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A STUDY ON PRADHAN MANTRI KAUSHAL YOJANA

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PROJECT GUIDE:

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DECLARATION

I the undersigned **MR.ANKIT MOHANRAM CHOUDHARY** here by, declare that the work embodied in this project work titled, “**A Study Pradhan Mantri Kaushal Vikas Yojana**” forms my own contribution to the research work carried out under the guidance of “**MANJU SINGHANIA**” is a result of my own research work and has not been previously submitted to any other University for any other Degree/ Diploma to this or any other University.

Wherever reference has been made to previous works of others, it has been clearly indicated as such and included in the bibliography.

I, here by further declare that all information of this document has been obtained and presented in accordance with academic rules and ethical conduct.

ANKIT MOHANRAM CHOUDHARY

Certified by

MISS. MANJU SINGHANIA

DATE:

PLACE:



CERTIFICATE

This is to certify that **MR. ANKIT MOHANRAM CHOUDHARY** has worked and duly completed his project work for the degree of Bachelor in Commerce (Accounting and Finance) under the faculty of Commerce and his project is entitled, “**A Study on Pradhan Mantri Kaushal Vikas Yojana**” further certify that the entire work has been done by the learner under my guidance and that no part of it has been submitted previously for any Degree or Diploma of any University.
It is her own work and facts reported by his personal findings and investigations.

COORDINATOR

PROJECT GUIDE

PRINCIPAL

INTERNAL EXAMINAR

EXTERNAL EXAMINAR

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Abstract

This paper entails to study on Pradhan Mantri Kaushal Vikas Yojana its agenda on the future of work, digital transformation, P/VET, and skill development are primarily led by industrialized economies, with less focus on the impact of automation on emerging markets like India. The latter impact can be substantial and deserves greater analysis. India's national flagship skill training and certification program, Pradhan Mantri Kaushal Vikas Yojana (PMKVY), provides skills to 2.3 million people at the bottom of the pyramid (like school dropouts). It aims to prepare them for life-long careers in various occupations. Hence, allocation of PMKVY's programmatic resources should take into account the likelihood that those occupations would be automated away. Mapping occupational roles in PMKVY against the Frey-Osborne index of susceptibility to computerization, we find the average probability of automation of PMKVY's occupational roles is 63%. When weighted by the number of people trained in each role, it is 71%. We know that skilling people in 'automatable occupations' reduces the long-term sustainability of their employment. But we also find that a 10% increase in automation probability is associated with 0.8% reduction in short-term placement rate. At the district level, we find that an increase of 10 percentage points in automation probability is associated with a larger decrease of 2.1 percentage points in placement rate. This indicates that there is an independent effect of automation on placement by the 'mix' of occupational roles offered in each district. Without making a statement on net employment, the findings have strategic implications on resource allocation under PMKVY and directly impact public policy design and implementation strategies to inform skill acquisition for India's youth and future of work.

The paper also suggests and recommends some points to overcome of this unemployment is severe problem in India and skill India is a initiative to improve physical and mental development of India youth so that unemployment problem can be reduced in India.

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CHAPTER I

Introduction

Pradhan Mantri Kaushal Vikas Yojana is a skill development initiative scheme of Government of India for recognition and standardisation of skills.

The aim of the pmkvy scheme is to encourage aptitude towards employable skills and to increase working efficiency of probable and existing daily wage earners, by giving monetary awards and rewards and by providing quality training to them. Average award amount per person has been kept as ₹8,000 (US\$110). Those wage earners already possessing a standard level of skill will be given recognition as per scheme and average award amount for them is ₹2000 to ₹2500. In the initial year, a target to distribute ₹15 billion (US\$210 million) has been laid down for the scheme. Training programmes have been worked out on the basis of National Occupational Standards (NOS) and qualification packs specifically developed in various sectors of skills. For this qualification plans and quality plans have been developed by various Sector Skill Councils (SSC) created with participation of Industries. National Skill Development Council (NSDC) has been made coordinating and driving agency for the same.

An outlay of ₹120 billion (US\$1.7 billion) has been approved by the cabinet for this project. The scheme has a target to train 1 crore Indian youth from 2016-20. As of 18 July 2016, 17.93 lakh candidates were trained out of 18 lakh who enrolled for the scheme

The Union Cabinet, chaired by the Prime Minister, Shri Narendra Modi, approved the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) with an outlay of Rs. 1500 crores. This will be the flagship scheme for skill training the youth, to be implemented by the new Ministry of Skill Development and Entrepreneurship, through the National Skill Development Corporation (NSDC). 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. Highlights of skill training would be that it would be done on the basis of demand, assessed by the NSDC

For assessment of demand, Central ministries/Department /State Governments, Industry and Business would be consulted. A demand aggregator platform would be launched for the purpose very soon. The target for skilling would be aligned to demand from other flagship programmes, launched in recent times, such as MAKE IN INDIA, DIGITAL INDIA, and NATIONAL SOLAR MISSION AND SWACHH BHARAT ABHIYAN.

Considering the diversity of the country, cross-cultural differences, and local languages, a country-wide network will have to take into account the varied surfaces of skill development. As the economy becomes more dependent on digital technology, more and more jobs are also becoming digitally depended. SCC NASSCOM has taken the foremost footstep to allow the workforce of today by training them by giving the required capabilities and technical skills. It has undertaken a variety of initiatives to sanction for downy changeover of its workforce from university students to professionals in the IT-ITeS sector.

PMKVY (2016-2020) aims to provide quality training to build skilled and job-ready workforce catering to the evolving demands of the industry. PMKVY offers an array of features to benefit the recipient, making it an effective and a friendly skill development scheme. This is our endeavour to empower and give access to our candidates with new age digital solutions.” Mr. Manish Kumar MD & CEO, National Skill Development Corporation

said NSDC is focused towards accomplishing the objectives laid down under Skill India Mission to empower the youth with vocational training and development. We are encouraging quality training in industry-relevant job roles for better live hood. The provisions and benefits introduced under the PMKVY scheme are aimed at engaging the youth, making skill training aspirational for them.

Currently, only a very small proportion of India's workforce has any formal skill training. Not surprisingly therefore several sectors of the country's economy face shortage of skilled people and are mired with low productivity levels due to poor quality of workforce. At the same time, large sections of the country's youth are looking for economic and livelihood opportunities. In this context, skill development has become a key priority area for the country. This is not only essential for economic development, but would help to fulfil youth aspirations for good quality, better paid jobs and self-employment opportunities. This would also enable the country to take advantage of its favourable demographic profile. With a large pool of skilled people, India has an opportunity to become a skill provider for the world, particularly the ageing developed world. Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship outcome-based skill training scheme of the new Ministry of Skill Development & Entrepreneurship (MSDE). This skill certification and reward scheme aims to enable and mobilize a large number of Indian youth to take up skill training and become employable and earn their livelihood. Under the scheme, monetary reward would be provided to trainees who are successfully trained, assessed and certified in skill courses run by affiliated training providers. This will boost the productivity of the country's workforce by enabling them to acquire high quality skill training across a range of sectors. It will also bring about a paradigm shift from input-based to outcome-based skill training in the country. It also seeks to significantly scale up skill training activities in the country and enable skill training to happen at a fast pace without compromising quality. Institutional arrangements comprising of the National Skill Development Corporation (NSDC), Sector Skill Councils (SSCs), Assessing agencies and Training Partners are already in place for implementation of the scheme.

Historical Background

Train Indian subjects of any age, particularly youth, to get work or dispatch claim business. Provide preparing, specialized and budgetary help for different exchanges including cowhide crafters, metalworkers, human services labourers, form originators, Khadi and handloom craftsmen.

Skill India will likewise concentrate on centre parts including development, pearls and adornments, keeping money and back, transport and tourism and enterprise Training gave to selected natives will adjust to universal measures. To do as such, India will cooperate with different nations and outside instructive organizations. Trained subjects are relied upon to satisfy the interest for talented labor. Ability India likewise takes a gander at preparing Indians for work in industrialized nations of the world .A universally acknowledged standard of preparing Indian living in provincial regions of the nation is being embraced under Aptitude India. This venture is called Provincial India Ability .Courses offered under Ability India consider different factors, for example, age, geological area, local dialect and money related status. It trains individuals in interchanges, investigating, and administration, behavioural, entrepreneurial and social aptitudes, among others.

The Skill Mission launched by the Prime Minister on 15 July 2015, has gathered tremendous steam under the guidance of Shri Dharmendra Pradhan, Minister for Skill Development and Entrepreneurship and Shri Anant kumar Hegde, Minister of State, MSDE. More than one crore youth join the Skill India mission annually.

For the first time since India's independence, a Ministry for Skill Development & Entrepreneurship (MSDE) has been formed to focus on enhancing employability of the youth through skill development. The skill ecosystem in India, is seeing some great reforms and policy interventions which is reinvigorating and re-energising the country's workforce today; and is preparing the youth for job and growth opportunities in the international market. The Hon'ble Prime Minister's flagship scheme, Pradhan Mantri Kaushal Vikas Yojana (PMKVY) alone, has till date seen close to 50 lakh people get skilled and prepared for a new successful India.

India is a country today with 65% of its youth in the working age group. If ever there is a way to reap this demographic advantage, it has to be through skill development of the youth so that they add not only to their personal growth, but to the country's economic growth as well.

Skill India offers courses across 40 sectors in the country which are aligned to the standards recognised by both, the industry and the government under the National Skill Qualification Framework. The courses help a person focus on practical delivery of work and help him

enhance his technical expertise so that he is ready for day one of his job and companies don't have to invest into training him for his job profile.

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MSDE also recognises and certifies skills acquired through informal means through its Recognition of Prior Learning (RPL) program under PMKVY, bringing about a major shift from unorganised sector to an organised economy. So far more than 10 lacs people have been certified and formally recognised under the programs.

Skill India harbours responsibility for ensuring implementation of Common norms across all skill development programs in the country so that they are all standardized and aligned to one object. The ITI ecosystem has also been brought under Skill India for garnering better results in vocational education and training.

The Ministry has also actively made comprehensive reforms to the Apprentices Act 1961, where maximum control has been given to the private sector so that the industry standards are maintained as per market requirement. More regulatory rights have been given to the industry where they can even set the target for apprentices that they require. This is a big opportunity that industry should leverage and benefit. MSDE also introduced a scheme called National Apprenticeship Promotion Scheme (NAPS) in August 2016 to promote this most sustainable model of skill development and industry connect. Under this scheme, the Government of India provides financial benefits for apprenticeship. More than 7 lakh apprenticeship trainings have been conducted so far.

MSDE has also introduced the Pradhan Mantri Yuva Yojana (PM-YUVA) which aims to educate and equip potential and early stage entrepreneurs and catalyse a cultural shift to support aspiring entrepreneurs. The candidates are linked to the MUDRA scheme of the government to get assistance in initial business funding.

Skill India is no more just limited to the domestic market but is actively engaging with countries across the world to promote cross geographical exposure and opportunities in the international market. India is a young nation and a skilled workforce will be able to certainly cater to not only the market demand within the country but also the global market demands. The success of a nation always depends on the success of its youth and Skill India is certain to bring a lot of advantage and opportunities for these young Indians. The time is not far when India will evolve into a skilled society where there is prosperity and dignity for all.

Key Components for Pradhan Mantri Kaushal Vikas Yojana:-

The PMKVY 2016-2020 is the upgraded version of the previous scheme but still, the basic idea of the scheme remains the same. Here have a look at the key components of PMKVY.

1. Short Term Training

To benefit the Indian school or college dropouts or unemployed people PMKVY has introduced the Short Term Training. In Short Term training the Training centers provide the training according to the National Skills Qualification Framework (NSQF), along with this the training centers also offer training in Soft Skills, Entrepreneurship, Financial and Digital Literacy. As the name suggests in the category the short duration training falls. Duration of the training varies according to the job role and it may range between 150 and 300 hours. Upon successful completion of their training, the trainees shall be provided placement assistance by Training Partners. For short term training in PMKVY, the fee of entire training and assessment is paid by the Government itself. The training partner will get the payouts of expenses of training in alignment with the Common Norms. Pieces of training that comes under the category of Short Term Training component of the Scheme shall be NSQF Level 5 and below.

2. Recognition of Prior Learning (RPL)

Those trainees who have prior learning experience or skills can be certified under the Recognition of Prior Learning (RPL). The aim of RPL is to align the competencies of the unregulated workforce of the country to the NSQF. Project Implementing Agencies like Sector Skill Councils or any other agencies shall be encouraged to implement RPL projects. The RPL project has three Project Types RPL Camps, RPL at Employers Premises and RPL centers and trainee can choose one of them as per their feasibility. PMKVY encourages the training centers to address knowledge gaps of the candidates, for this PIAs may offer Bridge Courses to RPL candidates.

3. Special Projects

Special projects are meant for vulnerable and social disadvantages group of people. These groups do not have adequate skills and knowledge to be absorbed in neither formal sector nor specific sector skill council is developed. Even the traditional training methods are not applicable to them as most of them are living in a backward part of any state. These groups are really in need for basic training so that they can improve their socio economic conditions.

The special project is an improvised version of short-term project. All the stakeholders including government are ^{implementing} it and different corporates if they have the requirement to upgrade the skills of the poor belong to backward section of the society. At the end of the

short-term training, they are provided with certificates and monetary rewards. If the candidate is a wage employee then he or she should get the minimum wage as stipulated in the Act. So every service provider should generate employment requirement as per stipulated norms.

4. Placement Assistance

Placement assistance is the main important component of the scheme. Placement may be in the form of wage employment or self – employment. The employment opportunities should be completed within 3 months of completion of training both for short term project as well as special projects. The available employment opportunities should be mapped with the skills acquired by the participants through training. It is the responsibility of the training partners to identify the job potentials and place the students in the industry as and when the need arises. The skill training should be mapped with the industry requirement.

5. Kaushal and Rozgar Melas

Kaushal mela is a programme which the training partners need to conduct every six months to generate enough awareness in the locality and community where they are operating. The main purpose of conducting kaushal mela is to inform the locals about the schemes and facilities that they are supposed to get. If the local beneficiaries are not mobilized then this scheme won't get its shape. If people are not trained, they will not get adequate exposure about it. Every training partner is entitled to get Rs.20000 for conducting one Kaushal Mela. Like the same way they have to conduct Rozgar Mela every six months interval to place the students who are imparting training. In these melas minimum four employers must come to offer job.

6. Continuous Monitoring

Continuous monitoring is part of the project so that an effective implementation is taken place. The programme has host of effective monitoring system which comprises of both manual and online. Monitoring is implemented to ensure effective implementation of the said scheme. Some of the key components that needs to be monitored are centre and candidate, infrastructure, availability of documentation, Adhar Enabled Biometric Attendance System, Awareness of Candidate, Trainers and Training, Branding and Social Media and Feedback from TCs, Skill Development Management System, Trainee handbook and kits.

These key components and its effectiveness are discussed in a nutshell in the table below:

7. Training Provider Empanelment

The Training Provider Empanelment process in the States shall be as below:

a. PMKVY2.0 scheme guidelines shall be applicable for fund disbursement for the CSSM component. The states/UTs are required to make fund disbursement to their selected training providers as per the criteria defined in the guideline document

b. The targets shall be allocated to the Training Provider on the basis of submission of Project Proposal by the Training Provider to the State SSDM. The Training Provider shall submit the proposal to SSDM in a format that the state shall design as per their requirements

c. In certain state specific trades, wage/self-employment opportunities may exist but the State may not have training providers offering training for these trades. In such cases, State departments and other government affiliated agencies are encouraged to undertake trainings in these niche trades

d. The SSDM shall evaluate each proposal and approve it keeping in view of its overall PMKVY 2.0 target. The evaluation shall be done by the SSDM PMKVY

2.0 team and a proper project approval mechanism shall be instituted in the State for the same. The evaluated proposals shall be presented to State Project Approval Committee (SPAC). The SPAC shall review all the state proposals on the 25 of every month. All applications from the TPs till 10 of the very month shall be put to SPAC on the 25 of every month. All proposals shall be evaluated in a time bound manner and outcomes communicated to TPs within 4 weeks. The SPAC should comprise of the following:

I] MD, SSDM

II]. Director / General Manager of SSDM

III] Chief Finance Officer of SSDM

IV] Any other members state SSDM deems fit.

When did PMKVY started?

Even as he launched the Make in India campaign inviting investors from all over the globe to invest and set up businesses in India, Prime Minister Narendra Modi promised an abundance of skilled labour in the country. Complementary to this was the idea of skills development among the youth of the nation. The Pradhan Mantri Kaushal Vikas Yojana (PMKVY) was thus envisaged as a key measure to impart skills-based training to young men and women, making them capable of earning and supporting the nation's anti-poverty endeavours. The scheme becomes all the more important in India as it has the world's largest youth population that requires employable skills.

On March 20, 2015 the Government of India gave the Ministry of Skill Development and Entrepreneurship the official 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 the 24 lakh youth of the country, focusing on the Class X/XII dropouts and lower income groups. The scheme was developed over a period of almost three months and its implementation started in selected states (primarily Bihar) by early June 2015. The scheme was launched in all states of the country on July 15 which is observed as National Skills Day. India's unemployment rate averaged about 4.9 per cent by early 2014. It is hoped that this scheme will bring that number down by a reasonable measure.

Who Can Apply for Pradhan Mantri Kaushal Vikas Yojana?

This Scheme is applicable to any candidate of Indian nationality who:

1. Undergoes a skill development training in an eligible sector by an eligible training provider as defined above;
2. Is certified during the span of one year from the date of launch of the scheme by approved assessment agencies as defined above;
3. Is availing of this monetary award for the first and only time during the operation of this scheme.
4. The scheme would be implemented through NSDC training partners. Currently NSDC has 187 training partners that have over 2300 centers. In addition, Central / State Government affiliated training providers would also be used for training under the scheme. All training providers will have to undergo a due diligence before being eligible for participating under this scheme. Focus under the PMKVY would be on improved curricula, better pedagogy and better trained instructors. Training would include soft skills, personal grooming, behavioral change for cleanliness, good work ethics. Sector Skill Councils and the State Governments would closely monitor skill training that will happen under PMKVY.

What was the Aim of PMKY?

The Scheme aims to:

- Encourage standardization in the certification process and initiate a process of creating a registry of skills
- 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.
- Provide monetary awards for Skill Certification to boost employability and productivity of youth by incentivizing them for skill trainings
- Reward candidates undergoing skill training by authorized institutions at an average monetary reward of Rs.8,000 (Rupees EightThousand) per candidate.
- Benefit 24 lakh youth at an approximate total cost of Rs. 1,500 crore.

Eligibility Criteria for PMKVY Courses?

- Candidates from almost all the states can get benefited from this scheme. As per the government, any unemployed youth or, school/college dropouts can enroll in this scheme.
- Applicant must possess an Aadhaar card and a bank account to apply in PMKVY.
- It's must for the candidate to have a verifiable alternate ID such as PAN or Voter ID (applicable only for the states of North-East region and J&K – Additional IDs may be added from time to time).
- SSC can also define any other criteria for the respective job roles.
- College students are not considered as an eligible candidate to apply for PMKVY. Additionally, in case of corporates or factory premises, candidates cannot be their own employees or daily wagers.

Training cost will vary according to the course and the same would be communicated by the centre and candidates has to pay it. Some centres might not ask for fee but candidate will have to pay a small assessment fee during the application. Rs. 8, 000 reward which would be provided to the successful candidates after completion of the training can be used to pay the training fee. How to get job after the training? Note that there is no placement guarantee provided by the trainers or the scheme. However they may provide placement assistance. How to receive the monetary reward? During application candidate will have to provide bank account details to the training centre which they will upload on SDMS. And upon successful completion of the course, reward money would be directly credited to this bank account. If you do not have any bank account then you can open zero balance savings account under pmkv.

How to Register for PMKVY?

To get the benefits of Pradhan Mantri Kaushal Vikas Yojna the interested and eligible candidates will have to register online. To register for this scheme to get the training of many technical and non-technical on free of cost the candidates will have to follow the below-given instructions;

1. The applicant will have to apply online to get the training from the official website of the PMKVY. Here is the direct link of the website: <http://pmkvyofficial.org>
2. On the webpage, the applicant will have to enter the basic information about them such as their names, email ids, education, address and other.
3. As the next step, the applicant will have to choose the course they want to pursue under PMKVY. The applicant can choose one from 40 options like constructions, electronics, food and processing, furniture, gems and jewelry, and many others.
4. Now as the last step you will have to choose the training center as per their feasibility. Candidates can also visit the training center to know more about the course timing and its duration.

GOVERNMENT SCHEMES FOR PMKVY:-

Some government schemes which was introduced for PMKVY that have a minimum and maximum eligibility in terms of age, academic qualifications and work experience. There are some of the Qualification Pack of each job role for more details.



1. Agriculture Sector Skill Council of India

Agriculture and allied activities accounts for about 15.7 % of country's GDP and is estimated to employ about 124.7 million people as cultivators and 106.8 million as agricultural labour (Census 2001). Besides this Agriculture Industry employs a large number of people in the Organized and the Unorganized sector, the data pertaining to the same is however not available. Based on the assumptions of Food Grain Production and Manpower required to handle the total produced, the same is derived at (0.20 Million) for Organized and (1.95 Million) for Unorganized sector. Determining skills/competency standards and qualifications and development of National Occupational Standards (NOS). Preparation and maintenance of skill inventory to facilitate individual choices. Development of sector specific skill development plans. ASCI is contributing to nation building through Skill Development in Agriculture especially at the times when country's agriculture is experiencing stagnant growth, exodus of quality manpower to other sectors, changing climate with increased variability in production parameters and transformations in international agriculture markets that are especially too much subsidized challenging the competitiveness of Indian Agriculture.

2. Apparel, Made-ups & Home Furnishing Sector Skill Council

The occupational standards drafted by Apparel Made-Ups & Home Furnishing Sector Skill Council have been approved by the Qualification Review Committee (QRC). These occupational standards are currently under Industry Validation. These have been uploaded for public to share comments or observations with the concerned Sector Skill Council or NSDC. These standards may be used by any training organization to build curriculum and use them for training purposes on the condition that when the industry validation is completed by the Sector Skill Council, if required, they will do the necessary changes in the curriculum. These occupational standards are drafted by Apparel Made-Ups & Home Furnishing Sector Skill Council and have been reviewed by the Qualification Review Committee (QRC). After these

standards have been NSQF aligned/NSQC cleared, these will be promulgated as National Occupational Standards.



3. Automotive Skill Development Council

The ASDC is the first development skill council of India, promoted by the Automobile industry through various bodies. The aim of SRM - ASDC is to make skills as enabler of our sector's growth. This centre aims to provide the skills and knowledge for school/college dropouts to ensure jobs in formal sector and improve the social development of the society. The new jobs, however, are likely to move away from traditional manufacturing and instead be added in the areas of lot mechatronics, robotics, 3D printing, AI, machine and deep learning, analytics, virtual collaboration, automotive design, and computational thinking. Currently, there is a mismatch in certain areas between the skills that the industry requires and those possessed by the youth in our country. Hence, the Indian automotive sector may face a huge void if the structured reforms and initiatives are not taken to bridge the demand supply mismatch for the skilled work force. One of the key aspects of skilling which needs to be well understood and achieved is what level of skills, how practiced can add value to the person and the business, so as to create capital and more jobs. Developed economies of Germany, Switzerland, Japan, South Korea, etc



4. Capital Goods Skill Council

IMTMA is one of the founding members of Capital Goods Skill Council (CGSC) and the IMTMA Technology Centre is affiliated to it. The Design Institute and the Finishing School in Production Engineering courses make the candidates eligible to take up the assessment by

CGSC. A minimum of 30 days of training is required to be eligible for CGSC assessment. On the completion of more than 30 days of training program, the candidates can appear for the CGSC assessment. On successful completion of CGSC assessment, the candidates will be rewarded Rs. 10,000 by the government of India as a part of Pradhan Mantri Kaushal Vikas Yojana.



5. Construction Skill Development Council of India

Construction Skill Development Council OF India is a Non-govt company, incorporated on 11 Sep, 2013. It's a private unlisted company and is classified as 'company limited by shares'. Company's authorized capital stands at Rs 150.0 lakhs and has 40.0% paid-up capital which is Rs 60.0 lakhs. Construction Skill Development Council OF India last annual general meet (AGM) happened on 21 Sep, 2017. The company last updated its financials on 31 Mar, 2017 as per Ministry of Corporate Affairs (MCA).



6. Domestic Workers Sector Skill Council

The purpose of this SSC is to define key sectors wherein Domestic Workers can find employment and to identify critical roles and associated skill gaps. The SSC aims to achieve the following objectives:-

- To establish a national institutional network for skill development of domestic workers in India.
- To facilitate linkages among various stakeholders in the sector for improved service delivery for the clients and improved reward package for the workers.

- To develop a Labor Market Information System (LMIS) that contains information on the profile of domestic workers in India, the market demand and the list of organizations working in the sector.
- To define job roles and set occupation standards, career progression maps and functional maps for all job roles in the domestic workers sector.



7. Electronics Sector Skill Council

Electronics Sector Skills Council of India (ESSCI) is a Not - for - Profit Organization, registered under the Indian Companies Act, 1956. The Council has been promoted by Five Associations i.e. CEAMA, ELCINA, IESA (formerly ISA) , IPCA & MAIT, with financial support by National Skill Development Corporation (NSDC). ESSCI's focus is on establishing an effective and efficient ecosystem for developing and imparting of outcome oriented skills for the Electronics Systems, Design and Manufacturing Industry (ESDM). ESSCI's mandate comprises plethora of deliverables including development of curriculum, courses, information database and delivery system. ESSCI is responsible for standardization, accreditation and certification processes to enhance the employability of the Indian workforce globally. Electronics Sector Skills Council of India envisions to enable a world class electronics manufacturing industry with an ecosystem for skill development and enhance employability of the large number of Indian human resource.

To establish a structured mechanism wherein ESSCI will facilitate & collaborate with NSDC in strengthening the existing vocational education system for skills development in electronics sector & upgrade vocational training system for the industry to achieve global standards in manpower productivity.



8. Food Industry Capacity and Skill Initiative (FICSI)

Food Industry Capacity & Skill Initiative (FICSI)—widely known as Food Processing Sector Skill Council—is a Not-for-Profit Organization, registered under the Societies Registration Act, 1860. The organization Promoted by the Federation of Indian Chambers of Commerce and Industry (FICCI) with financial support by National Skill Development Corporation (NSDC). We have been set up as an autonomous industry-led body by NSDC. We create Occupational Standards and Qualification Packs, develop competency framework, conduct Train the Trainer Programs, conduct skill gap studies and Assess and Certify trainees on the curriculum aligned to National Occupational Standards developed by us. The skill council will also accredit well equipped service providers who

will partner to disseminate the training. The Council is also implementing Standards, Training, and Accreditation & Reward (PMKVY) scheme of Government of India. Under the PMKVY Scheme, FICSI has introduced the training programme in affiliated institutes as well.

Need and Relevance of Study

- a) Demographic Dividend in India would peak in 2020 with the average Indian's age of 29 years which means India will experience an age advantage for at least three decades, through 2040.
 - b) For utilising the opportunities India need to increase the productivity of its labour force and solve the crisis of employability.
 - c) In wake of Industrial Revolution 4.0, the wave of automation, Machine Learning, Robotics and Artificial Intelligence would affect all sectors of the economy and drastically change the nature of work. Hence, skilling of the new-entrants in the job market and retraining the old ones cannot be ignored.
 - d) PMKVY has brought about a paradigm shift in India's Technical and Vocational Education and Training with an objective of making India, the skill- capital of the world.
 - e) The low placement percentage (12.4 %) as pointed out by the Report of the Committee for Rationalization & Optimization of the functioning of the Sector Skill Council, Dec 2016 is indicative of the scope of improvement in the design & implementation process of the scheme.
 - f) The scheme has now been approved for four more years (2016-2020) for the benefit of 1 cr people with a budget of 12,000 cr.
 - g) Hence, there is an urgent need for an impact assessment of the previous phase of the scheme.
- The proposed study would collect data pan-India on the implementation of the scheme, thus, aiming to present a realistic picture of the implementation of the scheme as well as the change it brought about in the lives of beneficiaries n selected aspects.

Advantages and Disadvantages of PMKVY

- It helps to develop the skill
- The certificate pradhan mantri koshal vikas yojana help to get job
- The free and open for everyone
- There are number of course list is available in pmkvy
- Doing pmkvy develop to start his own business
- After doing pmkvy we get lot of oportunity
- Pmkvy gave Monterey rewards to the best performer
- Student who has done this program can apply it various prominent job
- The centre of pmkvy we can get easily
- This type of digital scheme help to grow India
- Pmkvy scheme help to grow the economy

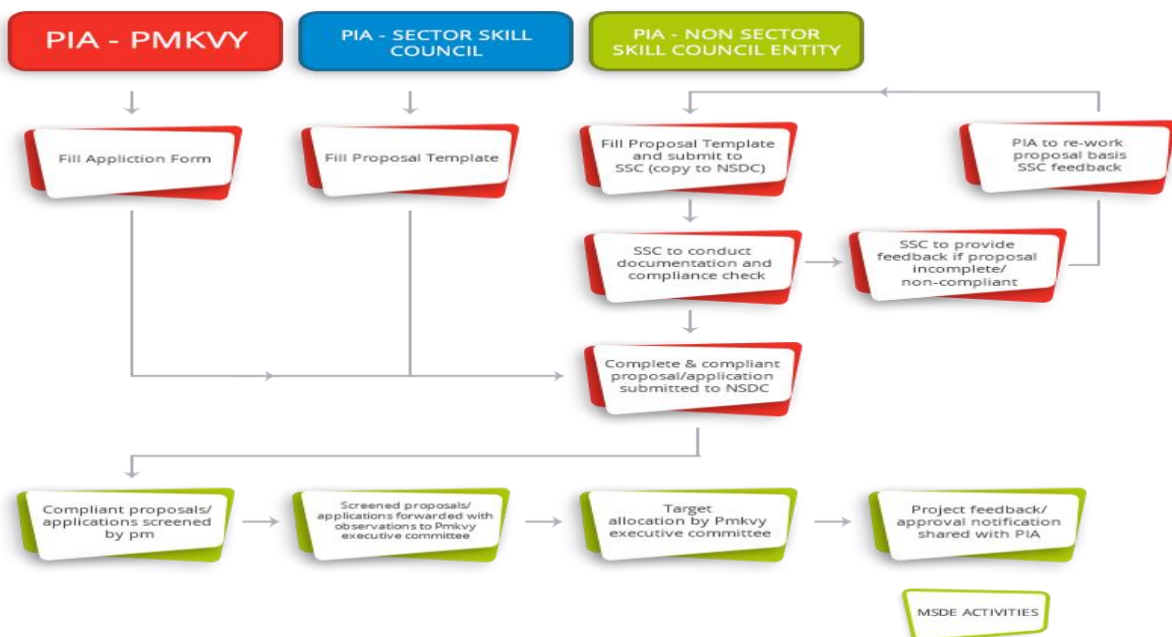
Disadvantages of PMKVY

- Trained in one role placed in another
- Trained in one role but do not land a job
- Training location vs job location
- Lower Payouts for training
- Students Payouts
- Franchising
- Focus on school dropouts
- Mobilisation support from government
- People did not aware much of pmkvy
- Fraud happens in this type scheme

Key Benefits to Trainee under PMKVY (2016-2020)



Work Flow of RPL under PMKVY (2016-2020)



Expansion of Pradhan Mantri Kaushal Kendra

As a beginning point for Skill India, the Union Government pin pointed 60 districts in India and ordered NSDC to open and operate Pradhan Mantri Kaushal Kendras in those districts. However, in Budget 2017, Arun Jaitley – the current Union Finance Minister announced that the government has now decided to increase the coverage to 600 districts in India. This decision will widen the scope and coverage of Skill India as more and more youth will come under the radar of NSDC. One of the reasons why the government decided to extend Pradhan Mantri Kaushal Kendras is that the government is about to start with the second phase of Skill India. This second phase is known as Skill Strengthening for Industrial Value Enhancement. It is abbreviated as STRIVE. The government has given a budget allocation of INR 2,200 crores for STRIVE implementation. STRIVE will look towards improving on the skill training provided by ITIs in India. With industry cluster approach, STRIVE will strengthen apprenticeship programme. STRIVE will majorly focus on market-centric training to improve the market-readiness of Indian youth both at national and international levels. Apart from extending the Pradhan Mantri Kaushal Kendras to 600 districts, the government has also decided to set up what is known as “India International Skill Centers”. 100 such centers will be created. The purpose of these new 100 centers will be to train the Indian youths in foreign languages so that those who want to look for job opportunities in other countries, can grasp the language necessary for communication in that particular geographical demography.



The Need for a Skilled India

Liberalisation of the Indian markets in the 1990s, end of the License Raj coupled with decline in manufacturing sector and the rural economy, resulted in the emergence of an unprecedented growth of new sectors in India. The global IT boom, inflow of private international investments and the emergence of the service sector meant that there was a significant demand for semi-skilled and skilled labour across the spectrum. At the same time, the then current system of providing skilled workers was via the route of vocational trainings in Industrial Training Institutes. However, these were long term trainings and focused largely on manufacturing sector job roles which led to a huge gap in the supply of the skilled labour to a rapidly booming economy.

Simultaneously, India's demography was also evolving; the nation today has a large percentage of young population aspiring to break the traditional shackles to explore the new and the unknown for a better tomorrow. The solution to a desperate market (national and international), demand for skilled manpower and aspiring Indian youth seeking avenues for progress is embedded in the vision of our Hon'ble Prime Minister, Shri Narendra Modi: to make India the skill capital of the world. This vision is transformed into a reality through the Pradhan Mantri Kaushal Vikas Yojana. Education is a primary factor for a development of a person, but skill-based education is the biggest need of the hour. As India aspires to become a major economic power in the world there is a huge scope for progress in the skill development segment. Today India is known as the youngest country in the world with the major population is below the age of 35. Despite this, India has only 2% skilled workforce compared to South Korea with 96%, China with 45%, the USA with 55%, and Germany with 74%. These figures clearly demonstrate why India rigorously need a skilled based education to move in the direction of becoming a major economy in the world. Indian education sector has seen rapid growth with an increase in the count of institutions and students pursuing the education. Regardless of this tremendous growth, higher education has not helped to increase the count of employed youths in India. In today's fast-paced world of globalization, it is important to equip the population with industry-oriented skills to increase the chances of employment. Skilled based education has been adopted by the several developed countries in the world and it has helped them to rapidly progress on the pathway of development. Skilled workforce plays a major role in increasing the efficiency and productivity of various services.

PMKVY Skill India Training Program

India is poised to stand up as the leading skilled nations in the coming years and its high time for institutions to raise their bar by providing industry-relevant skill-based training. Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the best scheme launched by the government of India in the recent time. PMKVY skill India scheme is started by the government to empower the youth of India by providing them the right platform to acquired expertise skills in their area of interest. This scheme is instigated by the prime minister of India Shri Narendra Modi in 2015. From the time of its inception, it has started showing the positive outcomes out of the skill-based training program.

PMKVY skill India scheme is skill-based certification program which provides skill training for different job roles. One can select any of the course available under the PMKVY skill India scheme as per their area of interest and get the training with absolutely free of cost. On the successful completion of course, candidates also get benefited with monetary rewards and government approved certification. At present, there is very less count of the workforce who are trained under formal skill training. As a result of this, there are several sectors of India's economy facing a huge shortage of skilled workforce who can cater to their requirements. It is highly recommended for the youth of India to join skill-based training program under PMKVY skill India scheme.

Skilled Workforce Drives Nation's Growth

The skilled workforce is the major driving force in the development of any country. There are several examples where skilled populations have helped nations to grow at a high rate on all fronts of the development. In order to take the nation forward, no doubt India need exceptional talent and out of the box thinking which should be combined with the skill to reach the expected targets. PMKVY skill India scheme is definitely a major step taken by the government of India to equip every individual of society with skills based on the current industry standards. Under PMKVY skill India scheme every aspirant can join skill-based training without paying a single rupee.

This is the best time to join the PMKVY skill India training program and become skillful, independent, confident, and employable. This scheme also includes courses which enable individual to develop leadership and entrepreneurship skills to become inhabitable part of the development process. It provides a great learning experience to young talents of India who aspires to become tomorrow's entrepreneurs. We must actively support this great initiative to help India get global recognition as a leading skilled nation in the world.

Impact of PMKVY

Centre for Economic Policy Research, CEPR has conducted a survey, to assess the impact of the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) which is a flagship programme of the Govt. of India for promoting skill development in the country. Since its inception from 2016, the PMKVY programme has done victoriously well in achieving its set targets. Various other initiatives have been taken up by the Government under the PMKVY programme as a part of the main agenda to achieve the objectives.

Also the report is prepared to study the present scenario of skill development in the country and to provide an insight into the challenges and problems being faced by the institutions as well as the students involved in the skill development programme. The report provides an account of the state-wise analysis of students belonging to the selected five states in the country, the demographic requirements of these states and possible changes in policies that may help in achieving the targets effectively. The challenges and problems being faced by the skill development programmes in India are discussed in detail. The suggestions and way forward in the last chapter conclude the report.



A little over 50 per cent — 52.12 lakh candidates were trained (since October 2016) as on June 12 this year under the second phase of Pradhan Mantri Kaushal Vikas Yojana (PMKVY) — the flagship skill development programme of the Ministry of Skill Development and Entrepreneurship launched for a four-year period (2016-20). The ministry has targeted skilling of 1 crore candidates within the period. The information was given by the Minister of State for Skill Development and Entrepreneurship R. K. Singh in a written reply in Rajya Sabha on Friday.

Following the ‘success’ of PMKVY 1.0, the scheme was “re-launched in October 2016 on a pan-India basis with a target to provide skilling to one crore people,” the minister said. The candidates are being trained under short term training, recognition of prior learning, and special projects. The programme is also offering long term training via Industrial Training Institutes (ITIs). India has 14,494 ITIs that have training capacity of 33.98 lakh. PMKVY 1.0, launched in 2015, had trained 19.85 lakh candidates.

Creating employment and improving the employability of candidates “is the priority of the government,” said Singh. PMKVY 2.0 requires Training Providers (TPs) to facilitate placements of certified candidates through *Rozgar Melas* organised every six months with the help of Sector Skill Councils along with ensuring local industry participation in such *melas* and awareness among the candidates. For those who are unable to get placement within 90 days of certification, National Skill Development Corporation and empanelled placement partners have the objective to ensure placement opportunities.

The government, however, was able to place only a handful — 2.6 lakh candidates from PMKVY 1.0 in jobs out of 19.85 lakh total candidates. Under 2.0 only 12.6 lakh candidates have been placed out of 52.12 lakh so far. The top states in terms of placement under PMKVY 2.0 have been Madhya Pradesh, Rajasthan, Tamil Nadu, Uttar Pradesh, and Andhra Pradesh while under 1.0, Tamil Nadu, Uttar Pradesh, Madhya Pradesh.

Scope of PMKVY

This study entitled “Impact of Skill India Initiative on Rural Development: A Study with Special Reference to Tirunelveli District” has ascertained the impact of Skill India initiatives through PMKVY on rural development. This study has covered only the PMKVY scheme of skill development. The study is relevant to Tirunelveli district. Other Schemes namely SANKALP, UDAAN, STAR, POLYTECHNIC SCHEMES are not covered in the study. Future research shall be done covering all the schemes of skill development training of the Government of India. Future studies may be from the perspective of the trainers. Entrepreneurial success through Skill India initiatives may also be explored through future studies. Future researchers may have a wider geographical coverage or may evaluate the comparative performance

Definitions

1. NSDC – The National Skill Development Corporation (NSDC) has been instituted to foster private sector initiatives in skill development. It is a Private Public Partnership (PPP) organization with representatives of Government and Industry Associations on its Board.

2. SSCs – Sector Skill Councils (SSCs) are industry-led bodies, who would be responsible for the defining the skilling needs, concept, processes, certification, and accreditation of their respective industry sectors. The SSCs shall prescribe the NOSs and QPs for the job roles relevant to their industry, and shall work with the NSDA to ensure that these are in accordance with the NSQF.

3. NSQF – The National Skill Qualification Framework (NSQF), would be a descriptive framework that organizes qualifications according to a series of levels of knowledge, skills and aptitude. These levels are defined in terms of learning outcomes i.e., the competencies which the learners must possess regardless of whether they were acquired through formal, non-formal or informal education and training. It is, therefore, a nationally integrated education and competency based skill framework that will provide for multiple pathways both within vocational education and vocational training and among vocational education, vocational training, general education and technical education, thus linking one level of learning to another higher level to enable a person to acquire desired skill levels, transit to the job market and return to skill development to further upgrade their skill sets.

4. NOSs – National Occupational Standards (NOSs) specify the standard of performance an individual must achieve when carrying out a particular activity in the workplace, together with the knowledge and understanding they need to meet that standard consistently. Each NOS defines one key function in a job role. In their essential form, NOSs describe functions, standards of performance and knowledge/understanding.

5. QPs – A set of NOSs, aligned to a job role, called Qualification Packs (QPs), would be available for every job role in each industry sector. These drive both the creation of curriculum, and assessments. These job roles would be at various proficiency levels, Pradhan Mantri Kaushal Vikas Yojana Page 10 of 10 Date: 28 April 2015 and aligned to the NSQF.NOSs and QPs for job roles in various industry sectors, created by SSCs and subsequently ratified by appropriate authority, would be available online and updated from time to time.

6. SDMS – The Skill Development Management System (SDMS) has been developed and maintained by the NSDC.

CHAPTER – 2

RESEARCH METHODOLOGY

Methodology is a research that forms the structure the project to be undertaken and also helps in identifying the method to be used. Methodology and Method are two different concepts. Methodology is systematic and theoretical analysis of the methods being used in the study. Whereas, Methods are the tools or techniques that are used in the form of surveys, interviews etc. Methods and Methodology are not interchangeable with each other. They are very two different concepts. Methodology explains how a research is to be carried out, how to find information and how it is to be interpreted. Generally, methodology means branch of knowledge which forms the base of any research.

2.1: Objectives of the study

The objectives of the topic were framed keeping in mind about the Pradhan Mantri Kaushal Vikas Yojana. The objectives framed were Bivariate in nature i.e. the objectives were framed around variables.

- 1 To find out the goals and awareness of PMKY among the public
- 2 To examine the success or failure of skill development initiative through PMKY
- 3 To study the challenges faced by NSDC and offer suggestions for improvement

2.2: Hypothesis of the study

A hypothesis is a proposed explanation for the problem to be discussed. Hypothesis is framed in such manner that the objective of the study is to be satisfied. Framing of hypothesis is an integral part of the research project as on the basis of hypothesis research problem is designed and research is carried on. Two types of hypothesis can be framed i.e. null and alternative hypothesis. Null hypothesis state there is no relation between 2 variables being studied and Alternative hypothesis states that there is relationship between the variables.

The hypothesis is designed in such a way that it helps us in finding out if there is any relationship between the variables being studied i.e. whether the variables affect each other or not. We can also say that following hypothesis was framed to find out if the variables are correlated or not. The study of the topic is based on following 2 hypothesis

Hypothesis 1:

H0: There is no significant association between age group with regards to problem of self-employment faced by youth.

H1: There is a significant association between age group with regards to problem of self-employment faced by youth.

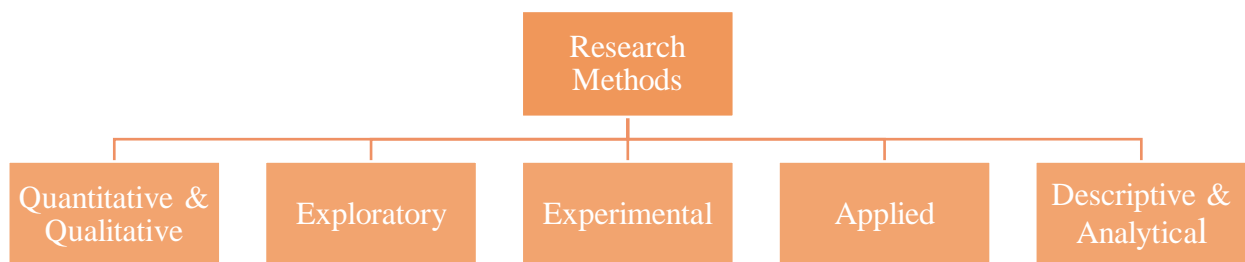
Hypothesis 2:

H0: There is no association between educational qualifications with regards to unemployment problem in national skill India development programme.

H1: There is association between educational qualifications with regards to unemployment problem in national skill India development programme.

2.3: Types of Research Methods

The research method used in project varies upon the topic that is being studied. The research topic and the research method go hand in hand. Some of the types of research methods are:



Quantitative Research–

Quantitative research is applied to solve problems using numbers. This research puts an emphasis on solving problems through collection of numeric data, interpreting the data and drawing conclusions from them.

Qualitative Research–

Qualitative research is applied using words, emotions, non-numeric data which is not actually quantifiable. The data and information used in qualitative research cannot be interpreted using mathematical equations and formula.

Exploratory Research-

Exploratory research is the research that is conducted for the first time. To study this research there is no ROL and is purely based on primary data collection. This research is applied when some topic is being studied for the first time. It is loosely structured and there is no need for the testing of hypothesis.

Experimental Research-

Experimental research is the type of research that is done on a continuous basis. This is to find something new in the field being researched. This research takes place in fields such as

that of I.T., Medicine, Construction, Agricultural, Science etc. This to find a solution to the never ending problems and also to upgrade and update the existing sectors.

Applied Research-

Applied research is the research that is based on existing applications. This research is used to check the validity of existing applications. It helps in eliminating the theory by adding the basics of principles. It works on the assumption that there is no change in variables. It is also known as action research.

Analytical Research-

Analytical research is the research where the researcher uses the pre-defined facts and information and analyses them in order to draw critical conclusions of the research.

Descriptive Research-

Descriptive research is the in-depth study of the topic being researched. It is studied by taking "Review of Literature" as a base to see what has already been studied and what conclusions have already been derived from them. The method is usually used to study the characteristics of the topic being researched. Descriptive method is most commonly seen in research related to social science, finance etc.

Our research is also based on Descriptive Method. It helps us to know the qualitative and quantitative aspect of the study. It studies the characteristics of absenteeism and how it can be cured. It is used because this topic is being studied only to understand the concept and the problem it faces. However, my research also studies Review of Literature which acts as a base for Descriptive Study.

2.4: Sample Size:-

Sample size determination is the process of choosing the number of respondents/observation included in a statistical sample. It is an important feature of research study because on the basis of sample size data is collected and interpreted to give accurate and appropriate results.

The correct and appropriate sample size is said to give more accurate results. For example, in a census, data is collected from entire population. Therefore the sample size is equal to population of the country. Keeping in mind the sample size the data was taken among the Age group of 15-25, 25-40 and 40 & above. It was Random sampling method that was considered to decide the sample size.

2.5: Sample Design

The sample design used to represent the survey data in the form of Pie-charts and Bar-charts based on 15 respondents of the survey. Probability Sampling was used to collect responses

2.6: Research gap

When it is said that “We attempt to bridge the gap between two issues” it means efforts are to be taken to solve the problem of unemployment. Similarly research gap means knowing the problem and trying to solve it by giving a conclusion which has not been previously found.

2.7: Data Collection Method

Data for the study was collected from the primary as well as the secondary sources.

➤ Primary Source of Data Collection –

Primary source of data collection consisted of survey method. The Survey method was collected through a Structured Questionnaire. The questionnaire was prepared keeping in mind the objectives of the study and factors that were to be considered for the study. Questionnaire was prepared in such a manner that it could be easily understood by the respondents, the questionnaire being structured was in single format to save time of the respondents.

The questions were close ended, so that the respondents could easily select one given alternative while answering the questionnaire. The questionnaire mainly consisted of Age of the Respondents and what is Unemployment according to the Respondents. Then the Respondents were asked what are the causes and factors affecting the unemployment. Further in the questionnaire the respondents were questioned as per

budget 2020-2021 what is the Unemployment rate according to a particular respondents.

➤ **Secondary Source of Data Collection –**

The secondary source of data collection is assessed to gain information and knowledge about our research problem that may be previously discussed by some other researcher.

The secondary is referred to know what has already been discussed and what more scope can be there for research.

The secondary data is taken from selective websites and from e-newspapers. The secondary data was useful for the study of Review of Literature, we could get to know about the views of different researchers which gave us an idea about the factors being previously discussed and also the conclusions drawn from them. It gave us an idea what all things can we could be studied to solve the research problem.

2.8: Limitations of the study

Limitations of a research project arise when there are uncontrollable variables which are harder to be brought in control. This reduces the accuracy and credibility of results. However, for this study only 30 responses were taken into consideration from the undergraduate students of Mumbai university, proprietor, self-employed. The period of research was very short and hence more the researcher was unable to gather more responses. The research sample size was limited. The scope of discussion was limited as a very in depth study was needed in every field of science. This helps in finding an accurate solution.

1. The study is restricted to the selected sample of city. Therefore the results of the study cannot be generalised.
2. The statistical tools used to analyse the data have their own limitations.
3. All the limitations are applicable in primary data to this study

CHAPTER – 3

REVIEW OF LITERATURE

➤ Meaning of Review of literature:-

Review of Literature provides an overview and a critical evaluation of a body of literature relating to a research topic or a research problem. It analyzes a body of literature in order to classify it by themes or categories rather than simply discussing individual works one after another. It presents the research and ideas of the field rather than each individual work or author by itself. A literature review often forms part of a larger research project such as within a thesis (or major research paper) or it may be an independent written work such as a synthesis paper.

➤ **Purpose of a literature review:-**

A literature review situates your topic in relation to previous research and illuminates a spot for your research. It accomplishes several goals which are as follows:-

1. Review of literature provides background for your topic using research.
2. It show you are familiar with previous relevant research.
3. It evaluates the depth and breadth of the research in regards to your topic.
4. It determines remaining questions or aspects of your topic in need of research.

➤ **Relationship between a Literature Review and a Research Project:-**

Academic research at the graduate level is always part of a dialogue among researchers. As a graduate student, you must therefore indicate that you know where your topic is positioned within your field of study. Therefore, a literature review is a key part of most research projects at the graduate level. There is often a reciprocal relationship between a literature review and the research project for which it is written:

1. A research project is often undertaken in response to a literature review. Doing the literature review for a topic often reveals areas requiring further research. In this way, writing the literature review helps to formulate the research question.
2. A literature review helps to establish the validity of a research project by revealing gaps in the existing literature on a topic that offer opportunities for new research.

The review of an existing literature related to a research problem is the most important part of the academic research. It not only gives an insight into the nature and dimensions of the problem but also gives the information about the relationship among the various parameters and their degree of association. As we know that the studies in socio economic topics vary with the variation in circumstances, the literature review gives us the variation in results as the area or region and the economic changes taking place there regularly.

The present research problem is basically ‘A study on Pradhan Mantri Kaushal Vikas Yojana’

1. Shrivastav & Jatav (2017)

He revealed how the different types of programs launched by Government of India can generate job opportunities in India with new Industrial skill requirement. The study concludes the overall status of Skill capacity available, requirement, gap and initiatives engaged by Government of India for Skill Development. There is an immediate need for therapy for the current skill development strategy in India.

2. Kanchan & Varshney (2015)

He indicated in their research paper about impact of strategies and initiatives of skill development in India. Secondary data sources based study found that 80percent of rural and urban Indian workforce has low marketable skills. Study reveal filling this gap with various skill development initiatives results skilled manpower to face global hub. Kedar (2015), Productivity of Indian labor is lower as compare to the Asian economies and need upskilling of the labor to ensure the economic growth.

3. Chenoy (2012),

Improving workers ' efficiency is a key task for many businesses and entities in India with economic opening and increasing exports. Furthermore, as the Indian economy expands, this growth will require a big amount of qualified people. According to Chenoy, “Vocational courses enrollment in India is around 5.5 million per year, while 90 million in China and 11.3 million in the US”. Only 2 percent are Indian employees officially qualified. For this, joint initiative by government and their partner agencies is develop skill development.

4. Katole (2015)

He identified two main ways for developing skills that is through education & training and developmental experiences which is significant for the economic development of the country. Skill is the capability to do something good to arise from talent and training. Also Author state the skill development model and training methods for micro-entrepreneurs in India, Model fall into three categories that is general management, entrepreneurial and knowledge related skill. Unemployment problem is the major challenge to India,youth enter in jobmarket every year after completing their education but remail jobless due to lack of opportunities. Promoting self-employment entrepreneurial among the unemployed youth is good solution. With this constraint, the model was developed to provide training to unemployed youth to engage in wages employment to earn livelihood.

5. Divyaranjani & Rajasekar (2017)

Their study evaluates the effectiveness of training in overall development of workforce and to identify the results of training programme provided. Primary data of 456 workers of automobile industry, Chennai were used for the study, findings point out the importance of training and development efforts as training improves skills, capability, ability and finally worker performance and productivity.

6. Singh & Mohanty(2012)

He clarified that training is a significant instrument in order to improve individual efficiency and eventually will boost the value of organizations but organizations should strike equilibrium between education and instruction. The final findings showed that the impact of training in various industries is varying.

7. Mbeki (2014)

The research explored the factors and impacts of qualified craftsmen's surplus on contractor productivity. The study has been affected by countless worldwide and local studies demonstrating a lack of understanding of the impact of lack of skilled craftsmen on construction effectiveness and their impact on project time. In India and elsewhere in the globe, there are a number of similarities between results. The heterogeneity in effects based on respondents features, the advantage of training for females higher than males, and the beneficial impact of portion of industry-led practice are prevalent results in many programs around the world.

8. Aggarwal S. (2016)

He has written paper which attempts to illustrate the importance on “Central Pillar of Employability: Skill Development”. This research paper is an effort to understand the present skill capacity and the challenges faced by skill development system in India along with their solutions. To assessed the level of skill capacity of the Indian workforce with the help of education and vocational training. The present study also found that both the government and its partner agencies have launched various measures/initiatives for the effective implementation of the skill development system in the economy. And still it faces a number of undetermined issues/challenges that need immediate attention of the policy makers. And it also find that these programme are unable to create avenues for casual workers and are not of the scale needed.

9. Okada A. (2012)

He has provided on the topic “Skills Development for Youth in India: Challenges and Opportunities”. The paper has identified that recent initiative to facilitate young people’s transition to the world of work. India facing very complicated and tremendous challenges in bringing up the skills development for youths, for several reasons. This paper has explained an existing skills gap in India between what industries demand based on recent rapid economic growth and the skills that young people acquire through vocational training. It also suggested that India must raise its investment in education and training for youth, which help to promote industrial development and achieve sustainable growth.

10. Punjani

She researched on the topic “A study on the requirement of skills development for the success of make in India project”. The objective of the study was to analysis the requirement and existing level of skill development in India. The data is collected from secondary sources and used descriptive research design for this research. The study concluded that the existing skill development policy in India needs an urgent treatment. The main findings of the papers are that only 10% of the Indian workforce has formal training in the form of higher education, technical education or vocational Training. India has 4.3 million an annual training capacity, which is less than 20% of the industry requirement of 22 million skilled workers

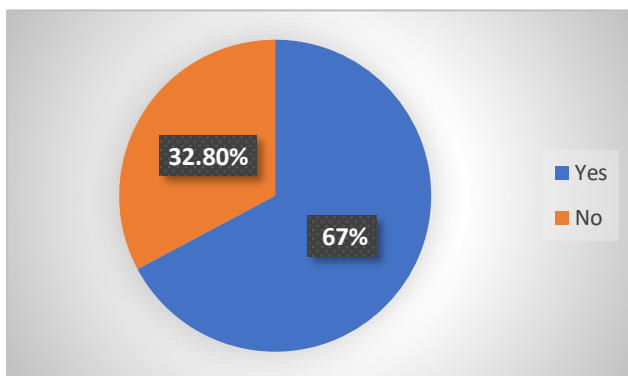
CHAPTER – 4

DATA ANALYSIS AND INTERPRETATION

Data Analysis:-

The data was analysed among the young generation mostly who were about the schemes. A majority of Indian youth, especially in unorganized sector do not possess marketable skills which prove to be an impediment for them in securing better employment and improving their economic condition. A large number of school dropouts do not have access to skill development opportunities for improving their employability as a formal training system requires educational qualification up to the level of high school. It also has to be noted that vocational training programmes offered in India are mismatched with the high number of unskilled labour resulting in shortage of skilled workers at the national level. PMKVY is a commendable initiative targeted towards increasing the productivity of the existing workforce and aligning the manpower with business sector of the country. As evident from the features and implementation methods of the scheme, it is witnessed that it would combine the statistical and come of age technologies to provide the best facilities for the targeted population. It would provide an easy and efficient way to the dropouts who are deprived of financial as well as economical benefits to make them eligible for wage employment. Apart from academic focus, the scheme also aims at an overall development of the participants by providing them personality development and behavioural training.

Q.1. Have you heard about the schemes for skill development by government?



Findings:-

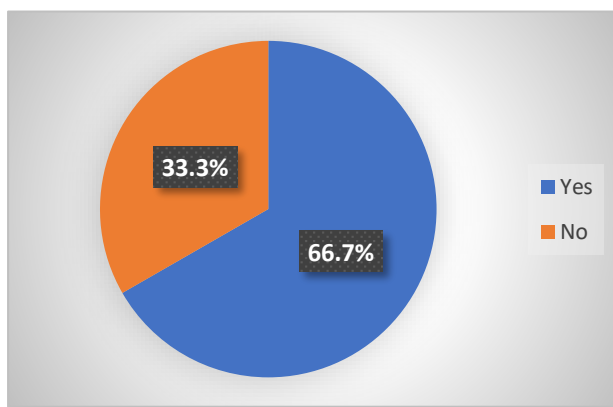
Yes:-67%

No:-33%

Analysis:-

From the above diagram it's clear that 67% knows about the PMKVY scheme which government launched and 33% don't know about it they should be made aware of it.

Q.2 Do you know about Pradhan Mantri Kaushal Vikas Yojana?



Findings:-

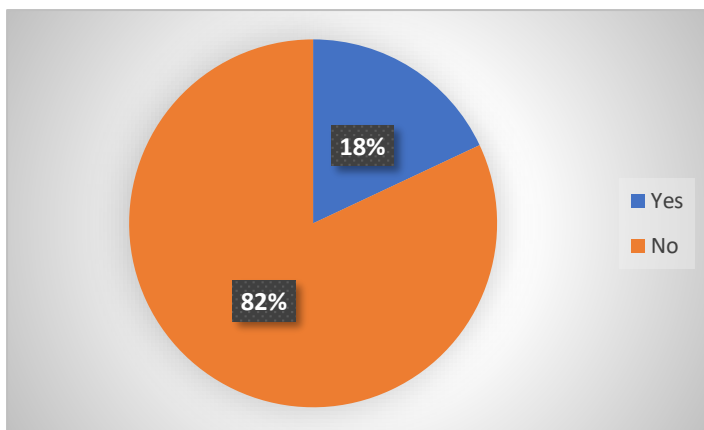
Yes:-66.7%

No:-33.3%

Analysis:-

From the above diagram only 66.7% actually know what is Pradhan Mantri Kaushal Vikas Yojana. The implementation of Pradhan Mantri Kaushal Vikas Yojana rests largely on the country's National Skill Development Corporation. Individuals eligible to avail the benefits of this scheme are offered different training programmes, affiliated to both state and central governments.

Q.3. Do you know there are different types of courses available for skill development in Pradhan Mantri Kaushal Vikas Yojana?



Findings:-

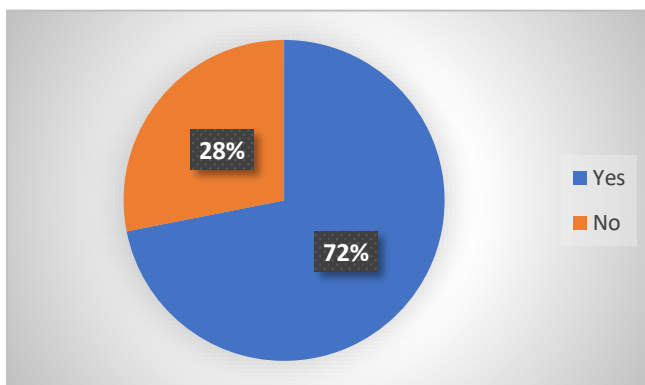
Yes:-82%

No:-18%

Analysis:-

From the above diagram it's visible that 82% know that there different courses available for skill development in India. Everyone should be aware of that schemes because it is helpful to them only for further and future use. Skills is the main thing you learn every day and every time when ever u are free.

Q.4. According to you Pradhan Mantri Kaushal Vikas Yojana scheme is helpful to get job?



Findings:-

Yes:-72%

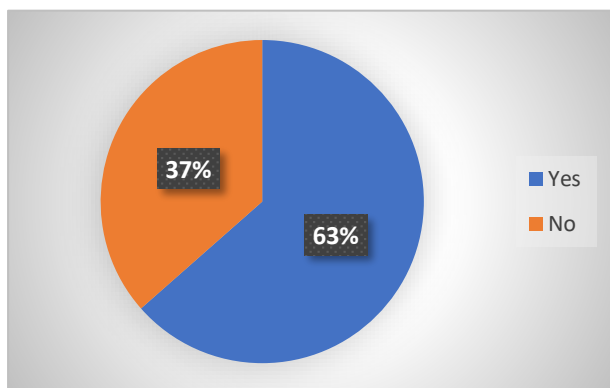
No:-28%

Analysis:-

From the above diagram 72% voted that it is helpful to get and 28% reject that it is not helpful scheme. 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 youth 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).

Q.5. Do you think this type of schemes is helpful for skill development course for unskilled labour?



Findings:-

Yes:-63%

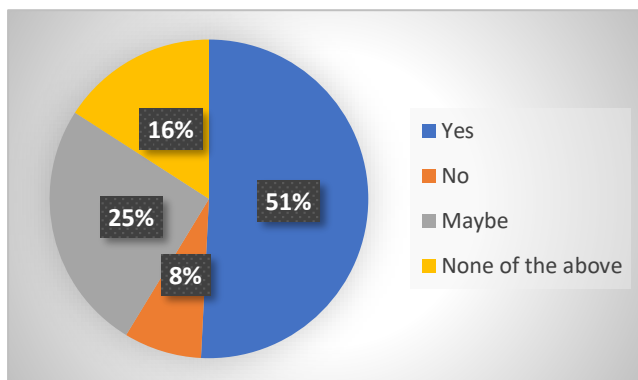
No:-37%

Analysis:-

From the above diagram 63% people know that it's a helpful scheme for unskilled, uneducated people, who are in search of job. 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 centres). To address knowledge gaps, PIAs may offer Bridge Courses to RPL candidates.

Q.6. Do you think Pradhan Mantri Kaushal Vikas Yojana helped for growth in the economy?



Findings:-

Yes:-51%

No:-16%

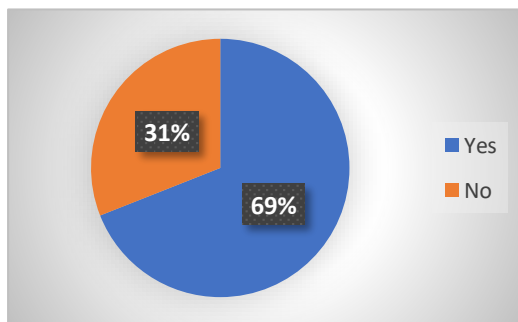
Maybe:-25%

None of the above:-8%

Analysis:-

From the above diagram 51% voted Yes, 16% voted No, 25% voted For Maybe thinks that there is a growth in the economy because of this schemes. Which will further help the young generation to excel in their success and it's huge increase in the economy rate. As per data reported on the skill development management system 30.21 lakh candidates have been certified under the short-term training course. Out of these certified candidates, 15.4 lakh candidates have been reported to be placed in various sectors across the country, the minister said. Rest 38.82 lakh have been certified under the recognition of prior learning (RPL) course of the government.

Q.7. Do you think government should make this types of schemes for public?



Findings:-

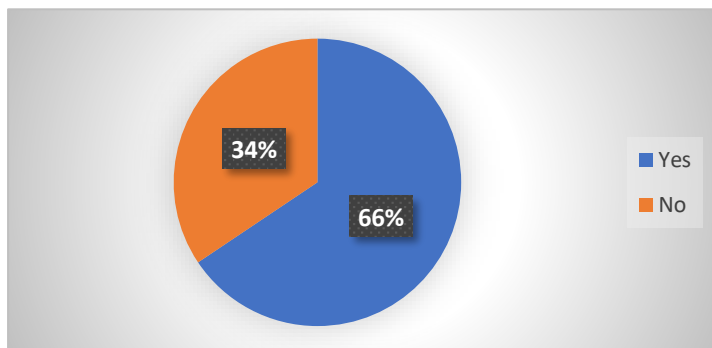
Yes:-69%

No:-31%

Analysis:-

From the above diagram 69% voted in favour of government and 31% voted against the government. If the government is involved in this schemes there will no point of misguide about the schmes whom are not known.

Q.8. Did any course of skill development of government?



Findings:-

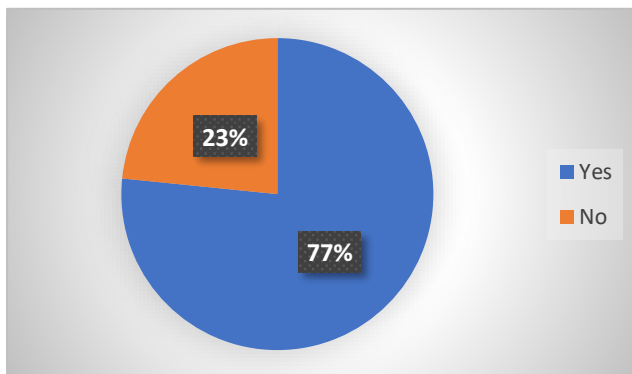
Yes:-66%

No:-34%

Analysis:-

While I was doing the project that time I got to know about different courses under this schemes. After my graduation I am planning to do any one of course which helpful and worth it for me.

Q.9. Do you think government should take more efforts for the awareness about the scheme of Pradhan Mantri Kaushal Vikas Yoajana?



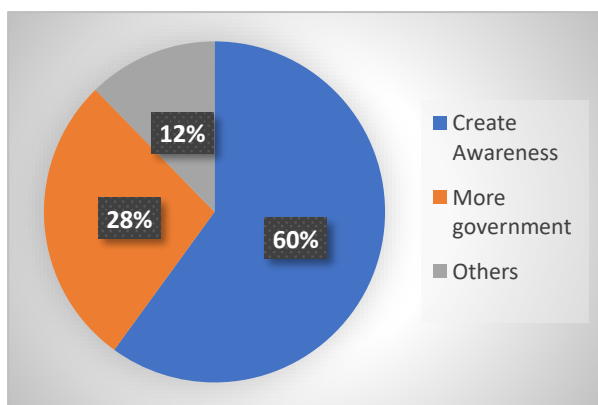
Findings:-

Yes:-77%

No:-23%

Analysis:-

Q.10.What is someone does not know about the Pradhan Mantri Kaushal Vikas Yojana?



Findings:-

Create awareness:-60%

More government:-28%

Others:-12%

Analysis:-

CHAPTER – 5

FINDINGS

□ National Policy for Skill Development and Entrepreneurship has approximated that the average age of the population in India in 2020 will be 29 years. In next 20 years, the labor force in India will increase by 32% which makes a need to offer its workforce with required skills to facilitate them to contribute for the economic development of our country.

□ This scheme is not popularized among the public at the ordinary level, but instead the government concentrated more on partners associations and fixing targets to accomplish number of trainees, there was no awareness amongst the needy people living in remote villages, tribal areas and interior. There were many partners with PMKVY proposal which is considered as one of the aspect to for the failure of this program. These training partners were not working as per the expectations of the government were not fulfilled.

□ This initiative was fully depending on the training partners for offering employment opportunities to the trained youth. But the proficiency and commitment of training partners in giving employability was unsuccessful. But few training centres were meticulous in offering jobs after doing market research, understand the job market, search for employment opportunities through placement network. Few training centres yielded good results.

□ As there were many training centres there was lack of transparency and NSDC found difficult to monitor these centres

□ Another reason for the failure of this proposal is due to the franchise model of working of training centres. Since the profit sharing was very low for the franchise centres, the quality of their service was not good. They did not execute this program properly

□ Our government has taken a multitude of policies to channelize the efforts and provide thrust to the Skill Development ecosystem. Ministry of Skill Development and Entrepreneurship (MSDE) was created in November 2014 to force the 'Skill India' agenda.

□ Trainings were conducted by NSDC associated training partners in the private sector. 24.93 lakh people were trained through NSDC and placed 12 lakh trainers in 2014-15. NSDC have trained 155000 women in India, 54459 were employed in 2014.

Chapter VI

Conclusion

This paper has analysed the activities of Indian government for making open doors for Indian youth to build up their aptitudes, and the requirements that test them. India adds 13 million individuals to the workforce consistently, under 2% of the workforce gets any formal preparing. The Indian workforce is the least on the planet and a vast lump of existing preparing framework is unessential to industry needs. Today, India faces huge difficulties to build up the abilities of Indian youth. Indian youngsters fall into two primary gatherings. A little part from monetarily well-off working classes get great instruction and preparing and generously compensated occupations in the composed segment. Meanwhile, the lion's share of youth from monetarily and socially burdened gatherings get exceptionally constrained instruction and little access to professional preparing. Without any collaborations and significant duplication of work. The nearby interest of ventures is required to help business, in light of the fact that for any aptitude advancement push to succeed, markets and industry need to assume a substantial part in deciding courses, educational modules and pertinence. To help understand the 'ability India' dream the administration needs to go about as a controller and not an implementer. Any country will shift up the ranking of prosperity only if it produces the goods and offer services required by its people and also export a considerable part of those goods and services. Prime Minister Narendra Modi stated that his government's goal was to give the highest priority to 'Make in India' and invited manufacturing companies in other countries to "Come and make in India". The manufacturing concerns of the world have reached higher in their ladder by being economical in their costs of manufacturing so that they will be in a position to compete with their competitors. For instance if we look at automobile industry they first manufactured in the United States, later they offered

competitive advantages and the industry shifted to Germany and Japan. Now they have shifted car manufacturing to South Korea and to India. After globalization manufacturing a product and capturing a significant market share is not an easy task. There are many industries making the same product. When the manufacturer plan to have worldwide market they must make it better or cheaper and more attractive to reach more consumers. At this point we face the difficulty of 'factor costs' that includes men, material, electricity, technology, cost of capital, and many other factor costs. Unless these costs are favourable, no one will embark upon manufacturing.

CHAPTER 6

SUGGESTIONS

Suggestions from our study are as follows:

- There is a need for skilling and re-skilling the persons entering the labor force to harness the demographic dividend. However, the enrolment in higher technical education has been growing, the number of skilled persons continued to be inadequate. This challenge needs to be addressed at the India level as well as the State level
- There is a need to develop training facilities in and around rural areas to facilitate rural youth to undergo appropriate skill training to access good jobs or set up their own enterprises
- There is a need to raise the issues that are related to outdated curriculum, inadequate trainers, lack of training infrastructure, under-utilization of seating capacity, Employability of trained graduates
- It is necessary to ensure availability of funds for creating jobs in the Skill Missions. Apart from that availability of faster, easier and cheaper credit for skill development by financial institutions needs to be ensured
- Skill development efforts have not as yet focused on improvement of skills among the youth in situations of natural calamities like earthquakes, floods which are regular occurrence in different parts of the country. There is an urgent need to develop the skill manpower that can be effectively used by the State and Central relief agencies
- Vocational training should be accorded top priority. It should be treated as an industry and efforts made of attract private investments into this sector
- There is a need to take measures to promote investment to create employment opportunities as the Youth faces a problem of retention in employment outside their region/State.

The Government of India has taken initiatives to enhance the skills of the people to compete in the work force. Though steps have been taken, not all are ready to come forward in the improvement of skills, as many are unaware of the measures taken by the Government.

The purpose of these trainings will be sufficed if only people know about all the trainings imparted by the Government. The Researcher has contributed few suggestions with regard to the training programmes which can be utilised to the fullest and to bring about a change in

the near future, with in the competitive world at large. Not only in population but also in work force, India holds its rank. This workforce can outwit the world, if their ability is tapped and brought out with additional skills. Respondents in the middle age and senior citizens do not take much effort in joining the training programmes, as they feel that it is unnecessary, after the age of 35. If this mentality changes, then more number of candidates will opt to undergo training. Initiatives can be taken to provide subsidies by the government after the training without cumbersome procedures for the middle aged and senior citizens.

Indian scenario is such that women do not take risk in coming forward as men do. Hence more number of men undergo training while women are contented to be at home. The positive factors of being self-employed and the negative factors of working for low wages can be explained to women. Special focus on women oriented entrepreneur skills can be imparted. This will enable them to take interest in training programmes.

School drop outs normally land in workshops and live as labourers all their life. Degree holders are satisfied with their degree and do not take efforts to undergo training. Whereas technically educated have more technical skills and hence take interest in training programmes. From the findings it is clear that many respondents have come to know about

PMKVY only from organisers/agent. If periodical advertisement in television channel and radios are broadcasted, many people will be able to know more details about the training imparted by government. As smart phones are used by all sections of the people, updates regarding PMKVY /Skill India campaign can be sent to everyone through social media(Internet).This will bring awareness about the programmes and many will be benefited by it. Large Hoardings in the important and crowded places will also help in enhancing awareness of PMKVY's training programmes.

Many skills are imparted and candidates interested in their respective fields can know the minute details of the profession and shine, those who exhibit their outstanding talents can be given privileged in securing a business. The public should be made aware that in addition to the technical skills, soft skills such as endurance, critical thinking, mobilization of funds, ability to negotiate and bargain, analysing risk factors decision making skills, planning and organising new ventures, analysing business environment, understanding Human Resource feasibility, production feasibility, marketing feasibility are imparted and their knowledge with regard to the relevant field to be chosen is enhanced during a short span of time. If the training programme has a planned and up to date schedule and the trainer is well versed in subject knowledge then more number of trainees are sure to attend the training programmes conducted by PMKVY. Rather than outdated methods, modern innovative methods must be taught to the trainees so that it will enable the trainees to compete in their techno world. In

case of a big district like Tirunelveli many centres have to be set up, so that 100 percent of unemployment youth gets training. Moreover opportunities can be listed out through employment office in the particular district and a Job fair may be arranged for qualified trainees. A Loan Mela can also be organised by banks especially for PMKVY trainees, which will also produce fruitful results.

CHAPTER 7

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