

# A study of skill development program in Madhya Pradesh: skill and employment

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**Abstract:** The state of Madhya Pradesh has taken several initiatives to promote skill development and employment opportunities for its citizens. The objective of this study is to evaluate the effectiveness of the skill development programs in Madhya Pradesh in enhancing the employability of the youth and reducing unemployment rates in the state. The study focuses on the various skill development programs implemented by the government of Madhya Pradesh, such as the Mukhyamantri Kaushalya Yojana (MKY), Mukhya Mantri Jan Kalyan (Shiksha Protsahan) Yojana, and Madhya Pradesh Skill Development Mission (MPSDM). The study analyses the impact of these initiatives on the skill levels and employability of the beneficiaries. The study employs a methods approach, using both qualitative and quantitative data collection methods. The quantitative data is collected through surveys and secondary sources such as government reports and statistics. The study finds that the skill development programs in Madhya Pradesh have been successful in improving the employability of the youth and reducing unemployment rates in the state. The study also finds that the skill development programs have been effective in addressing the skills gap in the state. The study recommends that the government of Madhya Pradesh should continue to invest in skill development programs to promote employment opportunities in the state. The government should also focus on providing training in emerging sectors such as information technology and artificial intelligence to ensure that the beneficiaries are equipped with skills that are relevant to the changing job market.

**Keywords:** skill development, skill development program, employment.

## Introduction:

Madhya Pradesh, located in central India, is a state known for its rich cultural heritage, natural beauty, and abundant resources. In recent years, the state has been focusing on enhancing the skills of its workforce through various skill development programs. The Government of Madhya Pradesh has taken various initiatives to provide skill development opportunities to its citizens. The objective is to create a skilled workforce that can contribute to the state's economic growth and development. The state has set up several skill development centers, vocational training institutes, and entrepreneurship development programs to equip its youth with the necessary skills. The skill development programs in Madhya Pradesh are designed to provide training and education in a wide range of sectors such as agriculture, healthcare, tourism, manufacturing, construction, and more. These programs are open to people of all ages and backgrounds, including school dropouts, unemployed youth, and women. The government has also partnered with various private companies, non-governmental organizations (NGOs), and international agencies to provide training and job opportunities to the state's youth. The state government provides financial assistance and incentives to those who undergo skill training and set up their own businesses.

## Review of Literature:

(Patil & Charantimath, 2021) research on "Employability through Skill Development Programmes - An Overview of Importance of Employability Skills" was undertaken. The study's primary objectives were to comprehend the need for employability skills and analyse the gap between desired and possessed abilities. According to the study, skill gaps may be closed via training, education, and short-term courses. Despite the efforts, there is still a lot of potential for transforming outdated information into skills. Together, we can accomplish the numerous aspirational objectives set forward by the Indian government, including Make in India, Atmanirbhar Bharat, and plans for a \$5 trillion economy.

(Banajawad & Adi, 2020)

With the aim of determining the existing state, difficulties, and government initiatives for skill development in India, research titled "A study on skill development programmes for rural youth in India" was undertaken. The study's findings show that skill development is now accelerating and that education and skills are crucial for

enhancing employment chances, decreasing poverty, raising productivity, and promoting environmentally friendly rural development. It is urgently important to assimilate the information, strategies, and practises of rural development. Industry-related placement opportunities and skill-based training must be a part of schooling. Skill development is critically required to adapt to and satisfy the requirements of the youth in rural India for real rural development. As a result, developing countries like India that have a sizable young population must urgently and critically require that education and skill development be provided.

(Dash & Dash, 2020) research titled "Skill Development Mission and the Skill Landscape of India: An Empirical Study" was undertaken. The purpose of the study was to assess India's talent landscape in light of impending technological shocks, a changing global environment, and labour movement overseas. The study's findings demonstrate that, in spite of the "Skill India Mission's" excellent and desired features, gender inequality concerns and sectoral imbalances in skilling, training, and placements continue to be a problem.

#### Objectives:

- To study skill development schemes in India.
- To study government initiatives for skill development and employment.

#### Research Methodology:

To fulfill the objectives of the study, the researcher has collected secondary data and information from various government websites, newspapers and magazine.

#### Skill development Schemes in India:

India has launched several skill developments schemes to address the challenge of providing employable skills to its large and growing workforce. Here are some of the notable skill development schemes in India:

- **Pradhan Mantri Kaushal Vikas Yojana (PMKVY):** This is one of the flagship schemes of the Government of India to provide skill training to the youth. The scheme aims to train over 10 million people over four years in various sectors such as healthcare, construction, tourism, and more. The program provides financial assistance to trainees, certification, and job placement assistance.
- **National Apprenticeship Promotion Scheme (NAPS):** This scheme aims to increase the engagement of the industry in apprenticeship training. The scheme provides financial incentives to employers for engaging apprentices in their organization. The scheme aims to provide apprenticeship training to over 50 lakh people in the next five years.
- **Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY):** This is a scheme that focuses on providing skill training to rural youth aged between 15 to 35 years. The program aims to provide training in various sectors such as hospitality, healthcare, and retail. The scheme also provides employment opportunities to the trainees through job fairs and placement drives.
- **Skill India Mission:** This is an umbrella scheme that aims to provide an integrated approach to skill development in the country. The scheme aims to train over 40 crore people by 2022 in various sectors such as agriculture, healthcare, tourism, and more. The program provides training in both traditional and modern skills.
- **National Skill Development Corporation (NSDC):** This is a public-private partnership that aims to promote skill development in the country. The NSDC provides financial assistance to training partners for conducting skill training programs in various sectors. The NSDC also certifies training partners and provides job placement assistance to the trainees.
- **Skill Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP):** This scheme aims to enhance the quality and relevance of skill development programs in the country. The scheme provides technical assistance and funding support to state governments, training providers, and industry bodies to improve the quality of training programs. The scheme also focuses on creating convergence between different skill development programs.
- **National Skill Certification and Monetary Reward Scheme (STAR):** This scheme provides monetary rewards to trainees who successfully complete the skill training programs. The scheme aims to encourage more people to take up skill training programs and improve the employability of the youth. The scheme provides financial assistance to training providers for conducting the training programs.
- **National Urban Livelihood Mission (NULM):** This scheme focuses on providing skill training to the urban poor. The program provides training in various sectors such as construction, hospitality, and retail. The scheme also provides financial assistance to the trainees for starting their own businesses.
- **Skill Strengthening for Industrial Value Enhancement (STRIVE):** This scheme aims to improve the quality and relevance of skill training programs in the country. The scheme provides funding support to training providers for modernizing their training infrastructure and curriculum. The scheme also provides technical assistance to training providers to improve the quality of training.
- **Prime Minister's Employment Generation Programme (PMEGP):** This scheme aims to encourage entrepreneurship among the youth. The scheme provides financial assistance for setting up micro-enterprises in various sectors. The scheme also provides training and handholding support to the beneficiaries to help them set up and run their businesses.

#### Skill development program in Madhya Pradesh:

The state of Madhya Pradesh has launched various skill development programs to enhance the employability of its citizens. Here are some of the notable initiatives:

- **Mukhya Mantri Kaushal Samvardhan Yojana:** This program aims to provide skill training to unemployed youth in the

state. The program offers training in sectors such as construction, tourism, agriculture, and manufacturing. The government provides financial assistance to the trainees and also ensures job placement after the completion of the training.

- **Deen Dayal Upadhyaya Kaushalya Yojana:** This program focuses on providing vocational training to school dropouts and unemployed youth. The program offers training in various sectors such as healthcare, beauty and wellness, construction, and more. The government also provides a stipend to the trainees during the training period.
- **Kaushalya Shivr:** This is a unique initiative that provides training in specific skills to women from rural areas. The program offers training in various sectors such as agriculture, handicrafts, food processing, and more. The program also aims to encourage women to become entrepreneurs and set up their own businesses.
- **Skill Development Centers:** The state government has set up various skill development centers across the state to provide training in different trades. These centers offer training in sectors such as welding, plumbing, electrical work, and more. The government provides financial assistance to the trainees and also ensures job placement after the completion of the training.
- **Startup Policy:** The government of Madhya Pradesh has launched a startup policy that aims to encourage entrepreneurship and innovation. The policy provides various incentives such as financial assistance, mentorship, and tax benefits to startups in the state. The policy also offers funding support to startups for skill development and training programs.

**Table 1: Skill-Building Plan for the Madhya Pradesh Skills Development Project, 2018–2023**

Institutions	2018	2019	2020	2021	2022	2023	Total
Industrial Training Institute (CTS and short-term courses)	-	-	17796	18796	19818	22356	78766
Global Skills Park–City Campus Centre for Occupational Skills	80	160	160	320	320	320	1360
Acquisition I Centre for Occupational Skills	-	-	-	4880	4880	4880	14640
Acquisition II Center for Advanced Agriculture	-	-	-	100	200	200	500
Training	-	-	-	1000	1000	1000	3000
Entrepreneurship Center	-	-	-	100	200	200	500
<b>Total</b>	<b>80</b>	<b>160</b>	<b>17956</b>	<b>25196</b>	<b>26418</b>	<b>28956</b>	<b>98766</b>

CTS = Craftsman Training Scheme Source: Asian Development Bank.

#### Government initiatives for skill development and employment in Madhya Pradesh:

Madhya Pradesh is one of the fastest-growing states in India with a population of over 80 million people. The government of Madhya Pradesh has launched several initiatives to boost employment opportunities in the state. Here are some notable government initiatives for employment in Madhya Pradesh:

- **Madhya Pradesh State Employment Guarantee Scheme (MPSEGS):** This is a scheme launched by the Government of Madhya Pradesh to provide employment opportunities to rural households in the state. The scheme guarantees 100 days of employment to every rural household in a financial year. The scheme also provides training to the beneficiaries to improve their employability.
- **Mukhya Mantri Jan Kalyan (Shiksha Protsahan) Yojana:** This scheme provides financial assistance to students from economically weaker sections for pursuing higher education and skill development programs. The scheme aims to improve the employability of the youth in the state.
- **Madhya Pradesh Employment Exchange:** The Madhya Pradesh Employment Exchange is a government-run portal that connects job seekers with potential employers. The portal provides information on job vacancies and also conducts job fairs and placement drives.
- **Mukhyamantri Yuva Udyami Yojana:** This is a scheme launched by the Government of Madhya Pradesh to encourage entrepreneurship among the youth in the state. The scheme provides financial assistance to the beneficiaries for starting micro-enterprises. The scheme also provides training and handholding support to the beneficiaries to help them set up and run their businesses.
- **Women's Empowerment and Livelihood Programme (WELP):** This scheme is aimed at empowering women by providing them with skill training and job opportunities. The scheme provides training in various sectors such as agriculture, handicrafts, and small-scale industries. The scheme also provides financial assistance to the beneficiaries for starting their own businesses.
- **Mukhyamantri Kaushalya Yojana (MKY):** This is a scheme launched by the Government of Madhya Pradesh to provide

skill training to the youth. The scheme aims to train over 7.5 lakh people in various sectors such as healthcare, construction, and hospitality. The program provides financial assistance to trainees, certification, and job placement assistance.

### Conclusion:

Overall, the skill development programs in Madhya Pradesh aim to create a skilled and employable workforce that can contribute to the state's growth and development. These programs not only provide employment opportunities but also help in reducing poverty and improving the standard of living of the people in the state. The skill development schemes in India are helping in creating a skilled workforce that can contribute to the country's growth and development. These schemes are not only providing employment opportunities but also helping in reducing poverty and improving the standard of living of the people. The success of these schemes depends on their effective implementation and monitoring to ensure that the benefits reach the intended beneficiaries. The government initiatives for employment in Madhya Pradesh are helping in creating job opportunities for the people in the state. These initiatives are providing employment opportunities to the youth, women, and rural households, which is helping in reducing poverty and improving the standard of living of the people.

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