A Case Study on the Performance of Pradhan Mantri Kaushal Vikas Yojana in Dimapur District of Nagaland

Dr. Debojit Konwar

Associate Professor, St. Joseph University, Dimapur, Nagaland, India

ABSTRACT

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is a remarkable scheme of the Ministry of Skill Development & Entrepreneurship (MSDE) Government of India. The scheme wishes for Skill Development Initiative schemes of the Government of India for recognition and calibration of skills. This scheme is aimed at encouraging talent towards employable skills and to surge working efficiency of credible and existing daily breadwinners, by giving monetary awards and rewards by providing quality training. Currently, only a very small proportion of India's workforce has any formal skill training. Therefore, several sectors of the country's economy face shortage of skilled people and are mired with low productivity due to poor quality of workforce. At the same time, large sections of the country's youth are looking for economic and livelihood opportunities. In this context, skill development has become a key priority area for the country because skill development help to fulfil youth aspirations for good quality, better paid jobs and self-employment opportunities. The paper has focused on present status and role of PMKVY and the effectiveness among unemployed youth in Nagaland through a case study Dimapur district of Nagaland.

KEYWORDS: Short Term Training, Jan Sihikshan Sansthan, Centrally Sponsored and Centrally Managed, Centrally Sponsored and State Manage, National Skill Development Cooperation

INTRODUCTION

Pradhan Mantri Kaushal Vikas Yojna is a flagship of Ministry of Skill Development & Entrepreneurship. The objective of the skill certification scheme is to enable large number of Indian youth to take up industry relevant skill training that will help them in securing better livelihood. Currently, a very small proportion of Country's workforce has any formal skill training. At the same time, large sections of the country's youth are looking for livelihood opportunities. In this context, skill development has become a key priority area of the country such that this will boost the productivity of the country's workforce by enabling them to acquire high quality skill training across a range of sectors. It will also bring about a paradigm shift from input-based to outcome-based skill training in the country.

Adhering to this objective the Centre has set the target to train 400 million people by 2022. In trust towards of skilling India PMKVY 2.0 and PMKVY 3.0 Nagaland Government has started imparting skill training to the youth in the state.

The Ministry of Skill Development and Entrepreneurship (MSDE) had disbursed an amount of INR 25,44,76,980 (approximately INR 25.44 crore) to Nagaland state under the Centrally Sponsored State Managed (CSSM)- Prandhan Mantri Kaushal Vikas Yojana (PMKVY) 2.0 since its inception in 2016 till January 2021, and an amount of INR 84,25,000 (approximately INR 84.25 lakh) has been released under Jan Shikshan Sansthan (JSS) (2018-19 to 20-21 till August 2020) as explained in Table 1.

Table 1: Funds disbursed and beneficiaries under PMKVY2.0 (2016-20) JSS and NAPS in NE States

States/UTs	Funds Disbursed			Candidates Trained		
	CSCM-PMKVY till January 2021(In INR)	NAPS (2016-20 to20-21till January 2) (In Cr)	JSS (2018-19 to 20-21 till Aug 20) (In INR)	CSCM and CSSM-PMKVY 2.0	Apprentice Count	JSS (2018-19 to 20-21) (January 21)
Arunachal Pradesh	144249768	0	6526000	67839	0	726
Assam	369532800	0	53922411	621930	7664	13659
Manipur	325988939	0	30256624	75946	11	7522
Meghalaya	127796760	0	0	37726	73	0
Mizoram	221273161	0	0	24647	0	0
Nagaland	254476980	0	8425000	31323	0	2500
Tripura	228006870	0.001	8072037	117731	1418	2555

Source: Secondary (Eastern Mirror Feb 08/2021)

Table 1 reveals that a total 31323 candidates from Nagaland benefitted under the Centrally Sponsored Centrally Managed (CSCM) and CSSM –PMKYV 2.0, and 2,500 candidates under Jan Shikshan Sansthan (JSS) (2018-19 to 2020-21). The schemes were implemented to 'improve occupational skills and technical knowledge of the non/neo literate'. However, the state didn't receive any benefit under the National Apprenticeship Promotion Scheme (NAPS) [1].

The MSDE reported candidates trained and certified under the government's flagship skills programme get 15-19% higher wages than those without any formal certification. The third-party evaluation report of PMKVY2.0 has found that the mean monthly income of individuals trained and certified under PMKVY 2.0 – short term training (STT) was 15% higher when compared to a comparison group of individuals who have not participated in PMKVY. Further, the average monthly income of Recognition of Prior Learning (RPL)-certified individuals was found to be 19% higher than that of a comparison group of non-RPL certified individuals," it added [2].

The total target for CSCM short term training (STT) PMKVY3.0 2020-21 in Nagaland is 1744 and in Phase-2 target allocation in transparent Request for Proposal (RFP) is 1321. The highest target of STT is in Dimapur of 195 and least in Longleng of 140 [3]. The MSDE released of recurring grant in Aid Rs. 6851357 lakh to Govt. of Nagaland for implementation of Centrally Sponsored and State Managed (CSSM) component of PMKVY3.0 (2020-21) which is implemented by Department of Employment Skill Development & Entrepreneurship (DESDE) [3]

Since five years to PMKVY came into existence an attempt has been made to assess the status and role of PMKVY and the effectiveness among unemployed youth in Nagaland through a case study Dimapur district of Nagaland.

OBJECTIVES OF STUDY
The study has following objectives
1. To find out role of PMKVY in up gradation of skill in the district.
2. To find out impact of the PMKVY among unemployed youth.
3. To find out the problems and policy implication.

HYPOTHESIS
The following hypothesis are framed for the study
1. PMKVY has positive impact on empowerment by development of skill.
2. There is significant relationship between level of education and PMKVY training placement.

METHODOLOGY:
This research is conducted in Dimapur town, state of Nagaland, located in northeast region of India.

The primary data are collected from 30 respondents. The simple random sampling technique is used by using questionnaire to gather the information from the respondents at the same time secondary data are also used according to need of the study.

The analysis of data is made with help of simple tabular analysis and percentage method.

To find out the impact of PMKVY paired t test has been used in case of two dependent or correlated of equal two samples. In this situation both the population mean and the standard deviation are not known. In such a situation to apply 't' test, at first it is calculated the differences of pairs of values and then calculated the mean differences. The statistics 't' has been calculated as

$$t = \frac{|\bar{d}|}{s/\sqrt{n}}$$ with $(n-1)$ degree of freedom.

Where, $\bar{d}$= Mean of differences, S=Estimate of Standard deviation.

$$S = \sqrt{\frac{1}{n-1}\sum(d-\bar{d})^2}$$

d= Difference of the pair of values.

$\bar{d}$= Mean of differences.

The calculated value of 't' has been compared with corresponding table value. If the calculated value is greater than the table value, it is said to be significant and the hypothesis is rejected. On the other hand if the calculated value is less than the table value, it is said to be not significant and there is no reason to reject the hypothesis.

To find out the relationship of PMKVY training placement and education Chi square test has been used.

The Formula for Chi-Square is

$$\chi^2_c = \sum \frac{(O-E)^2}{E}$$

Where
c=degree of freedom
O=Observed frequency
E=Expected frequency

The calculated chi square value compare with table chi square to draw conclusion or to test the hypothesis.

LIMITATION OF THE STUDY:
➢ The study relates Dimapur district of Nagaland.
➢ The study is based on expressed opinion of the respondent.
➢ The Study relates in the year 2021 only.

RESULT AND DISCUSSION:
Socio economic profile gives the better understanding and perception of the research and also helps to study the main streams of the study about the impact the of PMKVY training skill on empowerment and the relationship between education and placement.

Table 2: Profile of the Study

Sl. Nos.	No of Respondent	Per cent
1. Age Groups	-	-
(i) Below 20 years	3	10.00
(ii) 20─30 years	20	66.66
(iii) 30─40 years	7	23.34
2. Family Size	-	-
(i) Below 5 Members	14	46.66
(ii) 5─10 Members	16	53.34
3. Marital Status	-	-
(i) Married	4	13.33
(ii) Unmarried	26	86.67
4. Gender	-	-
(i) Male	21	70.00
(ii) Female	9	30.00

5.	**Educational Qualification**	-	-
(i)	Up to HSLC	5	16.67
(ii)	HSSLC & above	8	26.67
(iii)	Graduate & above	17	56.66
6.	**Present Status**	-	-
(i)	Self employed	21	70.00
(ii)	Unemployed	7	23.34
(iii)	Not interested to gainful employment	2	6.66

Source: Primary

Table 2 reveals that the majority trainee 66.66 per cent is age group of 20-30 years, 23.34 per cent from 30-40 years and lease 10 per cent from below 20 years. The family size of the respondents 53.34 per cent is belonging 5-10 members and 46.66 per cent belonging below 5 members of which 86.67 per cent is married and 13.33 per cent is unmarried. Out of 30 respondents 70 per cent is male and 30 per cent is female.

The table reveals that the educational qualification of the respondent's that the majority 56.66 per cent having graduation signifies the present scenario of unemployment in the district as well as interest of educated youth to technical or skill based education. The table revels, the respondents 26.67 per cent having qualification HSLC standard and 16.67 per cent up to HSLC standard.

PMKVY is a programme designed as an outcome-based skill training of Ministry of Skill Development & Entrepreneurship (MSDE). This skill certification enhances to mobilize a large number of youth to take up skill training and become employable. The table 2 reveals that 70 per cent of trainee self employed or get employment opportunity in different sectors after successfully completion their training and 23.34 per cent yet to receive employment opportunity and 6.66 per cent are not interested to gainful employment.

Table 3: Profile of the District:

Heads	State / District	2011	Per cent	2021 (Projected)	Per cent (Projected)
Population	Nagaland	1978502	0.16 (India)	2073074	-
	Dimapur	378811	19.14 (State)	396918	19.15
Literacy	Nagaland	1342434	79.55	-	79.55
	Dimapur	278037	84.79	-	86.79
Area	Nagaland	16579 km^2	-	16579 km^2	-
	Dimapur	927km^2	5.59	927km^2	5.59

Source: Census 2011 and India Census. Net.

Table 3 reveals that 19.14 per cent of population belongs from the districts as per census 2011 with coverage of 5.59 per cent of State's total geographical area. The literacy rate 84.79 per cent of the district is higher compared to all Nagaland literacy rates 79.55.

The scheme is designed as a skill certification and reward scheme with an aim to enable and mobilize large number of Indian youth to take up skill training and become employable for sustainable livelihood. To keep the trainings imparted in the scheme-market relevant, a total of 252 job roles were taken up for implementation in the first two years of PMKVY. This training has been imparted in 198 job roles out of the 252 job roles applicable to the scheme. Whereas in Nagaland the common job roles are like MUA, RSA, FOA, food and beverages ,cabin crew, etc.

Table 4: Job Roles of the respondents

Job role	Frequency	Per cent
Makeup Artist	7	23.34
Retail Sales Associates	8	26.66
Front Office Associates	10	33.34
Others	5	16.66
Total	30	100.00

Source: Primary

Table 4 shows that 23.34 per cent of respondents are performing Makeup Artist, 26.66 per cent Retail Sales Associates 33.34 per cent Front office Associates and 16.66 per cent engaged in other skills and job roles like food and beverage, cabin crew, helper, electrician, etc.

Fig1 Job Roles of the Respondents
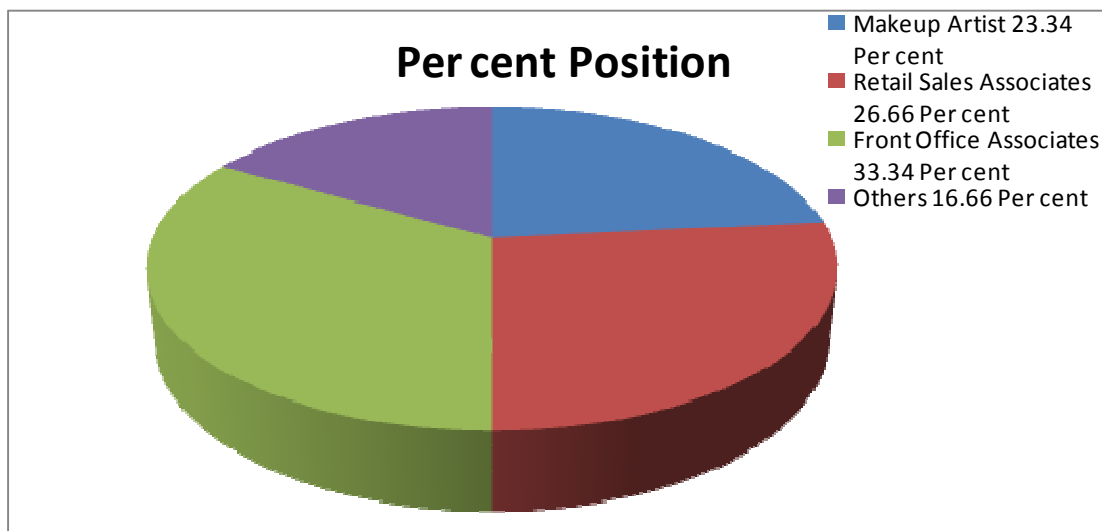
Many unemployed youths takes up this course under PMKVY scheme because this scheme offers cost-free, industry related skills training to unemployed youth and school or college dropouts to make them fit for employment. This scheme also offers valid certification and a skill India card basis which the candidate can apply for jobs and earn a livelihood. Apart from those benefits the trainees have their option like to support financially, self interest, to gain knowledge, personal experiences, etc.

Table 5 Level of Education and Employment

Qualification/Categories	Up to HSLC	Undergraduate	Graduate	Total	Per cent
Self employed	2	7	12	21	70.00
Unemployed	3	1	5	9	30.00

Source: Primary

Table 5 reveals that out of 30 respondents 70 per cent is self employed and 30 per cent is unemployed with different educational qualification after having training of PMKVY.

Table 6 Statistics of Education and Employment

Education/Employment	Observed N	Expected N	Residual
Up to HSLC	5	10.00	-5.00
Undergraduate	8	10.00	-2.00
Graduate	17	10.00	7.00
Self employed	21	15.00	6.00
Unemployed	9	15.00	-6.00

Table 6.1 Chi-Square Test

	Employment	Education
Chi-Square	4.800[a]	7.800[b]
df	1	2
Asymp. Sig.	.028	.020

A. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 15.0

B. b. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 10.0.

Table 6 and 6.1 the chi square result shows that œ=0.020 less than P=0.05 the null hypothesis is rejected and concluded that there is significant relationship between level of education and employment.

Impact of Training on Empowerment:

Table 2 and 5 reveals that 70 per cent (21 nos.) respondents are self employed in different fields and 30 per cent (9 nos.) are unable to find employment opportunities.

Table 7 Impact of PMKVY Training on Income

Income	Mean	N	Std. Deviation	Std. Error Mean
Before training	1609.52	21	875.73	191.10
After training	8380.95	21	4239.41	925.11

Table 7.1: Statistics of paired t Analysis on Income

Mean	Std. Deviation	Std. Error Mean	t	df	Sig
-6771.42	4551.60	993.24	-6.817	20	0.001

From the Paired 't' statistics of table 7 and 7.1 shows that t= -6.817 and p value is 0.0001, less than 0.05 (0.001 <0.05) since the hypothesis is rejected and the mean income is significantly higher after PMKVY training and there is strong evidence that training increases the level of income of the respondents.

Table 8: Impact of PMKVY Training on Savings.

Savings	Mean	N	Std. Deviation	Std. Error Mean
Before training	328.57	21	187.46	40.90
After training	3200.00	21	1290.34	281.57

Table 8.1: Statistics of paired t Analysis on Savings

Mean	Std. Deviation	Std. Error Mean	t	df	Sig
-2871.42	1365.70	298.02	-9.63	20	0.001

From the Paired 't' statistics of table 8 and 8.1 shows that t= -9.63 and p value is 0.0001, less than 0.05 (0.001 <0.05) since the hypothesis is rejected and the mean savings is significantly higher after training and there is strong evidence that PMKVY training increases the level of savings of the respondents.

Table 9: Overall Impact of PMKVY Training Skill on Income and Savings

Impact of Training	Mean Income/Saving Before Training	Mean Income/Saving After Training
On Income	1609.52	8380.95
On Savings	328.57	3200.00

Source: Primary

Table 9 shows after training mean income increases from Rs 1609.52 to Rs 8380.95 and mean savings increases from Rs 328.57 to Rs 3200.

Fig 2: Overall Impact of PMKVY Training Skill on Income and Savings
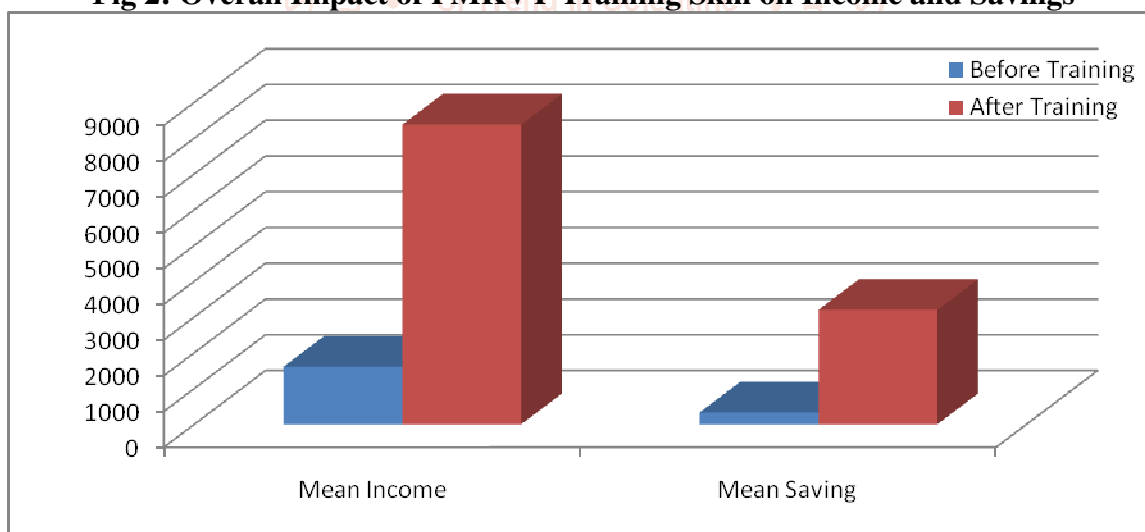
PROBLEMS, SUGGESTION AND CONCLUSION:

PMKVY is a remarkable scheme of calibration of skills of the Ministry of Skill Development & Entrepreneurship, Government of India. However, there are certain challenges associated with this scheme too and the concern department need to be addressed these challenges if PMKVY has to be succeed.

Trained in one role and placed in another is one of the greatest problems of skilling India program. People get assessed and certified in one particular job role and ended up being placed in a completely different job. So the government should take various steps to absorb the skills like setting up of many new industries in the country such that the unemployment problem could be solved.

People get trained in one place and avail placement opportunity in different place is another challenge. The earning of trainee is less compared to other profession therefore they leave their job within a short period because the cost of living in different location is very high.

Focus on school dropouts could also be other challenges, as those trainees may not be skilled enough but still they gets employed after the training. One of the ground realities in India is that more than 10 million graduates are either willingly unemployed or are desperately seeking a job that meets their impossible expectations. On the other hand, most of the school drop outs are working as unskilled labour and are hence employed. PMKVY focus more on school dropouts which requires a review.

The present study about the performance of up gradation of skill in Dimapur district, Nagaland with 30 respondents might have some limitations, because a sample of larger dimension might reflect different picture. Yet after analyzing the data collected from the respondents and the findings indicates that training builds abilities to enhance performance which is helpful to earn livelihood and promote them to self-employment. Majority 70 per cent of respondents are self employed after training and their mean income increases from Rs. 1609.52 to Rs. 8380.95 and savings increases from Rs. 328.57 to Rs. 3200.00 after placements. The study also reveals that there is significant relationship between level of education and placements. The chi square result œ=0.020 less than 0.05 shows more education with training make an individual employable. The educational qualification, majority 56.66 per cent having graduation signifies the present scenario of unemployment in the district as well as interest of educated youth to technical or skill based education.

The trainee normally raise the issues that are related to outdated curriculum, inadequate trainers, lack of training infrastructure, lack of job roles as per interest, underutilization of seating capacity etc. Therefore, it is necessary to ensure availability of funds for creating jobs in the Skill Missions. Apart from that availability of faster, easier and cheaper credit facilities also needs to be ensured. The objective of skill development mission should not only to make someone skilled in a particular area but need to ensure a good placement. At the same time the process should effectively spread across the country with the crucial involvement of various stakeholders.

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