



Role of Pradhan Mantri Kaushal Vikas Yojana for employment generation in Madhya Pradesh

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ABSTRACT

This paper is based on economic analysis of skill development program in employment generation among youth of Madhya Pradesh. The Skill India Mission target the youth to increase their productivity by creating mass employment. The objectives of paper are analysing the employability of the state youth after the completion of skill development program through Pradhan Mantri Kaushal Vikas Yojana (PMKVY). The main objective to analysis of relationship between skill up gradation and employment generation in Madhya Pradesh. The study reveals fact and figures about ground reality of implementation of a PMKVY. Most of the skill development centres are under utility due to lack of institutional infrastructure (Okada, 2012), inadequate proper funding(Tara & Sanath Kumar, 2016). The most of students are uninterested by low level of salary(Cabral & Dhar, 2019), incentive and perks. The research work is mainly based on the secondary data. Which is obtained from Skill India Report 2013 (Madhya Pradesh), Annual report of Ministry of skill development and entrepreneurship, various research papers and core data is centrally extracted from India stat database. This paper analyses the key factor about the employment trough PMKVY at 1.0, 2.0 and 3.0 programme. The analysis of data based on total trained and total placed(Sekhar, 2020) under the various types like PRL, STT etc. In this research work mainly focused on trend

analysis which shows the PMKVY trend of Madhya Pradesh is constantly diminishing after 1.0, 2.0 and 3.0 programme respectively. Decreasing trend of PMKVY of Madhya Pradesh is crucially effects on the employment generation and job security of the trainees. The most of the trainees are not joining the placement after the completing course due to low salary level and proper counselling. So, there is need of coherent implementation of the PMKVY with better counselling and proper placements services provided by sector skill councils (SSC)

INTRODUCTION

India is one of the most populous countries in the world. It holds the second rank in World Population. The distribution of India's population is more than 50 % of the population below the age of 25 and more than 65 % below the age of 35(Shankar Kedar, 2020). India's average population will be 29 years compared to China 37 and Japan 48 in 2020, which proves the world's youngest country. Comparing the demographic dividend(Cabral & Dhar, 2019) of India and China or participation of the young age group peoples is more than China. So, much amount of the young age people having both facets positive and negative aspects.

The positive aspect of India's young population(E. Sharma & Sethi, 2015) has mass productivity, which boosts the national Income and GDP of the country but on condition when they are skilled and well trained then they would be ready to participate in a productive workforce(Chenoy et al., 2019). The negative aspect of the mass number of young people is that if they are not trained, and skilled, social-vices are rising. Such types of problems are arising due to the old educational structure.

Our country facing the skill matching problem in a present scenario such type of situation arises by following causes:

- The obsolete structure of the educational courses Indian education system is not job-oriented; most educational courses are knowledge-oriented, not skill-oriented(Gupta & Sugandha, 2018).
- Lack of useful career guidance and career counselling youngsters didn't find an area where their wish and skill can fully match.

- Students facing the lack of placement jobs because they did not attend carriers demanding education and applied education.
- Most of the students doing the Undergraduate (UG) and Post Graduate (PG) programme for the sake of a degree(Shrotriya et al., 2018).

(Chenoy et al., 2019)After analysing the above problem, it concludes that the main reason for jobless young people is the gap between demand and supply of labour force. This problem is known as a skill matching problem(Malik & Venkatraman, 2017) in the economy. Such a problem occurs in the countries shifting from underdeveloped to developing nations. The government of India analyses the skill matching problem and introduces some plans and policies to eradicate the skill matching problem identified as the Skill India mission(Sekhar, 2020). Skill India's mission conceptualizes the skill and training (Ghosh et al., 2022)development from moving towards knowledge oriented to job oriented with a technical knowledge-based educational system.

The skill India mission is divided into the central parts, which are the following:

- National Policy for Skill Development and Entrepreneurship, 2015
- Pradhan Mantri Kaushal Vikas Yojana (PMKVY)
- Rural India Skill
- Skill Loan Scheme

India's capacity at present is around 3.1 million per year and the annual capacity is 15 million annually. Our country's target of create 500 million skilled workers by 2020(Chenoy et al., 2019). So, there is a requirement of increasing the degree of the skill development program.

Skill development leads the supply of trained worker who is adjustable dynamically to the changing demand for employment and new technology(Maclean et al., 2013). Skill India will fulfil the requirement of the knowledge economy. Skill India Eradicate discrimination between public-private (L. Sharma & Nagendra, 2016)and public delivery places importance on outcome completion among training providers and their accountability. The main initiative for job creation, economic expansion, and social progress is skill development. An essential component of the overall employment and social programme will be skill development policies.

Madhya Pradesh (MP) is the central state of India ranks 6th most populous state of India. The state population is 77.8 million as per Census projection 2016, which is 6% of India's population. Most of the

state population near about 72% (Shankar Kedar, 2020) of living in rural areas the age group of working population 15 to 59 is 48.2 per cent and 62 per cent shares in a total population of the state, which proves MP is one of youngest state.

OBJECTIVE OF THE STUDY

- To study the role of skill development programmes in income and employment generation to the beneficiaries of Madhya Pradesh
- To analyse the performance of skill development programme through PMKVY in Madhya Pradesh

RESEARCH METHODOLOGY

The research work based on secondary data which are extracted and reshape of the research purposes. The source of data belongs to the database India stat considering India and Madhya Pradesh. The study focuses on the analysis of PMKVY Scheme in the period of 1.0, and 2.0. Only percentage method is applied to analysing the trend of trained to placed candidates of Madhya Pradesh and India. The motive of analysing is based on intercomparison of both region in the term of trained and placed trainees of PMKVY Scheme in 1.0, and 2.0. District-wise skill gap study for the State of Madhya Pradesh and skill ecosystem is concerned for further detailed study. The research design based on Quantitative research is following an analytical research design are used.

FINDINGS OF THE STUDY

The following analysis is based on the five-year trained and placed trainees under the Pradhan Mantri Kaushal Vikas Yojana. This scheme is very handsome achievement to generate employment among the rural youth of India. there must be 75% placement is necessary under the scheme. So, lot of supervision and better implementation scheme achieves its goals with providing different skills under the different trade registered in PMKVY course structure. Apart of all these compliances the PMKVY trained and placed candidates are varies in different in several years.

PMKVY 1.0

In order to encourage and promote skill development across the country, the **Pradhan Mantri Kaushal Vikas Yojana (PMKVY)** was launched in 2015. It provides young people with free, quick skill training and financially rewards them for earning skill certification. The overall goal is to increase young

people's employability (Vyas, 2018) and industry. In 2015–16, 19.85 lakh people received training as part of the program's trial phase.

Short-Term Training (STT) - Candidates who have dropped out of school or college or who are unemployed are the target audience for the Short-Term Training offered at PMKVY Training Centres (TCs). Depending on the job role, the training's duration varies, although most programmes range between 200 and 600 hours (2 and a half and six months). Modules in soft skills, entrepreneurship, financial literacy, & digital literacy are among the training options available in accordance with the National Skills Qualification Framework (NSQF).

Recognition of Prior Learning (RPL) - The Recognition of Prior Learning (RPL) aspect of the Scheme, individuals having prior learning skills or experience are evaluated and certified. RPL seeks to harmonise the NSQF with the capabilities of the nation's unregulated workforce. The training/orientation lasts anywhere from 12 to 80 hours.

Table 1.1: Total Number of Candidates Trained/Placed under Short Term Training (STT) and Certified under Recognition of Prior Learning (RPL) Component of Pradhan Mantri Kaushal Vikas Yojana (PMKVY 1.0) in Madhya Pradesh (2015-2016).

Region	Total Trained	Total Placed	Certified under RPL
Madhya Pradesh	159535	21636	6549
India	1804110	251895	119026

(Source: <https://www.indiastat.com/table/madhya-pradesh-state/pradhan-mantri-kaushal-vikas-yojana-pmkvy/number-candidate-trained-placed-under-pradhan-mant>)

The above table 1.1 is showing the number of students who attended the skill development courses and completed proper training under the guidance of skill development centre in mentioned areas. After the completion of training the number of placed students is mention in the next column and third column is related to those students who are certified under Recognition of Prior Learning (RPL). The following table are derived from above table in the form of calculating the percentage of Placement rate of M.P. and India.

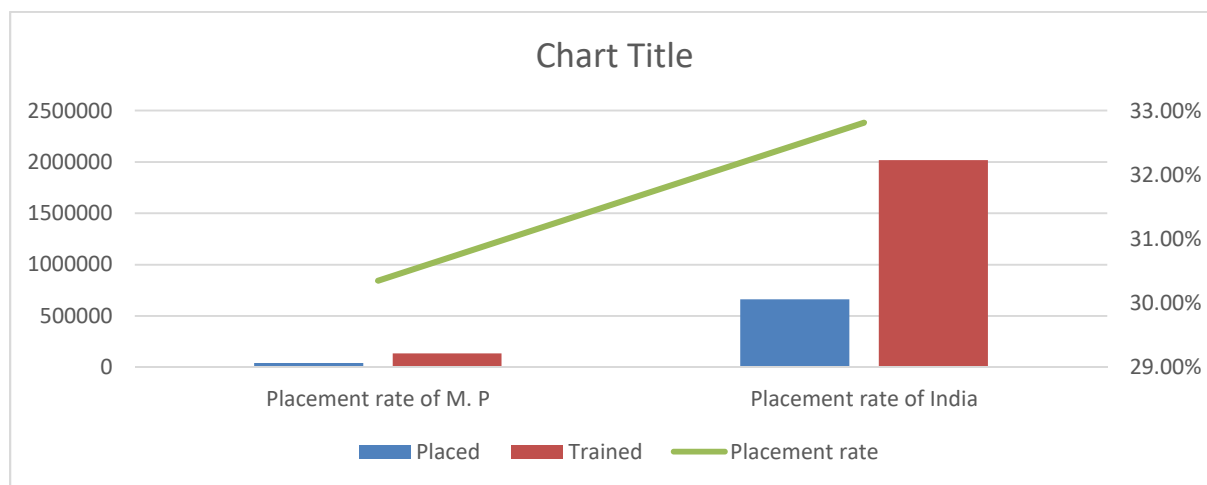
Table 1.2: The total trained and total placed candidate of M.P. and India (2015-16)

Region	Total Placed	Total Trained	Placement rate
Placement rate of M.P.	21636	159535	13.52%
Placement rate of India	251895	1804110	13.96%

Source: <https://www.indiastat.com/table/madhya-pradesh-state/pradhan-mantri-kaushal-vikas-yojana-pmkvy/number-candidate-trained-placed-under-pradhan-mant>

Above table 1.2 is derived in the manner to analysis the discrepancy between the total trained and total placed candidate to show the level of employment in mentioned areas after that calculate the percentage of Placement rate of M.P. and India respectively. The Placement rate Percentage of M.P.is comparatively good which is 13.52% standing near about India that is 13.96% in PMKVY0.1.

Figure 1: Pradhan Mantri Kaushal Vikas Yojana (PMKVY 1.0) in Madhya Pradesh



Above figure 1 is all about the proportion of total trained to place between the time period of 2015-2016 to 2017-2018.in this figure the total trained is very high because it is summation of state and national level of total student getting trained.

PMKVY 2.0

Following the successful implementation of the pilot PMKVY (2015–16), PMKVY (2.0) 2016–20 was introduced with better sectoral and geographic scalability and integration. The Scheme is based on Common Cost Norms and has an overall budgetary investment of Rs. 12000 crores. The PMKVY 2.0 is implemented after completion of PMKVY 1.0, the success or failure and long run perspective are mesmerising after 2015 and dawn of 2016 is named as PMKVY 2.0. The courses under PMKVY 2.0 are

consisting of RPL (Recognising prior learning), SST (Short term training) and some special types of projects.

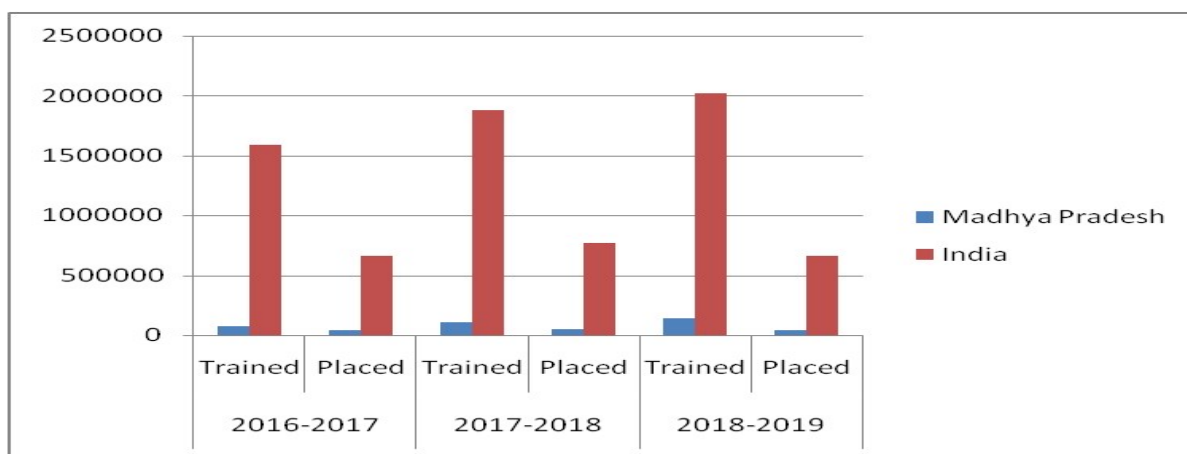
Table 1.3: Number of candidates trained and placed under PMKVY 2.0 in Madhya Pradesh

Number of candidates Trained and Placed under Pradhan Mantri Kaushal Vikas Yojana (PMKVY 2.0) in Madhya Pradesh						
State	2016-17		2017-18		2018-19	
	Trained	Placed	Trained	Placed	Trained	Placed
Madhya Pradesh	75703	40972	111649	46858	136799	41524
India	1591518	664958	1882053	772085	2018069	662315

Source: <https://www.indiastat.com/table/madhya-pradesh-state/pradhan-mantri-kaushal-vikas-yojana-pmkvy/number-candidate-trained-placed-under-pradhan-mant>

The above table 1.3 is showing the numbers of students are trained and placed between the 2016 - 2019. the whole data set are divided into the three-time interval as 2016-17, 2017-18 and 2018-19 between the Madhya Pradesh and India.

Figure 2: Number of candidates trained and placed under PMKVY 2.0 in Madhya Pradesh.



The above Figure 2 shows the bar diagram of number of students are trained and placed in M.P. and India between 2016-2019 divided into three-time interval are 2016-17, 2017-18 and 2018-19. In 2016-17 total trained persons of M.P. are very low compared to India but in the placed column it is quite

performing well. But in 2017-18 total trained person of Madhya Pradesh is equally proportional to the placed in India.

Table 1.4: Derived table of Placement rate of M.P and India in 2016-17

Region	Placed	Trained	Placement rate
Placement rate of M. P.	40972	75703	54.12%
Placement rate of India	664958	1591518	41.78%

Source: <https://www.indiastat.com/table/madhya-pradesh-state/pradhan-mantri-kaushal-vikas-yojana-pmkvy/number-candidate-trained-placed-under-pradhan-mant>

The table 1.4 is derived from table 1.3 on the purpose of significantly divided the data according to year wise in the form of Placed and trained proportion among M.P. and India. After that calculated the Placement rate of Madhya Pradesh and India.

In the table 1.4, after the calculating the Placement rate of M.P the facts are revealing the Placement rate of M.P. is quite high compare to India. The M.P. percentage is 54.12 while the Placement rate of India is 41.78. Therefore, the M.P is leading by increment of 12.34 percentage which looks a good achievement of skill development in MP in 2016-17.

Figure 3: Placement rate Percentage of M.P and India in 2016-17

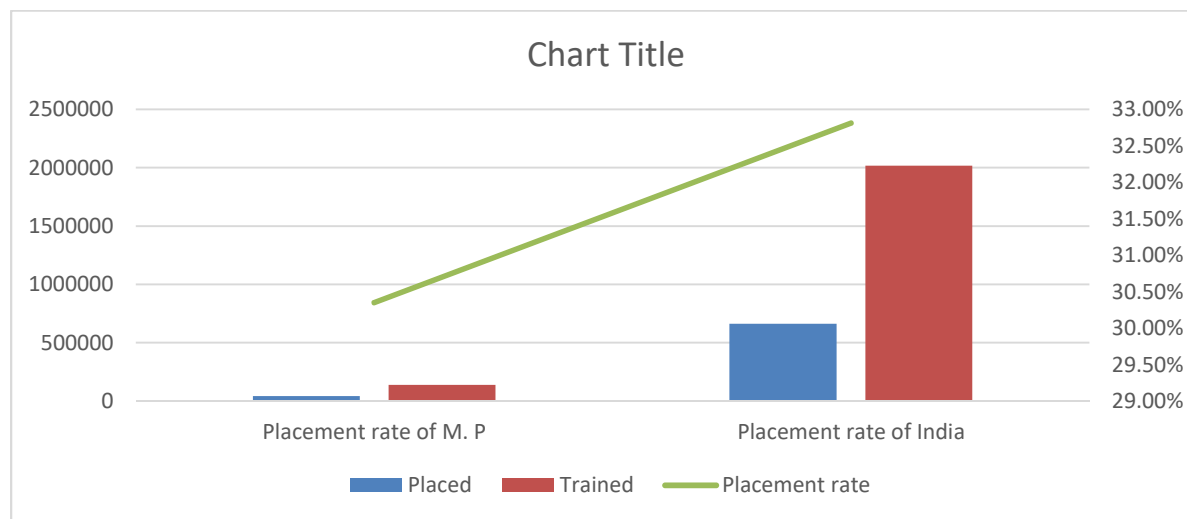


Table 1.5: Derived table of Placement rate of M.P and India in 2017-18.

Region	Placed	Trained	Placement rate
Placement rate of M. P.	46858	111649	41.96%
Placement rate of India	772085	1882053	41.02%

Source: <https://www.indiastat.com/table/madhya-pradesh-state/pradhan-mantri-kaushal-vikas-yojana-pmkvy/number-candidate-trained-placed-under-pradhan-mant>

Table 1.5 shows the very close relationship between the M.P. and India which are 41.96 and 41.02 percentage respectively. The difference between M.P. and India is 0.94 percentage looks like as M.P. Placement rate is average from India.

Figure 4: Placement rate of M.P and India in 2017-18.

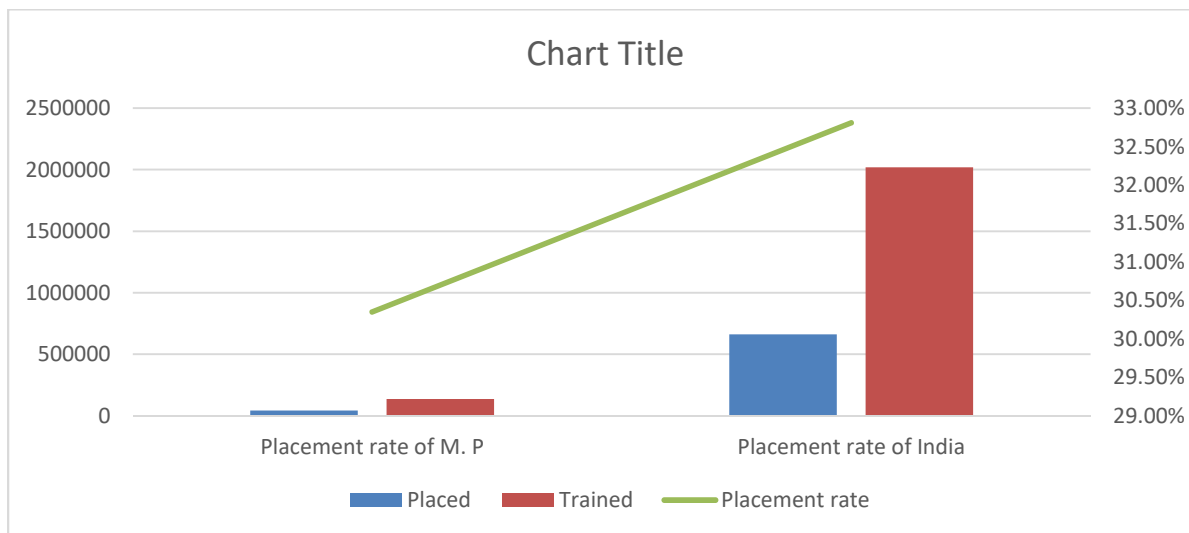


Table 1.6: Derived table of Placement rate of M.P and India in 2018-19.

Region	Placed	Trained	Placement rate
Placement rate of M. P	41524	136799	30.35%
Placement rate of India	662315	2018069	32.81%

Source: <https://www.indiastat.com/table/madhya-pradesh-state/pradhan-mantri-kaushal-vikas-yojana-pmkvy/number-candidate-trained-placed-under-pradhan-mant>

In the year 2018-19 there was poor performance had been seen in Madhya Pradesh which is 2.46 percentage below from the India. The sum of reason reveals from literature review that is lack of effectiveness of skill development program people are very well known about the relevancy of policy. The main problem is related at a time of placement where trainees are not willing to migrate at low level of salary and monetary incentives.

Figure 5: Placement rate of M.P and India in 2018-19

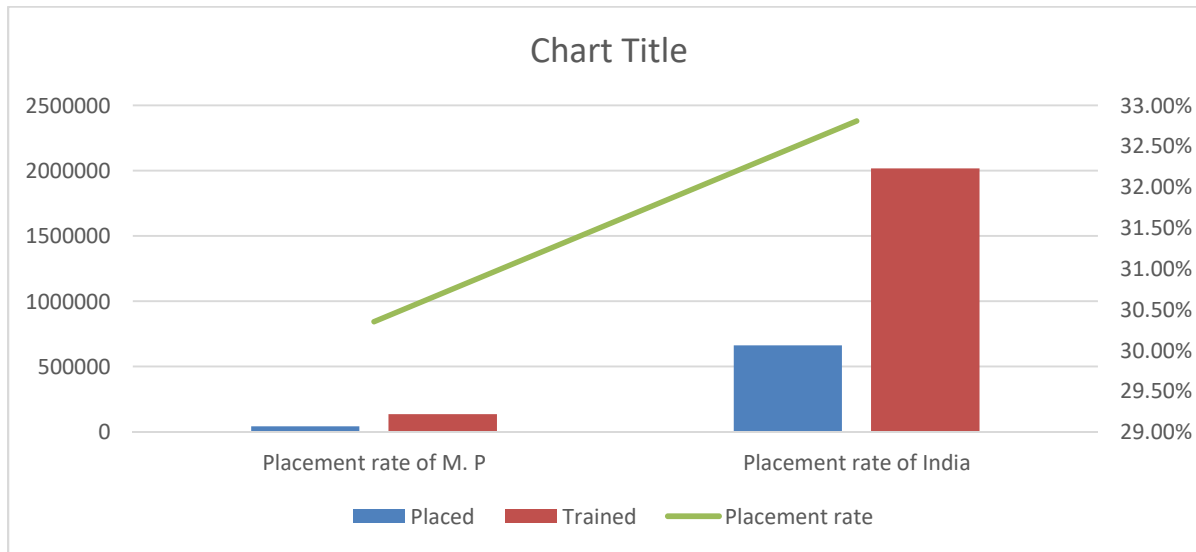


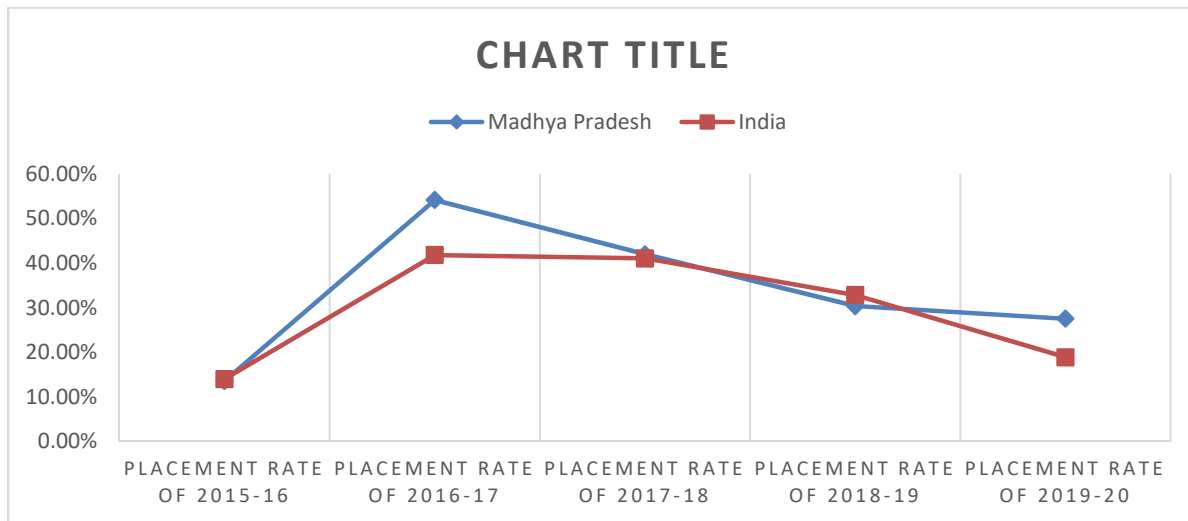
Table 1.7: Placement rate Under Pradhan Mantri Kaushal Vikas Yojana of M.P and India from 2015-16 to 2018-19.

Region	Placement rate of 2015-16	Placement rate of 2016-17	Placement rate of 2017-18	Placement rate of 2018-19	Placement rate of 2019-20
Madhya Pradesh	13.52%	54.12%	41.96%	30.35%	27.49%
India	13.96%	41.78%	41.02%	32.81%	18.84%

Aforementioned table 1.7 is derived by accumulating four years Placement rate of the Madhya Pardesh and India. In Madhya Pardesh from 2015 to 2016 the range of Placement rate is 13.52% to 54.12%, that means 40.60% increasing trend is shown. But after the 2017 to 2018 the Placement rate is range about 30% but after the 2019 there are immense diminishing in Placement rate from 41.96% to 30.35%. It

means the diminishing trend shown after 2016-17 to 2018-19 by approximately 10% annually. The trend scenario of the India shows the upheavals by lowest Placement rate in 2015-16, and 2019-20 by 13.96%, and 18.84% respectively. And highest Placement rate year is 2016-17, and 2017-18 by 41.78% and 41.02% respectively.

Figure 6: Placement rate Under Pradhan Mantri Kaushal Vikas Yojana of M.P and India



The aforementioned Figure 6 shows the time series data from 2015-19 by separating each four year belongs to Placement rate of the Madhya Pradesh and India, In Madhya Pradesh from 2015 to 2016 represent the increasing Placement rate at constant, from 2017 to 2018 the blue line of Placement rate is showing the decreasing trend. Overall, the Madhya Pradesh growth of trained to placed candidates are positively increasing but diminished within the consequent years. The line graph of India is shows the robustly increasing the trend from 2015 to 2016 by increasing rates after the trend falls in 2017, In 2017 to 2018 the line of Placement rate is constantly decreasing. Overall, there are highly fluctuating trend is shown within all four years which represent the instability of Placement rate of India.

CONCLUSION

The findings of the study shed light on the effectiveness of the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) in Madhya Pradesh (MP) for employment generation among the youth. Analysing data from PMKVY 1.0 and 2.0, it becomes evident that while there have been positive strides in training and placement, there are significant challenges to address. Initially, PMKVY 1.0 showcased promising outcomes, with Madhya Pradesh demonstrating commendable performance in terms of placing trained candidates. However, subsequent phases, particularly PMKVY 2.0, witnessed fluctuations and a decline

in the proportion of trained individuals successfully placed in jobs. Factors contributing to this trend include issues like inadequate infrastructure, insufficient funding, and most importantly, the mismatch between the skills acquired and the demands of the job market. The reluctance of trainees to accept low-paying jobs further exacerbates the challenge.

Therefore, while PMKVY has made progress in enhancing the skill set of youth, there's a pressing need for a more cohesive implementation strategy. This should include comprehensive counselling services, better alignment of training programs with industry demands, and improved placement assistance. Additionally, addressing infrastructural and funding gaps is crucial for sustaining the momentum of skill development initiatives. In conclusion, while PMKVY has laid the groundwork for skill development and employment generation in Madhya Pradesh, addressing existing challenges is imperative for ensuring sustained positive outcomes and maximizing the potential of the state's youth.

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