

A study on Pradhan Mantri Kaushal Vikas Yojana in Promoting Employment Skills in rural youth in Haryana

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Introduction

Employability skills can be defined as the convenient skills needed by an individual to make them employable. As per the India Skill Report 2019, employability has been increased from 37% to 47.38% in last 5 years. Along with good technical understanding and subject knowledge an employer wants various types of skill from his employees i.e. communication and interpersonal skills, problem solving skills, using your initiative and being self-motivated, working under pressure, organizational skills, team working, ability to learn and adapt. Thus we can say that employability fully depends on knowledge, skill and attitudes, how you use those assets and how you present them to employers.

Skill is considered as most important initiatives of the Government of India. It helps to build a future needy skill workforce. It aims to train over forty crore people with different skills by 2022. In the world, India has one of the youngest population profiles, with over 65% of its population below the age of 35 years. Most of the people do not have sufficient knowledge about the modern technology. The skill development programme is a powerful weapon to develop creative skills and technical training among the young population of the country. It helps the youth to enhance self-development and self-entrepreneurship qualities by providing training in different activities.

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is a flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE). This scheme was launched on 16 July 2015. The purpose of the scheme is to develop the aptitude of employable and existing daily earners towards skill development. The objective of this Skill Certification Scheme is to facilitate a vast number of Indian youth to take up industry-relevant skills 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). As Shri Narendra Modi (Prime Minister of India) on Red Fort, Delhi, 15th August 2014 stated "**Skilling is building a better India. If we have to move India towards development, then skill development should be our mission.**" Likewise Shri Rajiv Pratap Rudy, Minister of State (Independent charge) for skill development and entrepreneurship also stated "**We are a young nation. Our youth is our strength. The world and India need a skilled workforce.**" In this view on January 15, 2017, 1100, training centers have been on-boarded under PMKVY (2016-2020).

Key components of PMKVY

- Short term training
- Special projects
- Recognition of Prior Learning
- Kaushal & Rozgar Mela
- Standard Branding & Communication

Skill Development

Skill is the ability of doing well in the preferred and trained area and skill development is the act of bridging the gap between existing skills and required skills. It is very necessary not to fulfill the present job requirements but also for the future growth and development. A skill development programme must have the qualities to cope up with the present as well as future needs and challenge. As the report of the sub-group of Chief Minister on Skill Development (September 2015) highlighted that Skill development must have the linkage with social and economic development goals and programmes like "Make in India," "Digital India," "Swachh Bharat," and Smart Cities."

Statement of the Problem

As the report published by Annual Employability Survey 2019 stated that 80 percent of Indian engineers are not fitted for the job as per the industry requirements. Most of the Indian youth is facing unemployment problem due to the lack of required proficiency about the job knowledge. To fill the gap people are joining the training centers run under the Skill India Program to avail the benefits of the completed course. In this course of action they might have faced some problems. The proposed study aims to know the perspective of trainees and training partners.

Research Gaps

On the basis of the review of literature, it has been observed that a few researchers have attempted to study various aspects of PMKVY, but no any study has been conducted to identify the issued faced by the certified trainees and training partners. The present study will be conducted in Haryana to examine the effectiveness of the employability skill among trainees and training partners.

Research Objectives

1. To explore the key issues faced by the respondents for implementation of PMKVY scheme
2. To examine the role of training partners in implementation of PMKVY scheme.
3. To examine the effectiveness of the training offered in promotion of employability skills
4. To compare the level of employability skills among the certified (Trainees) on the basis of demographic profile

Research Methodology

Total certified trainees in Haryana are 56217 as on 31st December, 2018 and total training partners under the scheme are 59 which are providing training in different sector skills at 107 places in Haryana. The study will consider four sector skills namely apparel, electronic and hardware, retail and beauty & wellness with highest recorded contribution in placement under PMKVY. The sample size of 550 will comprise certified trainees and trainer partner which will be selected by purposive sampling technique. The data will be collected from primary as well as secondary sources. Various statistical tools will be used as per the need and objectives of the study.

Significance of the Study

The study will be useful for trainees as well as training partners as it will examine the effectiveness of provided training environment and also will explore the various issues faced by the certified trainees and training partner. It will suggest the various areas to improve the training.

References

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