

PMKVY(PRADHAN MANTRI KAUSHAL VIKAS YOJANA)

Project Management & Analysis(TD 608)

Instructor: prof. Chaaruchandra Korde

Indian Institute of Technology, Bombay

By

Sangeetha Durgam

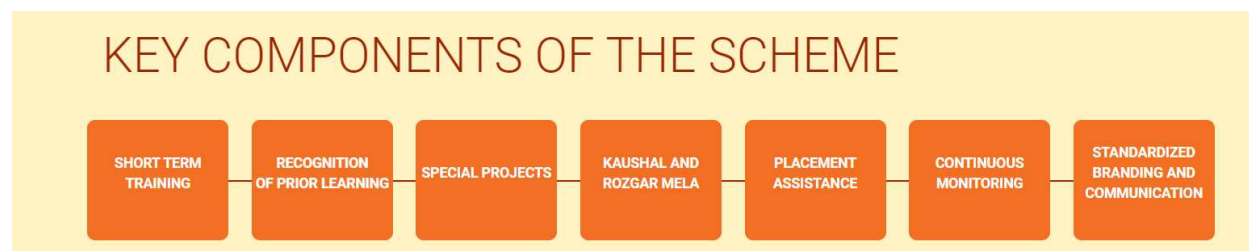
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SCHEME OVERVIEW:

PMKVY aims to bridge the skills gap in India by providing accessible, quality training to youth across various sectors, enhancing their employability. The scheme focuses on offering both fresh training and certification for those with prior work experience through its Recognition of Prior Learning (RPL) initiative. In addition to financial support for training, it ensures that certifications are industry-recognized, thereby increasing job opportunities. The program also includes continuous monitoring to maintain high-quality standards. The following picture highlights the core components of the scheme that drive its success in transforming skill development in India.



SCOPE & TARGET AUDIENCE:

The scope of PMKVY encompasses a wide range of skill development initiatives aimed at enhancing job readiness across India. The program offers short-term training, Recognition of Prior Learning (RPL), special projects, and initiatives like Kaushal and Rozgar Melas. It collaborates with 18 ministries and aligns training with the National Skills Qualification Framework (NSQF) to ensure standardized, high-quality training. PMKVY targets vulnerable groups, including economically disadvantaged populations, school and college dropouts, and marginalized communities, promoting inclusion and economic mobility. It works closely with Sector Skill Councils (SSCs), NSDC, and private sector entities to ensure that training meets current market needs. The initiative also provides placement assistance to ensure long-term employment and contribute to India's economic growth by equipping the workforce with skills needed in the secondary and tertiary sectors. The following are the target audience:

- **India's Young Workforce:** 62% of the population is in the working-age bracket (15-59 years), with 54% below 25 years, offering a large potential workforce for skill enhancement.
- **Economically Disadvantaged Groups:** 22% of the population lives below the poverty line; PMKVY targets these groups to raise income levels and foster inclusive growth.
- **School and College Dropouts:** Individuals without formal qualifications are provided industry-relevant skills to improve employability.
- **Unemployed Graduates and Job Seekers:** Despite educational qualifications, many lack practical skills for the job market; PMKVY offers training aligned with the National Skills Qualification Framework (NSQF) to bridge this gap.

PROJECT MANAGEMENT TECHNIQUES:

DESIGN, OBJECTIVES & STAKEHOLDER ENGAGEMENT:

The Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is designed with the goal of creating a skilled and certified workforce that contributes to India's growth and positions the country as the global skills capital. The design of the scheme includes several key reforms, such as transitioning from a training provider-

driven to a trainee-centric model, incorporating district-level planning, and increasing the involvement of states and union territories. The core principles focus on upskilling, particularly in industry 4.0 skills, enhancing online training, and improving the assessment ecosystem with common assessment centers. The scheme was aimed to train **13.2 million** candidates through short-term training and recognition of prior learning and it has trained **13.42 million** candidates. Its implementation follows a dual structure with central and state components, fostering collaboration and addressing regional and sector-specific needs. Strategic initiatives include creating skill information centers, encouraging private sector participation, and integrating vocational courses into school curricula with the Ministry of Education.

STAKEHOLDERS & ENGAGEMENT

- Key stakeholders in PMKVY collectively drive PMKVY's success, each contributing through their expertise, resources, and network to ensure the program meets its objectives and impacts the workforce effectively. They include:
 - **Government Bodies:** The Ministry of Skill Development and Entrepreneurship (MSDE) is the central body overseeing the scheme's implementation. State governments also play a vital role in coordinating local execution and monitoring.
 - **Training Partners (Training Providers/TPs):** These are private and public institutions responsible for delivering training. They ensure curriculum delivery, manage the training infrastructure, and facilitate assessments and certifications.
 - **Beneficiaries:** The primary stakeholders are the candidates receiving skill development training. Their participation is critical to the success of the program, as they directly benefit from upskilling and certification.
 - **Sector Skill Councils (SSCs):** SSCs ensure that the training is aligned with industry needs, define job roles, and conduct assessments and certifications.
 - **NGOs and Community Partners:** These organizations help in mobilizing candidates, particularly in underserved areas, and support outreach initiatives to ensure greater program access.

RESOURCE ALLOCATION AND FINANCIAL PLANNING:

BUDGETARY OVERVIEW:

The financial framework for PMKVY involves structured budget allocations and effective expense tracking to manage the scheme's various initiatives. Funding sources include central government support, with specific allocations for skill development, apprenticeship promotion, entrepreneurship, and skill infrastructure strengthening. Central Sector Expenditures cover training, administrative costs, and support for state-sponsored skill initiatives, with budget adjustments based on program needs and revised economic conditions. The following table shows the allocation of budget for the scheme and expenditure in crores for financial years from 2019-20 to 2023-24

RESOURCE ALLOCATION:

To maximize reach and effectiveness, PMKVY implements a region-specific resource management strategy tailored to India's diverse economic and industrial landscape. Resources are distributed to meet regional demand by setting up Skill Information Centers and establishing new skill institutions in underserved locations. These include rural and remote areas, such as North Eastern states and districts impacted by Left Wing Extremism, where resource mobilization is particularly challenging. The Ministry of Skill Development and Entrepreneurship (MSDE) partners with state governments to ensure local alignment and leverage existing networks, which helps streamline the establishment of these centers.

COST EFFICIENCY:

PMKVY employs a research-backed, cost-efficient approach to training through targeted funding and strategic partnerships. The World Bank-supported STRIVE project maximizes resources by sharing industry infrastructure and incentivizing quality with performance-based funding. Collaborations with private partners reduce costs by utilizing existing industry spaces for apprenticeships, while digital and hybrid training models minimize facility expenses, enabling funds to enhance curriculum and instructor quality. In high-cost regions, grants under the Strengthening of Skill Institutions program support sustainable vocational centers, ensuring effective use of resources while maintaining training accessibility and quality across India.

FY	Allocation (In Cr.)	Expenditure (In Cr.)
2019-20	1,749.22	1,613.26
2020-21	1,534.39	1,514.76
2021-22	1,438.00	1,043.21
2022-23	739.26	233.26
2023-24	920.00	502.00

RISK MANAGEMENT & QUALITY CONTROL:

RISK IDENTIFICATION:

PMKVY faces key risks such as funding limitations as the scheme involves high costs associated with establishing and maintaining training centers, especially in rural or underserved regions where infrastructure may be lacking., which may impact program scalability; skill mismatch, where trained skills may not align with industry needs; and training quality variations across centers, potentially affecting employability outcomes. Each of these risks threatens the program's sustainability and its ability to produce job-ready candidates.

RISK MITIGATION STRATEGIES:

To address funding constraints, PMKVY utilizes public-private partnerships and leverages World Bank-backed initiatives like STRIVE to stabilize financial resources. For skill alignment, the program conducts regular *industry consultations* to update curriculum and ensure relevance. Training quality is managed through *National Skill Development Corporation (NSDC)* assessments, which standardize curriculum delivery, while *grading frameworks* help identify and rectify underperforming centers.

QUALITY ASSURANCE:

PMKVY maintains training standards through a robust *monitoring and evaluation (M&E)* system. Following

are the key monitoring tools used to evaluate the quality standards in skill development through PMKVY.

- **Candidate Verification:** Automated and manual calls confirm enrollment and address grievances promptly.
- **Surprise Center Visits:** Unannounced inspections with geotagged, time-stamped images ensure real-time compliance.
- **Virtual Verification:** Training centers submit geotagged images and data via an app for remote compliance checks.
- **Biometric Attendance:** Aadhaar-enabled biometric tracking ensures accountability by linking attendance to center payments.

MONITORING, EVALUATION, AND CONTINUOUS IMPROVEMENT:

PERFORMANCE METRICS:

PMKVY tracks key performance indicators (KPIs) such as job placements, trainee satisfaction, and industry demand alignment to measure success. Job placement verification is integrated into payment systems, ensuring that placement targets are met, and candidate feedback is collected to assess satisfaction. Alignment with industry demand is maintained through targeted sector-wise and job-role-specific training. Through a centralized dashboard, data is monitored in real-time to identify bottlenecks, inefficiencies, and potential areas for improvement, helping adapt training programs to market needs.

CONTINUOUS IMPROVEMENT:

PMKVY employs multiple feedback mechanisms such as surprise visits, manual and virtual verification, and regular assessments to ensure continuous quality improvement. These mechanisms help detect non-compliance, monitor training progress, and facilitate corrective actions, making the scheme adaptive to evolving workforce demands and improving over time.

CHALLENGES, ACHIEVEMENTS LESSONS LEARNED:

CURRENT CHALLENGES:

- **Regional Disparities:** Uneven skill demand across regions causes mismatches in training and placement.
- **Resource Shortages:** Inadequate resources, including trained instructors and infrastructure, hinder training quality, especially in rural areas.
- **Outreach Issues:** The program struggles to reach marginalized communities and underserved regions effectively.

Scheme Achievements: PMKVY has made significant strides in upskilling millions, achieving key milestones such as successful job placements and offering certifications to individuals with prior learning experience. The program has remained responsive to workforce needs by integrating industry-aligned training modules.

LESSONS LEARNT:

- **Adaptation to Regional Needs:** It's crucial for future skill development initiatives to consider regional variations in skill demand. Tailoring programs to local industry needs will reduce wastage and improve placement rates.
- **Resource Optimization:** Ensuring that resources are efficiently allocated, especially in underserved areas, can improve the quality of training. This includes investing in instructor training, better infrastructure, and more localized content.
- **Effective Outreach Strategies:** To reach a broader demographic, future projects should focus on improving digital literacy and leveraging technology for outreach, making it easier for candidates in remote areas to access training.

CONCLUSION AND RECOMMENDATIONS

SUMMARY OF FINDINGS:

The Pradhan Mantri Kaushal Vikas Yojana (PMKVY) has had a profound impact on India's skill development landscape, with millions benefitting from its training programs. However, challenges such as regional disparities, resource constraints, and issues with outreach have hindered its full potential. While the program has made substantial progress in placing trained individuals in jobs, it still faces setbacks in terms of consistency and quality of training delivery.

RECOMMENDATIONS:

- **Tailored Regional Programs:** To address regional disparities, future projects could benefit from developing skill training programs tailored to specific regional needs, ensuring more relevant and effective outcomes.
- **Enhanced Digital Integration:** Future skill development projects should integrate digital tools more comprehensively, using online training modules and mobile apps to overcome geographical barriers and expand outreach.
- **Continuous Monitoring and Evaluation:** Strengthening monitoring mechanisms and conducting frequent assessments can ensure training quality and better alignment with industry requirements.

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