

A DESCRIPTIVE STUDY ON PERFORMANCE OF PMKVY IN UP GRADATION OF SKILLS IN NAGALAND

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Abstract

Prime Minister Narendra Modi launched a Skill India campaign on 15 July, 2015. This campaign goal is to train over forty crore candidates in India in different skills by 2022. Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is a unique initiative that aims to offer meaningful, industry relevant, and skill based training to youth. Under this initiative, the trainees are offered a government certification and monetary reward on successful completion of training, which will help them to earn money or securing their livelihood. The PMKVY is a key measure to impart skill-based training to youth, enabling them to earn and support the anti-poverty efforts of the nation. Subsequently the last two decades, India's government has implemented many large national programs for vocational education, training and skill development to improve youth employment and earnings prospects. Since five years to PMKVY came into existence, an attempt has been made to evaluate the role and performance of PMKVY through a descriptive study in Nagaland.

Keywords: *Pradhan Mantri Kaushal Vikas Yojana, Recognition of Prior Learning, Short Term Training, Ministry of Skill Development and Entrepreneurship, Centrally Sponsored and Centrally Managed, Jan Shikshan Sansthan*



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Introduction:

Pradhan Mantri Kaushal Vikas Yojana PMKVY (2015) is known as the flagship scheme of the Ministry of Skill Development & Entrepreneurship. The objective of this Skill Certification Scheme is to enable a take up industry-relevant skill training that will help them in securing a better livelihood. PMKVY is the lead result based aptitude preparing plan of the new Service of Experience Improvement and Enterprise. This aptitude confirmation and reward plot expects to empower and activate an extensive number of Indian youth to take up expertise preparing and wind up plainly employable and in their occupation. Under the plan,

money related reward would be given to students who are effectively prepared, evaluated and ensured in expertise courses keep running by partnered preparing suppliers. This will support the efficiency of the nation's workforce by empowering them to procure great ability preparing over a scope of segments.

The PMKVY, with a thrust on skill development to build human capital for future markets is sure to reap benefits for the economy. The Mission approach to deliver results will usher in a new era in the development of human resources and industry.¹[1]

- It focuses on the first time entrants to the labor market and target mainly dropouts from class 10 and class 12.
- Skill and knowledge are the two driving forces of economic growth and social development for any country.
- PMKVY is a flagship scheme for imparting skill training to youth focusing on improved curricula, better pedagogy and trained instructors.
- It is being implemented by the newly created Ministry of Skill Development and Entrepreneurship through the NSDC which will cover 24 lakhs youths.
- PMKVY, with its thrust on skill development to build human capital for future markets is sure to reap benefits for our economy.
- The training includes soft skills, personal grooming, and behavioural changes.
- Under the scheme a monetary reward is given to trainees on assessment and certification by third party assessment bodies.
- The average monetary reward is around Rs.8, 000 per trainee.
- The target for skill development will also take into account the demands from recently launched Make in India, Digital India, National Solar Mission.

Key Components:

Short Term Training: Training as per **National Skills Qualification Framework (NSQF)** is provided to those who are either school/college dropouts or unemployed.

Recognition of Prior Learning (RPL): An individual with a certain set of skills or with prior learning experience is assessed and certified under RPL with grade according to the NSQF.

Special Projects: This component ensures training in special areas and premises of government bodies and corporate. It aims to encourage training in vulnerable and marginalized groups of society.

Objectives: The study has following objectives

- To find out the role of PMKVY in up gradation of skill in the state.
- To find out the performance of PMKVY.
- To find out the problems and suggest policy implication.

Methodology: The study is descriptive and based on observation and secondary sources.

Result and discussion:

The Ministry of Skill Development and Entrepreneurship (MSDE) had disbursed an amount of INR 25,44,76,980 (approximately INR 25.44 crore) to Nagaland state under the Centrally Sponsored State Managed (CSSM)- Pradhan Mantri Kaushal Vikas Yojana (PMKVY) 2.0 since its inception in 2016 till January 2021, and an amount of INR 84,25,000 (approximately INR 84.25 lakh) has been released under Jan Shikshan Sansthan (JSS) (2018-19 to 20-21 till August 2020) as explained in Table 1.

As many as 31323 candidates from Nagaland benefitted under the Centrally Sponsored Centrally Managed (CSCM) and CSSM –PMKYV 2.0, and 2,500 candidates under Jan Shikshan Sansthan (JSS) (2018-19 to 2020-21). The schemes were implemented to ‘improve occupational skills and technical knowledge of the non/neo literate’. However, the state didn’t receive any benefit under the National Apprenticeship Promotion Scheme (NAPS).ⁱⁱ[2] As Per Skill Development Ministry Report, candidates trained and certified under the government’s flagship skills programme get 15-19% higher wages than those without any formal certification. The third-party evaluation report of PMKVY2.0 has found that the mean monthly income of individuals trained and certified under PMKVY 2.0 – short term training (STT) was 15% higher when compared to a comparison group of individuals who have not participated in PMKVY. Further, the average monthly income of Recognition of Prior Learning (RPL)-certified individuals was found to be 19% higher than that of a comparison group of non-RPL certified individuals,” it added.

As per skills development ministry’s response, the third party evaluation report conducted on the apprenticeship scheme shows 74% apprentices have obtained wage employment after completing Apprenticeship. So far, a total of 1.40 core candidates have been trained under various programmes of the skill development ministry in the last three years since 2018-19. Of these, 8343148 candidates have been trained under the PMKVY1.0 and 2.0. A total 942411 have been trained under the Jan Shikshan Sansthan (JSS), 738074 candidates under

the National Apprenticeship Promotion Scheme (NAPS) and 3975924 candidates under the Craftsman Training Scheme through industrial training institutes (ITIs).ⁱⁱⁱ[3]

A report from Morung Express Com, Under PMKVY2.0, a total of 19854 candidates have been trained/ oriented in **Nagaland** in the last three years. In 2019-20, 16599 candidates were trained in the state, showing a significant rise as compared to 1510 in 2018-19 and 1745 in 2017-18. Moreover, during 2017-2019, the total number of trainees enrolled for long duration vocational courses through Industrial Training Institutes (ITIs) in Nagaland was 544 as against the national total of 4097317. A total 111 candidates were enrolled in 2017 while 168 and 265 were enrolled in 2018 and 2019 respectively in Nagaland.^{iv}[4]

Table 1: Funds disbursed and beneficiaries under PMKVY2.0 (2016-20) JSS and NAPS in NE States

States/UTs	Funds Disbursed			Candidates Trained		
	CSCM-PMKVY till January 2021(In INR)	NAPS (2016-20 to20-21till January 2) (In Cr)	JSS (2018-19 to 20-21 till Aug 20) (In INR)	CSCM and CSSM-PMKVY 2.0	Apprentice Count	JSS (2018-19 to 20-21) (January 21)
Arunachal Pradesh	144249768	0	6526000	67839	0	726
Assam	369532800	0	53922411	621930	7664	13659
Manipur	325988939	0	30256624	75946	11	7522
Meghalaya	127796760	0	0	37726	73	0
Mizoram	221273161	0	0	24647	0	0
Nagaland	254476980	0	8425000	31323	0	2500
Tripura	228006870	0.001	8072037	117731	1418	2555

Source: Secondary

The Short Term Training Target (STT) of the scheme is divided in the ratio of 75:25 between Centrally Sponsored and Centrally Managed (CSCM) and Centrally Sponsored and State Managed (CSSM). The allocation of training target among the districts and States has been distributed on the basis of weighted mean of indicator under three categories namely *population, Industry, and labour supply*.

The CSCM component of PMKVY3.0 2020-21 is implemented by National Skill Development Corporation (NSDC) with active support from Districts Skill Committees. The districts allocate a target of 120, for each centre maximum 3 minimum 2 job roles.

Centrally Sponsored State Managed (CSSM) component of PMKVY3.0 2020-21 is implemented by State Skill Development Mission of the States/UTs with support from districts skill committees. The DSCs are identifying the job roles based on the demand of the districts.

Table 2: District wise allocation of target for Short Term Training (STT) under Centrally Sponsored Centrally Managed (CSCM) component of PMKVY 3.0 (2020-21) in Nagaland.

Sl. No	Districts	Target	No. of PMKK Centres	Target PMKK	Target RfP
1	DIMAPUR	195	1	120	75
2	KOHIMA	186	0	0	186
3	MON	161	0	0	161
4	WOKHA	159	0	0	159
5	MOKOKCHUNG	159	1	159	0
6	PHEK	154	0	0	154
7	TUENSANG	153	0	0	153
8	ZUNHEBOTO	152	0	0	152
9	PEREN	144	1	144	0
10	KIPHIRE	141	0	0	141
11	LONGLENG	140	0	0	140
Total		1744	3	423	1321

Source: Ministry of Skill Development Entrepreneurship OM dated 14.12.20

Table 2 shows that total target for CSCM short term training (STT) PMKVY3.0 2020-21 in Nagaland is 1744 and in Phase-2 target allocation in transparent Request for Proposal (RFP) is 1321. The highest target of STT is in Dimapur of 195 and least in Longleng of 140.

Table 3: Allocation of target for Short Term Training (STT) under Centrally Sponsored State Managed (CSSM) component of PMKVY 3.0 (2020-21) in NE States.

Sl. No	States	Target (FY 20-21)
1	Assam	4146
2	Manipur	687
3	Nagaland	630
4	Meghalaya	582
5	Arunachal Pradesh	467
6	Mizoram	417
7	Tripura	807
8	Sikkim	382
9	Uttar Pradesh	9221
Country Total		75900

Source: Ministry of Skill Development Entrepreneurship OM dated 14.12.2020

Table 3 reveals the training target of PMKVY3.0 CSSM (2020-21) in North Eastern Regions. The highest training target is in Assam of 4146 and least in Sikkim of 382. In Nagaland the target is 630. Apart from that the total target of STT under CSCM component of PMKVY3.0 in all the States and Union Territories is 75900. The highest target in Uttar Pradesh is 9221. The percent target is 0.83 in Nagaland compared to highest percent in Uttar Pradesh 12.15.

**Table 4: Training Target in NER under Recognition of Prior Learning (RPL)
PMKVY3.0 2020-21, OM, MSDE dated 22/12/20**

State	RPL-CSCM	RPL-CSSM	Total RPL
Arunachal Pradesh	5000	5000	10000
Assam	6600	6600	13200
Manipur	3200	3200	6400
Meghalaya	2200	2200	4400
Mizoram	2200	2200	4400
Nagaland	2200	2200	4400
Tripura	1600	1600	3200
Sikkim	800	800	1600
Country Total	146800	146800	293600

Source: Ministry of Skill Development Entrepreneurship OM dated 22.12.2020

Table 4 reveals that the total training target under Recognition of Prior Learning (RPL) PMKVY3.0, 2020-21 in Nagaland is 4400 out of which 2200 from CSCM and 2200 from CSSM RPL which is 1.49 percent of countries total of 293600.

Table 5: List of Job Roles for STT under CSCM PMKVY3.0 (2020-21) in Nagaland

Districts	No of PMKKs	Sector	Job Roles	Job Role ID
Paraen	1	Electronics	Field Technician Other Home Appliances	ELE/Q3104
Paraen		Electronics	Mobile Phone Hardware Repair Technician	ELE/Q8104
Paraen		Apparels	Sewing Machine Operator - Knits	AMH/Q0305
Paraen		Electronics & Hardware	Mobile Phone Hardware Repair Technician	ELE/Q8104
Dimapur	1	Beauty & Wellness	Assistant Beauty Therapist	BWS/Q0101
Dimapur		Beauty & Wellness	Assistant Hair Stylist	BWS/Q0201
		Electronics & Hardware	Field Technician Computing And Peripherals	ELE/Q4601
Mokokchung	1	IT-ITeS	CRM Domestic Voice	SSC/Q2210
Mokokchung		Media & Entertainment	Makeup Artist	MES/Q1801

Source: Ministry of Skill Development Entrepreneurship OM dated 23.12.2020

Table 5 reveals that total 8 job roles are available in the state out of various demands of the state. These job roles cover electronics & hardware, beauty and wellness, IT-ITes, Media & Entertainment etc.

Table 5: STT of CSSM Component under PMKVY3.0 in NE States as on 05/03/21

State	Target Allocated	Total Batches	Enrolled	Ongoing training
Assam	4146	0	0	0
Arunachal Pradesh	467	13	385	385
Manipur	687	0	0	0
Meghalaya	582	4	110	110
Mizoram	417	12	347	347
Nagaland	360	0	0	0
Tripura	807	0	0	0
Sikkim	382	0	0	0
Country Total	75900	554	15545	15067

Source: Ministry of Skill Development Entrepreneurship OM dated 15.03.2021

Table 5 shows during the time of 2nd phase of Covid-19 (05/03/21) the STT of CSSM was 360 of the State but the target is not reached except Arunachal Pradesh, Meghalaya, and Mizoram of NE States.

Problems:

Trained in one role place in different:

Trained in one role, placed in another is one of the greatest problems of implementation of PMKVY. In the past, people got assessed and certified in one particular job role and ended up being placed in a completely different job. Training is not aligned to the demand, which means people are trained in certain job roles but there is no demand for these trained people.

Training location vs. job location: Many dropout and unemployed get trained and placed, but leave within a short period because the cost of living in the location they are posted is too high. This occurs because training is conducted on the basis of the availability of students and jobs are located in far place but students cannot afford to migrate to the place.

Focus on school dropouts: Focus on school dropouts could also be other challenges, as those trainees may not be skilled enough but still they gets employed after the training. One of the ground realities in India is that more than 10 million graduates are either willingly unemployed or are desperately seeking a job that meets their impossible expectations. On the other hand, most of the school drop outs are working as unskilled labour and are hence employed. PMKVY focus more on school dropouts which requires a review.

Same privilege to Graduates and School dropouts: The scheme cover school dropout as well as other graduates and educated unemployed but the training and placements provides

equal privileges and weight age to all trainees which makes educated person frustrated from their placements.

Findings:

- A total of 31323 candidates from Nagaland benefitted under the Centrally Sponsored Centrally Managed (CSCM) and CSSM –PMKYV 2.0, and 2,500 candidates under Jan Shikshan Sansthan (JSS) (2018-19 to 2020-21). However, the state didn't receive any benefit under the National Apprenticeship Promotion Scheme (NAPS).
- Candidates trained and certified under the government's flagship skills programme get 15-19% higher wages than those without any formal certification. The third-party evaluation report of PMKVY2.0 has found that the mean monthly income of individuals trained and certified under PMKVY 2.0 – short term training (STT) was 15% higher when compared to a comparison group of individuals who have not participated in PMKVY. Further, the average monthly income of Recognition of Prior Learning (RPL)-certified individuals was found to be 19% higher than that of a comparison group of non-RPL certified individuals.
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- The Ministry of Skill Development and Entrepreneurship (MSDE) had disbursed an amount of INR 25,44,76,980 (approximately INR 25.44 crore) to Nagaland state under the Centrally Sponsored State Managed (CSSM)- Pradhan Mantri Kaushal Vikas Yojana (PMKVY) 2.0 since its inception in 2016 till January 2021, and an amount of INR 84,25,000 (approximately INR 84.25 lakh) has been released under Jan Shikshan Sansthan (JSS) (2018-19 to 20-21 till August 2020).
- The total target for CSCM short term training (STT) PMKVY3.0 2020-21 in Nagaland is 1744 and in Phase-2 target allocation in transparent Request for Proposal (RFP) is 1321. The highest target of STT is in Dimapur of 195 and least in Longleng of 140.
- In Nagaland the training target of PMKVY3.0 CSSM (2020-21) is 630. In North Eastern Regions the highest training target is in Assam of 4146 and least in Sikkim of 382. Apart from that the total target of STT under CSCM component of PMKVY3.0 in all the States and Union Territories is 75900. The highest target in Uttar Pradesh is 9221. The percent target is 0.83 in Nagaland compared to highest percent in Uttar Pradesh 12.15.

- The total training target under Recognition of Prior Learning (RPL) PMKVY3.0, 2020-21 in Nagaland is 4400 out of which 2200 from CSCM and 2200 from CSSM RPL which is 1.49 percent of countries total of 293600.
- A total of 8 job roles are available in the state out of various demands of the state. These job roles cover electronics & hardware, beauty and wellness, IT-ITes, Media & Entertainment etc.
- During the time of 2nd phase of Covid-19 (05/03/21) the STT of CSSM was 360 of the State but the target is not reached except Arunachal Pradesh, Meghalaya, and Mizoram of NE States.

Conclusion:

In conclusion from the analysis, it is agreed that training builds abilities to enhance performance, helpful to promote livelihood and help them for self-employment in different field. From the developed countries evidence it is established fact that development of skill leads to improve economy and break the low wages. To improve productivity, skill development is the only way and it should be an essential measure with the development of policies. The National Skill up gradation policy needs to be effectively spread across the length and breadth of the country with the involvement of various stakeholders.

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