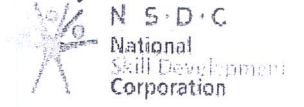




Pradhan Mantri Kaushal Vikas Yojana



सत्यमेव जयते

PRADHAN MANTRI KAUSHAL VIKAS YOJANA (PMKVY)

SCHEME DOCUMENT



Ministry of Skill Development and Entrepreneurship
Government of India



About Ministry of Skill Development and Entrepreneurship

The changing demographic profile of the country, with 54% of its population under 25 years of age, rising aspirations of the youth seeking better jobs, and growing expectations of employers for an efficient, well trained workforce have contributed to a focus on skill development in India. Recognising the urgency to reap the benefits of the demographic dividend and the need for coordinating skill development efforts in the country, Government of India notified the formation of Department of Skill Development and Entrepreneurship on 31st July, 2014 that became a full-fledged Ministry of Skill Development and Entrepreneurship (MSDE) on 9th Nov, 2014.

MSDE is responsible for coordination with all concerned for developing an appropriate skill development framework, removal of disconnect between demand and supply of skilled manpower, mapping of existing skills, doing market research, devising training curriculum, industry-institute linkage, bringing PPP element in skilling, making broad policies for all other Ministries/Departments, framing policies for soft skills, computer education, academic equivalence of skill sets, work relating to Industrial Training Institutes (ITIs) and expansion of youth entrepreneurship education. The Ministry aims to Skill on a large Scale with Speed and high Standards in order to achieve the overarching vision of a 'Skilled India'.

About National Skill Development Corporation

The National Skill Development Corporation India, (NSDC) is a one of its kind, Public Private Partnership in India. It aims to promote skill development by catalyzing creation of large, quality, for-profit vocational institutions.

NSDC provides funding to build scalable, for-profit vocational training initiatives. Its mandate is also to enable support systems such as quality assurance, information systems and train the trainer academies either directly or through partnerships. NSDC acts as a catalyst in skill development by providing funding to enterprises, companies and organisations that provide skill training. It will also develop appropriate models to enhance, support and coordinate private sector initiatives.



Pradhan Mantri Kaushal Vikas Yojana

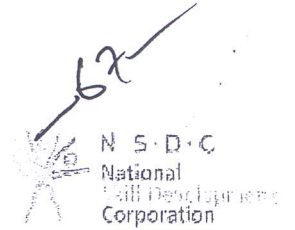


Table of Contents

1. Introduction	4
2. Objectives.....	4
3. Key features	4
3.1 Demand Driven Target allocation.....	4
3.2 Eligible Providers	5
3.3 Training Content (Improved curricula, better pedagogy and trained instructors)	5
3.4 Assessment and Certification.....	5
3.5 Eligible Beneficiaries	5
3.6 Monetary Awards	5
3.7 Mobilisation of candidates	6
3.8 Mentoring support	6
3.9 Evaluation and Monitoring	6
4. Steering Committee	6



1. Introduction

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship outcome-based skill training scheme of the new Ministry of Skill Development & Entrepreneurship (MSDE). The objective of this skill certification and reward scheme is to enable and mobilize a large number of Indian youth to take up outcome based skill training and become employable and earn their livelihood. Under the scheme, monetary reward through direct bank transfer would be provided to trainees who are successfully trained, assessed and certified in skill courses run by affiliated training providers. PMKVY will impart skill/training to 24 lakh persons. The scheme will be implemented through the National Skill Development Corporation (NSDC).

All trainings and certification under Recognition of Prior Learning will be specifically oriented for developing skills in specific growth sectors. Assessment and training bodies for all purposes of the Scheme will be separate and no overlap of roles will be allowed to maintain transparency and objectivity.

The monetary reward will be wholly funded by the Ministry of Skill Development and Entrepreneurship, Government of India and will be affected through bank transfer to the beneficiaries' accounts.

2. Objectives

The objective of this Scheme is to encourage skill development for youth by providing monetary rewards for successful completion of approved training programs. Specifically, the Scheme aims to:

- Encourage standardization in the certification process and initiate a process of creating a registry of skills
- Enable and mobilize a large number of Indian youth to take up skill training and become employable and earn their livelihood.
- Increase productivity of the existing workforce and align the training and certification to the needs of the country.
- Provide Monetary Awards for Skill Certification to boost employability and productivity of youth by incentivizing them for skill trainings
- Reward candidates undergoing skill training by authorized institutions at an average monetary reward of Rs. 8,000 (Rupees Eight Thousand) per candidate.

3. Key features

3.1 Demand Driven Target allocation

Training will be done against standards (National Occupational Standards - NOS and Qualification Packs - QPs for specific job roles) formulated by industry-driven bodies, namely the Sector Skills Councils (SSCs) (*Details in Annexure I*). The target for skill training would be allocated to sector skill councils by NSDC in consultation with the SSCs, States/UTs and the Central Ministries/Departments under the oversight of the Steering Committee of PMKVY. The target allocation to be based on assessment of skill demand and the 'Skill Requirement Studies' (*Details in Annexure II*), alignment with the demand from the Central Government's flagship programmes, such as - 'Swachh Bharat', 'Make in India', 'Digital India', 'National Solar Mission' and so on.



- **Direct Fund Transfer:** PMKVY will follow complete transparent funding of skill training without any intermediaries with monetary rewards directly transferred to the trainee's bank account. Aadhaar number will be used for unique identification of each candidate.

3.7 Mobilisation of candidates

Awareness building & mobilization activities would be carried out with the involvement of local State and district governments as well as involve Members of Parliament in the activities to ensure greater outreach and ownership. A 'camp-based' approach by organizing 'Kaushal Melas' to disseminate information about various skill training options, outline possible career paths and income generation potential once the training is imparted would be held in every district. Efforts will be made to ensure that the coverage of the scheme is across all the 543 constituencies in India. Skill Yatras will be explored to take awareness to the hinterlands and include live demonstration of skills. Non-governmental and community-based organizations would be involved in this activity to ensure widest possible reach and create an environment for skilling in the country. This would be supplemented with specialised and standardized branding and communication packages through mass media and social media. Periodic surprise checks and audits of the mobilisation phase would be conducted to ensure its continued efficacy.

3.8 Mentoring support

A mentorship programme will be created in order to support trainees who have successfully completed the training programme and are in the process of looking for employment opportunities. Training providers will be responsible for identifying mentors who will support and guide trainees in the post-training phase. These mentors will provide career guidance and counselling for trainees once they have completed training and will also help connect them to employment opportunities. This mentorship programme will also facilitate the tracking of trainees in the post training phase.

3.9 Evaluation and Monitoring

To monitor the training process, SSCs will be tasked with verifying and recording details of all training centres on the Skill Development Management System (SDMS), and ascertain quality of training locations and courses through certified assessors during the time of assessments. States will be encouraged to perform audit checks and surprise visits to training centres to ensure enhanced monitoring. Trainee feedback based on validated standard format verified at the time of assessment will become the key element of the evaluation framework to assess the effectiveness and scale up of PMKVY. A proper grievance redressal mechanism would be put in place.

4. Steering Committee

A Steering Committee under the Chairmanship of Secretary, Skill Development and Entrepreneurship has been formed which will be responsible for providing direction for implementation of the scheme. The Steering Committee will be empowered to review the framework and make suitable modification as and when required in the scheme. The Committee will oversee dynamic fixation of targets for skilling, amount of monetary reward by job roles, activities related to awareness building and trainee mobilization,



3.2 Eligible Providers

NSDC training partners undergo due diligence before being registered with NSDC. Government affiliated training centres and other training partners will be approved by the SSCs on the basis of guidelines issued by NSDC. Each training partner would be responsible for its entire franchisee network and the infrastructure of training centers. Only first level of franchising would be allowed but the same should be declared in advance.

3.3 Training Content (Improved curricula, better pedagogy and trained instructors)

While, the thrust would be on outcomes in terms of third party assessment/certification, training providers to focus on improved curricula, soft skill training, personal grooming, behavioural change for cleanliness, and good work ethics as a part of the training curricula.

3.4 Assessment and Certification

Third party assessments for skill training will be done based on national (and often) global standards. Trainees with prior experience or skills and competencies will be assessed and they will also be given monetary rewards for undergoing assessments. This will be an important step towards recognising the skills possessed by workers working in the informal sector and their inclusion. This will also facilitate the process of skill upgradation and re-skilling of the existing workforce. The focus of RPL would be on those job-roles/sectors in which it is most desired. Sector Skill Councils will be providing certification to the trainees (*Details in Annexure III*).

3.5 Eligible Beneficiaries

In line with the objectives stated above, this Scheme is applicable to any candidate of Indian nationality who:

- undergoes a skill development training in an eligible sector by an eligible training provider as defined above;
- is certified during the span of one year from the date of launch of the scheme by approved assessment agencies as defined above;
- is availing of this monetary award for the first and only time during the operation of this Scheme.
- Any other criteria as defined by the Sector Skill Councils for respective job roles

3.6 Monetary Awards

- Reward amount:** Monetary reward for various job roles within a sector varies for different as per job role levels. This amount would be arrived at after taking various factors like cost of training, willingness of trainees for pay and other relevant factors into consideration. Higher incentives will be given to training in manufacturing, construction and plumbing sectors.

NSQF Levels	For Skills Training		For Recognition of Prior Learning (RPL)	
	Manufacturing, Plumbing & Construction sectors	Other sectors	Manufacturing, Plumbing & Construction sectors	Other sectors
Level 1 & 2	7,500	5,000	2,500	2,000
Level 3 & 4	10,000	7,500		
Level 5 & 6	12,500	10,000		



ANNEXURE I:- Standards and Quality in Skill Training

- a) **SSCs** – Sector Skill Councils (SSCs) are industry-led bodies, who would be responsible for the defining the skilling needs, concept, processes, certification, accreditation of their respective industry sectors. The SSCs shall prescribe the NOSs and QPs for the job roles relevant to their industry, and shall work with the NSDA to ensure that these are in accordance with the NSQF.
- b) **NSQF** – The National Skill Qualification Framework (NSQF), would be a descriptive framework that organizes qualifications according to a series of levels of knowledge, skills and aptitude. These levels are defined in terms of learning outcomes i.e., the competencies which the learners must possess regardless of whether they were acquired through formal, non-formal or informal education and training. It is, therefore, a nationally integrated education and competency based skill framework that will provide for multiple pathways both within vocational education and vocational training and among vocational education, vocational training, general education and technical education, thus linking one level of learning to another higher level to enable a person to acquire desired skill levels, transit to the job market and return to skill development to further upgrade their skill sets.
- c) **NOSs** – National Occupational Standards (NOSs) specify the standard of performance an individual must achieve when carrying out a particular activity in the workplace, together with the knowledge and understanding they need to meet that standard consistently. Each NOS defines one key function in a job role. In their essential form, NOSs describe functions, standards of performance and knowledge/understanding.
- d) **QPs** – A set of NOSs, aligned to a job role, called Qualification Packs (QPs), would be available for every job role in each industry sector. These drive both the creation of curriculum, and assessments. These job roles would be at various proficiency levels, and aligned to the NSQF. NOSs and QPs for job roles in various industry sectors, created by SSCs and subsequently ratified by appropriate authority, would be available online and updated from time to time.
- e) **SDMS** – The Skill Development Management System (SDMS) has been developed and maintained by the NSDC

As of 31st March 2015, across 28 Sectors, standards for 1319 Job Roles pegged at National Skill Qualification Framework (NSQF) levels 1 - 8 have been defined by the Sector Skill Councils.

QP-NOS in relation with NSQF

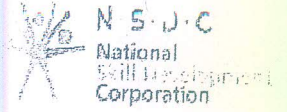
- Qualification Pack for every Job Role defined by Sector Skill Council is pegged at a particular NSQF Level based on the competencies of the job role.
- State Education Board, Universities and State Skill Missions and individual training partners create curriculum and courseware using these National Occupational Standards to make their skill based programs industry oriented and relevant.
- Post training, industry through the SSC are responsible for conducting the assessments and issue NSQF certificates to the trainees.

Ministry of Finance's notification on NSQF can be obtained on:-

http://mhrd.gov.in/sites/upload_files/mhrd/files/NSQF%20NOTIFICATION.pdf



Pradhan Mantri Kaushal Vikas Yojana



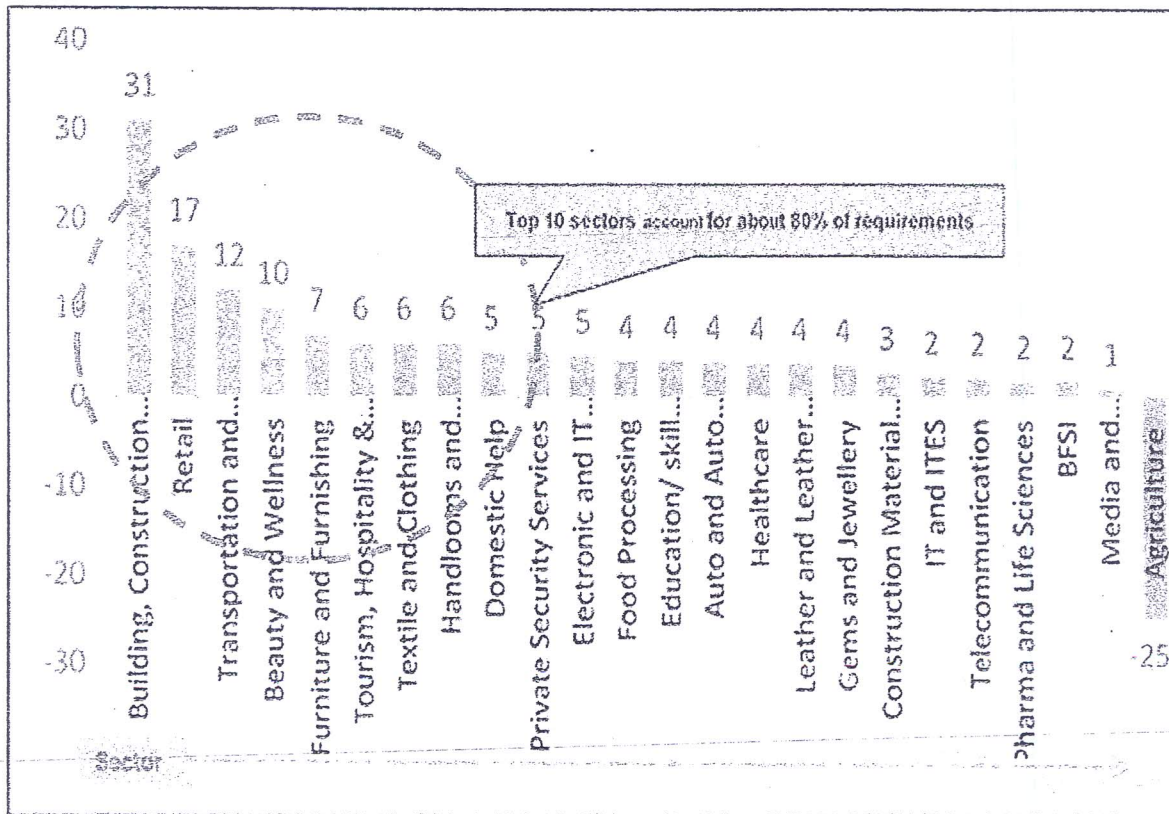
mentorship support. The Committee consists of representation from MSDE, NSDC, State Governments, relevant Central Ministries/Dept, sector skill councils and industry experts. The Steering Committee may appoint sub-committees at national or state level (s) to assist in exercise of its functions. The composition of the Steering Committee is provided in Annexure IV.



ANNEXURE II: Sector wise Human Resource and Skill Requirement Reports

The Human Resource and Skill Requirement Reports were commissioned by the National Skill Development Corporation (NSDC) under the Ministry of Skill Development and Entrepreneurship. The objective of these skill gap reports is to understand the sectoral and geographical spread of incremental skill requirements across 24 high priority sectors between 2013-17 and 2017-22. The studies have been conducted through extensive primary interaction with key stakeholders including industry, training providers, trainees, sector skill councils and government. More than 1000 industry experts, 500 job roles and 1500+ trainees have been engaged for the studies.

On the basis of these studies, it is estimated that an incremental 109.7 million skilled people will be required by 2022 across these 24 sectors whereby the top 10 sectors including automobile, retail, handloom, leather, etc account for about 80% of requirements. Employment opportunities in India would increase from 461.1 million in 2013 to 581.9 million in 2022. Considering the overlap in the human resource requirement across number of sectors, the incremental human resource requirement number is approximately 120 million, while the unique number is 109.7 million.



Full reports and other research studies such as State/District wise Skill Gap Studies are available on <http://www.msde.gov.in/report.html> and <http://www.nsdindia.org/nsdcreports>



ANNEXURE III: SSC Certification Notification

2

THE GAZETTE OF INDIA: EXTRAORDINARY

[PART1-SEC.2]

MINISTRY OF FINANCE
(Department of Economic Affairs)

NOTIFICATION

New Delhi, the 30th July, 2014

F.No. 8/6/2013-Investment- Clause 14 (i) (c) of Notification No. 8/6/2013 dated 27th December, 2013 on the National Skills Qualifications Framework (NSQF) requires that the National Skills Qualifications Committee (NSQC) shall develop/approve the accreditation norms for non-statutory certifications agencies.

Following non-statutory certification agencies set up prior to the notification of the NSQF, by the Government of India or any State Government, and functioning under the direct supervision and control of the following, are hereby deemed to be approved by the National Skills Qualifications Committee (NSQC):-

1. Central Board of Secondary Education
2. State Boards for Secondary Education
3. National Council for Vocational Training
4. State Councils for Vocational Training
5. Sector Skill Councils*

This approval is subject to the transition of these agencies to the NSQF within three years as laid down in the notification for implementation of the NSQF.

PRABHAT KUMAR MISHRA, Jt. Secy

*Sector Skill Councils set up through NSDC have been included as point no 5 in this Notification as per order dated 17th March 2015.



Pradhan Mantri Kaushal Vikas Yojana

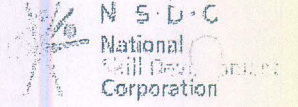


ANNEXURE IV: Composition of the Steering Committee

1	Secretary, Ministry of Skill Development and Entrepreneurship	Shri Sunil Arora	Chairperson
2	CEO & MD, National Skill Development Corporation (NSDC)	Shri Dilip Chenoy	Member
3	Director General, National Skill Development Agency (NSDA)	Ms Jyostna Sitling	Member
4	Joint Secretary, Department of Expenditure, Ministry of Finance	Shri Arunish Chawla	Member
5	Joint Secretary, Ministry of Housing and Urban Poverty Alleviation (Officer not below the rank of Joint Secretary for Central Ministry / Department related to skill development)	Shri B K Agarwal	Member
6	Joint Secretary, Ministry of Textiles (Officer not below the rank of Joint Secretary for Central Ministry / Department related to skill development)	Smt Pushpa Subrahmanyam	Member
7	Principal Secretary, Department of Labour and Skills, Government of Kerala (Principal Secretary, Skill Development or equivalent from State)	Shri Tom Jose	Member
8	Principal Secretary, Technical Education, Manpower Planning, Science & Technology, Government of Chhattisgarh (Principal Secretary, Skill Development or equivalent from State)	Smt. Renu G. Pillai	Member
9	Chairperson, Beauty and Wellness Sector Skill Council (by rotation of SSCs)	Ms Vandana Luthra	Member
10	Chairperson, Capital Goods Sector Skill Council (by rotation of SSCs)	Mr K.Venkataramanan	Member
11	Chief Executive, Max Institute Of Health Education and Research (Expert nominated by the Ministry of Skill Development and Entrepreneurship)	Dr. Shabnam Singh	Member
12	Chairman, TeamLease (Expert nominated by the Ministry of Skill Development and Entrepreneurship)	Mr Manish Sabharwal	Member
13	Joint Secretary, Ministry of Skill Development and Entrepreneurship	Shri Pawan Agarwal	Member Secretary



Pradhan Mantri Kaushal Vikas Yojana



ANNEXURE V: Suggestive Job Roles for each Sector

Agriculture
Domestic Data Entry operator Level 4
Trainee Associate Level 3
Business Correspondent & Business facilitator Level 3
Unarmed Security Guard Level 4
Sales Associate Level 4

Beauty & Wellness
Assistant Beautician Level 3
Assistant Hair Stylist Level 3
Pedicurist & Manicurist Level 2

Banking
Business Correspondent & Business facilitator Level 3
Domestic Data Entry operator Level 4
Equity Dealer Level 4
Mutual Fund Agent Level 4

Capital Goods
Fitter Level 4
Machinist Level 4
Tool and Die Maker Level 4
Welder Level 4

Construction
Helper Bar Bender & Fixer Level 1
Helper Carpenter, Shuttering & Scaffolding Level 1
Helper Construction Laboratory Technician Level 1
Helper mason Level 1