Employment of the Skilled: Placement Analysis of PMKVY 2.0
(With Reference to Short Term Training under PMKVY 2.0)

Abstract: Pradhan Mantri Kaushal Vikas Yojna launched under National Development Mission aims at making the workforce of India skilled so that they could get employed thus reaping the demographic dividend fully. Its second phase started in 2016 was approved of for four years. This research paper is the study of PMKVY 2.0 in terms of employment ensured by this scheme. The short term training component of the scheme is analyzed using the data and it has been assessed that in what proportion the scheme has been successfully employed the candidates.

Key Words: Skill development, employment, PMKVY 2.0

1. INTRODUCTION

A dignified life is only possible when one has a dignified source of livelihood. The constitutionally guaranteed fundamental right of Right to life and liberty encompasses the right to livelihood and it was made clear way back in 1985 in the famous Olga Tellis & Ors. vs. Bombay Municipal Corporation & Ors. case. The Hon'ble Supreme Court in its 5 bench judgement clarified that

...the sweep of the right to life conferred by Article 21 is wide and far reaching. It does not mean merely that life cannot be extinguished or taken away as, for example, by the imposition and execution of the death sentence, except according to procedure established by law. That is but one aspect of the right to life. An equally important facet of that right is the right to livelihood because; no person can live without the means of living, that is, the means of livelihood.[1]

However, mere inclusion of livelihood in the list of fundamental rights doesn't end all challenges. In fact, the struggle for livelihood is one of the most fierce and ever going part of human life. And in this time of technological advancement when human civilization seems to have entered in almost a new era; livelihood requires skills. But India lacks severely on this front. The Ministry of Skill Development and Entrepreneurship admits in the National Skill Development Mission's framework for implementation booklet that only 2.3% of the workforce has undergone formal skill training.[2] It means that large section of workforce has not tapped its potential and much needs to be done. The data is alarming as it shows that India has not been able to take advantage of its demographic dividend and in the near future if it has to tap the full potential to rise as a global power, substantial steps are needed to be taken now. Responding to these concerns, the government launched the Skill India Mission on 15th July, 2015 with a vision of making India the capital of skills.

2. National Skill India Mission

The challenge before India lies in fully utilizing its human resources and it is only possible when the workforce is really 'resource', for that skill is the prime need. National Skill India Mission states in its 'mission statement' to rapidly scale up skill development efforts in India, by creating an end-to-end, outcome-focused implementation framework.[3] Under the mission institutions were established and schemes were launched. The Mission itself was divided in three tiers, Governing Council at the apex level chaired by the Prime Minister, a Steering Committee and the Mission's Directorate as the executive body. The Directorate is to be further assisted by three other institutions namely, National Skill

Development Agency, National Skill Development Corporation and Directorate General of Training. At the same time schemes like Pradhan Mantri Kaushal Vikas Yojna, SANKALP, UDAAN were launched. However, the prime focus in this research paper is on Padhan Mantri Kaushal Vikas Yojna which is the leading scheme of the whole Mission. Skill India offers courses across 40 sectors in the country which are aligned to the standards recognised by both, the industry and the government under the National Skill Qualification Framework.[4]

3. Pradhan Mantri Kaushal Vikas Yojna

Pradhan Mantri Kaushal Vikas Yojna was first launched on the occasion of World Youth Skills Day in 2015, i.e. on 15th July, 2015. After one year PMKVY 2.0 was approved of and launched with the target of training 10 million youth over the time span of 4 years, i.e. 2016-20. The scheme has two main components, first being the Short term training where training will be imparted to school dropouts, unskilled people and the second one is Recognition of Prior Learning component in which prior learning experience will be assessed and certified. In this research paper analysis is centred on the short term training component.

4. Pradhan Mantri Kaushal Vikas Yojna 2.0: Analysis of job placements

The much celebrated scheme was launched on the basic premise that in our country there is enough need of skilled labour but the supply is not responding to the demand. In other words it is believed that there is dearth of skilled labour in our country. The statement in itself is very true as already mentioned that only about 2.3% of the workforce has undergone formal training. And on this basis it was argued that with the workforce getting skilled, the employment will go up. However, the data tells another story.

The data present on the PMKVY website for the time period July, 2016 to August 24, 2017 tells the total number of candidates enrolled under the short term training to be 890,284. For the same time period the candidates trained were 568,105 out of which only 66,427 were placed. Here, for the purpose of study total 10 States and 1 Union territory has been taken. The table shown below tells the total number of candidates in different categories, i.e. enrolled, trained, assessed, placed for the time period July, 2016 to August, 2017. The states selected for the purpose of study represent a mixed variety as some states like Uttar Pradesh have as much as one lakh candidates enrolled on the other hand there are states like Nagaland where only few hundreds were enrolled.

Table 1: PMKVY 2.0 data for different states[5]

States	Enrolled	Trained	Placed	Percentage of Placed out of Trained Candidates (%)
Uttar Pradesh	164080	101606	7062	6.95
Maharashtra	29527	21379	3136	14.86
Bihar	39407	25785	1725	6.68
Chandigarh	306	171	0	0
Tamil Nadu	52524	34778	11020	31.68
Punjab	46143	26338	2361	8.96

Andhra Pradesh	26639	19378	4788	24.7
Telangana	45085	31345	6014	19.18
Madhya Pradesh	73771	40716	3752	9.21
Gujarat	12995	8404	1427	16.98
Nagaland	1493	1203	382	31.75

For further simplification of study, we segregated these selected states in three categories, namely High Range states, Middle Range States, and Low Range States.

1. High Range States/UTs (Enrolled candidates more than 50,000)

2. Middle Range States/UTs (Enrolled candidates more than 10,000 and less than 50,000)

 3. Low Range States/UTs (Enrolled candidates less than 10,000)

4.1 High Range States

In this range come the states of Uttar Pradesh, Tamil Nadu and Madhya Pradesh. The bar graph depicted here shows that out of total candidates trained how many were placed. For Uttar Pradesh this ratio stands at 6.95%, for Madhya Pradesh it is 9.21% and for Tamil Nadu it is 31.68%. The stark differences between different states make this point clear that the number of placements does not depend upon the trained candidates as such. And in fact there are substantial anomalies between the performances of high range states inter se. In Tamil Nadu number of candidates trained are much less than those in Madhya Pradesh but when it comes to placement Tamil Nadu has performed much better and number of candidates placed are almost more than 2 times higher in Tamil Nadu than Madhya Pradesh.
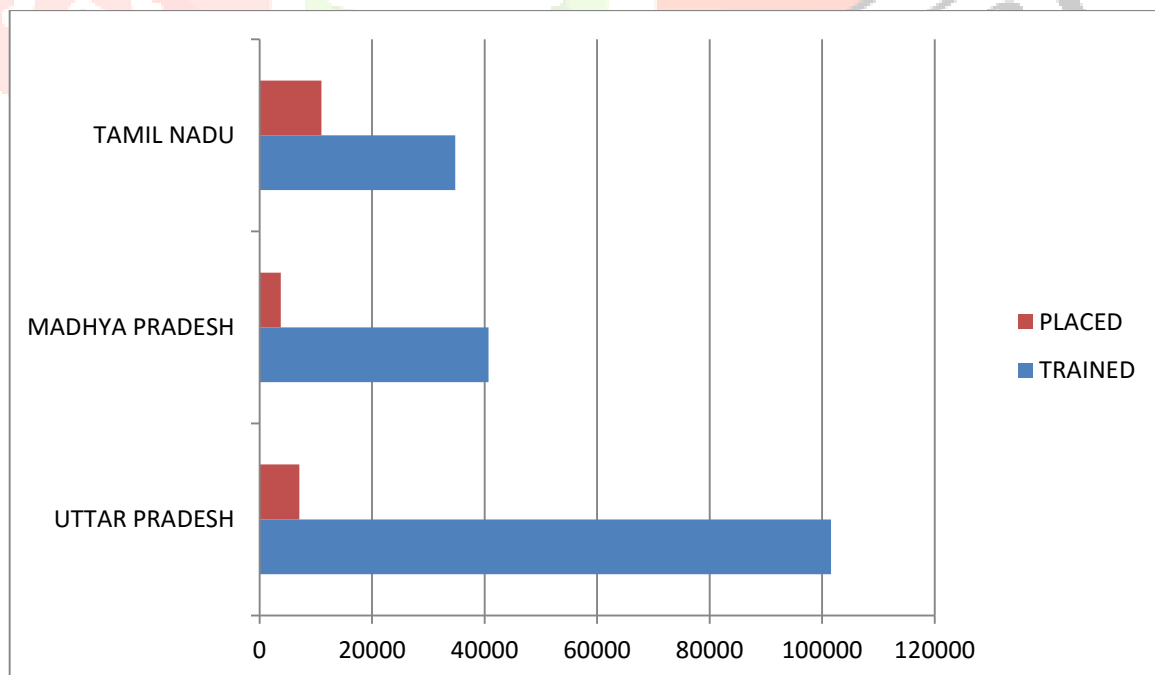

Fig.1: High Range States: Analysis of trained and placed candidates

4.2 Middle Range States

Total six states come under this category out of ten selected. The candidates enrolled in this category of states are more than ten thousand but less than fifty thousand. The states are Maharashtra, Gujarat, Andhra Pradesh, Bihar, Telangana and Punjab. In this category of states there are mix types of performers. There are states like Andhra Pradesh where the

placement ratio is as high as 24.70% and at the same time there is state like Bihar which has performed worst and placement ratio is meagre 6.68%. The data clearly tells that despite many efforts states like Bihar have not been able to improve in the field of employment generation. The causes may be many ranging from poor administration to less developed industrial sector. At the same time it is also a matter of concern that Gujarat which is one of the leading states of country has performed miserably when it comes to giving employment to the skilled workforce.
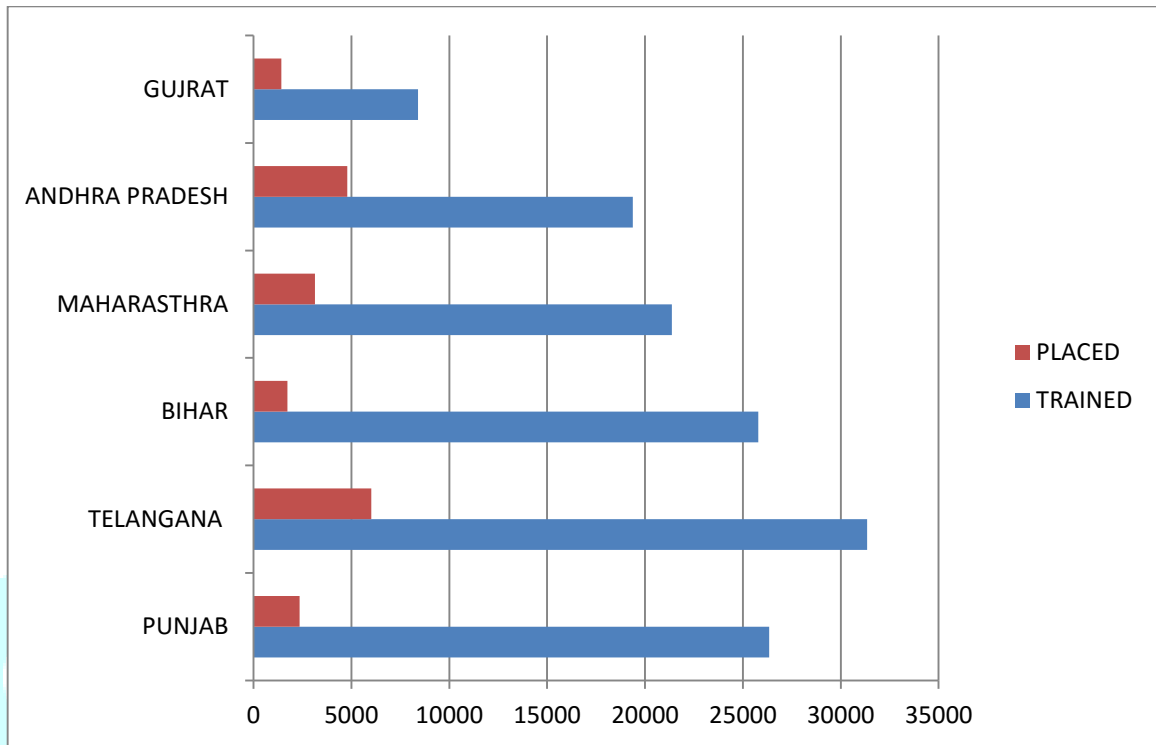

Fig.2: Middle Range States: Analysis of trained and placed candidates

4.3 Low Range States/UT

In this category only one state and one union territory is placed. While Nagaland by training only 1203 candidates has been able to get 31.75% placed, in Chandigarh not even a single person could be placed out of 171 trained.
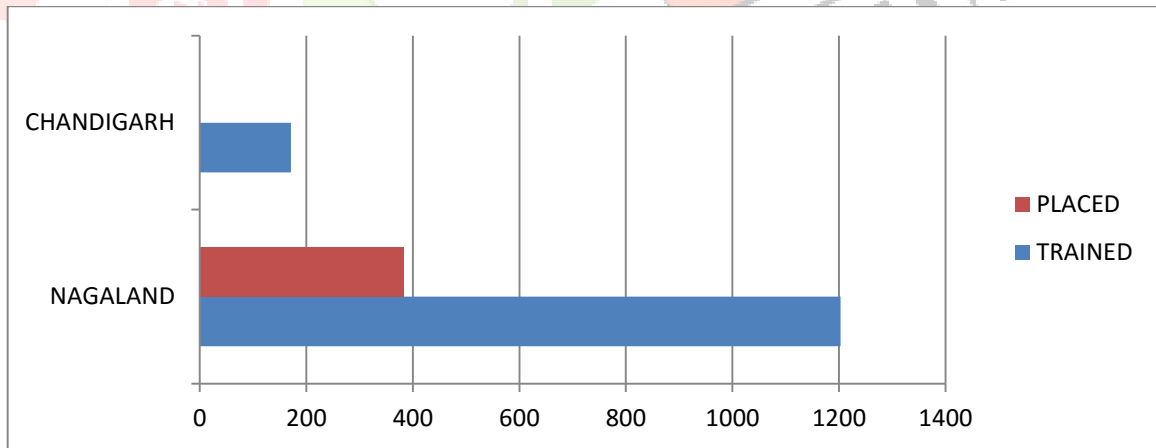

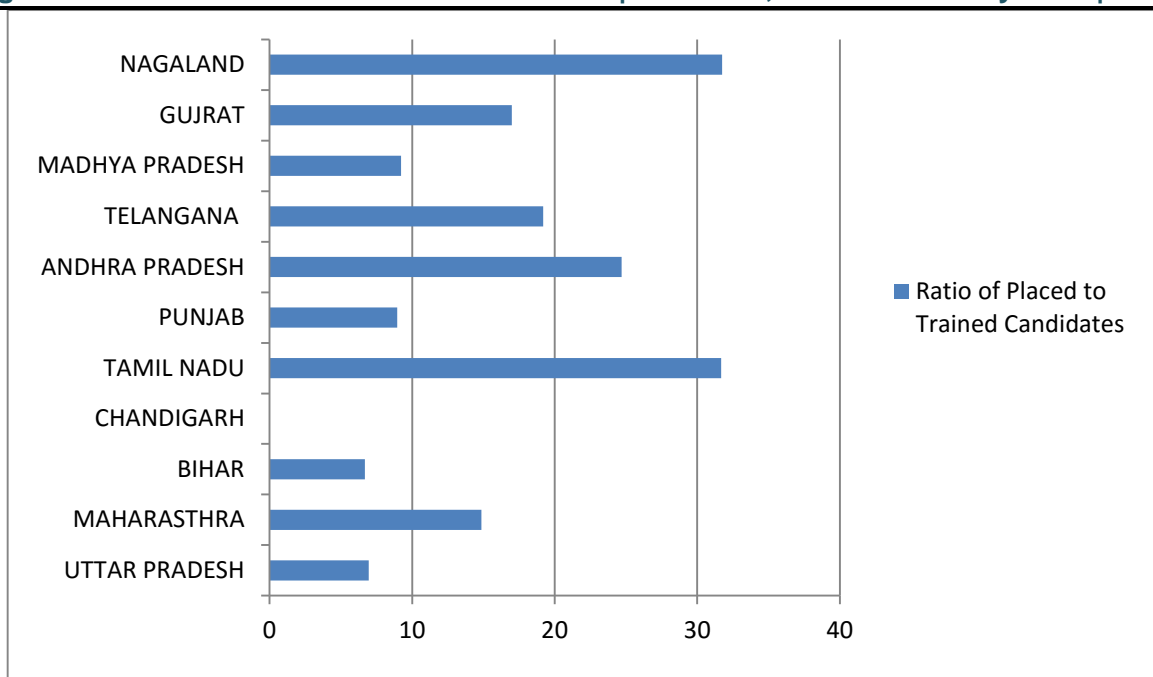Fig.3: Low Range State/UT: Analysis of trained and placed candidates

Fig.4: Percentage of placed candidates out of trained candidates in different States/UT

Following conclusions can be drawn from the analysis of different categories of states.

1. The number of placements or percentage of candidates getting placed do not depend upon the number of candidates enrolled. Small states enrolling few hundred candidates can give best output as in the case of Nagaland and at the same time states enrolling large number of candidates cannot be able to give desired output as in the case of Bihar.

2. None of the states selected in the study has crossed the limit of 50% placement and some states have performed miserably having less than 10% placement.

3. Even industrially developed states have not performed well and thus ruling out the perception which argues that the lack of skill is the cause of unemployment.

5. Sector wise Analysis of data: Candidates Enrolled, Trained and Placed

The analysis of the data of different states does not tell the complete picture if we talk about different sectors. For this, sector wise analysis is needed. Here 9 different sectors were selected and numbers of candidates were segregated under different heads, i.e. enrolled, trained and placed. Total centres established under each particular sector were also taken into account. The ratio of placed to trained candidates was calculated. All the data is for Short term training component of PMKVY 2.0 for the time period July, 2016 to August24, 2017.

The most astonishing part of the scheme is that in the traditional sectors like handicraft & carpet and textiles & handlooms not only number of enrolled and trained candidates are comparatively very low but also the placed candidates are worst and are zero.

Table 1: PMKVY 2.0 data for different sectors[6]

Sector	Total centres	Enrolled	Trained	Placed	Percentage of Placed out of Trained Candidates
Apparel	919	129697	80946	13255	16.37511427
Automotive	181	10657	6510	1061	16.29800307

Beauty and Wellness	553	74283	50062	9132	18.24138069
Electronics Hardware	1641	206740	96153	7367	7.661747423
Handicraft and Carpet	16	1270	207	0	0
IT-Tes	407	37570	31877	3693	11.58515544
Healthcare	255	25589	16151	2899	17.94935298
Leather	18	2171	1830	258	14.09836066
Textiles and Handlooms	61	584	251	0	0

Moreover, when average enrolment per centre and average placement per centre was calculated a wide gap was noticed. While average enrolment at centres of different sectors range between 4 and 100, the average placement in any case doesn't cross the digit of 20. It can be argued that average placement and average enrolment are relative aspects but the ratio of placed to trained candidates tells the complete picture as all the sectors are below the mark of 20.
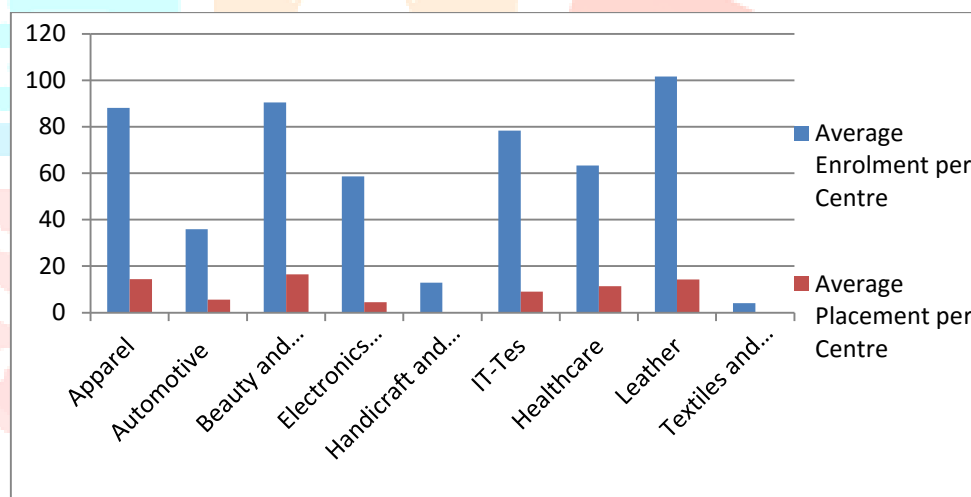

Fig.6: Average Enrolment per centre and average placement per centre in different sectors

6. Conclusion

Huge unemployment in our country is mainly attributed to the lack of skills. Due to this a large section of people is unable to utilize their potential and they further lead to poverty. Amartya Sen too argues for the need of capability in his famous capability approach, here understood as skill. Capability approach rests on this idea itself that the lack of capabilities leads to poverty. In the capabilities approach, poverty is understood as deprivation of basic capabilities.[7] Once, it is established that skills are of utmost importance the need is to look into the cases where skills don't lead to employment. The data presented in this article is self sufficing for this argument that skill development is no panacea for the unemployment. Because the skill development drive is to be supplemented with the generation of demand. When there is no demand of skilled workforce, skill training cannot achieve the set goals. When the government is focussing on the skill development, it needs to pay heed to those areas too where skill development doesn't result in the employment. The overhauling of the whole mission is the need of the hour until it gets too late.

The demand created of skilled workforce matched with the supply will make India capable of harnessing its demographic dividend and then only National Skill Development Mission's objective will be fulfilled.

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