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## Skill development initiatives in India: An overview

**Dattatreya B S, S Indumati**

Research Scholar, Department of Studies in Economics and Co-operation, University of Mysore,  
Manasagangothri, Mysuru, Karnataka, India

Professor of Economics, Department of Studies in Economics and Co-operation, University of Mysore,  
Manasagangothri, Mysuru, Karnataka, India

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### Abstract

The significant objective of this paper is to examine the importance of skill development initiatives in India. Further, this paper critically examines the impact of some important skill development programmes *viz.* (PMKVY), (PMKK), UDAAN, Vocational education in schools, CTS, Growth of ITI's, STRIVE, IISCs and SANKALP. The present study is solely based on secondary information and data sources. The relevant data for the study has collected from the various skill development reports.

**Keywords:** skill development, initiatives, India

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### Introduction

The skilled workforce in India constitutes of just 2% of the skilled work force in the midst of huge problem of employability among the educated workforce of the country. Lack of vocational or professional skills makes it difficult for the youth to adapt to changing demands and technologies of the marketplace. The increased unemployment levels are due to the failure to get jobs and with the lack of competency and training. A study by the Skill Development Council (NSDC) indicates that there will be a need for around 12 crores of skilled manpower by 2022 across 24 key sectors. Due to the lack of adequate training more than 90% of casual workers are poorly skilled and the technological change is a biggest challenge and opportunity for the labour force. So, to tackle the problem of skill shortages new schemes are designed to resolve the issue by having nationwide standards that stand up to the international benchmarks. Skill India Mission is a government scheme launched in 2015. It is an umbrella scheme that has many skilling schemes and programmes under it. The chief objective of schemes includes empowering the youth of the country with adequate skill sets which in turn enable their employment in relevant sectors and improve productivity.

### Review of Literature

Ansari Hussain (2018) reviews the state of education, skill development, and employment for the Indian economy and considers the challenges to skill development system. In this paper, an attempt has also been made to identify how far the skill development programmes have achieved success launched by the government of India.

Anbuthambi and Chandrasekaran (2017) <sup>[3]</sup> focused on the ecosystem for skill development in rural India and the increasing employment and entrepreneurship opportunities among the youth. Hence there is a need to align the efforts of the Government with the industry for successful implementation of the programs and enabling the skilled manpower for the nation by 2020.

Fatima Nida (2017) <sup>[4]</sup> tries to address the issues like education and skill development as an important drive to address poverty reduction by improving employability. The paper also highlighted the lack of access to education and training or the low quality of training keeps the vulnerable and marginalized sections engulfed in the vicious circle of low skills and low productive employment.

Prasad Jagdish and Purohit D.G.M (2017) gave importance to the development of the skills of Indian labour force in line with the industry market requirement. The paper finds a huge skill gap in India. for the successful implementation of Make in India initiative, it is necessary to implement various skill development initiatives to reduce the skill gap between the available and desired skills.

Sakariya Sanjay (2017) <sup>[7]</sup> evaluates the skill development initiatives undertaken by Government of India for development of a skilled workforce for strong, sustainable and balanced growth. The paper highlights the global scenario of skilled workforce and provides insights about India's skill consequences including its importance, sectoral needs, issues, challenges, government initiatives and related institutional framework for the development of skills ecosystem in the country.

Mishra Neetu (2016) tries to measure the present status of Skill Development and Employment Generation in India and also critically measure the challenges in skill development with a view to meet the skill and manpower requirement by 2022. Skill development is critical for achieving faster, sustainable and inclusive growth.

## A. Schemes and Initiatives through NSDC

### 1. Pradhan Mantri Kaushal Vikas Yojana (PMKVY)

Pradhan Mantri Kaushal Vikas Yojana is a key outcome oriented skills training program of the Ministry of Skill Development and Entrepreneurship (MSDE). The main objective of this project is to smooth the progress and systematize the result oriented skills training for a large number of Indian youth to become job oriented and earn their livelihood. The Scheme was launched on March 20, 2015. The two important components of PMKVY include Centrally Sponsored Centrally Managed (CSCM) where 75% of the PMKVY (2016-2020) funds made available to MSDE for skilling through National Skill Development Corporation (NSDC) and Centrally Sponsored State Managed (CSSM) where 25% of the funds of PMKVY (2016-20) shall be allocated to the States.

The Centrally Sponsored Centrally Managed (CSCM) has includes three components such as

#### 1. Short Term Training

Short term training unit offered at PMKVY Training Centers (TCs) and the candidates are expected to be school / college or unemployed. In addition to training according to the National Skills Qualification Framework (NSQF), TCs train on soft skills, entrepreneurship, finance and digital literacy. The role of jobs varies according to the duration of training and after successfully completing their assessment; the apprentices are providing deployment assistance to candidates. Under the PMKVY, the government pays for training and assessment fees.

**Table 1: Short Term Training Performance**

Parameter	FY 2016 – 2020	FY 2019 – 2020
Enrolled	37,15,416	8,53,635
Trained	34,33,002	9,46,188
Assessed	31,42,996	8,75,313
Certified	28,09,949	7,68,915
Reported Placed	15,60,956	4,60,087

Source: NSDC Annual Report 2019-20

There is a significant progress in the parameter of enrolled and reported placed. In the financial year of 2016-2020 the gap in rate of enrolment and placed personnel was more than the financial year 2019-2020 which was less than fifty per cent. The financial year of 2019-2020 shows the positive impact of the programme where the enrolment, trained, certified and placed personnel was comparatively high. More than half of the individuals were able to get placed after their training and certification. The soft skills training and digital literacy played a very crucial role in providing employment to the candidates who successfully completed the training.

### 2. Recognition of Prior Learning (RPL)

Individuals with prior learning experience or skills are certified under the Project Evaluation and Pre-Learning Recognition (RPL) component. RPL aims to link the country's unregulated workforce capabilities to NSQF. Project Implementing Agencies (PIAs), such as Sector Skill Councils (SSCs) or any of the MSDE / NSDC designated agencies, can implement RPL projects in any of the three project types (RPL camps, RPLs and RPL centers in the employer's premises). To bridge the knowledge gap, PIAs can offer bridge courses to RPL candidates.

**Table 2: Recognition of Prior Learning (RPL)**

Parameter	FY 2016-2020	FY 2019-2020
Enrolled	59,67,401	42,05,439
Oriented	52,86,177	35,92,946
Assessed	41,97,744	29,31,520
Certified	34,04,115	23,31,932

Source: NSDC Annual Report 2019-20

There was a continuous progress in the enrolled, oriented, assessed and certified candidates in the FY 2019-2020. More than seventy percent of the candidates enrolled in 2019-2020 which shows the result oriented approach of the program towards employment. Out of 34, 04,115 certified candidates of 2016-2020 more than 23, 31,932 were certified in 2019-2020 respectively.

### 3. Special Projects

The PMKVY's Special Projects Unit aims to create a platform that facilitates training in specialized fields and in specialized employment roles, available Quality Cation Packs (QPs) / National Stand Employment Standards

(NOSs). Any stakeholder for special projects may require some deviation from the short-term training guidelines under the PMKVY. The proposed stakeholder may be the central or state government / autonomous body / statutory body or any equivalent organization or corporate body that wants to train the candidates.

**Table 3:** Performance of Special Projects

Year	Enrolled	Trained	Assessed	Certified	Placed
2016 – 17	2,206	881	221	119	-
2017-18	50,316	30,569	20,141	16,161	6,058
2018-19	51,860	57,928	48,060	38,929	17,617
2019-20	1,04,743	88,684	74,022	64,497	33,519
Total	2,09,125	1,78,062	1,42,434	1,19,696	57,194

Source: NSDC Annual Report 2019-20

The performance of special projects showing a positive performance in the areas of enrollment, trained, assessed, certified and placing of the candidates in year by year. In 2018-19 the candidates who were enrolled and got placement were 51,860 and 17,617 respectively, and after one year i.e. in 2019-2020 the enrollment and placement increased almost double i.e. 1, 04,743 and 33,519 respectively which shows positive impact of the scheme in developing skills and its significance.

### Employment in Top 10 States That Fared Well In PMKVY

At the national level the PMKVY initiative played a very dominant role in providing skills for the individuals. In some states of the country it performed very well and in turn reduces the unemployment rates. The major beneficiary states of PMKVY include Uttar Pradesh, Madhya Pradesh, Rajasthan, Tamil Nadu, Andhra Pradesh etc. all these states performed well in the areas of trained, certified and placed personnel in the country.

**Table 4:** Performance of top ten states in the area of employment under PMKVY

Sl. No.	State	Trained	Certified	Placed
1.	Uttar Pradesh	5,19,421	4,14,421	1,58,053
2.	Madhya Pradesh	3,05,577	2,45,452	98,971
3.	Haryana	2,57,160	2,11,998	96,375
4.	Rajasthan	2,79,734	2,31,931	95,991
5.	Tamil Nadu	2,41,106	1,91,950	73,231
6.	Telangana	1,26,432	1,04,633	57,509
7.	Punjab	1,50,034	1,27,269	56,846
8.	West Bengal	1,45,840	1,16,603	46,668
9.	Delhi	1,50,231	1,16,945	46,537
10.	Andhra Pradesh	1,03,495	85,046	41,414
	India/Total	33,93,548	26,93,372	10,09,638

Source: Ministry of Skill Development and Entrepreneurship Annual Report 2017-2018

The table shows that 26, 93,372 people are certified, and 10, 09,638 gets job out of 33, 93,548. A total of 10.09 lakh people were trained under the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), with the highest employment being in Uttar Pradesh, Madhya Pradesh, Haryana, Rajasthan and Tamil Nadu at 33.3 lakh. The Ministry of Skill Development and Entrepreneurship has been implementing the PMKVY for the past 2016-2020 with a view to providing skills to one crore people across the country for four years.

As of November 30, 2018, there were approximately 36.22 lakh candidates registered across the country. As of November 30, 2018, the Skills Development Management System (SDMS) report has certified about 20.18 lakh people under short-term training program. The PMKVY 2016-20 plans have mandatory provisions for placement tracking. The number of certified candidates under PMKVY's short-term training as of August 31, 2018 is 18.42 lakh. It is reported that 10.09 lakh candidates are in various fields across the country. The table indicates that 26, 93,372 peoples certified and 10, 09,638 gets job out of 33, 93,548. Table clearly shows that skill India scheme is one of significant government schemes in enhancing skills and providing employment opportunities.

### 2. Pradhan Mantri Kaushal Kendras (PMKK)

The Ministry of Skill Development and Entrepreneurship through National Skill Development Corporation (NSDC), implements Pradhan Mantri Kaushal Kendra (PMKK) Scheme for setting up of model skill centre in every district of the country while ensuring coverage of all the parliamentary constituencies. Pradhan Mantri Kaushal Kendras envisages in creating benchmark institutions that demonstrate aspiration value for competency-based skill development training at district level to ensure wider reach of program and Focus on elements of quality, sustainability and connect with stakeholders in skills delivery process.

Pradhan Mantri Kaushal Kendra (PMKK) is envisioned to evolve into a hub for delivery of skill development training having a network of training spokes in the district. Each hub shall operate multiple spokes to create

access to skill development training and provide localized delivery. The Hub would support the spokes in terms of quality control, training of trainers, training content, internal assessments, mobilisation, operations and placement linkages.

### 3. UDAAN

Udaan is a Special Industry Initiative for Jammu & Kashmir in the nature of partnership between the corporates of India and Ministry of Home Affairs and implemented by National Skill Development Corporation. The programme aims to provide skills training and enhance the employability of unemployed youth of J&K. The Scheme aims to cover 40,000 youth of J&K over a period of five years and Rs. 750crores has been earmarked for implementation of the scheme over a period of five years to cover other incidental expenses such as travel cost, boarding and lodging, stipend and travel and medical insurance cost for the trainees and administration cost. The Special Industry Initiative (SII) for Jammu and Kashmir has been funded by the Ministry of Home Affairs and implemented by the National Skill Development Corporation (NSDC). This program is part of an overall initiative to address the economic problems of Jammu and Kashmir. The main objective of UDAAN is to provide exposure to the graduates and post graduates of Jammu and Kashmir to the best of the corporates in India and to provide corporate India with exposure to the rich talent pool available in the state.

The leading corporates across different sectors like, IT, Retail, Manufacturing, ITES, BFSI, Real Estate, Auto, Infrastructure, and Textiles etc. committed to train youths. The corporates like TCS, Apollo Meds kills, Yes Bank, KPMG, Frontline Business Solutions, Tata Motors, Future Learnings, Graziano, IL&FS, IISD, Spectrum, MBD, Rooman, Vision India etc. have taken part in 179 Udaan Mega selection drives, selecting 24,135 candidates for training under different sectors. UDAAN Mega Drives serves as a platform for multiple corporations to mobilize J&K youth for the UDAAN training program organized across the state in various districts. As on 31st December 2017, 34,972 candidates have joined training since 2012. Of these 28,684 candidates have completed training and 17,904 candidates have been offered jobs in various sectors and 4,155 students are currently undergoing training in 21 cities across India.

### 4. Vocational Education in Schools

In 2012, the Ministry of Human Resources Development (MHRD) launched a Central Sponsored Scheme for Secondary and Higher Secondary Professionalization (CSS-VSHSE) targeting school drop-outs and postgraduate courses in higher education. NSDC has been supporting MHRD in this initiative since its inception, and is the co-architect in the successful formulation and execution of the project. The state of Haryana in 2012 includes 4000 students in grades 9 to 12, IT-ITES, Auto, Retail and Security has made progress in 23 states and 3 Union Territories serving NSDC with over 6,500 students in over 7500 schools. A total of 39 NSDC training partners are implementing this program across the country in different sectors *viz.* IT-ITeS, Security, Retail, Agriculture, Automotive, Healthcare, Sports, Beauty & Wellness, Media & Entertainment, Tourism & Hospitality, BFSI, Telecom, Apparel, Logistics, Construction, Electronics, Power, Gems and Jewellery.

## B. Schemes and Initiatives through DGT

### 1. Craftsmen Training Scheme

In 1950, the Government of India introduced the Handicrafts Training Scheme (CTS) to reduce unemployment, to quantify industrial production through quantitative training, to ensure a steady flow of skilled labor in various trades for the domestic industry. Under the Artisan Training Program, the day-to-day administration of ITIs was transferred to the State Governments / UT Administrations with effect from 1956. From April 1, 1969, the financial control of Industrial Training Institutes in the States and Union Territories has been transferred to the respective State Governments / Union Territories. They were financed in the form of massive grants in consultation with the previous Planning Commission and the Ministry of Finance.

### 2. Growth of ITIs in the country

ITIs play a key role in the country's GDP growth in terms of providing skilled manpower to the industry. In the 1980s, several new private ITIs were established in the southern states of Kerala, Karnataka and Andhra Pradesh, where trained artisans found employment in the Gulf countries. In 1980, there were 831 ITIs and in 1987 the number of training institutes increased to 1887.

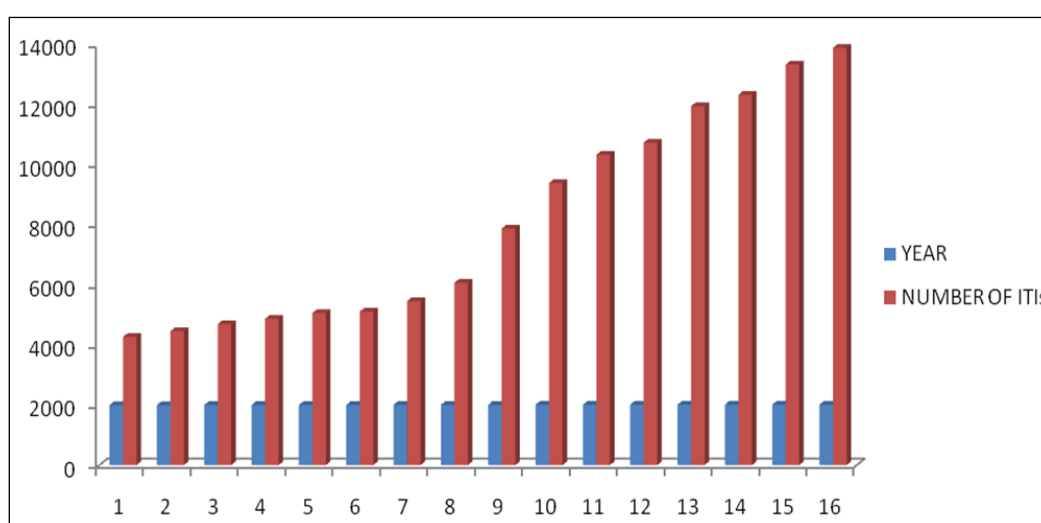
**Table 5:** Growth of ITIs in the Country

YEAR	NUMBER OF ITIs
2000	4274
2001	4465
2002	4700
2003	4877
2004	5068
2005	5114
2007	5465
2008	6079

2009	7886
2011	9404
2012	10344
2013	10750
2014	11964
2015	12341
2016	13350
2017	13912

**Source:** Ministry of Skill Development and Entrepreneurship Annual Report 2017-2018

Currently, under the Artisan Training Program, training courses are offered through a network of 13,912 ITIs (Government 2161 + Private 11,751) nationwide, with a total seating capacity of 29.6 lakh. Electrician, Fitter, Machinist, Welder, Mechanic Motor Vehicle etc. are some popular trades. In the case of government and private industrial training institutes, the training infrastructure has revealed a significant increase in the number of ITIs in the Twelfth Five Year Plan from about 5,114 at the beginning of the Eleventh Five Year Plan. Seating capacity increased from 7.42 lakh in 2007 to 29.6 lakh in 2017. The main objectives of the scheme is to make youth productive by through employable skills, for wage and promote entrepreneurship, to guarantee steady flow of skilled workers in industrial /service sectors and to increase the quality and quantity of industrial production by systematic training of potential workers.



**Source:** Table 5

**Fig 1**

### **Salient Features of the Scheme**

SC / ST candidates are reserved in their respective states / UTs. Guidelines for reservation of 3% for women with disabilities and 30% for women candidates have been issued to State Governments and these can be filled based on the general reservation policy of each State / UT and the total reservation is limited to 50%. Seats are reserved for the security guards' wards. Seats for OBC candidates are reserved for government services in the respective states. A "Placement Cell" has been set up in every government and private ITI to enable graduates to find employment in various industries.

### **3. Skills Strengthening for Industrial Value Enhancement (STRIVE)**

Skills Strengthening for Industrial Value Enhancement (STRIVE) is a new World Bank funded project that has been approved by Expenditure Finance Committee (EFC) in November 2016 for a total cost of Rs. 2200crores. The project falls under the World Bank's results-oriented category, which ensures result-driven funding. The project aims to raise awareness through the business groups / geographies that face the challenge of involving small and medium sized enterprises (SMEs). The project aims to integrate and enhance the delivery quality of ITIs. Under this scheme, there is a competitive selection of ITIs for promotion. The Committee on Economic Affairs (CCEA) has been approved to work and a loan agreement between the Government of India and the World Bank was signed on 19.12.2017.

### **Other Schemes**

#### **1. Establishment of Indian Institutes of Skills (IISs)**

The Indian Institutes of Skills (IISs) are being established in the country to enhance training standards beyond the current programmes available in the skill eco-system and to provide 'hands on skills' training to trainees in specialized areas in collaboration with industry, catering to local/ regional industry requirements. The IISs will



conduct NSQF compliant 2-year diploma courses in identified sectors/domains which has a mix of conventional and more advanced areas providing vertical mobility to trainees. In this way, trainees of vocational training system can aspire to become supervisors/managers in their respective fields. It will impart higher level training programs which will facilitate vertical mobility of trainees providing them academic equivalence for progression and the programs will define career pathways for trainees and in turn will lead to creation of sectoral experts. The IISs at Kanpur as planned is under project implementation at the existing location of Advance Training Institute (ATI) Kanpur. Foundation stone of 1st Indian Institute of Skill, Kanpur was laid in December, 2016. Indian Skills Institutions (IISs) are being established in the country to enhance training standards and provide 'hands on skills' training in specialized areas of industry collaboration, beyond the current programs available in the skill ecosystem catering to local / regional business requirements. The IISs will conduct NSQF compliant 2-year diploma courses in identified sectors/domains which has a mix of conventional and more advanced areas providing vertical mobility to trainees. In this way, the coaches of the professional training system can aspire to become supervisors / managers in their respective fields. It offers high-level training programs, which facilitate the vertical mobility of interns and academic equality for progress, and the programs define career paths for trainees, leading to the creation of sector experts. The IISs at Kanpur as planned is under project implementation at the existing location of Advance Training Institute (ATI) Kanpur. Foundation stone of 1st Indian Institute of Skill, Kanpur was laid in December, 2016.

## **2. Skills Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP)**

SANKALP was approved by Expenditure Finance Committee (EFC) and subsequently cleared by the Cabinet Committee on Economic Affairs (CCEA) on October 11, 2017 following which the loan agreement was signed between Department of Economic Affairs (DEA), Government of India and International Bank for Reconstruction and Development (IBRD), World Bank Group. A 10-day First Implementation Support Mission with the World Bank and all relevant stakeholders was organized in December to give impetus to implementation of the project. The Skills Acquisition and Knowledge Awareness for Livelihood (SANKALP) project with a total outlay of \$675 Million that aims to implement the mandate of the National Skill Development Mission (NSDM), which was launched by Ministry of Skill Development & Entrepreneurship, through its core sub-missions. The project will be implemented in mission mode through World Bank support and is aligned with the overall objectives of the NSDM.

The main objectives of the project include strengthening institutional mechanisms at both National and State levels, building a pool of quality trainers and assessors, creating convergence among all skill training activities at the state level, establishing robust monitoring and evaluation system for skill training programs, providing access to skill training opportunities to the disadvantaged sections, capacity creation through setting up of a competitive Skills Fund and supplement the Make in India initiative by catering to the skill requirements in relevant manufacturing sectors.

## **Conclusion**

In the changing global scenario with reference to industry and job market there is a need for skilled workers. So, the government has realized the importance of skill and launched many programmes to develop skills among the youths of the country. The skill development initiatives of the government showed positive results in developing required skills of the candidates. The PMKVY is playing a very dominant role in providing employment opportunities for the candidates and which in turn reducing the unemployment rate in the county.

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