

AMOGHVARTA

ISSN : 2583-3189



Pradhan Mantri Kaushal Vikas Yojana: Features and Evolution

ORIGINAL ARTICLE



Author

Rohit Soni

Research Scholar

Department of Commerce

Atal Bihari Vajpayee Vishwavidyalaya

Bilaspur, Chhattisgarh, INDIA

Abstract

This paper tries to point out key features and process of Pradhan Mantri Kaushal Vikas Yojana related with skill training and development of Indian youth. Also highlights trained candidates' stats during the tenure of 10 years from starting of this flagship scheme by Ministry of Skill Development and Entrepreneurship (MSDE).

Key Words

Pradhan Mantri Kaushal Vikas, Skill, Development, Evolution.

Introduction

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship outcome-oriented skill training scheme of the Ministry of Skill Development & Entrepreneurship (MSDE). The aim of this skill certification and reward scheme is to enable and mobilize a large number of Indian youths to take up effective skill training courses and become employable and earn their livelihood.

The scheme was launched in 2015 to provide short-term skill training, Recognition of Prior Learning (RPL), and upskilling opportunities for youth across India. PMKVY aims to enhance employability by offering training in job roles aligned with industry requirements. It provides free training and certification to ensure that candidates acquire skills relevant to the labour market. This scheme aimed to encourage skill development by providing free of cost short duration training and offering monetary incentives to candidates upon certification in skill courses run by affiliated training providers.

The scheme was approved by the Cabinet on 20th March 2015. The scheme has an outlay of Rs 1500 crores and aims to impart skill/training to 24 lakh persons (14 lakh fresh training; 10 lakh RPL). It is being implemented through the National Skill Development Corporation (NSDC).

Scheme Applicability

The scheme is applicable to any candidate of Indian nationality who possessing valid Aadhaar and a Aadhaar linked bank account with age group 15 - 45 years.

Key features of the PMKVY are

- Enable indian youth to learn advance skill set and earn better livelihood. Increase workforce productivity and align with country requirements.
- **Short Term Training:** Candidates looking for fresh skilling, re-skill/upskill, students in Schools/ HEIs and other educational Institutes, School dropouts, out-of-education candidates, etc.

- **Recognition of Prior Learning:** Individuals with prior learning experience or skills and willing to get assessed and certified with focus largely on individuals engaged in unregulated sectors. Special focus may be given to rural artisans, women, jail inmates, inmates of juvenile homes, members of the transgender and various other communities etc.
- **Special Projects:** Facilitate training under the special project in specific job roles and award a certificate after completing the training.
- **Geographical Coverage:** Pan India with priority to aspirational, backward (districts with low skill index), border, tribal areas and districts.
- **Demand-driven:** Targets based on assessment of skill demand from 'Skill Gap Studies', Feedback from Central Ministries / Departments, Sector Skill Councils, State Government, industry and businesses.
- **Skill Melas:** local camp-based approach for mobilisation of youth.
- **Focus Point:** Skill training under PMKVY is focused on first time entrants to labour market, mostly school dropout students after class 10 and class 12.
- **Training of Trainers:** Provision of mentorship to trainees who have successfully completed the training programme and are in the process of looking for employment opportunities. Incentives for mentorship and placements will be provided to training providers.
- **Scheme for All:** Inclusion of 50,000 persons with disabilities. Focus on North Eastern States through 10% dedicated allocation of funds.
- **Registration of Trainers:** Regime for registration of training providers has been made more robust under PMKVY, even the Government affiliated training providers would undergo due diligence as per the process manual.
- **Improved Curriculum and Trained Instructors:** All skill training would include soft skill training, personal grooming, behavioural change for cleanliness, and good work ethics as a part of the training curriculum.
- **Enhanced Monitoring:** Sector Skill Councils (SSCs) are tasked with verifying and recording details of all training centres on Skill Development Management System (SDMS), and ascertain quality of training locations and courses.
- **Evaluation:** Trainee feedback obtained at the time of assessment will become the key element of the evaluation framework to assess the effectiveness and scale up of PMKVY in future.
- **Grievance Redressal:** A proper grievance redressal mechanism would be put in place. Online Citizen's Portal would be set up to provide information about PMKVY.
- Provide monetary awards for skill certification and encourage young people to practice skills and work in the area of their interest. Indicative reward amount of fresh skill training ranges from Rs 5000 to Rs 12,500 with higher reward amount for Manufacturing, Plumbing and Construction sectors.
- Indicative reward for Recognition of Prior Learning (RPL) amounts to Rs 2,500 for Manufacturing, Plumbing and Construction sectors and Rs. 2,000 for other sectors
- Encourage standardization in the process of certification.
- The scheme will help the weaker section, low-income group and deprived population of the society.
- **Pradhan Mantri Kaushal Kendra (PMKK):** Specific training centre affiliated to provide skill training under the scheme. PMKK Implementation Status (As of 31st December 2024)- The initiative has significantly expanded, covering a majority of India's districts. As of December 2024, a total of 818 PMKKs have been allocated, of which 714 are operational. These centers have extended their reach to 707 out of 785 districts, ensuring broad accessibility to skilling opportunities.

PMKVY Process

1. Enrolment at Pmkvy Training Centre.
2. Training as per National Skill Qualification Framework.
3. Assessment by Accredited Assessment Agencies.
4. Industry and Government Recognised Skill Certification.
5. Placement Assistance by Training Partner.



(Source: <https://pib.gov.in/>)

Evolution: Since its launch, PMKVY has trained over 1.60 crore individuals across various phases. The current version, PMKVY 4.0 (2022-2026), emphasizes industry driven skill development and new age courses in fields like artificial intelligence, robotics, mechatronics, IoT, and drones. Under Skill India Mission, PMKVY program has identified certain sectors and job roles for which youths are enrolled for training across the country. It also aims to help those dropouts who are willing to enter into labour market but don't have formal certification for the specific job role. Given that the demand for skilled labour force is increasing, kaushal vikas yojana is intended to address the gaps between demand & supply by providing relevant skill development trainings. Economic growth and social development of a country are depending upon the skill set and knowledge of the peoples of that country. Skill India initiative plays an important role in the improvement of unemployed people's life. PMKVY aims to create employment opportunities in the industry by providing right skills sets and vocational training to youth.

Trained candidates' data as per Annual Report 2024-25 of MINISTRY OF SKILL DEVELOPMENT AND ENTREPRENEURSHIP (MSDE)- As of 9th January 2025, PMKVY 4.0 has enrolled 28.11 lakh candidates. Among them, 23.28 lakh candidates have completed their training, while 2.52 lakh candidates are currently undergoing training. A total of 7.37 lakh candidates were trained under PMKVY 3.0. Under PMKVY 2.0, a total of 1.10 crore candidates were trained. During PMKVY 1.0, around 19.86 lakh candidates were trained or oriented across India.

10 Years of Pradhan Mantri Kaushal Vikas Yojana
A decade of building skills and empowering dreams.

Reasons regarding Need of Pradhan Mantri Kaushal Vikas Yojana:

1. **Skill Gap:** In developing country like India with huge demographic dividend, there is high skill gap among youth i.e. lack of skill set required in the industrial or any other relevant sector available for opportunities.
2. **Low emphasis on Vocational Education:** Five-year plans by Government of India estimates that less than 5% of the Indian workforce between the age of 19-24 received formal vocational education. To change this situation and skilled the youth with relevant technological advancements, Government provide vocational training.

3. **Unemployment:** To eradicate this issue, Government bring flagship scheme of pradhan mantri kaushal vikas yojana for skilling, upskilling and reskilling of people.
4. **Need of Qualified Personnel in the Industry:** there are opportunities available for skilled person in industry. To provide best talent and boost economy, PMKVY scheme has started in 2015 with long term vision of entrepreneurial ability creation among youth.
5. **Technical Knowledge:** In the era of artificial intelligence, knowledge of technical terms and equipments is must. Training centres established under PMKVY doing the same effectively.

PRADHAN MANTRI KAUSHAL VIKAS YOJANA An Overview			
PMKVY 1.0 (2015-16)			
Enrolled	Trained	Assessed	Certified
1,986,016	1,986,016	1,951,487	1,451,636
PMKVY 2.0 (2016-20)			
Enrolled	Trained	Assessed	Certified
11,484,724	11,000,708	9,920,742	9,157,547
PMKVY 3.0 (2020-21)			
Enrolled	Trained	Assessed	Certified
794,976	737,502	582,629	431,808
PMKVY 4.0 (2022- ONGOING)			
Enrolled	Trained	Assessed	Certified
3,342,336	2,577,112	1,749,438	1,539,643

Source: Ministry of Skill Development and Entrepreneurship As of 11th July, 2025

(Source: <https://pib.gov.in/>)

Reasons for difference between Training and Placement Candidates

1. Ambition for higher studies.
2. Search for better opportunities- candidates search for high value job after completion of training and not take the benefit of placement feature of PMKVY.
3. Willingness of Candidates- Sometimes candidates are not interested in doing the job role provided but they want skill certification after training.
4. Qualification- Less qualified candidate unable to fulfill the requirement of industry or specific job roles. Sometimes higher qualification and experience required for the job.
5. Structural challenges- Time and cost involved in the work. Distance from home town to the job place, sometimes higher. These are challenges involved due to which placement percentage is lower after training and certification.

Recommendations

1. Increase awareness and outreach to improve the effectiveness of Pradhan mantri kaushal vikas yojana in enhancing employability.
2. Improve quality of Training centers -This can be achieved by conducting regular audits and investing in professional development of trainers.
3. Programs under PMKVY program should be mapped and integrated at secondary and senior secondary level of schooling.
4. High quality digital platforms and training infrastructure is key to success. Strict compliance to infrastructure requirements must be ensured.

5. Candidates should be provided relevant and sufficient literature in all training centres.
6. Awareness campaign in rural and urban areas and clarity in communication is must.
7. Practice hours in each course need to be monitored accurately. Hands on Practice is valuable in these programs.
8. Regular attendance of students should be monitored for high quality of training. Absenteeism of Students can create confusion.

Conclusion

Focus of PMKVY is to ready Indian youth for future technology and become self-reliant. The foremost concept is to improve the productivity of the youth through Upskilling and re-skilling so that they get good and a better life & respect in society. Well-planned approach, guidelines & directions required from the end of Government for successful implementation of this flagship scheme.

References

1. Annual Reports of MSDE 2015-16, 2024-25, <https://www.msde.gov.in/ministry>, Accessed on 20/08/2025.
2. Borah, D. & Dutta, A. (2024) Employability and Pradhan Mantri Kaushal Vikas Yojana (PMKVY): A Pathway to Skill Development, *Tuijin Jishu/Journal of Propulsion Technology*, 1, 5587–5589.
3. <https://en.vikaspedia.in/viewcontent/social-welfare/skill-development/schemes-for-skill-development/short-term-training/pradhan-mantri-kaushal-vikas-yojana>, Accessed on 16/08/2025.
4. <https://www.careerride.com/view.aspx?Id=20691>, Accessed on 16/08/2025.
5. National Portal of India www.india.gov.in, Accessed on 30/07/2025.
6. Nehru, R. (n.d.). Pradhan Mantri Kaushal Vikas Yojana (PMKVY): Effectiveness & Opportunities to Improve. In Shri Vishwakarma Skill University, *Shri Vishwakarma Skill University [Report]*. <https://ssrn.com/abstract=4076810>, Accessed on 25/08/2025.
7. Qureshi, Mohd. M. (2020). Entrepreneurship in Modern India: emerging issues and challenges. In Dr. S. K. S. Yadav (Ed.), *Entrepreneurship in Modern India: Emerging Issues and Challenges*. ANU BOOKS. <https://www.researchgate.net/publication/349098521>, Accessed on 25/07/2025.

---==00===---