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### Empowering India's workforce: A review of Pradhan Mantri Kaushal Vikas Yojana

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#### Abstract

This review paper discusses the one of the most notable initiatives in the larger context of the Indian government's Skill India Mission is the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), that was introduced in 2015 with the goal to make it possible for a lot of Indian youth to enroll in industry relevant skill training courses that would help them get better jobs and encouraging young people to enroll in industry-relevant skill training that will improve their chances of finding employment. PMKVY has had a major impact on India's labor force and economy ever since it was implemented.

**Keywords:** PMKVY, Skill Development, Training

#### 1. Introduction

India is a country renowned for its great diversity, which includes many different cultural, geographic, linguistic, and other unique characteristics. However, it faces a great deal of difficulties, like poverty, unemployment, low living conditions, hunger, and more. To tackle these issues, the government has implemented noteworthy programme Pradhan Mantri Kaushal Vikas Yojana (PMKVY). The Pradhan Mantri Kaushal Vikas Yojana (PMKVY) was created and put into action by the Ministry of Skill Development and Entrepreneurship with the formal approval of the Indian government on March 20, 2015 <sup>[5]</sup>, through the National Skill Development Corporation. The PMKVY, which will cost approximately INR 1,500 crores in total, is expected to train 24 lakh young people in the nation in skills, with an emphasis on Class X/XII dropouts and lower income groups. The program took over three months to create, and by early June 2015, it was being implemented in a few states, chiefly Bihar. The program was unveiled on July 15, National Skills Day, in every state in the union.

#### Review of Literature

Agrawal and Thakur (2016) reported that the participants acknowledged that the PMKVY training had improved their performance, which in turn had affected their productivity. The participants felt that they had acquired novel and inventive methods of accomplishing tasks, which had a beneficial effect on their output.

Divyaranjani and Rajasekar (2017) <sup>[1]</sup> evaluation of the effectiveness of training in the overall development of 456 workers in the automotive industry, the study highlight the

significance of training and development initiatives due to the fact that training enhances worker performance and productivity as well as skills, capability, and ability.

Ansari and Khan stated that skill development is essential for India if it hopes to lower poverty, increase youth self-entrepreneurship, and improve competitiveness and employability.

Shome, found that out of the total PMKVY trained and placed data, around 78 percent were in wage employment while 22 percent were in self-employment, during 2016-17

Joshi Ashwani Kumar and Pandey K.N. reported that young people in Haryana are well-informed about PMKVY training, still there is need for improvement in the areas of infrastructure, training quality, and counseling support for trainee satisfaction.

Tripathi (2021) <sup>[4]</sup> looked at the sector-specific skill requirements in different Indian states for their study on the "Effectiveness of Pradhan Mantri Kaushal Vikas Yojana in bridging the skill gap of workforce in India", findings demonstrated that there was a favorable correlation between the real HR requirements in 22 important sectors and the noteworthy role that the PMKVY played in skilling the workforce and securing employment following training.

#### Research Methodology

This paper is based on secondary data collected from authentic websites, journals, e-papers and articles.

#### Key components of PMKVY

##### 1. Short Term Training

PMKVY has launched Short Term Training to help Indian school or college leavers or jobless persons. Short-term

training centres offers instruction in accordance with the National Skills Qualification Framework (NSQF), as well as training in Soft Skills, Entrepreneurship, Financial, and Digital Literacy. Short-term training, as the name implies, comes within this group. The training duration varies according to the job type and might range between 150 and 300 hours.

## 2. Recognized Prior Learning (RPL)

Trainees who have prior learning experience or abilities can be certified under the Recognized Prior Learning (RPL) programme. Project Implementing Agencies, such as Sector Skill Councils or other organizations, would be encouraged to carry out RPL initiatives. The RPL project includes three project types: RPL Camps, RPL at Employers' Premises, and RPL Centers, and trainees can select one based on their feasibility.

## 3. Unique/Special Projects

Special initiatives are designed for persons who are vulnerable or have social disadvantages. These groups lack the necessary skills and knowledge to be absorbed in neither the formal sector nor a specific sector skill council. The special project is an enhanced variant of the short-term project. They are given diplomas and monetary awards at the end of the short-term course. If the candidate is a wage employee, he or she is entitled to the Act's minimum pay.

## 4. Kaushal Rozgar Melas

Kaushal mela is a programme which the training partners need to conduct every six months to generate enough awareness in the locality and community where they are operating. The main purpose of conducting Kaushal mela is to inform the locals about the schemes and facilities that they are supposed to get. Every training partner is entitled to get Rs.20000 for conducting one Kaushal Mela.

## Implementation of PMKVY

PM Kaushal Vikas Yojana 1.0 (2015-16)

PM Kaushal Vikas Yojana 2.0 (2016-20)

PM Kaushal Vikas Yojana 3.0 (2020-2022)

PM Kaushal Vikas Yojana 4.0 (2023-2026)

## Who can apply?

1. This program can help candidates from practically every state.
2. The government says that any young person without a job or a college or high school dropout can apply for this program.
3. To apply for PMKVY, the applicant needs to have a bank account and an Aadhaar card.
4. The candidate must possess a verified alternative ID, such as a voter ID or PAN (valid only in the states of J&K and the Northeast area; other IDs may be added at a later date).
5. SSC is also free to specify any additional requirements for the relevant job roles.
6. College students are not regarded as qualified applicants for PMKVY. Furthermore, candidates cannot be daily wagers or workers of corporates or manufacturing facilities.

## Registration Process for PMKVY

1. To receive the training, the applicant must submit an online application on the PMKVY's official website. This is the website's direct link: The website [pmkvyofficial.org](http://pmkvyofficial.org)
2. The applicant must fill out a form on the website with basic details about themselves, including names, email addresses, addresses, and other information.
3. The applicant's next step will be to select the PMKVY course they wish to take. Forty possibilities, including construction, electronics, food and processing, furniture, jewelry and gems, and many more, are available for the applicant to select from.
4. The final stage is to select the training facility based on its viability.

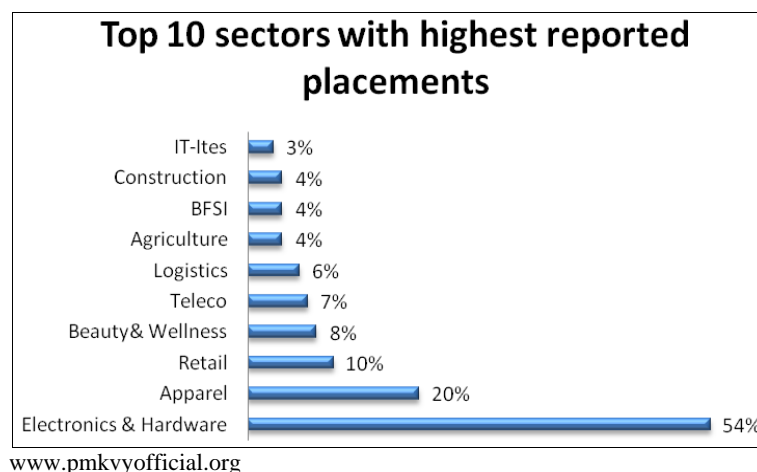
**Table 1:** Statistics of Candidates in all three phases

	Phase 1.0 2015-16	Phase 2.0 2016-20	Phase 3.0 2016-20	Total
Enrolled Candidates	1986016	11484724	794976	14265716
Trained Candidates	1986016	11000708	737502	13724226
Assessed Candidates	1951487	9920742	582629	12454858
Certified Candidates	1451636	9157547	432062	11041245
Reported placed	266926	2141575	43016	2451517
Percentage of candidates placed out of certified candidates	18.38%	23.38%	9.95%	22.20

[www.pmkvyofficial.org](http://www.pmkvyofficial.org)

From Table 1, it is observed that during phase.1 18.38% of the candidates enrolled, trained and certified got the employment. During the second phase which contains for 4 years, 23.38% of the candidates were employed. However,

during phase 3.0, the number of candidates employed declined to 9.95%. All the three phases put together total number of candidates employed stood at 22.20%.



**Fig 1:** Depicts that Electronics and hardware sector had highest (54%) placements followed by Apparel (20%), Retail (10%), Beauty & Wellness (8%), Teleco (7%), Logistics (6%), Agriculture, BFSI, Construction each with 4% and IT-ITes (3%) sectors.

### Conclusion

In conclusion the Pradhan Mantri Kaushal Vikas Yojana is a dynamic and innovative program that aims to provide skill development and job opportunities for individuals across India. With its focus on industry partnerships, training programs, and job creation, the program has already made a significant impact on communities and the economy as a whole. Government encourage everyone to support and participate in this important initiative, and look forward to seeing its continued growth and success in the future.

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