding nature of job with regards to the benefits ascertained by the PMKVY programme.**

|                        | Benefits of PMKVY |        |       |        |
|------------------------|-------------------|--------|-------|--------|
| Nature of Job          | HIGH              | MEDIUM | LOW   | Total  |
| Tailer                 | 0                 | 21     | 5     | 26     |
| Percentage             | 0.0%              | 80.8%  | 19.2% | 100.0% |
| Beautician             | 1                 | 15     | 1     | 17     |
| Percentage             | 5.9%              | 88.2%  | 5.9%  | 100.0% |
| Retail sales executive | 6                 | 31     | 9     | 46     |
| Percentage             | 13.0%             | 67.4%  | 19.6% | 100.0% |
| Plumber                | 1                 | 8      | 0     | 9      |

|                   |       |       |       |        |
|-------------------|-------|-------|-------|--------|
| <b>Percentage</b> | 11.1% | 88.9% | 0.0%  | 100.0% |
| Mechanic          | 4     | 16    | 3     | 23     |
| <b>Percentage</b> | 17.4% | 69.6% | 13.0% | 100.0% |

Source: Primary Data.

### CHI-SQUARE TEST

**H0: Null Hypothesis:** There is no significant association between the nature of job with regards to the benefits ascertained from the PMKVY programme.

**H1: Alternative Hypothesis:** There is significant relationship between the nature of job with regards to the benefits ascertained by the PMKVY programme.

**Table No. 3: Table Showing the Relationship Between Nature of Job and Benefits ascertained from the Pmkvy Programme**

| CALCULATED VALUE | TABLE VALUE | DEGREES OF FREEDOM | SIGNIFICANT |
|------------------|-------------|--------------------|-------------|
| 0.331            | 9.131       | 8                  | SIGNIFICANT |

As the calculated value of  $\chi^2$  is less than the table value of 9.131 at 5% level of significance, there is no significant relationship between nature of job and benefits ascertained from the PMKVY programme.

### SUGGESTIONS

- It is necessary to enhance the infrastructure facilities.
- Skilling and reskilling young people must be given top attention in order to address the youth unemployment issue in order to profit from the demographic dividend (because 68% of Indians are employed). Vocational training should be treated as industry and private investments from domestic and foreign investors should be encouraged.
- Curriculums ought to be revised in response to shifting market demands.
- A sufficient number of trainers is required.
- It is necessary to construct PMKVY training programs in rural areas.
- The enhancement of abilities in the event of natural disasters ought to be the main goal of skill development programs.

### Conclusion

Based on the available statistics, it can be inferred that participants in PMKVY training programs have an improvement in their employability and income. According to the respondents, obtaining a certificate upon completion of the training program has aided in their employment; yet, employers' acceptance of these programs presents a hurdle. But these training courses made them more skilled, which made it easier for them to work for themselves, increasing their income and savings.

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