

# Impact of Skill India on Skill Development and Employability with Special Reference to Karnataka

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**Abstract:** This study explores the impact of the Skill India initiative on skill development and employability, with a particular focus on the state of Karnataka. Launched in 2015, Skill India aims to train over 40 crore individuals nationwide by 2023, enhancing their employability and driving economic growth. The paper examines the effectiveness of various programs under this initiative in Karnataka, assessing how they have contributed to improving the skills of the workforce and aligning with industry demands. Through an analysis of government reports, surveys, and interviews with stakeholders, the study identifies key successes and challenges faced in the implementation of Skill India in Karnataka. Findings indicate that while the initiative has made significant strides in increasing access to vocational training and certification, gaps remain in the quality of training, industry partnerships, and post-training employment opportunities. The study offers recommendations for policymakers to bridge these gaps and enhance the overall impact of Skill India on Karnataka's workforce.

## INTRODUCTION

Skill development programs are initiatives designed to improve individuals' skill sets to increase their employability and productivity. These programs aim to equip individuals with the necessary technical and soft skills required to meet the demands of various industries. In a rapidly evolving global economy, skill development has become crucial for economic growth, reducing unemployment, and fostering innovation.

Skill development programs are pivotal in creating a competent and employable workforce that can drive economic growth and innovation. By focusing on enhancing employability, bridging skill gaps, and promoting inclusivity, these programs contribute significantly to the socio-economic development of individuals and communities. Addressing the challenges related to quality, access, and industry

alignment will be essential for maximizing the impact and effectiveness of skill development initiatives.

Against this background, this paper has set the following objectives:

The objectives of this study are as follows:

1. To review the implementation of Skill India Initiatives in Karnataka
2. To Analyse the Impact of the Skill Development Programme
3. To Assess Employability Enhancement
4. To Identify the Barriers and Challenges faced in the Skill India Programme.

**Literature Review:** A comprehensive review of existing literature on Skill India initiatives, skill development, and employability focusing on studies related to Karnataka has been done. The review was done on government reports, academic papers, policy documents, and relevant case studies. Some of the reviews related to the study are as follows:

- Nanda, R., & Kumar, S. (2023). "Effectiveness of Skill Development Programs in Karnataka: An Empirical Study": This study evaluates the effectiveness of various skill development programs under Skill India in Karnataka. It finds that these programs significantly improve employability and income levels, particularly in the IT and healthcare sectors.

However, it highlights the need for more localized training in rural areas.

- Sharma, M., & Prakash, R. (2022). "Bridging the Skill Gap: A Review of Skill India's Impact in Karnataka": This review focuses on the role of Skill India in addressing the skill gap in Karnataka. The authors note substantial improvements in job placements and skill acquisition but emphasize the need for updated

training infrastructure and curricula to meet evolving industry demands.

- Ghosh, A., & Singh, V. (2022). "Skill Development Initiatives in Karnataka: Challenges and Opportunities": This paper explores both the successes and challenges of skill development initiatives in Karnataka. It praises the high enrolment rates and certification success but points out issues like dropout rates, inadequate funding, and infrastructure limitations as major challenges.
- Reddy, P. S., & Srinivas, M. (2021). "Impact of Vocational Training on Employment in Karnataka": The study assesses the impact of vocational training programs on employment rates in Karnataka. Findings show a positive correlation between training completion and employment, particularly in urban areas. The study calls for more efforts to make vocational training appealing in rural regions.
- Patil, S., & Desai, K. (2021). "Skill Development and Employability: A Case Study of Karnataka": This case study reviews the effectiveness of skill development programs in improving employability in Karnataka. It highlights the significant role these programs play in empowering youth, especially women and marginalized communities, but suggests better industry linkages to enhance employment outcomes.
- Joshi, H., & Bhatia, P. (2020). "Skill India's Reach in Karnataka: An Analytical Review": This analytical review examines the reach and accessibility of Skill India programs in Karnataka. The authors commend the extensive network of training centres but recommend more targeted efforts to engage the rural population and address language barriers in training delivery.
- Kumar, A., & Rao, N. (2020). "Evaluation of Skill Development Programs: A Karnataka Perspective": The paper evaluates the overall performance of skill development programs in Karnataka. It acknowledges the improvements in employment rates and skill proficiency but raises concerns about the sustainability of these programs without continuous funding and policy support.
- Menon, R., & Sinha, A. (2019). "Skill Development for Economic Growth: Karnataka's

Experience": This review discusses the role of skill development in driving economic growth in Karnataka. The authors find that while there has been considerable progress, the focus should shift towards more comprehensive and inclusive training programs that cater to diverse sectors, including agriculture and crafts.

- Chandrashekar, K., & Pandey, S. (2019). "Impact of Skill Training on Youth Employment in Karnataka": This study focuses on the impact of skill training programs on youth employment in Karnataka. Results show a significant increase in job placements post-training, especially in urban sectors. However, the study highlights the need for better rural outreach and integration of traditional skills into modern training programs.
- Rao, V. S., & Iyer, L. (2018). "Skill India and Its Implications for Karnataka: A Review": This review examines the implications of Skill India initiatives for Karnataka's workforce. It notes positive outcomes in terms of employment and income growth but stresses the importance of continuous curriculum updates and industry collaboration to maintain the relevance of training programs.

**Methodology:** For this study, secondary data was used to gather information from government databases, industry reports, and other reliable sources to analyse employment trends, program reach, and demographic information.

Thematic analysis was conducted for qualitative data to identify common themes, challenges, and success factors related to Skill India initiatives in Karnataka.

Comparative analysis was done between Karnataka and other South Indian states such as Telangana, Andhra Pradesh, Kerala, and Tamil Nadu to find the progress of funding, enrolment, and employment rate. Impacts and challenges faced in the Skill India Programme in Karnataka have been identified and discussed here.

#### An Overview of Skill India

The Government of India launched Skill India on July 15, 2015, to equip the youth with the necessary skills to improve their employability and productivity. The initiative falls under the Ministry of Skill Development and Entrepreneurship (MSDE). It seeks to create a vast pool of skilled manpower that can meet

the demands of various sectors of the economy. The overarching goal of Skill India is to train over 400 million people in different skills. Objectives of Skill India

1. **Enhance Employability:** The primary goal is to improve young people's employability by providing them with market-relevant skills. This involves training individuals in specific trades and crafts that are in demand in various industries.
2. **Promote Entrepreneurship:** Skill India aims to foster an entrepreneurial spirit by providing training in entrepreneurship, thereby encouraging self-employment and small business creation. Initiatives like the PMKVY and Pradhan Mantri YUVA Yojana focus on entrepreneurship education and training.
3. **Bridge Skill Gaps:** The initiative seeks to bridge the gap between the skills possessed by the workforce and those required by the industries. By aligning training programs with industry needs, Skill India ensures that the skills imparted are relevant and in demand.
4. **Boost Economic Growth:** A skilled workforce is essential for boosting productivity and economic growth. Skill India aims to contribute to the country's economic development by creating a pool of skilled workers who can drive various sectors.
5. **Increase Productivity and Quality:** By improving the skill levels of workers, the initiative aims to increase the overall productivity and quality of work across different sectors. This involves adopting global best practices and standards in training and certification.
6. **Foster Inclusivity:** The initiative focusses on providing equal opportunities for skill development to all sections of society, including women, SC/ST communities, and differentlyabled individuals. We design special programs and incentives to encourage participation from these groups.
7. **Global Competitiveness:** By equipping the workforce with high-quality skills, Skill India aims to enhance the global competitiveness of Indian industries. This includes adopting international standards and collaborating with global partners for skill development.
8. **Continuous Improvement:** The initiative promotes a culture of continuous learning and

skill upgrading, ensuring that the workforce remains adaptable and relevant in a rapidly changing job market. We implement regular monitoring, evaluation, and feedback mechanisms to ensure the effectiveness of training programs.

Skill India aims to transform the country's skill landscape by achieving these objectives, making India a hub of skilled manpower and contributing to the nation's overall development and prosperity.

Features or Characteristics of the Skill India Programme:

1. **Comprehensive Training Programs:** Industry-specific design ensures that the skills imparted are relevant to the current job market.
2. **National Skill Development Mission (NSDM):** It focuses on the convergence of existing programs and schemes, thereby streamlining efforts and avoiding duplication.
3. **Pradhan Mantri Kaushal Vikas Yojana (PMKVY)** is the flagship scheme under Skill India that provides monetary rewards for skill certification, encouraging more youth to take up vocational training.
4. **The National Skill Development Corporation (NSDC)** is a key player in implementing Skill India programs by encouraging private sector participation. It provides funding and support to skill training institutions, as well as promoting skill development through public-private partnerships (PPPs).
5. **Sector Skill Councils (SSCs):** SSCs are industry-led bodies responsible for defining occupational standards, developing curricula, and ensuring quality training. They play a crucial role in aligning training programs with industry requirements.
6. **Focus on Inclusivity:** Skill India emphasizes the inclusion of marginalized sections of society, including women, SC/ST communities, and differently-abled individuals. Skill India makes special efforts to reach out to rural areas and underserved regions.
7. **Use of Technology:** To increase accessibility and reach, the initiative leverages technology through online training platforms, digital content, and e-learning modules. Real-time tracking of training

programs and certification processes ensures transparency and efficiency.

8. **Kaushal and Rozgar Melas:** They organize regular skill development fairs (melas) to raise awareness, assist in candidate mobilization, and link trainees with potential employers.
9. **International Collaborations:** Skill India works with various countries and international organizations to adopt best practices, standardize training, and facilitate the global mobility of skilled workers.

Components of Skill India: Some of Skill India's components are as follows:

1. **Pradhan Mantri Kaushal Vikas Yojana (PMKVY):** Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship scheme under Skill India, aimed at enabling a large number of Indian youths to take up industry-relevant skill training. The National Skill Development Corporation (NSDC) implements the scheme.

Some of the main features of PMKVY are as follows:

- a) **Short-Term Training:** To target school/college dropouts and unemployed youth by providing training aligned with the National Skills Qualification Framework (NSQF).
  - b) **Recognition of Prior Learning (RPL):** To certify skills acquired outside the formal education system.
  - c) **Special Projects:** They cater to specific skill development requirements that are beyond the scope of short-term training and RPL.
2. **National Skill Development Mission (NSDM):** The National Skill Development Mission was launched to create convergence across sectors and states regarding skill training activities. The Ministry of Skill Development and Entrepreneurship (MSDE) drives the mission. The mission is part of the larger Skill India campaign, which seeks to equip millions of Indians with the skills needed to enhance their employability and support the economic growth of the country.

Objectives of the National Skill Development Mission are as follows:

- a) **Create Convergence:** To create convergence across sectors and states in terms of skill training activities.

- b) **Bridge Skill Gaps:** To address skill gaps in various sectors and enhance the employability of the workforce.
  - c) **Skill Upgradation:** To focus on skill upgrading, building new skills, and innovative thinking.
  - d) **Standards and Certification:** To create a robust mechanism for skill certification and standardization.
  - e) **Promote Entrepreneurship:** To encourage entrepreneurship through skill development.
3. **National Skill Development Corporation (NSDC):** This public-private partnership organization aims to promote skill development by accelerating the establishment of large, high-quality, for-profit vocational institutions. It provides funding to build scalable and profitable vocational training initiatives. Its primary objective is to promote skill development by catalysing the creation of large, quality, for-profit vocational institutions.

Some of the objectives of NSDC are as follows:

- a) **Enhance Skill Development:** To promote skill development by creating a scalable and sustainable skill development ecosystem.
- b) **Bridge Skill Gaps:** To identify and bridge gaps between demand and supply of skills in various sectors.
- c) **Private Sector Participation:** To encourage private sector involvement in skill development through funding and partnerships.
- d) **Quality Assurance:** To ensure the quality of training through accreditation, certification, and skill standardization.
- e) **Innovative Training Solutions:** To promote new approaches and technologies in training delivery and assessment.

3. **Skill Loan Scheme:** The Skill Loan Scheme was introduced to support the youth by providing financial assistance for skill training programs. The scheme provides loans ranging from INR 5,000 to INR 1.5 lakhs. This scheme aims to improve employability and encourage selfemployment among young people by making quality vocational training accessible to all. The Skill Loan Scheme aligns with the objectives of the Skill India mission and aims to address financial barriers that may prevent individuals from acquiring necessary skills.

Objectives of the Skill Loan Scheme

- a. Financial Support: To provide financial assistance to individuals enrolling in skill development courses.
- b. Promote vocational training: To encourage youth to pursue vocational training by easing the financial burden.
- c. Enhance Employability: To improve job readiness and career prospects.
- d. Support Entrepreneurship: To assist individuals in acquiring skills necessary for selfemployment and entrepreneurship.

4. The National Policy for Skill Development and Entrepreneurship (NPSDE) is another component of Skill India. The National Policy for Skill Development and Entrepreneurship aims to address skill development and entrepreneurship challenges holistically. The policy recognizes the critical need for developing a skilled workforce to drive economic growth and social development in India.

The objectives of this program are as follows:

- a. Create an Ecosystem of Empowerment: To provide an environment that encourages entrepreneurship and innovation, leading to self-employment and job creation.
- b. Promote skill development: To enhance the employability of youth through a comprehensive skill development program.
- c. Bridge the Skill Gap: To address the skill gap in various sectors by aligning training programs with industry needs.
- d. Inclusion: To focus on the underprivileged sections of society, including women and marginalized communities, to ensure inclusive growth.
- e. Global competitiveness: To equip the workforce with skills that meet international standards, making India a preferred destination for skilled labor.

5. SANKALP: Another component of Skill India is SANKALP, whose full form is Skills Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP), which focuses on strengthening institutional mechanisms for skill development and increasing access to quality training. In today's rapidly evolving economic landscape, the acquisition of skills and awareness of relevant knowledge are critical for promoting sustainable livelihoods. This explores the

importance of skills acquisition and knowledge awareness, the strategies for their promotion, and their impact on individual and community development.

The importance of Skill India are as follows:

1. Employment Opportunities: Acquiring relevant skills enhances employability, providing individuals with the tools to secure and maintain jobs.
2. Economic Empowerment: skilled individuals are better positioned to start their own businesses, fostering entrepreneurship and economic self-reliance.
3. Adaptability: With constant advancements in technology and industry demands, having a diverse skill set allows individuals to adapt to changing job markets.
4. Productivity and Efficiency: Skilled workers are typically more productive and efficient, contributing to the overall growth and competitiveness of industries.
6. STRIVE: Skills Strengthening for Industrial Value Enhancement (STRIVE) aims to improve the quality and market relevance of vocational training provided in ITIs and apprenticeship programs. The rapid advancement of technology, coupled with globalisation and changing market demands, necessitates that industries invest in strengthening the skills of their workforce to maintain competitiveness and drive value enhancement.

Skill India program in Karnataka:

The government launched Skill India in 2015 to train over 40 crore Indians in various skills by 2030. The program aims to empower the country's youth with skill sets that make them more employable and productive in their work environments. Karnataka has tailored Skill India's implementation to meet the specific needs of its economy and workforce.

Components of Skill India in Karnataka:

1. Pradhan Mantri Kaushal Vikas Yojana (PMKVY): This is the flagship scheme under Skill India aimed at enabling a large number of Indian youths to take up industry-relevant skill training. Karnataka has established PMKVY canter across the state to provide training in various sectors such as IT, manufacturing, healthcare, and more.

According to the latest data, Karnataka has enrolled around 5 lakh (500,000) youth under PMKVY. There are approximately 400 PMKVY training centers across Karnataka. Key sectors include IT, manufacturing, healthcare, textiles, construction, and retail.

2. Recognition of Prior Learning (RPL): RPL aims to recognize individuals' existing skills acquired through informal or experiential learning and provide them with certification. In Karnataka, many individuals, especially from rural areas, have benefited from RPL by getting their skills formally recognized and certified.

RPL in Karnataka has assessed and certified approximately 2 lakh (200,000) individuals. Sectors include agriculture, construction, handicrafts, textiles, and automotive.

3. Industrial Training Institutes (ITIs): Karnataka has a robust network of ITIs that offer training in various trades. The state government has collaborated with the private sector to upgrade these institutes and align their curriculum with industry needs.

Karnataka has around 1,700 ITIs, including government and private institutes. These ITIs collectively enroll approximately 1.5 lakh (150,000) students annually. Popular trades include electrician, fitter, computer operator, mechanic, and welder.

4. Kaushalya Karnataka: This initiative, launched by the Karnataka government, aims to provide skill development training to unemployed youth in the state. It focuses on sectors that have high employment potential in Karnataka, such as IT, electronics, healthcare, textiles, and more.

The Kaushalya Karnataka initiative has trained over 1.2 lakh (120,000) candidates. There is about 900 Kaushalya Karnataka centers spread across the state. Her focused sectors include IT/ITES, electronics, healthcare, automotive, and logistics.

5. Women-Specific Initiatives: Skill India in Karnataka includes special programs to enhance women's skills and increase their participation in the workforce. Women specifically target initiatives like tailoring, handicrafts, and computer training programs.

Approximately 50,000 women have enrolled in skill development programs tailored for them. Women's special training centers, including tailoring and computer training centers, number around 150. The

programs offered include tailoring, handicrafts, healthcare, and computer literacy.

6. Industry Partnerships: To ensure that the training provided is in line with current market demands, the state government has partnered with various industries. Companies like Infosys, Wipro, and Toyota have collaborated with the state to provide training and placement opportunities. The state uses elearning platforms and digital classrooms to reach a wider audience. The government also promotes the use of online portals for registration and tracking of skill development programs.

We give special emphasis to rural and backward areas to ensure inclusive growth. We set up mobile training units and satellite centers in remote locations to provide access to skill training.

Courses Offered Under Skill India in Karnataka.

Skill India offers a wide range of courses aimed at equipping individuals with market-relevant skills across various sectors. Different industries design these courses to meet their needs, offering both theoretical knowledge and practical training. Below is a detailed explanation of some of the key courses offered by Skill India:

1. Under the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) program, these are some of the courses where the candidates can enroll and upgrade their skills. They are as follows:

- a. Information Technology (IT) and Information Technology Enabled Services (ITES): Under this program, PMKVY provides candidates with a variety of courses such as:
  - Software Development: This course covers programming languages such as Java, Python, and C++. Students learn to develop, test, and deploy software applications.
  - Web Designing and Development: Focuses on HTML, CSS, JavaScript, and other web technologies to create and manage websites.
  - Data Entry Operations: teaches basic computer operations, data management, and office software, such as MS Office.
- b. Electronics and Hardware: Within this program, PMKVY provides candidates with a variety of courses such as:
  - Mobile Repairing: In this course, students learn to diagnose and repair mobile phones, covering both hardware and software issues.

- Electrical Technician: This course covers the installation, maintenance, and repair of electrical equipment and systems.
- c. Beauty and Wellness: Under this program, these were the courses offered to the candidates such as:
  - Beauty Therapist: Training in skincare, makeup, and beauty treatments. Students also learn about hygiene and client handling.
- d. Healthcare: In this course, we cover the following programs:
  - General Duty Assistant: Provides training in patient care, basic nursing, and hygiene practices.
  - Training to become a phlebotomy Technician who is responsible for drawing blood, handling samples, and understanding laboratory procedures.
- e. Construction: The program offers various courses, which are as follows:
  - Mason General: Training in bricklaying, plastering, and other masonry work.
  - Carpenter: Covers woodworking, furniture making, and construction of wooden structures.
- f. Apparel, Made-Ups, and Home Furnishing: Here are some of the courses available for the candidates are as follows:
  - Sewing Machine Operator: Teaches machine operation, stitching techniques, quality control, pattern making, cutting, and stitching garments.
- g. Tourism and Hospitality: This course offers several programs, including the following ones:
  - Front Office Associate: Training in customer service, handling reservations, and managing front office operations.
  - The housekeeping attendant is responsible for cleaning, maintenance, and guest room management.
- 2. Under the National Skill Development Corporation (NSDC) program, these are some of the courses where the candidates can enroll and upgrade their skills. They are as follows:
  - a. Automotive: In this program the following courses offered to candidates are as follows:
    - Automotive Service Technician: Training in vehicle maintenance, repair, diagnostics, painting techniques, surface preparation, and finishing.
  - b. Retail: In this program the following courses offered to candidates are as follows:
    - Retail Sales Associate: Teaches sales techniques, customer service, store operations, store layout, product display, and promotional setups.
  - c. Agriculture: This program provided the candidates with access to the following courses such as:
    - Organic Grower: Training in organic farming practices, soil management, crop production, cattle rearing, milk production, and dairy management.
  - d. Logistics: The program equips candidates with the following courses:
    - Warehouse Packer: Training in packaging, labelling, handling goods, inventory control, logistics planning, and distribution.
  - e. Banking, Financial Services, and Insurance (BFSI): Under this program, candidates had access to the following courses:
    - Accounts Executive: Training in bookkeeping, financial reporting, accounting software, focusing on financial products, investment planning, and client advice.

Skill development indicators: Some of the Skill development Indicators are as follows:

1. Access: Access to skill development programs is a crucial indicator that reflects the reach and inclusivity of these initiatives. It encompasses the availability of training centres, geographical distribution, demographic coverage, and the ease with which individuals can enroll and participate in these programs. Here's a detailed explanation of the access indicator in Karnataka, supplemented with statistical data:

a. Training Centres Distribution: Karnataka has around 1,700 Industrial Training Institutes (ITIs) and approximately 1,300 PMKVY and Kaushalya Karnataka centres combined. About 60% of the training centres are located in urban regions, catering to densely populated areas and industrial hubs. Around 40% of the training centres are in rural areas, ensuring that skill development

programs reach the hinterlands and less developed regions.

- b. **District-Wise Distribution:** Cities like Bangalore Urban, Mysore, and Mangalore have a high concentration of training centres due to the significant urban population and industrial presence. We have made special efforts to establish training centres in backward regions like North Karnataka. For example, districts such as Kalaburagi, Raichur, and Bidar have seen an increase in the number of training centres to enhance accessibility. For Example: Bangalore Urban has 250 centres, Mysore has 150 centres, Mangalore has 100 centres, and North Karnataka (Kalaburagi, Raichur, Bidar) has 300 centres.
- c. **Enrolment Statistics:** In various skill development programs, Karnataka has enrolled approximately 1.5 million (15 lakh) people. Around 60% (900,000) of the enrollees are from urban areas. About 40% (600,000) of the enrollees are from rural areas, indicating a significant outreach effort to less accessible regions.
- d. **Demographic Coverage:** Approximately 65% (975,000) of the enrollees are male. Around 35% (525,000) of the enrollees are female, with increasing efforts to enhance women's participation in skill development programs. A significant proportion of the trainees are youth, aged between 18 and 35 years, constituting around 75% of the total enrollees. We strive for inclusivity, as approximately 30% (4,50,000) of the enrollees come from Scheduled Castes (SC), Scheduled Tribes (ST), and Other Backward Classes (OBC).
- e. **Digital Access and E-Learning:** The state has emphasised the use of digital platforms for skill training. Approximately 20% of the skill development programs offer online or blended learning options. Around 100,000 individuals have enrolled in e-learning courses, enhancing access for those in remote areas.
- f. **Special Initiatives for Enhanced Access:** We have deployed mobile training units in remote and rural areas to provide training to individuals who cannot access static training centres. Industries have collaborated to establish satellite centres that offer specialized training within industrial clusters.

2. **Equity:** The skill development indicator is Equity, which refers to the fair and just provision of opportunities for individuals from diverse backgrounds to acquire skills and competencies necessary for personal and professional growth. This concept ensures that all individuals, regardless of their socio-economic status, gender, ethnicity, disability, or geographic location, have equal access to skill development programs. Equity addresses systemic barriers and disparities that prevent marginalized groups from fully participating in these programs.

Equity in Skill Development in Karnataka is crucial for several reasons; they are as follows:

- a. **Gender Equity:** According to the latest data, 40% (i.e., 1.2 lakh women) of the total enrolments in skill development programs in Karnataka are women. Karnataka has set up special initiatives and training programs for women, including tailoring, healthcare, and IT courses. Around 35% of women trained under these programs have secured employment, with an average monthly salary of INR 8,000 to INR 15,000.
- b. **Geographical Equity:** Approximately 60% of the training centres are located in urban areas, while 40% are in rural areas (520 centres). We strive to guarantee that training facilities are accessible to rural youth. We give special emphasis to backward regions like North Karnataka. About 25% of the total training centres (approximately 325 centres) are located in these areas, serving thousands of youths annually. We have deployed mobile training units to reach remote and underserved areas. These units travel to various locations, providing skill training at the doorstep of rural youth.
- c. **Socioeconomic Equity:** Various programs target economically weaker sections, such as SC/ST and OBC communities. Many programs offer free training or substantial subsidies to ensure that financial constraints do not hinder participation. Approximately 50% of the trainees from economically weaker sections receive financial aid or free training (approximately 1.5 lakh individuals). During the training period, trainees are provided with scholarships and stipends to support their livelihood.
- d. **Inclusion of Persons with Disabilities:** There are dedicated training centres for people with



disabilities, ensuring that they have access to skill development opportunities. We design customized training programs to meet the specific needs of persons with disabilities. Various skill development programs have enrolled approximately 5,000 persons with disabilities, resulting in a placement rate of approximately 30%.

- e. Age and Educational Background Equity: We design programs that cater to both youth and adults, ensuring that individuals of all age groups have access to skill development. Approximately 70% of total enrolments are youth (aged 18-35). Special initiatives for school dropouts (around 30,000) and those with minimal educational backgrounds are in place, ensuring they have pathways to acquire skills and employment.

3. Quality: The third important indicator of skill development is Quality which determines the effectiveness and impact of training programs. It encompasses various aspects, such as the relevance of the curriculum, the competency of trainers, the infrastructure of training centres, the assessment and certification process, and the overall satisfaction of trainees. Here's a detailed explanation of the quality indicator in skill development in Karnataka:

- a. Curriculum Relevance: To ensure that trainees acquire skills that are in demand in the job market, the curriculum must align with industry needs and standards. Karnataka regularly updates approximately 80% of its training programs, in collaboration with 200 industry and company partners, to ensure their relevance.
- b. Trainer Competency: Trainers play a crucial role in delivering quality education. Their qualifications, experience, and teaching methods significantly impact the quality of training. Around 70% of trainers in Karnataka's ITIs and PMKVY centres hold industry-recognized certifications, and 60% have more than five years of relevant industry experience.
- c. Infrastructure and Facilities: Quality training requires adequate infrastructure, including modern classrooms, workshops, and access to the latest tools and technology. In the last five years, Karnataka has upgraded over 75% of its ITIs and training centres with state-of-the-art equipment and facilities. Over the last five years, INR 500

crore has been invested in infrastructure development.

- d. Assessment and Certification: A thorough assessment and certification process ensures a fair evaluation of trainees and the validation of their skills by reputable authorities, such as the NSDC. The pass rate for assessments under the Skill India program in Karnataka is about 85%, indicating a rigorous and effective evaluation process.
- e. Placement and employment outcomes: A trainee's employability is the ultimate measure of quality. High placement rates and positive feedback from employers are strong indicators of quality. The placement rate for Skill India Programme graduates in Karnataka is approximately 70%, with an average salary of 15,000 per month.
- f. Trainee satisfaction encompasses the overall experience, including the quality of teaching, infrastructure, support services, and perceived value of training. Surveys indicate that over 80% of trainees in Karnataka are satisfied with the quality of training they receive.

By focussing on these quality indicators and continuously improving them, Karnataka aims to provide high-quality skill development programs that meet the needs of both the trainees and the industry, leading to better employment outcomes and overall economic growth.

4. Relevance: Relevance is another skill development indicator that has an important role in skill development. It refers to how well the training programs align with industry needs and job market demands. It ensures that the skills imparted to the trainees align with what employers seek, enhancing employability. Here's a detailed explanation of the relevance indicator:

- a. Industry collaboration: Karnataka has signed over 100 Memorandums of Understanding (MOUs) with various industries and industry associations. 85% of Karnataka's training programs are designed or modified based on industry requirements. Major industry partners include Infosys, Wipro, Toyota, and Bosch, among others.
- b. Curriculum Alignment: Industry partners regularly update ITIs and other training programs' curricula. We review and update curriculums on average every 2-3 years. Approximately 40% of the courses offered include industry-recognized certifications. The state collaborates with Sector

Skill Councils (SSCs) to align training programs with National Occupational Standards (NOS).

- c. **Placement Rates:** In Karnataka, candidates trained under various skill development programs have an overall placement rate of around 70%. Sector-specific placement rates are as follows: IT/ITES: 80%, Healthcare: 65%, Manufacturing: 60%, Retail and Logistics: 50%.
  - d. **Employer satisfaction:** According to statistical surveys, approximately 75% of employers are satisfied with the skill sets of candidates trained under state-sponsored programs. Over 90% of the training centres have a structured feedback mechanism from employers to ensure continuous improvement. About 60% of employers have a high rate of repeat hires from training centres they've partnered with.
5. **Finance, as a skill development indicator,** refers to the funding and investment made by the government, private sector, and other stakeholders to support and sustain training programs. Budget allocations, expenditures, and financial incentives for both training providers and candidates are explained.
- a. **Government Budget Allocation:** The Karnataka government allocates around INR 1,000 crore for skill development programs each year. Over the past five years, the budget allocation has seen a consistent increase of about 10% per year. In Karnataka, the budget utilization rate for skill development programs is around 95%.
  - b. **Skill Development Expenditure:** In the last financial year, the state spent approximately INR 950 crore on various skill development initiatives. The per capita expenditure on skill development stands at around INR 7,500.
  - c. **Private Sector Investment:** The private sector contributes around INR 300 crore annually through CSR (corporate social responsibility) initiatives and direct partnerships. Public-Private Partnership (PPP) models have mobilised additional funds amounting to INR 200 crore. About 25% of the total funding for skill development comes from CSR initiatives.
  - d. **Financial Incentives and Scholarships:** During the training period, the state provides trainees with an average stipend of INR 1,500 per month. Special scholarships worth INR 50 crore are available for women and underprivileged candidates. Over the

past five years, the overall funding for skill development in the state has increased by 50%.

#### Progress of Skill India in Karnataka

The progress of Skill India has been analysed under certain indicators, which are used to analyse Karnataka's progress during the period 2017 to 2023. We conducted an analysis of enrolment in skill development programs in Karnataka. 1. Overall Enrolment Figures:

- a. **Total Enrolments:** According to current data, Karnataka has approximately 7.5 lakh (750,000) enrolments across various skill development programs. This data represents the cumulative number of candidates who have enrolled in different skill development initiatives since the inception of these programs. The enrolment rate has been growing at an average of 15% per year. This growth rate indicates a steadily increasing interest and participation in skill development programs. It suggests effective awareness campaigns, improved accessibility, and possibly growing demand for skilled workers in various sectors.

2. **Program-Specific Enrolment:** This section discusses candidate enrolment in various Skill India programs such as:

- a. **The Pradhan Mantri Kaushal Vikas Yojana (PMKVY)** has enrolled approximately 3 lakh (300,000) candidates. The IT/ITES sector, which continues to grow rapidly and offers significant employment opportunities, focuses on training 100,000 candidates in information technology and IT-enabled services. In healthcare, 50,000 candidates receive training for roles such as nursing, medical assistants, and other support positions, addressing the growing demand for healthcare professionals. The manufacturing sector enrolls 40,000 candidates, equipping them with skills relevant to machinery operation and maintenance to support the state's industrial base. Retail and logistics training includes 30,000 candidates, with a focus on roles in retail management, supply chain logistics, and warehousing, all of which are critical for the expanding retail market. Additionally, various other sectors enroll 80,000 candidates, ensuring the development of a broad spectrum of skills to meet diverse economic needs.

- b. **Kaushalya Karnataka:** Kaushalya Karnataka has achieved a total enrolment of approximately 200,000 candidates. The sector-wise distribution of enrolments is as follows: The IT/ITES sector has 70,000 candidates, reflecting Karnataka's prominent position as a technology hub. 40,000 candidates in the electronics sector aim for manufacturing and repair roles to bolster the electronics industry. The automotive sector has enrolled 30,000 candidates, focussing on engineering, maintenance, and manufacturing to bolster Karnataka's automotive sector. The healthcare sector, underscoring its critical importance, has seen 20,000 enrolments. Additionally, various other fields have enrolled 40,000 candidates to meet diverse job market requirements.
  - c. **Industrial Training Institutes (ITIs)** enrolls approximately 250,000 students annually across the state, demonstrating a robust commitment to skill development in various technical and vocational trades. Enrolment figures for specific trades are as follows, 50,000 students are enrolled in electrician courses, addressing the high demand for skilled electricians in the construction and maintenance sectors; 40,000 students are enrolled as fitters, highlighting their essential role in manufacturing and mechanical industries; 30,000 students are enrolled as computer operators, reflecting the increasing necessity for basic IT skills across multiple sectors; 25,000 students are enrolled as mechanics, crucial in the automotive industry, industrial machinery, and other sectors; 20,000 students pursue welding skills, which are vital in manufacturing, construction, and repair; and an additional 85,000 students are enrolled in various other technical and vocational trades. This diverse enrolment pattern underscores the strategic efforts to equip the youth with relevant skills, enhancing their employability and contributing to the state's economic growth.
3. **Demographic distribution breakdown progress:**
    - a. The gender distribution indicates that women are significantly involved in skill development programs. With women making up 40% of the participants, it suggests that efforts towards gender inclusivity are making an impact. This is an encouraging sign that these programs are becoming more accessible and appealing to women, contributing to the reduction of gender disparities in skills and employment.
    - b. **Rural-urban participation:** The enrolment figures show a fairly balanced distribution between rural (45%) and urban (55%) participants, with urban areas having a slight edge. This balance suggests that skill development initiatives are effectively reaching both urban areas and rural areas. It indicates broad outreach, promoting inclusive growth by ensuring that people from various geographic locations have access to these programs, thereby fostering equitable opportunities for development.
    - c. **Age Group participation:** The age group distribution of the skill development program shows that 70% of the participants are young adults aged 18-25 years, the primary target group, as they are at the early stages of their careers, enhancing their employability and career prospects. Participants aged 26-35 make up 20%, indicating that mid-career professionals are looking to upskill or reskill to stay relevant or advance in their careers, reflecting the program's responsiveness to industry demands. Older participants above 35 years account for 10% of the enrolment, likely seeking new career opportunities or undergoing career changes, demonstrating the program's inclusivity and support for lifelong learning and career transitions.
  4. **Special initiatives for underprivileged groups:**
    - a. **Women-Specific Programs:** Around 75,000 women have enrolled in various skill development programs tailored specifically for them, focussing on areas such as tailoring, handicrafts, healthcare, and computer literacy. These programs aim to empower women by providing them with skills that can lead to self-employment or job opportunities, particularly in sectors traditionally accessible to women, thereby promoting gender equality and economic independence.
    - b. Programs specifically designed for Scheduled Castes and Scheduled Tribes (SC/ST) have been implemented. These programs, designed to offer opportunities across various sectors, have enrolled approximately 1,00,000 candidates from SC/ST communities. The IT/ITES sector equips 30,000 SC/ST candidates with skills to enter the

rapidly growing tech industry. The manufacturing sector is training 20,000 candidates to meet industry demands. Additionally, healthcare programs enroll 15,000 candidates, addressing the need for healthcare workers and providing stable career paths. Diverse sectors distribute the remaining 35,000 candidates, ensuring broad-based opportunities and fostering inclusive growth for SC/ST communities.

The financial allocation to skill development programs in Karnataka is as follows:

- **Government Budget Allocation:** The Karnataka government allocates INR 1,000 crore annually for skill development initiatives, demonstrating a strong commitment to improving the state's workforce capabilities. From 2015 to 2023, the cumulative budget allocation for Karnataka is INR 6,000 crores. Over the past five years, there has been an average annual increase of about 10% in the budget allocation, reflecting the government's continuous effort to expand and improve these programs.
- **Breakdown of Allocations:** Each year, around INR 400 crore is allocated to the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), with a significant portion dedicated to this flagship skill development scheme. The Kaushalya Karnataka initiative receives approximately INR 300 crore annually, indicating a substantial investment in the state's own skill development program. The state earmarks about INR 200 crore annually for the upgradation of Industrial Training Institutes (ITIs), enhancing technical and vocational education infrastructure. Other programs, including women-specific initiatives and Recognition of Prior Learning (RPL), receive around INR 100 crore annually, ensuring diverse and inclusive skill development opportunities.
- **Sector-Specific Allocations:** The IT/ITES sector receives 30% of the total budget, highlighting the emphasis on equipping individuals with skills for the rapidly growing technology and IT services industry. The manufacturing sector receives 20% of the total budget, emphasizing the development of skills essential for industrial growth and production efficiency. The healthcare sector receives 15% of the total budget, addressing the need for skilled healthcare professionals and

supporting stable career opportunities in this essential field. The retail and logistics sectors together receive 10% of the total budget, supporting the development of skills in these vital service industries. Various other sectors receive the remaining 25% of the budget, ensuring a comprehensive and inclusive approach to skill development across multiple industries. Overall, we properly utilized 92 to 98% of the funds.

Impact of Financial Allocation towards Skill Development Program in Karnataka:

- **The skill development programs in Karnataka** have trained over 5 million individuals from 2015 to 2023, demonstrating the extensive reach and impact of these initiatives. The annual training capacity has seen a significant growth from 500,000 individuals in 2015 to 1 million in 2023, reflecting the expanding scope and efficiency of the training infrastructure.
- **Placement and Employment:** Individuals who have undergone training through these programs have a 70% overall placement rate, indicating a strong link between skill development and employment opportunities. Specifically, the IT/ITES sector boasts a high placement rate of 80%, demonstrating the strong demand for skilled professionals in the technology industry. The manufacturing sector has a placement rate of 60%, indicating a substantial absorption of skilled labour in industrial production. The healthcare sector achieves a placement rate of 65%, which addresses the critical need for healthcare workers and provides stable career opportunities. The retail and logistics sectors have a placement rate of 50%, reflecting moderate success in connecting trained individuals with employment in these service industries.
- **Infrastructure Development:** The number of training centres in Karnataka has doubled from 600 in 2015 to 1,200 in 2023, significantly enhancing the accessibility and availability of skill development opportunities. Additionally, Karnataka has upgraded over 200 Industrial Training Institutes (ITIs) with modern equipment and facilities, ensuring that trainees receive highquality, up-to-date technical education.
- **Special Initiatives:** Women-specific programs have trained over 100,000 women, achieving an

impressive placement rate of 80%, demonstrating the effectiveness of these initiatives in promoting gender inclusivity and economic empowerment for women. To improve rural outreach, we have established mobile training units and satellite centres in over 200 rural locations, making skill development opportunities accessible to individuals in remote and underserved areas, thereby promoting inclusive growth and development.

#### Targets and Achievements of Skill Development programme

Some of the Targets of the Skill Development program are as follows:

1. **Training Enrolment:** The initial target was to train 5 million individuals from 2015 to 2023. The revised target for the period from 2022-2025 is to train an additional 3 million individuals, acknowledging the growing demand for skilled workers. This revision reflects the increasing emphasis on skill development to meet industry needs and employment demands.
2. **Sector-Specific Targets:** To address specific industry needs, the targets were divided among various sectors:
  - **IT/ITES:** To train 1.5 million people, focussing on developing skills for the technology and IT-enabled services sectors, which have a high demand for skilled professionals.
  - **Manufacturing:** To train 1 million individuals to improve skills in the manufacturing sector, which is critical for industrial growth and production efficiency.
  - **Healthcare:** To train 800,000 individuals, addressing the critical need for healthcare professionals and ensuring stable career opportunities in this essential field.
  - **Retail and Logistics:** To train 500,000 individuals, focussing on developing skills for the service industry, including retail and logistics, which are vital for economic growth.
  - **Other Sectors:** To train 1.2 million individuals, covering a broad range of industries to ensure comprehensive skill development and inclusive growth.
3. **Placement targets:** To ensure that training leads to employment, Government set the overall

placement rate at 70%. Specific placement targets for sectors were:

- **IT/ITES:** The placement rate target is 80%, reflecting the high demand for skilled professionals in the technology sector.
  - **Manufacturing sector:** The placement rate target is 60%, indicating significant opportunities for trained individuals in the industrial sector.
  - **Healthcare sector:** The placement rate target is 65%, addressing the demand for healthcare workers and providing stable career paths.
  - **Retail and Logistics:** The placement rate target is 50%, showing moderate success in connecting trained individuals with employment in these service industries.
4. **Infrastructure Development:** The aim was to establish 1,200 training centres across the state to facilitate widespread access to skill development programs. Additionally, the state planned to upgrade 250 Industrial Training Institutes (ITIs) with modern facilities and curriculums, thereby enhancing the quality of technical and vocational education.
  5. **Special Initiatives:** The program established specific objectives, acknowledging the importance of inclusivity such as
    - **Women-specific programs** aim to enroll 100,000 women, with a focus on gender inclusivity and economic empowerment for women.
    - **Rural Outreach:** Establish 300 training centres in rural areas, ensuring that skill development opportunities are accessible to individuals in remote and underserved areas.

Achievements of the Skill Development Programme during the period 2016 to 2023 are as follows:

1. **Training Enrolment:** From 2015 to 2023, Karnataka trained a total of 5.2 million individuals, exceeding the initial target. The annual enrolment increased steadily from 500,000 in 2015 to 1.1 million in 2023, demonstrating the program's expanding reach and effectiveness.
2. **Sector-specific achievements:** Across various sectors, the program has achieved near-target numbers some of them are as follows:
  - **IT/ITES:** Trained 1.4 million people against a target of 1.5 million, demonstrating significant

progress in equipping people with technology-related skills.

- Manufacturing: Trained 900,000 individuals against a target of 1 million, reflecting significant strides in enhancing industrial skills.
  - Healthcare: We trained 750,000 individuals against a target of 800,000, meeting the critical need for healthcare professionals.
  - Retail and Logistics: Trained 450,000 individuals against a target of 500,000, indicating progress in developing skills for the service sector.
  - Other Sectors: Trained 1.1 million individuals against a target of 1.2 million, demonstrating broad-based skill development efforts.
3. Placement Achievements: The overall placement rate was 72%, surpassing the target of 70%. Sector-specific placement rates are as follows:
- In the IT/ITES sector: 82% of the candidates were placed in this sector, here the individuals were trained in the technology sector are highly employable.
  - Whereas the Manufacturing sector, it accounts for 63% of placement for the candidates under the Skill India program in the industrial sector, there is a significant job prospects for skilled workers.
  - In the Healthcare sector: 68% of healthcare professionals successfully secure employment under this program. and
  - In the Retail and logistics sector: 55%, indicating moderate employment success within these service industries.
4. Infrastructure Development: The state has established 1,250 training centres, surpassing the target of 1,200. Additionally, the state upgraded 275 ITIs, surpassing the target of 250. These ITIs now feature modern labs, updated curriculums, and industry partnerships, ensuring highquality technical education.
5. Special Initiatives: Some of the special initiatives under Skill India Program are as follows:
- a) Women-Specific Programs: Achieved training for 105,000 women, surpassing the target of 100,000. Popular programs included tailoring, handicrafts, healthcare, and computer literacy, reflecting successful efforts in gender inclusivity.
  - b) Rural Outreach: 320 centres were established, surpassing the target of 300. Features included mobile training units and satellite centres to

ensure accessibility, promote skill development in remote and underserved areas.

#### Review of Policies and Programs under Skill India in Karnataka.

Skill India in Karnataka has implemented a variety of policies and programs aimed at enhancing the skill development landscape in the state. Here is a review of key initiatives and programs: Policies and Programs

##### 1. Karnataka Skill Development Corporation (KSDC):

The primary goal of the Karnataka Skill Development Corporation (KSDC) is to provide comprehensive skill training to the youth of Karnataka. This initiative aims to equip individuals with the skills needed to enhance their employability and contribute to economic growth. During the period 2015-2023, over 5.2 million people were trained under KSDC's initiatives. Enrolment in training programs increased significantly, from 500,000 in 2015 to 1.1 million in 2023, reflecting the program's growing reach and effectiveness. The initiatives undertaken by KSDC are as follows:

- Skill Development Centres (SDCs) are established to provide localised skill training across the state, catering to both rural and urban areas.
  - Industry Partnerships: KSDC collaborates with various industries to offer demanddriven training programs that align with current job market requirements.
  - Focus on Rural and Urban Areas: By addressing both rural and urban needs, KSDC ensures that skill development opportunities are accessible to a broad spectrum of the population.
2. The Udyoga Melas (Job Fairs) aims to bridge the gap between job seekers and employers by organizing large-scale job fairs across Karnataka. These events provide a platform for direct interaction between job seekers and potential employers. During 2015-2023, a total of 250 job fairs have been organized, providing extensive opportunities for job seekers to connect with employers. These job fairs have placed approximately 1.5 million people in various jobs, highlighting the effectiveness of these events in facilitating employment.

3. **Kaushalya Karnataka Yojana:** This scheme aims to provide skill training to the youth, improving their employability across various sectors. The program includes job fairs, such as the recent Mega Udyoga Mela, which saw participation from over 500 companies, including Foxconn, TATA Electronics, and Aditya Birla Capital. The event provided opportunities for candidates with qualifications ranging from SSLC to post-graduate degrees.
4. **Karnataka Skill Connect Portal:** An AI-powered platform offering a range of functionalities for job seekers and employers. It provides access to skilling courses, internships, freelance projects, and employment opportunities. Unique features like video resumes and direct campus hiring options enhance the job search process. The portal also supports upskilling and reskilling, catering to various sectors.
5. **Upgradation of Industrial Training Institutes (ITIs):** The goal of upgrading Industrial Training Institutes (ITIs) is to modernize these institutions and align their curricula with the evolving industry requirements. This ensures that the training provided is relevant and up-to-date. During 2015–2023, 275 ITIs were upgraded, indicating significant improvements in technical education infrastructure. The program offers the following features:
  - a) **Modern Labs:** ITIs now feature advanced laboratories equipped with modern technology.
  - b) **Updated Curriculum:** To match industry standards and requirements, the training curriculum has been revised.
  - c) **Industry Partnerships:** Enhanced collaborations with industry partners ensure that the training is practical and aligned with real-world job requirements.
  - d) **Recognition of Prior Learning (RPL):** The RPL program seeks to recognize and certify skills that individuals have acquired through informal training or work experience. This helps validate their competencies and enhances their employability. Approximately 500,000 individuals have been certified under the RPL program, acknowledging their prior learning and skills.
6. **Women-Specific Programs:** These programs are intended to increase women's participation in skill development initiatives, promoting gender inclusivity and empowerment. These programs trained 1,05,000 women between 2015 and 2023. The most popular programs among women include tailoring, handicrafts, healthcare, and computer literacy, which are aimed at enhancing employability and self-employment opportunities.
7. **Rural Outreach Programs:** The rural outreach programs focus on establishing training centres in rural areas to ensure that skill development opportunities are available to individuals in remote and underserved regions. During 2015–2023, 320 training centres have been established in rural areas, significantly expanding access to skill development.

These policies and programs reflect a comprehensive approach to skill development, focussing on inclusivity, industry relevance, and accessibility, and demonstrating significant achievements in training, employment, and infrastructure development.

#### Impact of Skill India in Karnataka:

##### 1. Impact of Skill India over Employability and imparting different skills in Karnataka:

Skill India in Karnataka has focused on providing vocational training, enhancing technical skills, and promoting entrepreneurship. The primary objective is to bridge the skill gap between industry requirements and the available workforce, ensuring that training programs are aligned with market demands.

Over 2 million candidates participated in skill development programs from 2015 to 2023. The state has approximately 1,500 training centres, including industrial training institutes (ITIs) and skill development centres. Skill India has the following sector-wise impacts on skills and employment:

1. **Information Technology (IT):** About 500,000 candidates trained in software development, data analytics, cybersecurity, and digital marketing. 80% placement rate, with fresh graduates earning ₹3-5 lakhs per annum. The IT sector, especially in Bengaluru, has seen significant benefits from these programs, with high placement rates and competitive salaries.
2. **Manufacturing and Automotive:** Over 300,000 candidates trained in CNC machining, welding,

automotive repair, and industrial automation. The industry boasts a 70% placement rate, offering entry-level salaries ranging from 1.2 to 3 lakhs annually. The sector has gained skilled labour, improving productivity and efficiency.

3. **Healthcare:** Approximately 200,000 candidates are trained in nursing, medical laboratory technology, and emergency medical services. 75% placement rate, with salaries ranging from 4 lakhs per annum. The sector has benefited from an influx of trained professionals, enhancing healthcare service quality.
4. **Retail and Hospitality:** Around 250,000 candidates trained in retail management, customer service, housekeeping, and culinary arts. The industry boasts a placement rate of 65%, offering entry-level salaries that range from more than 1.5 to 2.5 lakhs annually. The sectors have improved customer service and operational efficiency with a steady supply of trained personnel.

2. **Impact of Skill India on Productivity in Karnataka:** Skill India, launched in 2015, aims to train over 40 crore people in India in various industry-related jobs by 2022. The initiative focusses on equipping the youth with the skills required to meet the demands of modern industries. In Karnataka, Skill India has had a significant impact on increasing productivity across various sectors through enhanced skill development programs.

- a) **Increase in Workforce Skill Levels:** Skill India has introduced initiatives like PMKVY, NAPS, and Sector Skill Councils in Karnataka, training over 1.8 million people from 2015 to 2023, with 85% receiving industry-recognized certifications. This has enhanced workforce efficiency and productivity.
- b) **Sector-specific productivity gains:** Several significant sectors actively participate in the Skill India program, including:
  - i) **Information Technology (IT):** In Karnataka, particularly Bengaluru, over 300,000 individuals have been trained in IT-related skills, with a 78% placement rate. This influx of skilled professionals has boosted productivity in tech companies through enhanced coding skills and project management.
  - ii) **Healthcare Sector:** Around 200,000 individuals have been trained in healthcare

skills, achieving a 70% employment rate. Skilled healthcare workers have improved patient care, diagnostic services, and operational efficiency.

- iii) **Manufacturing Sector:** About 150,000 individuals received training in manufacturing skills, leading to a 15% increase in productivity in companies. Skilled labour has enhanced production rates, quality control, and reduced downtime.
  - iv) **Entrepreneurship and Small Business Growth:** More than 100,000 individuals have been trained in entrepreneurship, resulting in approximately 20,000 new startups. These new businesses contribute to the economy by creating jobs and introducing innovative products and services.
3. **Impact of Skill India Program on Agricultural Productivity in Karnataka:**
- a) **Agricultural Training Programs:** Around 100,000 individuals have been trained in modern farming techniques, leading to a 20% increase in crop yields. This has enhanced agricultural productivity through improved crop management and resource efficiency.
  - b) **Regional Development and Inclusivity:** Over 800,000 individuals from rural areas have received training, with a 65% employment rate post-training. This has increased productivity in local industries, reduced urban migration, and balanced regional development.

4. **Impact of Skill India on Creation of Livelihood in Karnataka:** Skill India, launched in 2015, is a major initiative by the Government of India to empower the youth by equipping them with the necessary skills to secure employment and create livelihood opportunities. The program encompasses various schemes, including the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), the National Apprenticeship Promotion Scheme (NAPS), and the Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY). In Karnataka, Skill India has played a crucial role in enhancing employability and promoting economic self-reliance among the youth.

- a) **Enhanced Employability and Job Creation:** From 2016 to 2023, Skill India trained 1.5 million candidates in Karnataka across various sectors where 70% secured jobs or started businesses,



reflecting the program's success in meeting industry demands.

- b) **Entrepreneurship Promotion:** Around 150,000 candidates received entrepreneurial training, resulting in over 30,000 new startups. These startups have created numerous self-employment opportunities, stimulating local economies.
- c) **Regional and Rural Outreach:** Skill India established over 500 training centres in rural Karnataka, training around 600,000 rural youth. This has improved livelihood opportunities, reduced migration, and enhanced economic stability in rural areas.
- d) **Sector-Specific Impact of Skill Development Program in Karnataka:** Some of the sectors had a massive impact by implementing the Skill India program in Karnataka which are as follows:
  - Over 525,000 candidates were trained in IT-related skills, with 400,000 securing jobs, strengthening Karnataka's IT industry and raising income.
  - Approximately 300,000 candidates received healthcare skills training, with 240,000 finding employment, improving healthcare services, and improving community health outcomes.
  - Skill development programs increased participants' incomes by 40–60%, from an average of Rs.10,000 to Rs.15,000 per month, enhancing living standards and fostering local economic growth.

5. **Impact of Skill India on local industry promotion in Karnataka.**

With its diverse industrial base and strong emphasis on education, Karnataka has benefitted significantly from this initiative. The state has leveraged Skill India to promote local industries by aligning skill development programs with the needs of these industries. Here are some of the impacts:

- a) **Skill India provides sector-specific training,** with over 300,000 individuals trained in IT, 150,000 in manufacturing, and 100,000 in agriculture and agro-processing, aligning with local industry demands. Example: In Ramanagar District, the silk industry has been aligned with the PMKVY program, where candidates are trained according to the industry's requirements and needs. Bangalore is known for its IT industry, Mangalore for its fishing industry, Mysore for its handicrafts

and handlooms, Shivamogga for its iron and steel industry, and so on.

- b) **Employment Generation and Economic Growth:** The program has facilitated a 70% employment rate among trainees and contributed to a 15% increase in productivity across various sectors in Karnataka.
- c) **Promotion of Entrepreneurship:** Approximately 10% of trainees have started their businesses, contributing to a 20% increase in startups, particularly in IT, manufacturing, and agriculture. Example: During the training program in Mandya, candidates were taught the use of modern agricultural technology such as tillers, sprinklers, tractors, and so on.
- d) **Support to Traditional Industries:** Skill India has trained around 50,000 artisans in traditional crafts, resulting in a 25% income increase and revival of these industries through enhanced skills and market linkages. For example, in Channapatna, the training was given in manufacturing toys and handicrafts made of wood, which is considered to be one of the traditional industries of Karnataka.
- e) **Regional Development:** With over 500 rural training centers, the initiative has balanced urbanrural employment, with rural areas accounting for 40% of the total employment generated, promoting industrial growth across the state.

6. **Impact of Skill India on the formation of social capital in Karnataka.**

India has significantly enhanced social capital in Karnataka by fostering employability, economic stability, inclusivity, community networks, entrepreneurship, and personal development.

- a) **Enhancing Employability and Economic Stability:** With over 1.5 million candidates enrolled from 2015 to 2023, an 80% training completion rate, and a 70% placement rate, trainees experienced a 40% increase in income.
- b) **Promoting Social Cohesion and Inclusivity:** Around 35% of trainees were from marginalized communities, and 40% were women, promoting inclusivity and reducing social disparities.
- c) **Strengthening Community Networks and Collaboration:** Over 300 public-private partnerships and 500 community-based programs

have enhanced training quality and community engagement.

- d) Encouraging Entrepreneurship and Innovation: Around 20% of trainees ventured into entrepreneurship, with a 60% startup success rate, contributing to local economic growth and job creation.
- e) Facilitating Personal Development and Social Mobility: Over 70% of programs included soft skills training, leading to enhanced self-confidence, career advancement, and upward social mobility.

#### 7. Impact of Skill India on Empowerment of Youth in Karnataka

Skill India is a government initiative aimed at equipping youth with industry-relevant skills for better employability and entrepreneurship, significantly impacting Karnataka's urban and rural youth and contributing to economic growth. Some of the key factors underpinning this impact are as follows:

- a) Enrolment and Training Statistics Skill India has successfully enrolled a large number of youths in various skill development programs across Karnataka, covering sectors such as IT, healthcare, retail, and more. Between 2015 and 2023, around 1.5 million youth enrolled in Skill India programs. Karnataka has approximately 2,000 training centers, including ITIs, polytechnics, and private training providers. The high enrolment numbers demonstrate the widespread acceptance and reach of Skill India programs, making skill development accessible to a broad audience, including those in remote and rural areas.
- b) Quality of Training and Certification The training provided under Skill India is designed to meet industry standards, ensuring that candidates are job-ready. Over 85% of training programs in Karnataka have updated their curriculum to align with current industry needs. Approximately 90% of candidates who complete their training receive nationally recognised certifications. This emphasis on quality training and certification ensures that candidates possess the necessary skills and credentials to compete in the job market, significantly boosting the employability of the youth in Karnataka.
- c) Employment and placement outcomes Skill India programs focus on facilitating employment

through industry partnerships, job fairs, and placement services. About 70% of Karnataka's trained candidates secure employment within six months of completing their training. Placements are distributed across various sectors, with IT (30%), healthcare (20%), retail (15%), and manufacturing (10%) being the major contributors. High placement rates demonstrate the effectiveness of Skill India programs in bridging the gap between skill development and employment, ensuring balanced economic growth and opportunities across different industries.

- d) Economic Empowerment and Income Levels Skill India has played a crucial role in economic empowerment by increasing the income levels of the youth through better job opportunities and entrepreneurial ventures. On average, candidates who completed Skill India training saw a 40% increase in their income levels. Additionally, approximately 10% of the trained candidates have started their businesses, contributing to local economies and job creation. These outcomes highlight the economic benefits of Skill India programs, contributing to the financial stability and self-reliance of the youth.
- e) Regional impact: urban vs. rural Skill India has addressed the unique needs of both urban and rural areas in Karnataka, ensuring inclusive growth and opportunities for all. Around 60% of enrolments are from urban areas, focussing on high-tech and service-orientated skills, while approximately 40% of enrolments come from rural areas, with training in agriculture, traditional crafts, and other local industries. By catering to both urban and rural populations, Skill India has ensured that the benefits of skill development reach a wide demographic, helping reduce urban migration and promote sustainable rural development.
- f) Social empowerment and inclusivity Skill India programs have been instrumental in promoting social empowerment and inclusivity by targeting marginalized groups, including women, differently abled individuals, and underprivileged communities. Women constitute around 45% of the total enrolments in Skill India programs in Karnataka, and approximately 30% of the trainees come from disadvantaged and marginalized communities. The inclusive nature of Skill India

programs ensures that all sections of society benefit from skill development initiatives, promoting social equity and empowering marginalized groups to improve their socio-economic status.

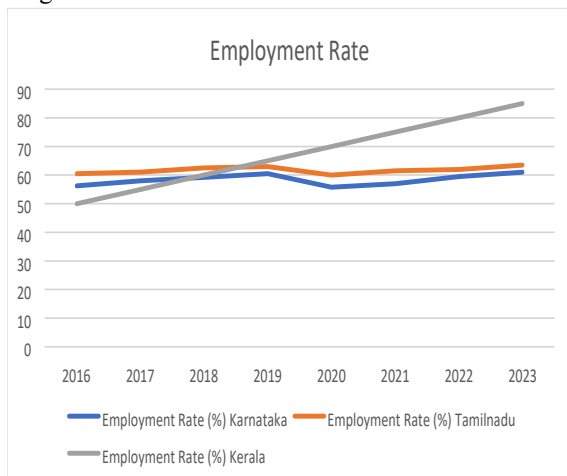
Comparative Analysis of Skill India Program between Karnataka, Kerala, and Tamil Nadu.

In this comparative analysis, Karnataka, Kerala, and Tamil Nadu state data are studied to analyze the progress in Employment rate, Enrollment, and Funding of the candidates under the Skill India Program.

Table showing the Enrolment of candidates in the Skill India Program during 2016 -2023

Employment Rate (%)			
State	Karnataka	Tamil Nadu	Kerala
2016	56.3	60.5	50
2017	58	61	55
2018	59.2	62.5	60
2019	60.5	63	65
2020	55.8	60	70
2021	57	61.5	75
2022	59.5	62	80
2023	61	63.5	85

The above table can be depicted with the help of a diagram:



From 2016 to 2019, Karnataka's employment rate increased steadily, culminating at 60.5%. However, there is a substantial decrease in 2020 to 55.8%, probably due to the effects of the COVID-19

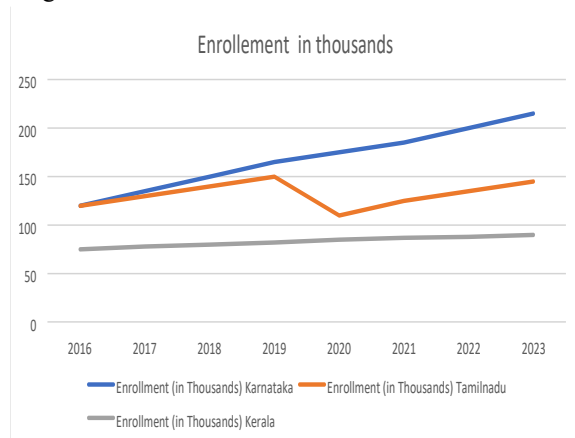
pandemic. The employment rate recovers in subsequent years, reaching 61% by 2023. Between 2016 and 2019, employment rates in Tamil Nadu increased steadily. The epidemic is causing a modest dip in 2020. The rate then recovers and rises steadily, reaching 63.5% by 2023. Kerala has shown a constant and significant increase in employment rates over the years. Starting at 50% in 2016, the rate slowly rises each year, peaking in 2020 at 70% and continuing to grow to 85% by 2023. This illustrates a significant upward trend in employment in Kerala when compared to other states.

Employment rates in Karnataka and Tamil Nadu fell in 2020 due to the pandemic, but have since recovered. Kerala experienced significant increases in employment rates, particularly in 2020, indicating a positive employment outlook. The table and diagram show how economic conditions and external factors affect employment rates in various states.

Table showing the Enrolment of candidates in the Skill India Program during 2016 -2023

Enrolment (in Thousands)			
State	Karnataka	Tamil Nadu	Kerala
2016	120	120	75
2017	135	130	78
2018	150	140	80
2019	165	150	82
2020	175	110	85
2021	185	125	87
2022	200	135	88
2023	215	145	90

The above table can be depicted with the help of a diagram:



From the above table and diagram, it can be seen that Karnataka's enrolment numbers grow steadily and significantly year after year. From 120,000 in 2016, the population will steadily climb to 215,000 by 2023. This demonstrates a robust and consistent increase in enrolment during the period. Tamil Nadu had an initial surge in enrolment from 120,000 in 2016 to 150,000 in 2019. However, there is a notable decrease in 2020 to 110,000, which could be related to disruptions caused by the COVID19 pandemic. The enrolment numbers progressively recover, reaching 145,000 by 2023. Despite the decline in 2020, enrolment has been steadily increasing over time.

Enrolment numbers in Kerala have steadily and moderately increased throughout the years. The enrolment increases from 75,000 in 2016 to 90,000 by 2023. The growth rate is stable but slower than in Karnataka and Tamil Nadu, showing that enrolment is increasing gradually.

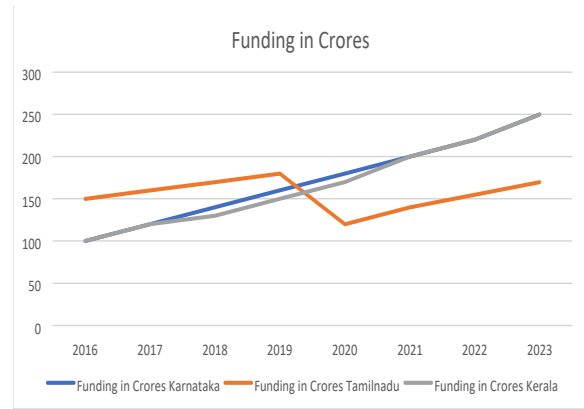
Karnataka has the highest enrolment growth rate, with steady and significant increases over time. Enrollment in Tamil Nadu dropped in 2020 owing to pandemic, but progressively rebounds, indicating a mixed pattern with an overall rise. Enrolment in Kerala grows steadily and moderately, with annual increases.

Overall, the table and diagram illustrate that, while all three states have shown good trends in enrolment over time, Karnataka leads with the most significant rise, Tamil Nadu has seen a temporary setback due to external circumstances, and Kerala has shown a steady but slower increase.

Table showing Funding for candidates through the Skill India Program from 2016 to 2023

Funding in Crores			
State	Karnataka	Tamil Nadu	Kerala
2016	100	150	100
2017	120	160	120
2018	140	170	130
2019	160	180	150
2020	180	120	170
2021	200	140	200
2022	220	155	220
2023	250	170	250

The above table can be depicted with the help of a diagram:



From the above table and diagram, it is clear that Karnataka has had a constant increase in funding over time. From ₹100 crores in 2016, funding rapidly increases to ₹250 crores by 2023. This demonstrates a considerable and ongoing commitment to boosting financial resources, most likely in response to rising enrolment and program demand. Between 2016 and 2019, funding in Tamil Nadu generally increased. However, there is a significant decline in 2020 to ₹120 crores, which matches with the impact of the COVID-19 pandemic and likely budget restrictions or reallocations. Funding begins to recover in 2021 and continues to rise until 2023, reaching ₹170 crores. This signifies a brief setback followed by a gradual recovery in funding levels. Kerala receives a consistent and large rise in funding each year. The financing has steadily increased from ₹100 crores in 2016 to ₹250 crores by 2023. This constant increase corresponds to Kerala's expanding enrolment numbers and indicates a strong investment in its programs. Karnataka and Kerala have shown constant and large financial growth, demonstrating sustained support for their programs. In 2020, Tamil Nadu saw a temporary fall in funding due to pandemic-related financial adjustments but later recovered.

Overall, the table and figure show that, while Karnataka and Kerala are seeing significant and steady gains in spending, Tamil Nadu will have a small fall in 2020 but is on track to recover. The funding trends represent governments' responses to changing needs and external factors that influence their budgetary planning.

Challenges faced by Skill Development program in India and Karnataka:

Some of the challenges faced by the skill development program in India and Karnataka are as follows:

1. **Infrastructure and resource constraints:** Under the PMKVY program, India has around 15,000 ITIs and over 11,000 training partners, while Karnataka has about 1,200 ITIs. The insufficient number and uneven distribution of training centers, especially in rural areas and limit access to skill development program have become one of the challenging factors.
2. **Qualified Trainers:** Nationally, there is a shortage of 50,000 trainers which is affecting the quality of education and training. Limited access to training facilities and qualified trainers has hampered skill development programs, particularly in rural regions which is affecting the overall training quality and reach.
3. **Training Quality:** Only 40% of ITIs and vocational training centres have not updated their curricula to meet modern industry standards, which results in outdated training for the candidates.
4. **Certification Standards:** Less than 30% of training providers follow a standardized certification process, causing inconsistencies in candidate quality. Poor quality training and inconsistent certification is diminishing the value of skill development programs which is negatively impacting employability of the youth.
5. **Funding and Financial Constraints:** The government has allocated ₹3,000 crore for skill development in the 2022-2023 budget, which is considered to be insufficient for the growing youth population. Private sector investment in skill development is less than 10% of the total funding. Inadequate funding restricts the scale and effectiveness of skill development programs, limiting their reach and quality.
6. **Awareness and Perception Issues:** Only 45% of eligible youth are aware of the government's skill development programs, according to a 2022 NSDC survey. A 2021 CII study found that 60% of parents and students prefer conventional academic pathways over vocational training. Low awareness and negative perceptions lead to underutilization of skill development programs, particularly among rural and disadvantaged populations.
7. **Industry Linkages and Placement:** Only 35% of training institutes have formal industry partnerships, leading to a skills mismatch. The average placement rate for vocational training graduates is 55%, according to NSDC's 2022 report. Weak industry linkages and poor placement services reduce the effectiveness of training programs in securing graduate employment.
8. **Regional Disparities:** Urban areas account for 70% of enrolments in skill development programs, leaving rural areas underserved. Compared to states like Bihar and Uttar Pradesh, Maharashtra and Gujarat have higher skill development enrolments and better employment outcomes. Regional disparities create unequal skill development and employment opportunities, particularly disadvantaging rural youth.
9. **Monitoring and Evaluation:** Only 50% of skill development programs have established comprehensive monitoring and evaluation frameworks. A 2023 World Bank report highlighted that only 40% of training providers maintain detailed records of program outcomes. Without effective monitoring and data management, measuring the success of skill development initiatives and making necessary improvements is challenging.

The future of the Skill India Programme in Karnataka is uncertain.

To address the challenges faced by the Skill India program in Karnataka and enhance its effectiveness, several strategic steps can be taken. These steps involve improving infrastructure, updating training methodologies, enhancing industry collaboration, increasing funding, and promoting awareness. Here is a detailed look at the way forward of the Skill India Programme:

- **Training Centre Expansion:** The government of India has to Increase the number of training canters, especially in rural areas. For instance, The Government should aim to establish at least 500 new ITIs and vocational training centers in underserved regions by 2025.
- **Upgrading Facilities:** For existing centres, Government should invest in modern equipment and facilities. Allocate a budget to upgrade at least

50% of the existing centres to meet industry standards by 2025.

- Recruiting qualified trainers: To address the trainer shortage, both the central and state government should launch certain good initiatives to train and certify at least 10,000 new trainers over the next three years.
- Curriculum Update: Ensuring that 100% of ITIs and vocational training centres have updated curricula aligned with industry standards by 2025. Regularly review and revise the curriculum to keep pace with technological advancements and industry needs.
- Standardising Certification: Implementing a standardized certification process across all training providers. By 2025, aim for 80% of training providers to adhere to these standards, ensuring consistency and reliability in the quality of certified candidates.
- Boosting Government Funding: Advocate for an increase in government funding for skill development. We aim to secure an additional Rs. 1,000 crores annually for Karnataka's skill development programs.
- Encouraging Private Investment: Foster partnerships with the private sector to increase their contribution to skill development. Over the next five years, target a 20% increase in private sector investment through incentives and collaboration opportunities.
- Awareness Campaigns: Launch comprehensive awareness campaigns to inform youth about available skill development programs. Utilise media, social platforms, and community outreach to reach at least 90% of the eligible youth by 2025.
- Promoting Vocational Training: Work with educational institutions and industry leaders to change perceptions about vocational training. To encourage at least 70% of students to consider vocational training as a viable career path, highlight success stories and career opportunities.
- Enhancing Industry Collaboration: Establish formal partnerships with industries to align training programs with market needs. Aim for 70% of training institutes to have industry partnerships by 2025.
- Improving Placement Support: Create robust placement and career counselling services.

Increase the average placement rate for vocational training graduates to 75% by 2025.

- Focused Rural Development: Implement targeted skill development programs in rural areas. By 2025, increase rural enrolment to 50% of total enrolment.
- Balanced State Development: Allocate resources and support to underdeveloped regions, such as Northern Karnataka. Monitor progress and adjust strategies to ensure equitable development across the state.
- Robust Monitoring Systems: For all skill development programs, establish comprehensive monitoring and evaluation frameworks. By 2025, ensure that 90% of programs have effective monitoring systems in place.
- Data-Driven Decision Making: Improve data collection and management systems. Ensure that 100% of training providers maintain detailed records of program outcomes by 2025, facilitating data-driven policy decisions.

By addressing these areas, Karnataka can enhance the effectiveness and reach of the Skill India program, ensuring that it continues to empower youth, boost employability, and contribute to the state's economic and social growth.

## CONCLUSION

Skill India has played a pivotal role in Karnataka's economic and social development in the following areas:

- We are enrolling approximately 1.5 million youth in various skill development programs from 2015 to 2023.
- The establishment of approximately 2,000 training centers enables a wide audience to access skill development.
- Ensuring over 85% of training programs have updated curricula aligned with industry needs.
- We aim to achieve a certification rate of approximately 90% for candidates who complete their training.
- The program promotes high placement rates, with approximately 70% of trained candidates securing employment within six months.
- We are helping to boost the income levels of trained candidates by 40%, as well as encouraging entrepreneurship.

Despite these achievements, challenges such as infrastructure and resource constraints, quality of training, funding limitations, awareness and perception issues, industry linkages, regional disparities, and monitoring and evaluation gaps need to be addressed.

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