

A STUDY OF SECTOR-WISE ANALYSIS OF PRADHAN MANTRI KAUSHAL VIKAS YOJANA (PMKVY)

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ABSTRACT

Skill development has emerged as a national priority; Indian Government has implemented many programs for vocational education and training to improve youth employment and earning prospects. The Pradhan Mantri Kaushal Vikas Yojana focuses on improved productivity and potential development to youth. The primary purpose of the study is to analyze the sector-wise performance of the scheme. Total of 35 different sectors were studied along with their descriptive statistics. The outcome of one sample t-test indicates that there is a significant difference between the various sectors and there was a lack of uniform distribution of resources for all training purposes.

Keywords: PMKVY, Short Term Training, Recognition of Prior Learning, Productivity.

Introduction

The National Skill Policy of India provides framework to various target groups for integration of skill development in form of developing infrastructure and decent work agenda to realize their potential productivity and contribute in social and economic development. This relationship improves availability of skilled human resource and increase employability (Agrawal & Thakur, 2019).

According to the Government of India, there will be an additional requirement of 109 million skilled workers in 24 key sectors of the economy by 2022. Manufacturing, Hospitality, Tourism, Retail and Real State are the most emerging sectors that are the growth engines of the Indian economy. The accelerated growth in business in these sectors cannot be achieved without cost competitiveness. Abundant labors that are highly skilled can harness capital, knowledge and technology to ensure that the growth of these critical sectors is maintained (De, 2019).

They essentially unified funding and scaled up regular training to pull off worldwide economic growth, Demographic dividend, and migration of labors, issue adequate opportunity, technology advancement, and training development to attain positive economic progress. India seems like a globally appearing economic superpower. Transformation inclusiveness, economic broadening and untapped resources of worthwhile employment have been intrigued for a long time in the globally, developed and developing nation (Panth, 2014).

Skill development has emerged as a national priority, and the Indian government has implemented many federal programs for vocational education and training to improve youth employment and earning prospects.

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship scheme of the ministry of skill development and entrepreneurship (MSDE) launched by 20th March 2015. India's unemployment rate was averaged about 4.9 per cent by early 2014. The PMKVY is communication skill training to the 24- lakh youth of the country and to train over 40 crore people in India in different skills by 2022.

The objective of this skill certification scheme is to enable a large number of Indian Youth to take up industry-relevant skill training that will help them in serving a better livelihood. Know the question is how we use PMKVY – as per the government, any unemployed youth or school/college dropouts can enroll in this scheme applicable to apply in PMKVY. This scheme developed for almost three months, and its implementation started in selected areas or states (Primarily Bihar) by early June 2015.

The benefits of PMKVY are:

- To train 24 lakh youth with an estimated training cost of rupees 1500 crores for free
- To register of Skills
- They are increasing the productivity of skilled individuals in the country.

The need for the Pradhan Mantri Kaushal Vikas Yojana is to promote lifelong learning, maintaining quality, relevance, improve productivity, youth employability and skill utilization. It will help to remove poverty and unemployment in a developing country like India. It will modify INDIA into a diversified, global, internationally competitive economy. The scheme will channelize the broad perspective of indigenous human resources. Under the PMKVY scheme, the trainees offered government jobs certification and monetary reward on successful completion of training which will help them to earn money or to secure. (Agrawal 2009). The focal point is to encourage productivity, lifelong learning, better andragogy & pedagogy, soft skill and create an opportunity for economic growth and to enlarge their area of agriculture, transportation, craftsmanship, small tea gardens, fishing, poultry, piggery, textile, retail, banking, manufacturing and horticulture etc.

Goals of PMKVY

- We are issuing training, education, vacation and skill development programs to 500 million Youth Indian of our country by 2020, including urban and rural people.
- To generate chances, employability, technique expertise, lifelong learning and scope for the enhancement of Indian youth workforce.
- Skill and training programs should be available through which young generations are employed in a specific sector like manufacturing, automobile, textile and industrial in a short time and also people get used after their higher education.
- They can enhance their skills and knowledge after giving them a better qualification and training development.
- They are giving skills to specific youth, women and disadvantaged groups like scheduled castes, scheduled tribes and other backward classes for the development of economic growth and contributing money reward to training programs for motor skill development.
- Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is initiating skill, training and education to youth in our country. Youth population is the future of the nation, and if they are trained, then they will become assets to our empire. So, the slogan of the PMKVY is to attain the same.

The scheme has been divided into six components which are:

- Short-term Training
- Recognition of Prior Learning
- Special Projects
- Kaushal and Rozgar Mela
- Placement
- Monitoring

Background of Short-term Training and Recognition of Prior Learning

- **Short Term Training:** This scheme ensures an equitable spread of opportunity in skill training so that the youth in all parts of the country can be benefitted by such a program, the productivity of the country's workforce by enabling them to acquire high-quality skill training across a range of sectors. This scheme works through Public-Private and Public-Private Partnership. Many Training Centers have been assigned in many areas such as Entrepreneur, Financial, Digital literacy, Tourism & Hospitality, Agriculture and IT-ITs.

This scheme is applicable to all Indian citizen candidates who are either school, or college dropouts or unemployed possess an Aadhar card and Bank account, have a verifiable ID such as PAN, Voter ID, and any other criteria which are defined under SSCs. These training periods vary from job to job role and ranging between 150 and 300 hours. Assessment criteria and certification criteria shall be applicable under PMKVY 2016-20.

- **Recognition of Prior Learning:** Individual who has engaged in the unregulated sector prior learning involvement or skill shall be evaluated & certified under the RPL components of the scheme. The objective of this scheme is to authorize a large number of Indian to take up unregulated sector industry-relevant skill training. It will assist them in better livelihood.
- **Special Project:** It will encourage giving training to particular candidates which is in some specialized areas, premises of government bodies, statutory bodies and corporate bodies and also inspire for unique job roles. The project should be modified from time to time and aligned to the standard norms, terms and conditions.
- **Kaushal and Rozgar Mela:** It will outspread awareness among the participants as significant related to PMKVY and target the suitable beneficiaries. Active participation of the community verifies transparency and accountability and assists in leveraging the aggregate knowledge of the community for superior performance. It will identify participants and enroll them with their learning.
- **Placement:** It is issuing placement opportunities to a large number of trained candidates and skilled workforce and motivates for self-employment between young to earn their livelihood. It generates employment opportunities to the qualified candidate in concerned industries who have enough knowledge and aptitude. It encourages lifelong learning, aspiration and maintaining the quality of the skilled workforce.
- **Monitoring:** To take corrective measures for enhancing the performance and identify any correction needed in a prioritized manner. It uses several methodologies like self-audit reporting, call validations for maintaining high standard quality and ensuring achievement of overall PMKVY goals and objectives.

Review of Literature

Okada (2012) studied enormous problems in rising up the skill and training development for the youth generation. Obtain sustainable growth, economic advancement, and industrial development should be an investment in education and training for youth.

Singh (2017) explored that skill development can play a crucial role not only in industrial development but also the development of all other sectors of the economy, and it will assist for universal development of all countries to improve technology-friendly. This programs aware youth for acquiring entrepreneurship as a career goal and build them capable of identifying and utilizing the employment/self-employment opportunities. It will contribute to the country's GDP increment but also take part in the service sector, agriculture sector, manufacturing sector, employment generation, automobile sector and export.

Iyengar & Mishra (2017) noted that the government of India launched a full-scale skill India campaign to advance skilling in youth for conversion towards employment, living standard, better income and raising their economic status. The research highlights guide policymakers and practitioners to additionally better organizational development design in the massive benefit of the financial system than it creates more opportunities.

Arora & Chhadwani (2018) observed that the reshaping Indian economy concentration on the essential of skill India campaign and that skill India assist in enhancing productivity, living standard, knowledge improvement, increase confidence, encourage business up-gradation and issuing direction along with skill and training development. Economic builds up can be obtained when present educational and training mechanisms concentrate on academic skills, shift & attract on creating employable skills between the students as against India wanting skill enlargement and employment creation instead of the present education system.

Akhilapai (2018) explored that skill development is necessary to enhance mental and physical enlargement of the youth workforce. The government should consider job opportunities, social security schemes and skill development for reducing the unemployed problem. Professional, friendly, open learning, startups and innovation can create an opportunity for a developed nation and thereby refine the learner's employability. Technical and vocational training are essential to recline the structure for skill education in any country.

Sharma, C. et al., (2017) concluded that enhance skill development, education system, reducing poverty and unemployment, training programs started by Women Entrepreneurship Program and the focal point on different schemes, social skill and development network and national skill training center for women. It investigates the impact of training and skill development program on women entrepreneurs and accessible entrepreneurship training program.

Ravikumar (2018) outlined that present enlargement of the country skilling youth and trained people is very vital so as various skilling program implemented in India. In the current context, which has no skilling hard to live and sustain, but that keeps skill in the right way and helps to encourage all sectors.

Fasten the venture of skilling India, true convergence, sufficient infrastructure with capable faculty, and geographical justice may be the center of attention of authorizing India through skilling.

Chethana & Mahesha (2016) noted that the more program started for that person who is not skilled and is not employed in any sectors and because of the absence of funding by the government or lack of participation by the youth the actual accomplishment is below than the target. The government should have proper usage of funds and center of attention on skill development of children.

Ahmad, H. (2018) concluded that due to unavailability of skilled workforce can result in machines replacing labor and restraint to encourage in blooming in the agricultural sector as well as manufacturing sector and demographic advantage may convert into a curse. On the one hand, India launched diversified skilling programs and engaged the Youth India, on the other India tried to replace the Developing economy into a Developed economy. If they do not have skills and employment then the unemployed workforce will not be simple to run.

Skilled human resources are essential to make India nationally and internationally competitive in the job market and further boost its economic activity. Lack of available applicants, shortage of hard skills and of suitable employability is the key reasons in finding a suitable candidate for available jobs in the country (Ingle, 2016).

Panday & Nema(2017) observed that the government of India launched a PMKVY scheme, self-entrepreneurship program and skill development for enlarge the quality of skill, upskilling and re- skilling in diverse areas and it will be helpful to reduce the problems like poverty and unemployment which is faced by our young population. Initiating moments, expanding the employment, generating colossal jobs and skills of Indian young are the most significant problems.

Agrawal (2009) concluded that in his results mentioned that most trainees highly agreed that training builds abilities and ability to enhance performance. So, it is helpful to earn a livelihood and prompt them for self-employment, entrepreneurship and solve their unemployment problem.

Bhukal (2019) revealed that majority of the trainees were satisfied with the coverage of the subject matter, the methodology used, working environment and utility of training material, practical session, quality of trainer and subject matter of the training program.

Arunachalam (2019) concluded that the PMKVY scheme issuing digital literacy, open learning, knowledge creation, and skill development will enrich the command of technology in rural areas towards urban areas. The primary purpose skill and trained around 405 million youth workforces between now and 2022 and huge people are necessitated in the selected sector like manufacturing, textile, automobile, banking, agriculture, construction and service sector.

Vijaya, B. P. (2018) concluded that the government has started many training programs for all levels of employment and should have comprehensive policies for providing work to skill human resources by the government, industrial sector, agriculture sector, training centers, and training partner. It is essential to create awareness among the youth generation about entrepreneurship, and this becomes important in nation-building for the startup.

Shrivastav & Jatav (2017) noted that it is crucial to equip India's young generation with the right skills to engage in a global race for jobs and initiate job and employment opportunities in India through this scheme. Government of India originality snatch for skill development like skill requirement, skill gap, and skill capacity available for new industrial and manufacturing skill requirement.

Objectives of the Study

- To understand the concept of the Pradhan Mantri Kaushal Vikas Yojana.
- To study the components of the PMKVY and to analyze sector-wise performance and their difference of PMKVY.

Hypotheses

H01: There is no difference in sector-wise performance by the Short-term learning program of PMKVY.

H02: There is no difference in sector-wise performance by the Prior Learning program of PMKVY.

Research Methodology

The present study is empirical in nature and is based on secondary data. The required secondary data have been collected from PMKVY official website and the availability of reports from 2019-20 for inclusion in the sample. Out of the records of 2019 were considered for collecting the data of short-term training program and prior learning program.

Data Analysis and Discussion

- **For Short Term Learning Program of PMKVY**

Table 1: Comparative Analysis of Short term PMKVY program

S. No.	Sector	Enrolled trainees	Passed trainees	% Passed/Enrolled
1	Aerospace and aviation	875	29	3.31
2	Agriculture	78739	64606	82.05
3	Apparel	512016	431068	84.19
4	Automotive	44196	31639	71.58
5	Beauty and wellness	191176	159755	83.56
6	BFSI	115190	85277	74.03
7	Capital goods	36041	19092	52.97
8	Construction	112521	80591	71.62
9	Domestic worker	11770	10238	86.98
10	Electronics and hardware	622301	470690	75.63
11	Food processing	11868	9515	80.17
12	Furniture and fittings	8917	8099	90.82
13	Games and jewellery	26268	21298	81.07
14	Green jobs	29745	24135	81.13
15	Handicrafts and carpets	8285	6713	81.02
16	Healthcare	84905	63443	74.72
17	IT-ITES	194234	122940	63.29
18	Infrastructure equipment	1074	958	89.19
19	Iron and steel	19800	15442	77.98
20	Leather	6931	5621	81.09
21	Life science	19673	12819	65.16
22	Logistics	261019	191019	73.18
23	Management	6736	4569	67.82
24	Media and entertainment	46267	37325	80.67
25	Mining	14357	11226	78.19
26	Persons with disability	32460	22949	70.69
27	Plumbing	25787	18482	71.67
28	Power	58978	39401	66.80
29	Retail	291649	231820	79.48
30	Rubber	1676	1338	79.83
31	Security	21298	16732	78.56
32	Sports	2399	1413	58.89
33	Telecom	207619	155970	75.12
34	Textiles and handlooms	2269	1827	80.52
35	Tourism and hospitality	92481	66042	71.41
			Average	73.84

Source: <https://www.pmkvyofficial.org/Dashboard.aspx>**Table 2: One-Sample t-test Statistics**

One-Sample Statistics				
Particular	N	Mean	Std. Deviation	Std. Error Mean
Sectors	35	73.8397	14.72808	2.48950

Table 3: One-Sample Test of Sector-wise difference Short term PMKVY

One-Sample Test						
Particular	Test Value = 60					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Sector wise differences	5.559	34	.000	13.83971	8.7804	18.8990

The above table 2 exhibits descriptive statistics of sector-wise analysis of short-term learning program of PMKVY in which a total number of sectors are 35, mean percentage value of the sector is 73.84, standard deviation 14.72, and least standard error mean 2.48. Further, table 3 outlines the value of mean difference 13.83, t-statistics 5.55, and degree of freedom 34, which is very significant because the p-value is less than 5% level of significance. Thus, it can be inferred that in selected sectors, trainees enrolled and passed are not uniformly distributed at a test value of 60 per cent so there cannot be the beneficial impact of this PMKVY.

- **For Prior Learning Program of PMKVY**

Table 4: Comparative Analysis of Prior Learning Program PMKVY

S. N	Sector	Enrolled trainees	Passes trainees	% Passed/Enrolled
1	Aerospace and aviation	3269	2321	71.00
2	Agriculture	417260	204810	49.08
3	Apparel	145219	99518	68.52
4	Automotive	50786	40075	78.90
5	Beauty and wellness	135971	99826	73.41
6	BFSI	15845	13134	82.89
7	Capital goods	91	86	94.50
8	Construction	145959	104674	71.71
9	Domestic worker	32903	24696	75.05
10	Electronic and hardware	42084	25667	60.98
11	Food processing	9944	8318	83.64
12	Furniture and fittings	88403	77386	87.53
13	Games and jewelry	54180	42808	79.01
14	Green jobs	81148	78519	96.76
15	Handicrafts and carpets	104278	87505	83.91
16	Healthcare	2428	1515	62.39
17	IT-ITES	3227	841	26.06
18	Infrastructure equipment	14006	9667	69.02
19	Iron and steel	6467	5811	89.85
20	Leather	112273	95984	85.49
21	Life science	23921	17751	74.20
22	Logistics	37444	29947	79.97
23	Management	184591	136672	74.04
24	Media and entertainment	89716	59796	66.65
25	Mining	21782	17672	81.13
26	Paints and coatings	545	202	37.06
27	Plumbing	40339	27113	67.21
28	Power	31389	22118	70.46
29	Retail	106071	77179	72.76
30	Rubber	99168	76650	77.29
31	Security	25474	18720	73.48
32	Sports	4954	4936	99.63
33	Telecom	27186	19261	70.84
34	Textiles and handlooms	86335	81801	94.74
35	Tourism and hospitality	284726	234016	82.18
			Average	74.61

Source: <https://www.pmkvyofficial.org/Dashboard.aspx>

Table 5: One-Sample t-test Statistics

One-Sample Statistics				
Particular	N	Mean	Std. Deviation	Std. Error Mean
Sectors	35	74.6097	15.19021	2.56761

Table 6: One-Sample Test of Sector-wise difference Prior Learning PMKVY

One-Sample Test						
Particular	Test Value = 60					
	T	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Sector wise differences	5.690	34	.000	14.60971	9.3917	19.8277

The above table 5 exhibits descriptive statistics of sector-wise analysis of prior learning program of PMKVY in which a total number of sectors are 35, mean percentage value of the sector is 74.60, standard deviation 15.19, and slightest standard error mean 2.56. Further, table 6 outlines the value of mean difference 14.60, t-statistics 5.59, and degree of freedom 34, which is very significant because the p-value is less than 5% level of significance. Thus, it can be inferred that in selected sectors, trainees enrolled and passed are not uniformly distributed so there cannot be the health impact of this program.

Conclusion

This paper is an attempt to unlock the potential of PMKVY. The data collected from the various published resources and official websites. Total 35 different sectors were studied along with their descriptive statistics, i.e. enrolled trainees and passed trainees in a separate program that are mainly short-term learning program and prior learning program. The result of one sample t-test indicates that there is a significant difference between the various sectors. Thus, there was a lack of uniform distribution of resources for all training purposes.

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