

“AN ASSESSMENT OF SKILL SCHEME IN YOUTH SKILLING: A STUDY WITH REFERENCE TO MADHYA PRADESH”

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ABSTRACT

The Government of India provides skill development programme for the youth of the nation by implementing Deen Dayal Upadhyaya Kaushalya Yojana (DDU-GKY). This vocational training and placement programme of Ministry of Rural Development (MoRD) mainly focuses on rural youth generation. The government of India targeting 500 million trained youth by 2022. According to 2011 census, India has 55 million potential workers in rural areas. Under the flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE); Pradhan Mantri Kaushal Vikas Yojana (PMKVY) implemented by National Skill Development Corporation. The main purpose of the Skill Certification Scheme is to enable a large number of Indian youth to take up industry-relevant skill training that will help youth in securing a better livelihood. Individuals with prior learning experience or skills will also be assessed and certified under Recognition of Prior Learning (RPL). The present study intend to analyze the role of DDU- GKY in promoting the skill enhancement training for youth in reference to the districts of Madhya Pradesh in a span of five years since 2015. For the study secondary data is being used and the research is descriptive in nature. The study entails that the skill scheme DDUGKY have shown the significant effect on the employment generation in the

specific sectors, however the need is to increase the skill mission at mass level and also to assess its long term effect to achieve full employment.

Keywords: - *Skill, Skill Development, Training Programme, DDUGKY.*

INTRODUCTION

DDU GKY is an ambitious programme with the target to train fifty lakh rural poor youths in next five years and engage them informal sector jobs. DDU-GKY focuses skill training to youth who are poor and provide them career opportunities having monthly wages 6000 or above rupees that aims to promote livelihood. It is a part of National Rural Livelihood Mission (NRLM). The Ministry of Rural Development implemented DDU-GKY for comprehensive growth, by enhancing skills. Implementation of DDU-GKY includes State Governments. All project employees under DDU-GKY must be trained, evaluated and qualified in the Standard Operating Procedures. Over 180 million or 69% of the country's youth population between the ages of 18 and 35 years. Of these, the bottom of the pyramid youth from poor families with no or marginal employment number about 55 million.

Mission of DDU - GKY: To reduce poverty by enabling poor households to access gainful and sustainable employment through

employment that provides regular wages. (MoRD, 2016)

Implementation Model under DDU - GKY: Each state has a special role for implementing DDU - GKY

programme. states have full power to assess, approve and guide the program in their states after they achieve Annual Action Plan (AAP) status. The States manages fund releasing. DDU - GKY follows a 3-tier implementation model. The DDU - GKY National Unit at MoRD functions as the policy-making, technical support and facilitation agency. The DDU - GKY State Missions provide implementation support; and the Project Implementing Agencies implement the programme through skilling and placement projects. (MoRD,2016)

Project Funding of DDU - GKY: DDU - GKY provides funding support for placement linked skilling projects that address the market demand with funding support ranging from Rs. 85,000 to over Rs.1 lakh per person, depending on the duration of the project and whether the project is residential or non-residential. DDU - GKY funds projects with training duration from 576 hours (3 months) to 2304 hours (12 months). Funding components under DDU - GKY funds a variety of skill training programs covering over 250 trades sectors such as IT, Retail, Hospitality, Health, Construction, Automotive, Leather, Electrical, Plumbing, Gems and Jewelry, etc. The only mandate is that skill training should be demand based and lead to placement of at least 75% of the trainees. (MoRD,2016).

Strength of DDU-GKY Training programme

- a. Awareness building within the community on the opportunities
- b. Identifying rural youth who are poor
- c. Mobilizing rural youth who are interested
- d. Training based on education qualification and aptitude
- e. Certified courses between 3 months to 12 months
- f. Eight hours' class in a day
- g. Focus on SC/ST, minorities and women and special groups
- h. Free accommodation and food facilities
- i. Classes and labs with modern facilities
- j. Free personality development, computer and basic English classes
- k. At least 6000 rupees will be employ as monthly salary
- l. Daily T.A 125 rupees
- m. Post placement support, stipend up to 6 month

LITERATURE REVIEW

"Deen Dayal Upadhyay Gram Kaushal Yojana" - The Department of Rural Development announced "Deen Dayal Upadhyay Gram Kaushal Yojana" (DDU GKY) Antyodaya Diwas, on September 25, 2014. DDU-GKY is part of "the whole

country "RRU-GKY (DDU-GKY) is a program linked to the rustic youth skills development program. To date, there have been efforts to improve the livelihoods of the nation's vulnerable families." 66 surprises taken under the DDU-GKY conspiracy. 15 nations have the task of trying 5 different pipeline efforts.

Important features

- The need led to the ability to provide free of charge to the rural poor.
- Authorized inclusion of circles with social problems (SC / ST half; 15% minority, Women 33%)
- Pioneers to provide motivation for job retention, vocation movements and unusual situations.
- Post-position placement, movement support and graduate class organization
- Ensured the placement of at least 75% of prepared applicants
- Strengthening new organizations that prepare and build their capacity
- All system tests are based on standard operating procedures that are not fully understood by almost all testers. All updates are stored with geo labels, time recordings / photos.

RESEARCH DESIGN

Objective of the study

1. To find out employment achievement through DDUGKY in Madhya Pradesh.

Research Hypothesis

Based on the objective below mention is the hypothesis:

H0= There is no significant relation in the scheme deployment and employment generation in the study area.

H1= There is no significant relation in the scheme deployment and employment generation in the study area.

Type of research and data source: The current study is descriptive and analytical in nature

and quantitative in nature. The research study is based on secondary. The desired data have been collected from different sources such as reports of AISECT DDU GKY project, Publications from Ministry Of Commerce, Govt. of India portals of Make in India, Skill India etc. and websites. After thorough the significant websites and analyzed the various information to select the objectives of research study.

Data Analysis Techniques – For the purpose of data analysis descriptive and inferential

Statistics techniques are applied .For testing the hypothesis

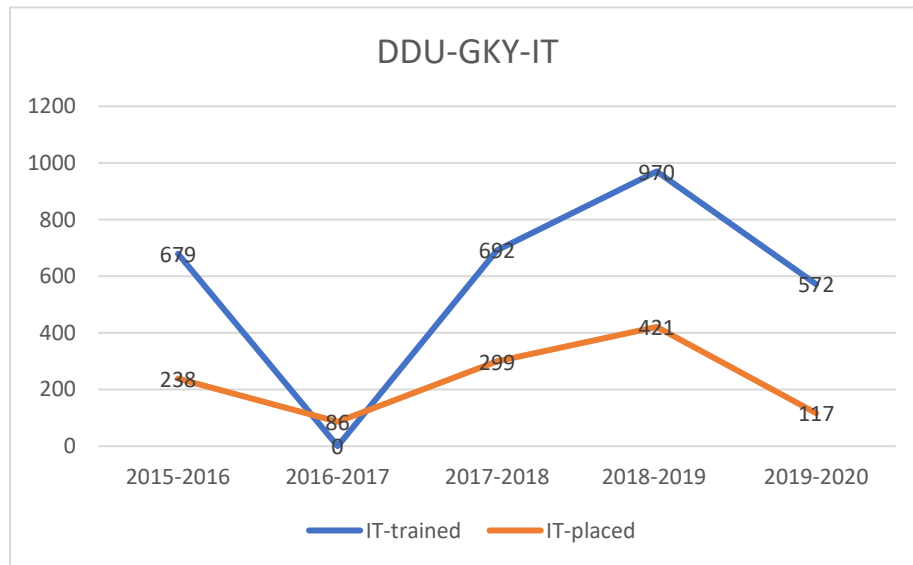
DATA ANALYSIS & INTERPRETATION**Table 1- Status of DDU GKY in MP**

FINANCIAL YEAR	SECTOR NAME	JOB ROLE NAME	TOTAL NO. OF CANDIDATES TRAINED	TOTAL NO. OF CANDIDATES PLACED	PLACEMENT %
2019-20	IT	Domestic IT helpdesk Attendant	27	0	0
		Associate - Desktop Publishing	26	0	0
	RETAIL	Stores Ops Assistant	51	0	0
		Trainee Associate	37	0	0
2018-19	IT	Domestic IT helpdesk Attendant	227	209	92
		Associate - Desktop Publishing	111	96	86
	RETAIL	Stores Ops Assistant	94	56	59
		Trainee Associate	176	118	67
2017-2018	IT	Domestic IT helpdesk Attendant	594	246	41
		Associate - Desktop Publishing	98	53	54
	RETAIL	Stores Ops Assistant	278	139	50
		Trainee Associate	235	114	49
2016-2017	IT	Domestic IT helpdesk	26	0	0

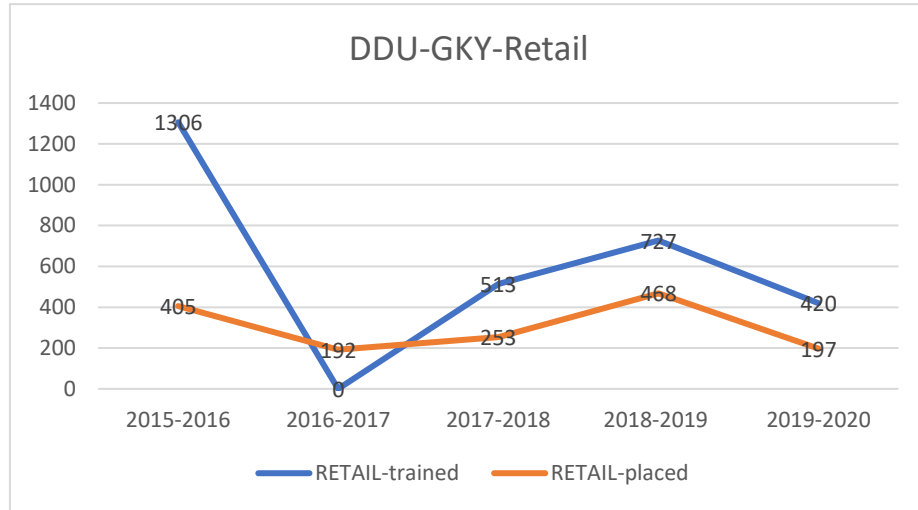
		Attendant			
		Associate - Desktop Publishing	18	0	0
	RETAIL	Stores Ops Assistant	117	0	
		Trainee Associate	0	0	0
2015-2016	IT	Domestic IT helpdesk Attendant	0	0	0
		Associate - Desktop Publishing	679	238	35
	RETAIL	Stores Ops Assistant	685	225	33
		Trainee Associate	621	180	29

Source: AISECT DDU-GKY: MP projects

Graph 1.1



Graph 1.2



From the growth charts for both the sectors we can see that for every year (except 2016-2017), an increase in training corresponds to an increase in placements. For Retail sector, we see that placement trend follow the trained trend more closely. Approximately 47% of candidates trained for retail find jobs where as for IT this is 37%.

Further to test the hypothesis correlation method has been applied and Table 2 indicates the results. The value of correlation coefficient $r=.854$ which is significant at 1 percent level of significance. The value indicates the positive correlation between the number of Trained and Placed candidates in both the sectors.

Table 2 – correlation matrix

Correlations – DDU GKY		Trained	Placed
Trained	Pearson Correlation	1	.854**
	Sig. (2-tailed)		.000
	N	20	20
Placed	Pearson Correlation	.854**	1
	Sig. (2-tailed)	.000	

	N	20	20
**. Correlation is significant at the 0.01 level (2-tailed).			

The above stated results indicates that the skill schemes helps to generate the employment for those who are basically lacking in education background. The scheme as intended turn out to be showing the positive outcome and thus supporting the economic development of the study region. However, the study also covers the basic lacunae's which the scheme is having because of which it is not coming out as to support the employment generation at a mass level. Below mention are the pitfalls in the scheme which need to be addressed by regulatory authorities:

Pitfall of DDU - GKY training programme

- a) Problem in mobilization
- b) Study gap of trainees after 10th or plus two
- c) Adjust mental problems of trainees
- d) Family issues
- e) Health issues
- f) Not willing to do job after free training period.
- g) Skill mismatch according to industry.
- h) Low salary

SUGGESTIONS

After above discussion about DDU GKY scheme, following suggestions may be taken into consideration -

- This programme should be integrated with the development of agriculture and micro industries, for vibrant growth of our economy. These two sectors can engage a large workforce that is not formally educated but skilled through this programme. If our cheap but unskillful labour turns into skillful labour, we can supersede in international market.
- DDU GKY have no provisions of stipend while on training. But many youths cannot survive without daily earning. So they should be given some monetary support or they should be given part time training.
- Training should not be based much on theory and class room learning, it should be more and more practical. Trainees should be trained for particular jobs in which they will be employed.
- DDU GKY Development Programme should expand the programme at school and college level. If skill development programme is oriented with formal education, it will be much easier to

achieve the target to skill fifty crore youths upto 2022.

LIMITATION OF THE RESEARCH

The present research study was based on the secondary data such as research papers, publications, websites and report of AISECT DDU GKY Project only.

1. The AISECT DDU GKY Project data and information is used for the current study. The primary data have not been used.
2. Each step have been considering to lure accurate and qualitative data even that secondary data has been collected for the objectives excluding the problematic on the way.
3. Time constraint stayed the main restriction.

CONCLUSION

The current study discloses that the Government of India provides skill development programmes for the youth of the nation by implementing Deen Dayal Upadhyaya Kaushalya Yojana (DDU-GKY). This vocational training and placement programme of the Ministry of Rural Development (MoRD). Based on the secondary data reveals more people come forward to attend such training programmes but placed trainees is lesser than expected. So awareness programmes on various skill development programmes is very essential in our society and salary after training must increase.

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