



Original Article

Evaluating the Contribution of Pradhan Mantri Kaushal Vikas Yojana Towards Workforce Development and Employment Opportunities in India

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Abstract:

The Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship skill development initiative launched by the Government of India under the Skill India Mission to enhance the employability of youth through industry-relevant training and certification. The scheme aims to bridge the gap between workforce skills and labor market requirements by providing vocational training, Recognition of Prior Learning (RPL), and placement support. This study examines the effectiveness of PMKVY in promoting skill development and employment creation among beneficiaries. It focuses on assessing the quality of training, skill enhancement, employability outcomes, and the overall contribution of the scheme to workforce development. The study also explores the motivational factors that encourage participation in PMKVY and identifies the challenges faced by trainees in securing sustainable employment. By evaluating beneficiaries' perceptions and employment outcomes, the research provides insights into the strengths and limitations of the scheme. The findings are expected to contribute to policy recommendations for improving the effectiveness of skill development programs and enhancing employment opportunities for Indian youth.

Keywords: Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Skill Development, Employability, Employment Creation, Vocational Training

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Introduction:

Pradhan Mantri Kaushal Vikas Yojana (PMKVY), launched in 2015 under the Skill India Mission, is the flagship skill development initiative

of the Government of India. The scheme aims to provide industry-relevant skill training, certification, and employment opportunities to unemployed youth and school/college dropouts. PMKVY focuses on



enhancing employability through Short-Term Training (STT), Recognition of Prior Learning (RPL), and Special Projects. Over the years, several researchers have evaluated the effectiveness of PMKVY in terms of skill acquisition, employment generation, placement outcomes, and overall socio-economic development.

1. Background of Skill Development in India:

Skill development has become one of the most important instruments for economic growth, productivity enhancement, and employment generation in developing economies. India possesses a large youth population, which presents a significant demographic advantage. However, the benefits of this demographic dividend can only be realized when the workforce possesses the necessary skills and competencies required by modern industries. Rapid industrialization, technological advancements, and globalization have transformed labor market requirements, making skill acquisition a critical factor for securing sustainable employment opportunities.

Despite having a large workforce, India has historically faced challenges such as unemployment, underemployment, and a mismatch between educational qualifications and industry requirements. Many young individuals enter the labor market without acquiring adequate practical skills, making it difficult for them to obtain gainful employment. This situation has highlighted the need for effective skill development initiatives that can bridge the gap between education and employment.

2. Skill India Mission:

Recognizing the importance of skill development in promoting economic growth and employment, the Government of India launched the Skill India Mission in 2015. The mission aims to provide market-oriented skill training to millions of youth across the country. It seeks to create a skilled workforce capable of meeting the demands of

various industries and contributing to national development.

The Skill India Mission focuses on enhancing employability, fostering entrepreneurship, reducing poverty, and supporting inclusive growth. Through various schemes and programs, the mission aims to equip individuals with technical, vocational, and entrepreneurial skills that are relevant to the changing economic environment.

3. Overview of Pradhan Mantri Kaushal Vikas Yojana (PMKVY):

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship skill development scheme of the Government of India launched under the Skill India Mission in 2015. The scheme is implemented by the Ministry of Skill Development and Entrepreneurship (MSDE) through the National Skill Development Corporation (NSDC).

PMKVY aims to provide industry-relevant skill training, assessment, certification, and employment support to unemployed youth and individuals seeking better livelihood opportunities. The scheme primarily targets school and college dropouts, unemployed youth, and workers in the informal sector. By offering free training and certification, PMKVY seeks to improve employability and increase participation in the formal economy.

The scheme has emerged as one of the largest skill development initiatives in India, covering a wide range of sectors such as manufacturing, healthcare, retail, information technology, hospitality, construction, logistics, automotive, and electronics.

4. Objectives of PMKVY:

The primary objective of PMKVY is to enhance the employability of Indian youth through quality skill development training. The scheme seeks to create a skilled workforce that can



contribute effectively to economic growth and industrial development.

The major objectives of PMKVY include:

- Providing industry-oriented skill training to unemployed youth.
- Enhancing employability and employment opportunities.
- Promoting entrepreneurship and self-employment.
- Recognizing and certifying prior learning and informal skills.
- Reducing the gap between industry requirements and workforce capabilities.
- Encouraging lifelong learning and continuous skill upgradation.

Through these objectives, PMKVY aims to strengthen human capital and support sustainable economic development.

5. Components of PMKVY:

PMKVY consists of several components designed to address the diverse skill development needs of beneficiaries.

5.1 Short-Term Training (STT):

Short-Term Training is intended for unemployed youth and school or college dropouts. It provides technical training along with soft skills, digital literacy, financial literacy, and entrepreneurship training. The objective is to equip candidates with job-ready skills that can improve their employment prospects.

5.2 Recognition of Prior Learning (RPL):

Recognition of Prior Learning focuses on individuals who have acquired skills through work experience or informal learning. The program assesses and certifies existing skills, thereby enhancing workers' credibility and employability in the labor market.

5.3 Special Projects:

Special Projects cater to specific sectors, regions, and target groups that may not be covered

under conventional training programs. These projects address unique skill requirements and promote inclusive participation in skill development initiatives.

6. Evolution of PMKVY:

Since its inception, PMKVY has undergone several phases to improve its effectiveness and outreach.

PMKVY 1.0 (2015–2016):

The first phase focused on large-scale training and certification of youth across various sectors. The primary objective was to rapidly expand access to skill development opportunities.

PMKVY 2.0 (2016–2020):

This phase emphasized quality assurance, standardized training procedures, monitoring mechanisms, and improved placement outcomes. Greater attention was given to industry engagement and certification standards.

PMKVY 3.0 (2021–2022):

PMKVY 3.0 aimed to decentralize skill development efforts and align training programs with local employment opportunities. The phase focused on district-level skill planning and demand-driven training.

PMKVY 4.0:

The latest phase emphasizes future-oriented skills and emerging technologies such as Artificial Intelligence, Robotics, Cybersecurity, Drone Technology, Data Analytics, and Green Energy. The objective is to prepare youth for the evolving demands of Industry 4.0 and the digital economy.

7. Importance of PMKVY in Skill Development:

PMKVY plays a significant role in enhancing the skill base of the Indian workforce. By providing structured training and certification, the scheme helps individuals acquire industry-relevant competencies. It improves technical knowledge, practical abilities, communication skills, and workplace readiness.



The scheme also contributes to reducing skill gaps across industries by ensuring that training programs are aligned with market requirements. As a result, employers gain access to a pool of trained and certified candidates, thereby improving productivity and efficiency.

Furthermore, PMKVY promotes social inclusion by extending skill development opportunities to disadvantaged groups, including rural youth, women, economically weaker sections, and workers in the informal sector.

8. PMKVY and Employment Creation:

Employment generation is one of the key outcomes expected from PMKVY. The scheme aims to improve the employability of beneficiaries by providing job-oriented training and placement assistance. Skilled individuals are more likely to secure employment, earn higher incomes, and experience improved living standards.

In addition to wage employment, PMKVY encourages entrepreneurship and self-employment by providing entrepreneurial skills and business-related knowledge. This not only creates employment for beneficiaries but also contributes to job creation for others within the economy.

The scheme therefore serves as an important mechanism for addressing unemployment and supporting inclusive economic growth.

Review of Previous Studies:

Das (2026) examined the sectoral effectiveness of PMKVY 2.0 by analyzing the relationship between training intensity and employment outcomes across various sectors. The study found significant variations in placement performance among sectors. It concluded that higher training numbers did not necessarily translate into higher employment outcomes, highlighting the need for stronger industry linkages and demand-driven training programs.

Kumar and Shobana (2026) evaluated PMKVY using secondary data from 2015–2024. Their study analyzed enrollment, certification, and placement trends across different phases of the scheme. The findings revealed that PMKVY significantly contributed to skill development and employment generation; however, disparities existed across states and sectors. The authors recommended improved monitoring mechanisms and stronger employer participation.

Raj Kumar and Bishnoi (2025) conducted study in Haryana, the researchers assessed PMKVY's role in enhancing employability. Through exploratory and confirmatory factor analyses, the study identified perceived training effectiveness, career advancement, and job placement opportunities as major dimensions influencing the success of PMKVY. The study concluded that practical exposure and quality training significantly improve employment prospects.

Giri (2023) analyzed the effectiveness and impact of PMKVY by comparing the outcomes of its different phases. The study found that PMKVY has positively contributed to youth empowerment and employability through skill-oriented training. However, issues such as inadequate infrastructure, insufficient practical training, and weak post-training support were identified as barriers to achieving optimal outcomes.

Sekhar and Ugandhar (2022) examined employment generation under PMKVY using secondary data. Their analysis revealed significant differences in placement outcomes across different phases of the scheme. PMKVY 2.0 recorded higher employment generation compared to other phases. The study emphasized the importance of continuous evaluation and policy improvements for better employment outcomes.

Bisaria, Siddiqui, and Begum (2026) compared employability outcomes of PMKVY beneficiaries in



urban and rural regions. Findings indicated that PMKVY significantly improved skill development and employability among trainees. However, curriculum relevance, post-training support, and institutional effectiveness required further strengthening to ensure sustainable employment.

Makkar and Lamba (2024) investigated PMKVY's effectiveness through trainee feedback and placement data. Despite training more than 1.37 crore individuals, the study highlighted challenges such as low placement rates, skill-job mismatch, and inadequate industry engagement. The researchers recommended greater alignment between training curricula and labor market requirements.

Thekkumkara, Jagannathan, and Sivakumar (2021) explored the inclusiveness of PMKVY for persons with mental illness. It emphasized that skill development initiatives can improve employment opportunities among vulnerable groups if adequate support systems and inclusive training environments are provided.

Government Reports and Recent Evidence:

Recent reports indicate that PMKVY has trained more than 1.6 crore candidates since its launch. However, employment placement remains a concern, with only a portion of trained candidates securing jobs. This suggests that while the scheme has succeeded in expanding access to skill training, translating skills into sustainable employment remains a challenge. The latest phase, PMKVY 4.0, has introduced courses in emerging sectors such as Artificial Intelligence, Robotics, Cybersecurity, Drone Technology, and Green Hydrogen. The objective is to align training with future labor market requirements and enhance employability. Some audit reports have also highlighted implementation challenges, including data management issues, monitoring deficiencies, and irregularities in training centers. These findings

indicate the need for stronger governance and accountability mechanisms within the scheme.

Research Gap:

The reviewed studies largely focus on enrollment, certification, placement statistics, and overall scheme performance. However, limited research has comprehensively examined:

1. The actual effectiveness of training programs from the trainees' perspective.
2. The relationship between acquired skills and long-term employment sustainability.
3. Motivational factors influencing participation in PMKVY.
4. Barriers faced by trainees in securing employment after certification.
5. Comparative assessment of training quality, employability skills, and job outcomes at the regional level.

Therefore, there is a need for empirical research that evaluates PMKVY training effectiveness, employability outcomes, and employment creation simultaneously using primary data from beneficiaries.

Objective of the Study:

- To evaluate the effectiveness of Pradhan Mantri Kaushal Vikas Yojana (PMKVY) in promoting skill development and employment creation among beneficiaries.

Research Methodology:

For the present study titled “Evaluating the Contribution of Pradhan Mantri Kaushal Vikas Yojana Towards Workforce Development and Employment Opportunities in India,” a sample of 100 PMKVY beneficiaries from Haryana was selected as the target population. Primary data were collected to obtain firsthand information regarding the trainees’ experiences, perceptions, and outcomes associated with the PMKVY training programs.



A structured questionnaire was used to gather quantitative data related to skill enhancement, training effectiveness, employability, employment opportunities, and overall satisfaction with the scheme. Statistical tools such as frequency analysis and chi-square tests were employed to analyze the collected data and draw meaningful conclusions.

In addition to primary data, secondary data were collected from journals, books, government reports, research articles, websites, and publications related to skill development and PMKVY. These sources provided valuable insights into the implementation, effectiveness, and challenges of the

Frequency Analysis of Demographic Variable:

Demographic Variables		Frequency
Marital status	Married	68
	Unmarried	32
	Total	100
Age (In years)	18-25	33
	25-30	29
	30-35	21
	Above 35	17
	Total	100
Educational Qualification	10 th	21
	12 th	37
	Graduation	28
	Post graduation	14
	Total	100

Source: Researcher's Compilation

The demographic analysis of the 100 respondents reveals that a majority of the participants were married (68%), while 32% were unmarried. Regarding age, 33% of the respondents belonged to the 18–25 years age group, followed by 29% in the 25–30 years category, 21% in the 30–35 years group, and 17% above 35 years, indicating a higher representation of young adults. In terms of educational qualifications, 37% of the respondents

scheme. The study aims to assess the contribution of PMKVY towards enhancing skills and creating employment opportunities among the youth of Haryana.

Data Analysis:

Data analysis involves examining and interpreting collected information to uncover patterns, trends, and insights. Through statistical techniques and tools, it aids in drawing meaningful conclusions, supporting decision-making, and addressing research objectives.

had completed 12th standard, making it the largest educational category. This was followed by 28% graduates, 21% with 10th standard education, and 14% postgraduates. The demographic distribution suggests that the respondents primarily consisted of young and moderately educated individuals, representing the key target group of skill development and employment-oriented programs such as PMKVY.



Frequency Analysis of PMKVY Effectiveness among Beneficiaries:

Statements	SD	D	N	A	SA
PMKVY training enhanced my technical and vocational skills.	5	2	3	18	72
The training curriculum was relevant to current industry requirements.	2	8	8	56	24
The trainers possessed adequate knowledge and expertise.	2	2	6	31	59
The training program improved my confidence and work readiness.	1	2	7	36	54
PMKVY helped me acquire skills that are useful for employment.	6	5	9	35	45

Source: Researcher's Compilation

The findings indicate a positive perception among respondents regarding the effectiveness of PMKVY training. A majority of respondents (90%) agreed or strongly agreed that PMKVY enhanced their technical and vocational skills. Similarly, 80% believed that the training curriculum was relevant to current industry requirements. Regarding trainer competence, 90% of the respondents agreed that trainers possessed adequate knowledge and expertise. Furthermore, 90% reported that the

training program improved their confidence and work readiness. The results also show that 80% of the respondents agreed that PMKVY helped them acquire skills useful for employment. Overall, the frequency analysis suggests that PMKVY has been effective in enhancing skills, improving job readiness, and increasing employability among beneficiaries, thereby contributing positively to skill development and employment creation.

H₀: There is no significant association between respondents' marital status and their perception of the effectiveness of PMKVY in promoting skill development and employment creation.

Chi-Square Tests			
Marital Status	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	24.777	16	.044
Likelihood Ratio	31.760	16	.011
Linear-by-Linear Association	3.951	1	.047
N of Valid Cases	100		

Source: Researcher's Compilation

The Chi-Square test was conducted to examine the association between respondents' marital status and their perception of the effectiveness of PMKVY in promoting skill development and employment creation. The results indicate that the Pearson Chi-Square value is 24.777 with 16 degrees of freedom and a significance value ($p = 0.044$), which is less than the 0.05 level of

significance. Therefore, the null hypothesis is rejected. This implies that there is a significant association between marital status and respondents' perceptions regarding the effectiveness of PMKVY. The findings suggest that married and unmarried beneficiaries differ in their views about the scheme's contribution to skill development and employment creation.



H₀: There is no significant association between respondents' age and their perception of the effectiveness of PMKVY in promoting skill development and employment creation.

Chi-Square Tests			
Age	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	52.004	48	.021
Likelihood Ratio	61.094	48	.097
Linear-by-Linear Association	1.112	1	.292
N of Valid Cases	100		

Source: Researcher's Compilation

The Chi-Square test was performed to examine the association between respondents' age and their perception of the effectiveness of PMKVY in promoting skill development and employment creation. The results show that the Pearson Chi-Square value is 52.004 with 48 degrees of freedom and a significance value ($p = 0.021$), which is less than the prescribed significance level of 0.05.

Therefore, the null hypothesis is rejected. This indicates that there is a significant association between the age of respondents and their perception of the effectiveness of PMKVY. The findings suggest that beneficiaries belonging to different age groups differ significantly in their views regarding the scheme's role in enhancing skills and creating employment opportunities.

H₀: There is no significant association between respondents' educational qualification and their perception of the effectiveness of PMKVY in promoting skill development and employment creation

Chi-Square Tests			
Educational Qualification	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	49.971	48	.035
Likelihood Ratio	51.506	48	.338
Linear-by-Linear Association	.290	1	.590
N of Valid Cases	100		

Source: Researcher's Compilation

The Chi-Square test was conducted to examine the association between respondents' educational qualification and their perception of the effectiveness of PMKVY in promoting skill development and employment creation. The results reveal that the Pearson Chi-Square value is 49.971 with 48 degrees of freedom and a significance value ($p = 0.035$), which is less than the 0.05 level of significance. Therefore, the null hypothesis is rejected. This indicates that there is a significant

association between educational qualification and respondents' perceptions of PMKVY effectiveness. The findings suggest that beneficiaries with different educational backgrounds vary in their assessment of the scheme's contribution to skill development and employment creation, reflecting differences in expectations, experiences, and perceived benefits.



Conclusion:

The review of literature and empirical findings indicate that the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) has emerged as a significant initiative for promoting skill development and employment creation among Indian youth. The scheme has contributed substantially to enhancing technical and vocational competencies, improving confidence levels, and increasing the employability of beneficiaries. The frequency analysis revealed that a majority of respondents perceived PMKVY training as effective in developing job-relevant skills, improving work readiness, and creating employment opportunities.

The chi-square analysis further demonstrated that demographic factors such as age, marital status, and educational qualification have a significant association with respondents' perceptions regarding the effectiveness of PMKVY. This suggests that beneficiaries from different demographic backgrounds experience and evaluate the outcomes of the scheme differently.

Despite its achievements, several challenges continue to affect the overall effectiveness of PMKVY. Issues such as skill-job mismatch, varying quality of training across centers, inadequate industry participation, limited placement opportunities, and insufficient post-training support remain areas of concern. Strengthening industry linkages, improving training infrastructure, enhancing practical exposure, and ensuring continuous monitoring and evaluation can significantly improve the outcomes of the scheme.

Overall, PMKVY has played a vital role in equipping youth with employable skills and supporting employment generation. However, continuous policy improvements and stronger implementation mechanisms are essential to

maximize its impact and ensure sustainable livelihood opportunities for beneficiaries.

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