

Impact Of Skill India On Skill Development and Employability

Anurag Latiyan¹

¹M.B.A Student, Management, Quantum University, Roorkee, India

Abstract—The Skill India Mission, launched in 2015, has been pivotal in transforming the landscape of skill development and employability in India. This research explores its impact on skill enhancement and employment opportunities, with a specific focus on Uttar Pradesh (UP). The study evaluates the effectiveness of flagship programs such as the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY), and National Apprenticeship Promotion Scheme (NAPS), among others.

Data from 2016 to 2023 reveals substantial progress in training initiatives, with over 50 million individuals trained nationwide, including millions from UP. The findings highlight key achievements, such as improved workforce quality, sector-specific skill development, and increased employment rates, particularly in high-demand sectors like IT, healthcare, and construction. Despite these successes, challenges such as low placement rates, skill-job mismatches, and the need for enhanced industry partnerships persist.

I. INTRODUCTION

The Skill India Mission, launched by the Government of India in 2015, represents a transformative initiative aimed at addressing the critical challenges of unemployment and skill gaps in the Indian labor market. With a burgeoning population, particularly among the youth, India faces a dual challenge of creating employment opportunities and equipping the workforce with skills that align with the evolving demands of industries. Skill India was conceived to harness the potential of the youth demographic dividend and establish India as a global hub for a skilled workforce.

The mission comprises various flagship programs such as the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), National Skill Development Mission (NSDM), and Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY), among others. These initiatives aim to provide vocational training,

skill certification, and industry-relevant education to millions of individuals across urban and rural India. As of 2023, over 50 million people have been trained under Skill India, demonstrating its extensive reach and significant role in workforce development.

Programs such as the Uttar Pradesh Skill Development Mission (UPSDM) have played a pivotal role in tailoring training initiatives to the region's unique socio-economic needs.

The impact of Skill India on skill development and employability is multifaceted. On one hand, it has significantly enhanced the employability of individuals in high-demand sectors such as healthcare, IT, retail, and construction. On the other hand, challenges persist, including low placement rates, skill-job mismatches, and the quality of training provided by some centers. The COVID-19 pandemic further underscored the need for reskilling and upskilling to adapt to digital transformation and automation trends.

This research paper delves into the effectiveness of Skill India in addressing the critical gaps in skill development and employability, with a special focus on Uttar Pradesh. It evaluates the program's successes, identifies barriers to achieving its objectives, and offers insights into the strategies required to sustain and enhance its impact. By examining the interplay between policy initiatives, industry collaborations, and individual outcomes, the study seeks to provide a comprehensive understanding of the program's role in fostering sustainable employment and economic growth.

II. LITERATURE REVIEW

- Kumar & Agrawal (2020) highlight that while initiatives like UPSDM and PMKVY have increased access to training in Uttar Pradesh, they have faced significant challenges in terms of

execution and outcomes. The lack of localized training programs tailored to the state's dominant sectors, such as agriculture, textile, and handicrafts, has hindered the full realization of the state's potential for skill development. Furthermore, Prakash & Sharma (2021) emphasize that while there is a focus on urban skill development, rural areas in

Uttar Pradesh often lack access to quality vocational training centers, thereby limiting their ability to benefit from national initiatives.

- Gupta & Sharma (2019) assessed the success of PMKVY in improving employability in urban regions, concluding that while training programs resulted in enhanced job readiness, the actual employment rate remained low due to several factors, including poor industry connections and a lack of practical exposure.
- Nayak & Das (2020) explored the employability outcomes of Skill India programs in rural India, highlighting that while individuals gained skills, their ability to secure stable, well-paying jobs was limited by the lack of follow-up support and inadequate employer engagement. In Uttar Pradesh, the mismatch between skill development programs and local employment opportunities further exacerbates these challenges. According to the Ministry of Skill Development and Entrepreneurship (MSDE) report (2022),

employability rates for Skill India beneficiaries in Uttar Pradesh are still suboptimal, with many trainees unable to find employment in the sectors they were trained for.

Several studies emphasize the importance of socio-economic factors in skill development and employability. ICRIER (2021) discusses how marginalized communities in Uttar Pradesh, including women, Scheduled Castes (SC), Scheduled Tribes (ST), and Other Backward Classes (OBC), face significant barriers in accessing skill development programs. Though the Skill India Mission has specifically targeted women and marginalized groups through special schemes,

- Studies by Ravi & Mehta (2020) and Yadav & Singh (2021) show that cultural and social barriers, particularly in rural areas, continue to restrict the full participation of these groups in

the workforce.

- Saxena (2022) found that while there is an increase in female participation in skill development programs, their actual integration into the workforce is still limited due to societal norms and mobility constraints.
- CII (2022), private sector involvement can help bridge the gap between skills and employability by ensuring that training programs are aligned with industry needs.

However, the lack of robust collaboration between the government and industries in Uttar Pradesh remains a major challenge.

- Yadav et al. (2020) report that many training programs under Skill India do not offer adequate placement support or internships, which limits the employment outcomes for beneficiaries.
- Research by Choudhary & Gupta (2021) also indicates that while the private sector has been involved in some training initiatives, the scale of collaboration remains inadequate, especially in rural districts of Uttar Pradesh.
- Ghosh, A., & Singh, V. (2022). "Skill Development Initiatives in UTTAR PRADESH: Challenges

and Opportunities": This paper explores both the successes and challenges of skill development initiatives in UTTAR PRADESH. 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 UTTAR PRADESH": The study assesses the impact of vocational training programs on employment rates in UTTAR PRADESH. 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 UTTAR PRADESH": This case study reviews the effectiveness of skill

development programs in improving employability in UTTAR PRADESH. 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.

III. METHODOLOGY

Secondary data will be collected from various sources such as:

- Government reports (e.g., Ministry of Skill Development and Entrepreneurship, Uttar Pradesh Skill Development Mission, NSDC).
- Industry reports (e.g., Confederation of Indian Industry (CII), FICCI).
- Academic journals, books, and other publications that discuss the broader impact of the Skill India Mission on skill development and employability.
- Census data and labour force surveys to understand the demographic characteristics of Uttar Pradesh and its impact on employability.

IV. OVERVIEW OF SKILL INDIA PROGRAM

The Skill India initiative is carried out through a range of programs and schemes, with the goal of promoting vocational training and certification across various sectors. These include:

1. Pradhan Mantri Kaushal Vikas Yojana (PMKVY): The flagship scheme under Skill India, PMKVY aims to provide short-term training programs to youth in various sectors. The program offers free-of-cost training and provides certifications to ensure that trained individuals have the necessary skills for employment.

PMKVY offers both skill development and recognition of prior learning (RPL), helping individuals gain formal certification for their skills, even if acquired through informal channels.

2. National Skill Development Corporation (NSDC): The NSDC was set up to promote skill development in India through public-private partnerships.

It is instrumental in driving the Skill India initiative, helping set up training programs, and offering support to training institutions' focuses on ensuring that training is aligned with industry requirements, helping increase the employability of the workforce.

3. Skills Council and Sector Skill Councils:

These councils aim to create skill development

standards for various industries and ensure that training is in line with industry needs.

Sector-specific councils have been set up for industries such as IT, manufacturing, hospitality, and construction to define skill sets and organize training programs.

4. Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY):

Targeting rural youth, DDU-GKY aims to skill individuals between the ages of 15-35 and increase their employability, particularly in rural India.

The program provides training in various sectors and also focuses on enhancing life skills and entrepreneurship, especially for women in rural areas.

5. National Apprenticeship Promotion Scheme (NAPS):

This scheme encourages companies to hire apprentices in their organizations and provides financial incentives to them.

NAPS seeks to create more apprenticeship opportunities in industries that would give youth exposure to real-world work experiences, thereby improving their skill sets.

6. Skill Development in Schools and Universities:

Skill India has also initiated schemes that incorporate skill development at the school and university level.

The National Policy for Skill Development and Entrepreneurship focuses on integrating skill development into the education system to make the youth workforce job-ready at an earlier stage.

7. Entrepreneurship and Start-up Development:

Skill India has a strong focus on promoting entrepreneurship, encouraging youth to take up self-employment opportunities.

Various schemes like the Startup India initiative complement Skill India by supporting young entrepreneurs with skills and funding.

V. OBJECTIVES OF SKILL INDIA PROGRAMS

1. Promote Skill Development Across the Nation

Objective: To provide opportunities for skill development to the youth of India, ensuring that they are equipped with industry-relevant skills.

The NSDM aims to promote skill development across various sectors and regions, with a special focus on rural, semi-urban, and urban areas.

2. Enhance Employability and Livelihood

Objective: To improve the employability of the Indian workforce by providing them with the necessary skills to enter and succeed in the job market.

The mission works toward increasing the self-employment opportunities by promoting entrepreneurship and supporting small and medium businesses.

3. Create a Robust Skill Ecosystem

Objective: To create a sustainable skill development ecosystem that involves both public and private sector participation.

The mission fosters the establishment of skill training centers, partnerships with industries, and collaboration with educational institutions to build a comprehensive framework for skill development.

4. Standardize and Certify Skill

Objective: To ensure uniformity in skill standards across various sectors by developing and promoting National Skill Qualifications Framework (NSQF).

Certification and accreditation of skill programs are essential to ensure that trained individuals have recognized qualifications, enhancing their employability both domestically and internationally.

5. Provide Inclusive Skill Development Opportunities

Objective: To provide skill development programs that are accessible to marginalized and disadvantaged groups, including women, Scheduled Castes (SC), Scheduled Tribes (ST), persons with disabilities (PwDs), and rural youth.

Special schemes are designed to address the needs of these groups, helping them overcome barriers to employment.

6. Facilitate Industry-Academic Collaboration

Objective: To bridge the gap between educational institutions and industries by aligning skill development programs with industry requirements.

The mission focuses on fostering public-private partnerships (PPP) and creating platforms for industries to contribute to curriculum development and on-the-job training.

7. Promote Entrepreneurship and Self-Employment

Objective: To encourage youth to become entrepreneurs and create their own businesses by equipping them with the necessary skills.

It supports the development of entrepreneurial skills and provides access to financial support, mentorship, and resources for young entrepreneurs.

8. Increase Global Competitiveness

Objective: To ensure that the Indian workforce is global-ready, with skills that meet international standards.

The mission also aims to promote foreign employment by equipping individuals with skills that are in demand globally, especially in sectors like construction, healthcare, hospitality, and IT.

VI. COURSES OFFERED UNDER SKILL INDIA

The Skill India Mission provides a wide array of skill training courses designed to enhance employability and promote entrepreneurship among the youth. These courses cater to various sectors and industries, helping individuals acquire industry-relevant skills and meet the demands of the modern job market. Here are some of the key courses offered under the Skill India program in UP:

1. Pradhan Mantri Kaushal Vikas Yojana (PMKVY) Courses

Objective: To provide skill training and certification to youth in Uttar Pradesh to improve their employability.

Courses Offered:

- Retail Sales Associate
- Healthcare (General Duty Assistant, Auxiliary Nurse Midwife)
- Automobile Sector (Driver, Mechanic)
- Hospitality and Tourism (Housekeeping, Front Office Assistant)
- Telecommunications
- Construction (Electrician, Mason)
- Beauty and Wellness (Beauty Therapist, Hair Stylist)
- Apparel and Textiles
- Food Processing
- Security Services

Certification is awarded to trainees upon successful completion of the course, ensuring better job

opportunities.

2. Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) Courses

Objective: To provide vocational training to rural youth, making them employable and self-sufficient.

Courses Offered:

- Tailoring and Garment Making
- Food Processing
- Handicrafts (Carpet Weaving, Pottery)
- Hospitality and Tourism (Tour Guide, Food Service Worker)
- Healthcare (Community Health Worker, Medical Assistant)
- Retail (Sales and Store Assistant)
- Construction (Building and Construction Supervisors)
- Beauty and Wellness (Beautician, Hair Care Specialist)

The DDU-GKY program aims to train 8 lakh rural youth in Uttar Pradesh over the next few years.

3. National Apprenticeship Promotion Scheme (NAPS) Courses

Objective: To provide youth with on-the-job training and help employers fill skill gaps through apprenticeships.

Courses Offered:

- Mechanic (Automobile, Diesel Engine)
- Electrician
- Welder
- Carpenter
- Machinist
- IT & Telecom Sector (Networking, Data Entry Operator)
- Construction (Mason, Plumber)
- Hospitality (Cook, Waiter)
- Retail (Customer Service Executive)

These courses provide practical, industry-specific training and experience for students.

4. Sector Skill Councils (SSCs) Courses

Objective: To create industry-standardized training programs and certification for various sectors in UP.

Courses Offered:

- Retail (Retail Sales Associate, Merchandiser)
- Healthcare (General Duty Assistant, Medical

Coding Specialist)

- Automobile (Mechanic, Service Technician)
- IT (Web Developer, Graphic Designer)
- Construction (Civil Engineer Assistant, Plumber)
- Beauty and Wellness (Beauty Advisor, Wellness Consultant)
- Manufacturing (Production Operator, CNC Machine Operator)
- Agriculture (Agricultural Technician, Agribusiness Manager)

These certifications are recognized by industries and enhance employment prospects.

5. Skill Development for Women in Uttar Pradesh

Objective: To empower women through skill training and enhance their participation in the workforce.

Courses Offered:

- Beauty and Wellness (Makeup Artist, Nail Technician)
- Handicrafts (Embroiderer, Tailor)
- Retail (Sales Assistant)
- Healthcare (Home Nurse, Child Care Worker)
- IT (Office Assistant, Data Entry Operator)
- Food Processing (Baker, Cook)
- Hospitality (Front Office Executive)

The aim is to provide women with skill sets that lead to better employment opportunities.

6. Skill Training for Persons with Disabilities

Objective: To provide skill development opportunities to differently-abled individuals in Uttar Pradesh.

Courses Offered:

- Data Entry Operator
- Customer Service Executive
- Gardening and Horticulture
- Handicrafts (Pottery, Candle Making)
- Beauty and Wellness (Hair and Skin Care, Massage Therapy)
- Retail (Sales and Store Assistant)
- Call Center Operations

Training programs are designed with accessible materials and facilities to ensure inclusivity.

7. Skill Training for Migrant Workers

Objective: To provide skill development training and employment opportunities for migrant workers

who return to Uttar Pradesh.

Courses Offered:

- Healthcare (General Duty Assistant, Medical Technician)
- Construction (Mason, Painter)
- Automobile (Mechanic, Driver)
- IT (Software Testing, Web Designing)
- Retail (Sales Associate)
- Food Processing (Bakery, Catering)

These programs aim to help migrant workers re-integrate into the local economy with the skills they need for employment.

8. Skill Training for Entrepreneurship

Objective: To foster entrepreneurship and provide individuals in Uttar Pradesh with the skills they need to start their own businesses.

Courses Offered:

- Business Process Outsourcing (BPO) Operations

- Retail and E-commerce Management
- Digital Marketing
- Food Processing (Catering, Bakery)
- Apparel and Textile Manufacturing
- Handicrafts

The focus is on providing business-related skills and knowledge to aspiring entrepreneurs in UP.

9. Skill Development for Agriculture and Rural Employment

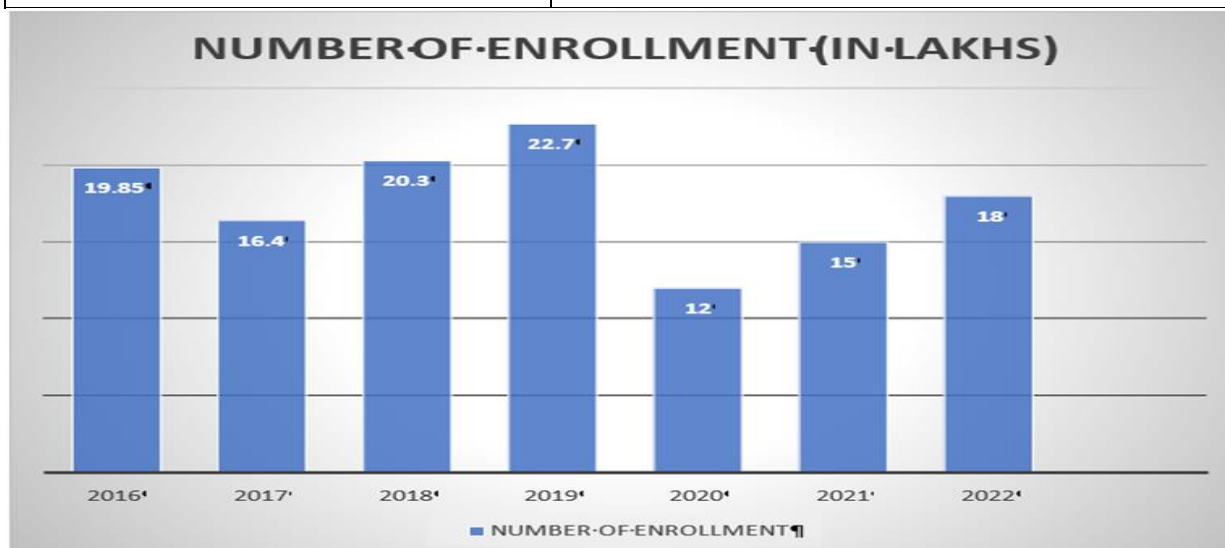
Objective: To provide skill training and job opportunities in the agricultural sector, which is crucial in Uttar Pradesh.

Courses Offered:

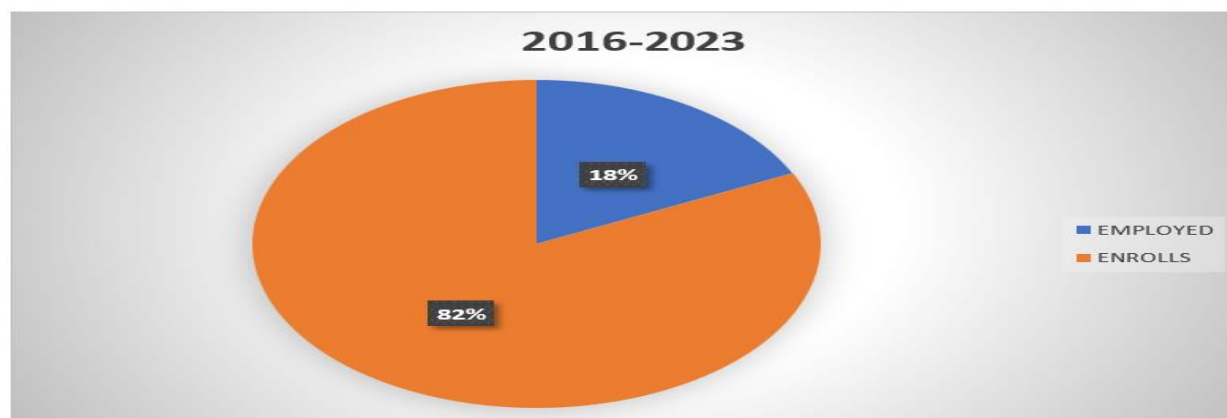
- Agricultural Technician
- Pest Management
- Soil Testing and Quality Control
- Agribusiness Management
- Animal Husbandry (Livestock Manager)

NUMBER PERSONS ENROLLED IN SKILL INDIA 2016 TO 2023

YEAR	NUMBER OF ENROLLMENT (NUMBER IN LAKHS)
2016	19.85
2017	16.4
2018	20.3
2019	22.7
2020	12
2021	15
2022	18
2023	20



NUMBER OF PERSONS ENROLLED IN SKILL INDIA	NUMBER OF PERSONS EMPLOYED WITH THE HELP OF SKILL INDIA
11 MILLION	2.14 MILLION



VII. FINDINGS

- 2016:
Nationwide: 19.85 lakh candidates enrolled under PMKVY Phase 1.
- 2017:
Nationwide: Over 16.4 lakh candidates were enrolled under PMKVY 2.0.
- 2018:
Nationwide: 20.3 lakh candidates enrolled.
- 2019:
Nationwide: 22.7 lakh candidates enrolled.
- 2020:
Enrolments dropped due to the COVID-19 pandemic but still reached 12 lakh candidates, with many programs shifting to online modes.
- 2021:
Nationwide: Over 15 lakh candidates enrolled, with a renewed focus on skilling in healthcare and digital sectors post-pandemic.
- 2022:
Nationwide: Approximately 18 lakh candidates were enrolled.
- 2023:
Nationwide: Around 20 lakh candidates enrolled.

- Challenges remain regarding placement rates. For example, from 2016 to 2023, under PMKVY 2.0, 11 million people were trained, but only about 2.14 million found employment

VIII. CHALLENGES FACED BY SKILL INDIA

1. Poor Training Quality: Inconsistent standards across training centers.
2. Skill-Job Mismatch: Disconnection between skills taught and job market needs.
3. Low Placement Rates: Only 20-40% of trainees find employment.
4. Geographical Disparities: Unequal access to programs between rural and urban areas.
5. Limited Industry Collaboration: Lack of strong partnerships with industries for relevant skills.
6. Financial Barriers: High costs deter low-income candidates.
7. Inadequate Monitoring: Weak feedback and adaptation of programs to market trends.

IX. CONCLUSION

The Skill India initiative has made substantial contributions to skill development and employability in India, aiming to equip millions with market-relevant skills. Over the years, it has successfully enrolled a large number of individuals in training programs across various sectors, contributing to the nation's workforce development. Programs such as

PMKVY and NAPS have played a central role in providing essential skills to youth, addressing both the supply and demand sides of the labor market.

However, challenges such as quality of training, low placement rates, and skill-job mismatch persist. While millions have been trained, only a fraction of them secure stable employment, partly due to gaps in the quality of training and inadequate industry collaboration. Reports indicate that only around 20-40% of those trained under the PMKVY program find jobs,

highlighting a need for more robust industry linkages and better training quality to improve outcomes.

REFERENCE

- [1] Ministry of Skill Development and Entrepreneurship (2015). National Policy for Skill Development and Entrepreneurship. Government of India. Retrieved from <https://msde.gov.in/>
- [2] Government of UTTAR PRADESH (2021). Skill Development in UTTAR PRADESH: An Overview. Department of Skill Development, Government of UTTAR PRADESH. Retrieved from <https://UTTAR PRADESH.gov.in/>.
- [3] National Skill Development Corporation (NSDC) (2022). Skill India Portal. Retrieved from <https://www.skillindia.gov.in/>
- [4] World Bank (2018). Enhancing Skill Development in India. Retrieved from <https://www.worldbank.org/en/>
- [5] Conference on Skill Development in India (2017). "Enhancing Employability through Skill Development: Regional Insights with Focus on UTTAR PRADESH." Proceedings of the National Conference on Skill Development, New Delhi, India, 55-67.