

Skill Development Initiatives in India: An Exploratory Study with Special Reference to Pradhan Mantri Kaushal Vikas Yojana

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Abstract

Skill development is imperative for socio-economic development of a country. Skill development ecosystem in India encompasses the broad policy and structural framework that govern the skill development activities at state and central level. Under skill India campaign about 20 Central Ministries/ Departments including Ministry of Skill Development and entrepreneurship are involved in the implementation of more than 40 schemes for various skill development programs. The push for a policy-backed skill development initiative is a significant step towards realizing the potential of the workforce by enhancing its employability. The present paper is an attempt to understand the framework and the progress of the most ambitious skill development scheme i.e., Pradhan Mantri Kaushal Vikas Yojana.

Keywords(s): Skill Development, PMKVY, Demographic Dividend.

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I. Introduction

The Union Cabinet had approved India's largest Skill Certification Scheme, Pradhan Mantri Kaushal Vikas Yojana (PMKVY), on 20 March, 2015. The Scheme was subsequently launched on 15 July, 2015, on the occasion of World Youth Skills Day by Honourable Prime Minister, Shri Narendra Modi. PMKVY is implemented by National Skills Development Corporation (NSDC) under the guidance of the Ministry of Skill Development and Entrepreneurship (MSDE). With a vision of a "Skilled India", MSDE aims to skill India on a large scale with speed and high standards. PMKVY is the flagship scheme that is driving towards greater realisation of this vision. Owing to its successful first year of implementation, the Union Cabinet has approved the Scheme for another four years (2016-2020) to impart skilling to 10 million youth of the country. stress on high-skill development not only for the benefit of business firms in form of higher profits and for employees in form of higher wages but also helpful to the national policy makers in developing countries for boosting competitiveness on global basis (Ashton & Green, 1996). Policy which stimulates economic growth has impact for creating new avenues for occupation leading to employability of the nation's manpower. The benefits of a fostering economy are often accounted by the growing number of well-paid jobs in a nation (Balakrishnan & Senthilkumar, 2020). Delivery of skilled manpower declined from 7.58 points in 2005 to 5.75 points in 2014 then puts on India 48th position out of 60 countries surveyed in IMD world talent ranking. More than 12 million youth between 15 years to 29 years of age are expected to enter India's labour force every year in the next two decades and Government's recent skill gap analysis reveals that by 2022, another 109 million skilled workers will be needed in the 24 keys sectors of the economy. At present, only 2.3 percent of India's workforce has received some formal skill training leading to acquire job specific occupational skills.

II. Literature Review

Saini (2015) assessed skill capacity of Indian workforce through general education and vocational training level which was found to extremely low i.e., around 38% of the workforce are not even literate, 25% are having below primary or up-to primary level of education and remaining 36% has an education level of middle and higher level whereas only 10% of the workforce is vocationally trained (with 2% formal and 8% informal training). Demand & supply mismatch, low educational attainment and placement-linked challenges are some reasons for the failure of skill development mission. Labour market reforms are required to overcome challenges such as mismatch between theory and practice, low quality of skills assimilated, the mismatch between demand and supply of skilled labour force, low level of in-house training, low cooperation from students and employees due to lack of incentives and lack of qualified teachers. (Cabral and Das, 2019)

Arora and Chhawani(2019) analysed the programme under skill India campaign and their impact on reshaping Indian economy. He found that along with government initiative industry should also come in public-private partnership to improve skill. **Suhagin et al.(2018)** assessed the importance ICT and skill development of workers with special reference to PMKVY. Traditional tools may not be relevant and ICT becomes an important tool to provide skill enhancement training to most of the workforce engage in various capacities.

According to **Sharma and Sheti(2014)** Skill gap have a serious impact, not only on the employers, but also on the economy as a whole. One of the major concerns is the loss of productivity and revenues as the many of the jobs remain vacant for significant time due to lack of skilled labour. **Berwal&Punia(2019)** examined the schemes and policies in Haryana under National Skill Qualification Framework at school, polytechnic and university level. The most critical challenges for government are to change the mindset of a common man in favour of vocational education and out- dated curriculum. As per **Jamal &Khurshid (2019)** the major challenge faced in the country to implement skill development programme is that the perception of people and society towards the skilling. People consider skilling as the last option in the race of their career /academic system. **Dewangna(2018)** assessed the contribution of Pradhan Mantri Kaushal Vikas Yojana (PMKVY) in empowering rural youth and find out that a small proportion of India's labour force is formally trained and skilled in any aspect and there are quite a number of sectors who are facing the situation of scarcity of skilled workers and are caught up with low productivity due to unskilled workforce. On the other hand, large section of the country's youth is fighting with the problem of unemployment and lack of livelihood opportunities.

The people enrolled in the skill development centres under various training programmes/ job roles were majorly those who were either higher secondary qualified or senior secondary qualified. A very few of them were college degree holders. A 95% of the students thought that they would still highly recommend the course to other aspirants. **(CEPR Interim Report 2nd version, 2019)**

Kaur and Dorga, (2018) assessed the financial spending, quality standards and challenges faced by Punjab Skill Development Mission. The most challenging task in skill impartment and training is placement that is, working on ensuring that the batch is well employable at the end of training session. The IL& FS centre head believes that the delay in payments (even initial payment) caused by the state government is very challenging and obstructive for the smooth functioning of skill impartment task.

III. Objective & Methodology

The focus of the study is to:

- Study the framework and evaluate the progress of PMKVY.
- Study the issues and challenges faced in the implementation of PMKVY.

The present study is based on secondary data and the relevant books, documents of various ministries/departments and organizations, articles, papers, and government websites are used in this study.

IV. About the Scheme: Pradhan Mantri Kaushal Vikas Yojana (PMKVY)

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE). The objective of this Skill Certification Scheme is to enable a large number of Indian youths to take up industry-relevant skill training. The trainings are given in the following sectors such as:

- | | |
|--|------------------------------------|
| i) Agriculture, | xiv) Healthcare, |
| ii) Automotive, | xv) IT and IT-es, |
| iii) Apparel, | xvi) Iron and Still, IT and IT-es, |
| iv) BFSI, | xvii) Logistics, |
| v) Beauty and wellness, | xviii) Life science, |
| vi) Construction, | xix) Management, |
| vii) Capital Goods, Construction, | xx) Mining, |
| viii) Food Processing, | xxi) Media & Entertainment, |
| ix) Electronics & Hardware, Food Processing, | xxii) Power, |
| x) Furniture & Fittings, | xxiii) Plumbing, |
| xi) Green Jobs, | xxiv) Retail, |
| xii) Gems and Jewellery, | xxv) Tourism and Hospitality, and |
| xiii) Handicrafts & Carpets, | xxvi) Telecom. |

The scheme has different stakeholders who are responsible for successful implementation of the entire programme. The key stakeholders are as follows:

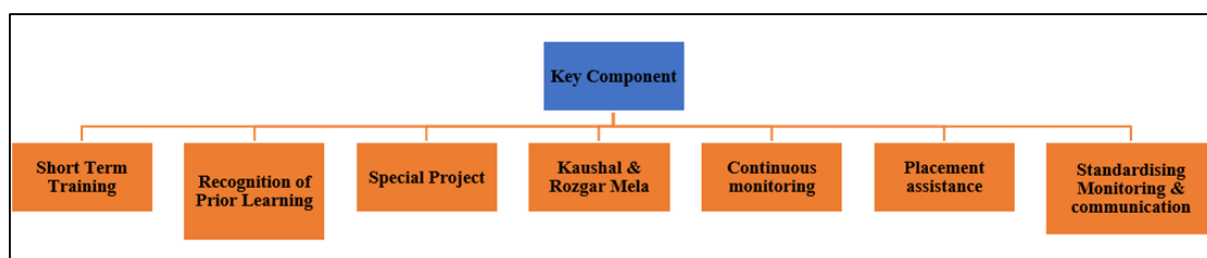
- Ministry of Skill Development & Entrepreneurship (MSDE)
- National Skill Development Corporation (NSDC)
- Sector Skills Council (SSC)
- Training Providers

- Assessment Agencies, Assessors
- State Government
- State Skill Missions
- Local Administration
- UIDAI
- Banks
- Individuals

NSDC is the main implementing agency who will control and monitor different programmes to be implemented by the central government. SSCs are assigned to identify the specific job roles for which trainings are to be provided through PMKVY. SSCs also going to affiliate training collaborate both from government as well as from private sectors to impart training. Since, training should be followed by assessment; it is the responsibility of the SSCs to recruit third party agencies to conduct the assessment for the training programmes conducted. Once the allocation is done, both state governments as well as private training partners have to mobilize the prospective candidates who are in real need of skill training to meet the requirement of the skilled manpower in industry. At the last, NSDC will award the reward money and the certificates on successful completion of the training programme (Patnaiket al, 2018).

4.1 Key Components of PMKVY

The scheme has been divided into six components. Every component has its own objectives and set of target audiences. Not all are equally required to be absorbed in each of the schemes. Once, the SSC have identified the job role and various sectors where the skilled manpower is required, there is a need to identify the proper implementation and stages to be followed during the entire plan period. The authorities have divided the schemes into six components.



4.1.1 Short Term Training

The Short-Term Training imparted at PMKVY Training Centres (TCs) is expected to benefit candidates of Indian nationality who are either school/college dropouts or unemployed. Apart from providing training according to the National Skills Qualification Framework (NSQF), TCs shall also impart training in Soft Skills, Entrepreneurship, Financial and Digital Literacy. Duration of the training varies per job role, ranging between 150 and 300 hours. Upon successful completion of their assessment, candidates shall be provided placement assistance by Training Partners (TPs). Under PMKVY, the entire training and assessment fees are paid by the Government. Trainings imparted under the Short-Term Training component of the Scheme shall be NSQF Level 5 and below.

4.1.2 Recognition of Prior Learning

Individuals with prior learning experience or skills shall be assessed and certified under the Recognition of Prior Learning (RPL) component of the Scheme. RPL aims to align the competencies of the unregulated workforce of the country to the NSQF. Project Implementing Agencies (PIAs), such as Sector Skill Councils (SSCs) or any other agencies designated by MSDE/NSDC, shall be incentivised to implement RPL projects in any of the three Project Types (RPL Camps, RPL at Employer's Premises and RPL centres). To address knowledge gaps, PIAs may offer Bridge Courses to RPL candidates.

4.1.3 Special Projects

The Special Projects component of PMKVY envisages the creation of a platform that will facilitate trainings in special areas and/or premises of Government bodies, Corporates or Industry bodies, and trainings in special job roles not defined under the available Qualification Packs (QPs)/National Occupational Standards (NOSs). Special Projects are projects that require some deviation from the terms and conditions of Short-Term Training under PMKVY for any stakeholder. A proposing stakeholder can be either Government Institutions of

Central and State Government(s)/Autonomous Body/Statutory Body or any other equivalent body or corporates who desire to provide training to candidates.

4.1.4 Kaushal And Rozgar Mela

Social and community mobilisation is extremely critical for the success of PMKVY. Active participation of the community ensures transparency and accountability, and helps in leveraging the cumulative knowledge of the community for better functioning. In line with this, PMKVY assigns special importance to the involvement of the target beneficiaries through a defined mobilisation process. TPs shall conduct Kaushal and Rozgar Melas every six months with press/media coverage; they are also required to participate actively in National Career Service melas and onground activities.

4.1.5 Placement

PMKVY envisages to link the aptitude, aspiration, and knowledge of the skilled workforce it creates with employment opportunities and demands in the market. Every effort thereby needs to be made by the PMKVY TCs to provide placement opportunities to candidates, trained and certified under the Scheme. TPs shall also provide support to entrepreneurship development.

4.1.6 Monitoring

To ensure that high standards of quality are maintained by PMKVY TCs, NSDC and empanelled Inspection Agencies shall use various methodologies, such as self-audit reporting, call validations, surprise visits, and monitoring through the Skills Development Management System (SDMS). These methodologies shall be enhanced with the engagement of latest technologies.

4.2 Pradhan Mantri Kaushal Vikas Yojana 1.0 (2015-16) Phase 1.

PMKVY was launched as a pilot in 2015, as a reward-based scheme providing entire cost of training as reward to successful candidates with an aim to enable and mobilize a large number of Indian youths to take up skill training and become employable for sustainable livelihood. During its pilot phase, PMKVY trained over 19 Lakh candidates in 375 job roles.

Table 1. Progress of PMKVY (2015-2016)

Parameters	Total
STT	18,04,170
RPL	1,81,767
Total certified	14,51,285
Total placed	2,51,689

Source: Ministry of Skill Development & Entrepreneurship, GOI

4.3 Pradhan Mantri Kaushal Vikas Yojana 2.0 (Phase 2)

Learnings from PMKVY 2015-16 led to the revision of policy guidelines and subsequent changes were made to ensure placement of the certified candidates. The second phase of the scheme was launched on 2nd October 2016 with a greater focus on improving placement opportunities for the candidates through high quality and standardized trainings.

The scheme is being implemented through two components:

- Centrally Sponsored Centrally Managed (CSCM): 75% of the PMKVY funds shall be available to MSDE for skilling through National Skill Development Corporation (NSDC).
- Centrally Sponsored State Managed (CSSM): 25% of the funds of PMKVY shall be allocated to the States.

The phase 2nd was launched with the following objectives:

- Provide fresh skill development training to school dropouts, college dropouts and unemployed youth through short courses of 200 - 300 hours
- Recognize the skill available of the current work force through skill certification
- Engage States in the implementation of the scheme leading to capacity development of the states
- Improved quality of training infrastructure along with alignment of training with the needs of the industry
- Encourage standardization in the certification process and initiate a process of creating a registry of skills.

Under Centrally Sponsored Centrally Managed (CSCM) component of PMKVY 2016-20, as on 31.07.2019, fund amounting to ₹3,987.44 Cr. has been disbursed to implementing agency (i.e., NSDC).

Table 2. Progress under CSCM component as on 31.07.2019)

Component	Sector	Job Role	Target Allocated	Enrolled	Trained	Assessed	Certified	Reported Placed
Short Term	33	251	42,71,513	31,45,272	29,21,317	26,68,460	23,47,682	12,32,996
RPL	36	562	65,02,445	24,80,585	24,10,700	18,76,098	17,28,617	NA
Special project	31	137	3,02,209	1,35,713	1,14,958	88,778	72,214	29,842
Total			1,10,76,167	57,61,570	54,46,975	46,33,336	41,48,513	12,62,838

Source: Third Report on 'Demands for Grants (2019-20)' of the Ministry of Skill Development & Entrepreneurship.

As on 31.7.2019 against the allocated target to train 1,10,76,167 people only 57,61,570 could be enrolled out of which 54,46,975 could be trained. Out of the trained people only 41,48,513 could be certified, and finally 12,62,838 people could be placed. In CSCM component, out of a cumulative target to train 79.50 lakh people, only 59.54 could be trained.

Table 3. Physical Target and Achievement of PMKVY (during 2016-20)

Particular	FY 2016-17		FY 2017-18		FY 2018-19		FY 2019-20		FY 2016-20	
	Target	Achievement	Target	Achievement	Target	Achievement	Target	Achievement	Target	Achievement
Short-term training- trained	8.89	0.50	8.89	15.94	8.89	8.42	8.89	5.83	35.55	30.65
Recognition of prior learning-oriented	10.00	1.73	10.00	5.30	10.00	9.94	10.00	10.90	40.00	27.65
Special project trained	0.99	0.01	0.99	0.31	0.99	0.58	0.99	0.41	3.95	1.30
Sub-total CSCM	19.88	2.24	19.88	21.55	19.88	18.94	19.88	17.14	79.50	59.59
Sub-total CSSM	5.13	0.00	5.13	0.01	5.13	2.05	5.13	2.14	20.50	4.20
Grand total	25.00	2.24	25.00	21.56	25.00	20.99	25.00	19.28	100.00	63.79

Source: Third Report on 'Demands for Grants (2019-20)' of the Ministry of Skill Development & Entrepreneurship.

PMKVY 2.0 was launched to train 1 crore youth in different sector. Table 3. Indicate the progress of PMKVY 2.0, under the short-term training every year 8.89 lakh target was allotted. In FY 2016-17 only 0.50 lakh candidate were trained which was very low and in FY 2018-19 approximately meet out the target to trained 8.42 lakh candidates. As would be seen from above, under the Short-Term Training Programme the targets for the FY 2016-2020 were to train 35.55 lakh persons but the achievement was 30.65 lakh only. Under the recognition of Prior Learning - Oriented the target was 40.00 lakh but the achievement remained at 27.65 lakh. In FY 2019-20 oriented target was 10 lakhs but the performance was 109%. Similarly, under Special Projects- Trained the target was 3.95 lakh and the achievement was 1.30 lakh and the cumulative target of CSCM and CSSM components during the years 2016-20 was one crore but the achievement was 63.79 lakh. The performance of CSSM component on the basis of target achieved was very poor only 20.48%. The performance of CSCM component was 74.95%.

Table 4. Placement Performance of PMKVY(2016-20)

Sector	Apparel	Electronic & hardware	Retail	Beauty and wellness	Telecom
Performance	20%	54%	10%	7%	7%
Sector	Logistic	IT-Its	construction	BFSI	Agriculture
Performance	6%	4%	4%	3%	3%

Source: PMKVY Official Site

Table 4 show top 10 sector with highest reported placement under PMKVY. Among these ten sectors electronic and hardware reported highest placement 54% followed by apparel 20%. Construction (4%), BFSI(3%) and agriculture(3%) reported lowest placement. Total PMKVY candidate reported 54% placement out of total certified candidate. Placement in apprenticeship (2%), wages employment(80%) and self-employment (18%) out of total reported placement.

Table 5. Summary Table of The Achievement of PMKVY Programme.

Scheme	Trained				Total Certified	Reported Placed
	STT	RPL	Special projects (SP)	Total Trained		
PMKVY1.0	18,04,170	1,81,767	0 (NO SP in PMKVY)	19,85,937	14,51,285	2,51,689*
PMKVY 2016-20 CSCM	32,97,244	32,78,515	1,59,092	67,34,851	53,59,741	15,23,171**
PMKVY 2016-20 CSSM	5,21,614	--	--	5,21,614	3,81,131	1,09,729

*Placement tracking was not mandatory **Placement figures applicable to certified candidates under STT & SPL i.e., 28,06,520. (RPL orients Candidates and doesn't train them hence placement is not mandatory).

Source: MSDE Annual Report (2019-20).

Under PMKVY 1.0 total candidate trained were 19,85,937 out of which 14,51,285 candidates were certified. Out of certified candidate reported placement was 2,52,689 (17.34%). There was no special project in first phase. Under CSCM component of PMKVY 2.0 total training has been provided to 67,34,851 candidates out of which 53,59,741 certified out of which placement has been reported 15,23,171 (28.41%). against the total training to 5,21,614 candidates of CSSM component of PMKVY 2.0 certification was given to 3,81,131 candidates and the final placement was given to 1,09,729 (28.79%) candidates.

Table 6. Financial Allocation and Utilization For (PMKVY 2016-20) As On 18.10.2019

FY	Budget Estimate	Revised Estimate	(₹ In crore.)
			Actual Expenditure
2016-17	1100	1249.99	699.99
2017-18	1300	1723.19	1723.19
2018-19	1984.34	1946.45	1909.19
2019-20	2116	3569.98 (proposed)	1503.13
Total	6500.34	8489.61	5835.5

Source: Third Report on 'Demands for Grants (2019-20)' of the Ministry of Skill Development & Entrepreneurship.

Scheme has the budget outlay of 12,000 crore. out of which, 7,035.63 crore (Revised Estimate of 2016-17, 17-18 & 18-19 and Budget Estimate of 2019-20) are actually allocated to the implementing Ministry. The actual expenditure under the PMKVY, as on 18.10.2019, is 5,835.50 crore which is approx. 83% of Budget Estimate/Revised Estimate. The percentage of actual expenditure with respect to total outlay of PMKVY i.e., 12,000 cr., it is approx. 49 %.

4.4 Changes in PMKVY from 2015-2016 To 2016-2020

There have been several changes in this programme since the year it was started to the year 2016-2017. These changes have been described below in Table 7.

Table 7. Changes in PMKVY from 2015-2016 to 2016-2020.

Parameters	PMKVY (2015-2016)	PMKVY (2016-2020)
Centre Validation	Done by Sector Skill Council	Done by Quality Council of India
Placement	Placement Tracking and Incentivizing introduced in 2 nd half of the scheme	20% of pay-out based on placement performance linked incentives

Disbursements	Successful candidates received reward money in their Bank account	Disbursement to TPs as per Common Norms.
Target Allocation	Sector Wise, Constituency Wise and Centre Wise	Job-role wise at the training centre level
Trainee Handbook	No standard Trainee Handbook	Standard Trainee Handbook being provided to all candidates
Certification	Certification and skill card generated	Digital locker for storage of certification

Source: (Dewangna, 2018)

4.5. Pradhan Mantri Kaushal Vikas Yojana 3.0 (2020-2021) Phase 3.

The government has approved the third phase of skill development scheme, Pradhan Mantri Kaushal Vikas Yojana (PMKVY), with an increased focus on digital technology and industry 4.0.

4.5.1. Target of Short-Term Training Under PMKVY 3.0

- **Centrally Sponsored Centrally Managed (CSCM) component of PMKVY 3.0 (2020-21):**

The CSCM component of PMKVY 3.0 will be implemented by National Skill Development Corporation (NSDC) with the active support of District Skill Committees (DSCs). In phase-1, it is informed that each Pradhan Mantri Kaushal Kendra (PMKK) training centre in a district would be allocated a target of 20 for maximum 3 job roles and minimum 2 job roles. In phase-2, target allocation would be done through a transparent Request for Proposal (RFE) mechanism.

- **Centrally Sponsored State Managed (CSSM) component of PMKVY 3.0 (2020-21)**

The CSSM component of PMKVY 3.0 will be implemented by State Skill Development Missions (SSDMs) of the States/ UTs with the active support of District Skill Committees (DSCs). SSDMs has been given flexibility to allocate district-wise target. DSC shall identify the job roles based on demand in the district.

Table 8. Target Under Recognition of Prior Learning Under PMKVY 3.0 (2020-21).

	CSCM	CSSM	Total
Total RPL target	4,33,200 (~75%)	*1,46,800 (~25%)	5,80,000
Reserved for state/ districts in CSCM	*1,46,800 (~25%)		
Budget (75:25) @INR i2441 per head +15% bridge	INR 125.1 Cr.	INR 42.4 Cr.	INR 167.5 Cr.

*state target @200 for 734 districts Source:

Source: *Official Memorandum, Ministry of Skill Development & Entrepreneurship (2020)*

Target allocation will be done to every state at the rate of 200 for each district under Phase 1. Thus 1,46,800 targets are reserved for states/ districts under RPL CSCM out of total 4,33,200. A Request for proposal (RFP)/ direct allocation (mainly to SSCs and govt schemes/ departments) will be done for the balance 2,86,400 targets in CSCM by NSDC under Phase-2.

V. Issues and Challenges in Implementation of PMKVY.

5.1 Affiliation Process a Lengthy and Exhausting Path

All centres of empanelled training partners with the state government are required to undergo centre accreditation and affiliation process. Firstly, inspection agency (IA) conduct desktop inspection then physical inspection of TC and share this with Sector Skill Council (SSC). If SSC approves the Accreditation result, TC to apply for Affiliation for accredited job Roles and payees (Operation Manual 2016-20).

A long list of documentation had to be reviewed and attached in a format shared by SSC and submitted to NSDC portal.

5.2. Training of Trainers

Trainers training is one of the main elements of skill development framework. And absence or inefficiency of the same would result in severe constraint in the implementation of skill development programmes.

5.3. Mobilisation

Student registration for vocational education and training has been an incredibly complex activity. The outlook of person concerned with the advancement of expertise is also very conventional. Skilling has always been branded as a blue-collar job, which is further associated with low pay scales. Besides, local jobs are restricted in nature and student are not willing to leave their hometown. The absence of knowledge of skill development course at block and village level also a big challenge.

5.4. Pay-Out Issues

The training providers/centres are facing regarding the pay-out's receivable from the government, all the training providers faced huge problems starting from opening of student bank accounts to receiving pay-outs in a timely manner from the government. Given that the monetary reward for the training provider is transferred to individual candidate's bank account, ensuring that the enrolled students had valid bank accounts became training partner's responsibility. Neither the NSDC nor the SSC gave them clear direction of the bank account

opening requirement, nearly all nationalised banks approached for opening accounts pleaded ignorance as they had not received any circular or orders from the government. In many cases training partners received pay-outs for successful candidates after a gap almost two months. In many cases failed Aadhar verification of the candidate resulted in denied reimbursement. Even for candidates who were successful in getting jobs the training partner had to wait long for the placement reward component (Debpriya De, 2019).

5.5. Placement Challenge

There is huge gap in terms of the expectations and actual employability of youth undergoing training under PMKVY. The industry leaders expressed concerns about the quality of training rendered within a short span of 6-8 weeks, few of the chains were not aware of the scheme. The issue in placing the candidates was evident as the industry had no directive from the government to get ready to place skilled talent coming through.

VI. Conclusion

Skill development is the most important aspect for the development of the country. It needs a coordinated effort from all the agencies, stakeholders and the students to make it a successful program. The policies, if are able to reach a larger audience will make a difference in the employment scenario of the country (Sharma & Nagendra, 2016). It is observed that despite of spending huge amount on the implementation of PMKVY government is far away from achieving its target to train 1 crore people. The performance of CSSM component on the basis of target achieved was very poor only 20.48%. The performance of CSCM component was 74.95%. Out of certified candidate placement performance under CSCM was (28.41%) and CSSM was (28.79%). The government should create awareness amongst youth with respect to the skill development courses. Certain promotional campaigns spreading the importance of skill development courses, that too, from government is highly required as people have a tendency to take the word of government quite seriously comparative to private training partners. There should be more involvement of industry in the task of skill impartment. The government may consider issuing some kind of notification to industry for giving priority in recruitment to those candidates who have completed skill training from these skill centres.

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