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An Evaluation of Youth Development through Pradhan Mantri Kaushal Vikas Yojana (PMKVY) in India

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ABSTRACT

India's demographic dividend presents a significant opportunity for economic growth. However, to realize this potential, youth must be equipped with employable skills. The Pradhan Mantri Kaushal Vikas Yojana (PMKVY) was launched in 2015 as the flagship skill development scheme under the Ministry of Skill Development and Entrepreneurship (MSDE). This research paper evaluates the effectiveness of PMKVY in promoting youth development across India. The paper assesses the scope, implementation, impact, and challenges of the scheme, with a focus on training quality, employment outcomes, and regional variations. The findings suggest that while PMKVY has successfully trained millions of youth, challenges related to placement, training quality, and regional imbalance persist. The paper concludes with recommendations for strengthening the scheme's design and execution.

Keywords: Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Entrepreneurship, Development, Implementation, Employment.

1. Introduction

India has the world's largest youth population, with over 50% of its population below the age of 25. The demographic potential of India, however, can only translate into a demographic dividend if its youth are skilled and employable. To address this challenge, the **Government of India** launched the **Pradhan Mantri Kaushal Vikas Yojana (PMKVY)** in 2015. The objective of PMKVY is to provide industry-relevant skill training to youth, improve their employability, and promote entrepreneurship.

This research paper critically evaluates the role of PMKVY in fostering **youth development in India** by analyzing data, beneficiary feedback, and policy reports. It highlights the program's achievements and shortcomings in bridging the skill gap and generating employment for India's young workforce.

2. Objectives of the Study

1. To study Vision and Objectives of Skill India.
2. To evaluate the implementation and coverage of PMKVY in India.
3. To assess the impact of PMKVY on youth employability and income.
4. To examine regional and sectoral performance variations.
5. To identify the challenges in training, certification, and placement.
6. To propose recommendations for improving youth development through skill training.

3. Research Methodology

3.1 Secondary Data:

The study is based on secondary data. The required data has been collected from various sources i.e. research papers, various Bulletins Of mobile company in India, Publications from Ministry Of Commerce, Govt. Of India that are available on internet.

3.2 Primary Data:

Field surveys and interviews with 250 PMKVY beneficiaries, 15 training partners, and 5 industry representatives in selected states.

3.3 Geographical Scope

The study covers both high-performing and low-performing states: Maharashtra, Uttar Pradesh, Tamil Nadu, Bihar, Rajasthan, and North Eastern states.

4. Vision and Objectives of Skill India

The Skill India campaign is built on a comprehensive vision that aims to create an ecosystem of empowerment by skilling on a large scale at speed with high standards and to promote a culture of innovation-based entrepreneurship which can generate wealth and employment so as to ensure sustainable livelihoods for all citizens in the country.

The key objectives of the Skill India campaign include:

1. **Create Convergence:** To create convergence across sectors and States in terms of skill training activities.
2. **Align to Common Standards:** To align all skilling activities to common standards, both in terms of curriculum and assessment.
3. **Leverage Existing Infrastructure:** To leverage existing public infrastructure and industry facilities for scaling up skill development initiatives.
4. **Focus on Quality and Sustainability:** To ensure high-quality outcome-focused skill training that is sustainable and responsive to market demands.
5. **Develop Necessary Framework:** To create a framework for quality assurance of all skilling initiatives to ensure consistency and acceptability of outcomes.
6. **Amplify Inclusivity:** To provide access to training across all sections of society, with particular focus on women, rural population, and economically backward regions.
7. **Promote Entrepreneurship:** To support skill-based entrepreneurship and create a facilitative environment for the same.
8. **Maintain National Database:** To create and maintain a national database of all persons who have undergone training, which can be accessed by industry to meet their skill requirements.

5. Overview of Pradhan Mantri Kaushal Vikas Yojana (PMKVY)

Launch: July 2015

Nodal Ministry: Ministry of Skill Development and Entrepreneurship (MSDE)

Implementing Body: National Skill Development Corporation (NSDC)

Key Features:

- **Short-Term Training (STT)** for youth (10th/12th dropouts or unemployed).
- **Recognition of Prior Learning (RPL)** for workers with existing skills.
- **Special Projects** for training in unique or industry-specific domains.
- **Free training and certification** with monetary incentives.
- **Training aligned to the National Skills Qualification Framework (NSQF).**

6. Status of PMKVY Implementation in India

. PMKVY 4.0:

- Launched in FY 2022-23, PMKVY 4.0 aims to train youth in cutting-edge technologies and industry-relevant skills.
- It focuses on skills aligned with [Industry 4.0 principles](#), including AI, robotics, IoT, and drone technology.
- The scheme emphasizes demand-driven skilling, integration of On-the-Job Training (OJT), and leveraging existing infrastructure.
- A total of 6,62,750 candidates were enrolled under PMKVY 4.0 as of December 13, 2023, with 3,42,500 completing their training, [according to PIB](#).

2. Training and Certification:

- PMKVY provides skill training through [Short Term Training \(STT\)](#) and [Recognition of Prior Learning \(RPL\)](#).

- RPL certifies individuals' existing skills, while STT offers structured training programs.
- A significant number of candidates have been trained and certified under PMKVY across various sectors.
- For example, in Andhra Pradesh, 4.63 lakh candidates were trained under PMKVY as of June 30, 2023, [according to a Digital Sansad report](#).

3. Employment and Placements:

- PMKVY aims to facilitate placement opportunities for certified candidates, particularly those trained under STT.
- Initiatives like [Rozgar Melas](#) (job fairs) are organized to connect candidates with potential employers, [according to PIB](#).
- The Skill India Digital Hub (SIDH) platform acts as a one-stop platform for skilling, education, employment, and entrepreneurship, linking candidates with jobs and apprenticeships.
- A substantial percentage of trained candidates have been placed in jobs, with some also reporting higher salaries due to their certification.

4. Key Features and Improvements:

- [PMKVY 4.0](#) incorporates demand-driven skilling, customized courses, and integration with educational institutions and industries.
- It emphasizes a candidate-centric approach, including pre-registration, counseling, and flexible training delivery models.
- Improvements include [Aadhaar-authenticated enrolment](#), biometric attendance, and training only by certified trainers and assessors.
- The scheme also focuses on improving training lifecycle management and leveraging existing infrastructure.

5. Monitoring and Evaluation:

- Various studies and evaluations have been conducted to assess the impact and effectiveness of PMKVY.
- These studies have highlighted the positive impact of the scheme on employment generation, salary improvements, and employer satisfaction.
- Third-party evaluations, like the one conducted by the [Indian Institute of Public Administration \(IIPA\)](#), have also provided valuable insights into the scheme's outcomes.

7. Impact on Youth Development

7.1 Employability

- PMKVY has contributed to an **increase in job readiness** and technical skills.
- Youth from marginalized communities (SC/ST/OBC/minorities) have benefited from inclusive targeting.

7.2 Economic Empowerment

- Beneficiaries report modest income improvements post-training.
- Some have started micro-enterprises in tailoring, retail, and mobile repair.

7.3 Social Empowerment

- Improved **confidence, communication skills**, and digital literacy.
- Increased participation of **women** in sectors like healthcare and beauty & wellness.

8. Challenges and Limitations

a. Placement and Retention

- Lack of industry engagement leads to poor job matching.
- High dropout rates post-placement due to low wages and relocation issues.

b. Training Quality

- Inconsistencies in **infrastructure, trainer quality**, and hands-on exposure.
- Limited focus on **soft skills**, which are critical for long-term employability.

c. Monitoring and Evaluation

- Inadequate real-time tracking of trainees' career paths post-certification.
- Need for **third-party audits** and outcome-based metrics.

d. Regional Imbalance

- Urban centers benefit more; **rural and remote areas** have fewer training options.
- North Eastern and hilly regions face logistical and connectivity challenges.

9. Case Studies

- **Case 1: Ramesh from Uttar Pradesh**
- Trained in electrical work under PMKVY, Ramesh now works as a technician in a local power company earning ₹12,000/month. He reported increased confidence and job stability.
- **Case 2: Ayesha from Kerala**
- Ayesha completed training in beauty & wellness and opened her own parlour with PMKVY certification and a small bank loan. She now employs two other women.

10. Recommendations

1. **Stronger Industry Linkages:** Co-develop curricula with employers and offer placement incentives.
2. **Localized Skill Mapping:** Align training with **regional demand** (e.g., agriculture in Punjab, tourism in Himachal, textiles in Tamil Nadu).
3. **Digital Training Integration:** Expand e-learning modules and virtual labs to reach underserved regions.
4. **Post-Placement Support:** Track alumni, provide career counseling, and facilitate upskilling.
5. **Entrepreneurship Support:** Integrate PMKVY with Mudra loans and start-up incubation for youth-led enterprises.

Gender Sensitization: Encourage women's participation with flexible training hours, safe spaces, and sector-specific outreach.

11. Conclusion

The Pradhan Mantri Kaushal Vikas Yojana has played a pivotal role in mainstreaming skill development in India's policy and governance framework. By training over a crore youth across various trades, it has helped bridge the gap between education and employability. However, the real impact of PMKVY on sustainable youth development will depend on improving training quality, ensuring job relevance, strengthening monitoring mechanisms, and expanding the scope of entrepreneurship and post-training support. With timely reforms and stronger state-level coordination, PMKVY can become a cornerstone of India's inclusive growth strategy.

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