

GOVERNMENT OF INDIA
MINISTRY OF SKILL DEVELOPMENT AND ENTREPRENEURSHIP
RAJYA SABHA
STARRED QUESTION NO. *277
ANSWERED ON 26.03.2025

SKILL DEVELOPMENT AND INCLUSIVE HIRING FOR BLUE-COLLAR WORKFORCE

*277. SHRI MOHAMMED NADIMUL HAQUE:

Will the Minister of SKILL DEVELOPMENT AND ENTREPRENEURSHIP be pleased to state:

- (a) whether Government has assessed the impact of skill development programmes on improving service quality, efficiency and career progression for blue-collar workers, if so, the key findings thereof;
- (b) whether any study has been conducted on the job retention rate of blue-collar workers and the corrective measures proposed to improve job stability and financial security in this sector; and
- (c) whether Government acknowledges the Global Labour Market Conference (GLMC) report data that 55 per cent of professionals fear that their skills may become obsolete in the next five years, if so, the details thereof, and, if not, the reasons therefor?

ANSWER

THE MINISTER OF STATE (INDEPENDENT CHARGE) IN THE MINISTRY OF SKILL DEVELOPMENT AND ENTREPRENEURSHIP

(SHRI JAYANT CHAUDHARY)

(a) to (c) A Statement is laid on the table of the House.

**STATEMENT REFERRED TO IN REPLY TO PARTS (A) TO (C) OF RAJYA SABHA
STARRED QUESTION NO. *277 ANSWERED ON 26.03.2025 REGARDING ‘SKILL
DEVELOPMENT AND INCLUSIVE HIRING FOR BLUE-COLLAR WORKFORCE’**

(a) to (c): Under the Government of India’s Skill India Mission (SIM) , the Ministry of Skill Development and Entrepreneurship (MSDE) delivers skill, re-skill and up-skill training through an extensive network of skill development centres / institutes etc. under various schemes, viz. Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Jan Shikshan Sansthan (JSS), National Apprenticeship Promotion Scheme (NAPS) and Craftsman Training Scheme (CTS) through Industrial Training Institutes (ITIs), to all the sections of the society across the country. The SIM aims at enabling youth of India to get future ready and equipped with industry relevant skills. The brief of these schemes is as under:

Pradhan Mantri Kaushal Vikas Yojana (PMKVY): PMKVY is for imparting skill development training through Short-Term Training (STT) and Up-skilling and Re-skilling through Recognition of Prior Learning (RPL) to youth across the country including rural areas. The eligible age group under PMKVY is 15-59 years.

Jan Shikshan Sansthan (JSS) Scheme: The main target of the JSS is to impart vocational skills to the non-literates, neo-literates and the persons having rudimentary level of education and school dropouts’ upto 12th standard in the age group of 15-45 years, with due age relaxation in case of “Divyangjan” and other deserving cases. Priority is given to Women, SC, ST, OBC and Minorities in the rural areas and urban low-income areas.

National Apprenticeship Promotion Scheme (NAPS): This Scheme is for promoting apprenticeship training and increasing the engagement of apprentices by providing financial support to industrial establishments undertaking apprenticeship programme under the Apprentices Act, 1961. Training consists of Basic Training and On-the-Job Training / Practical Training at workplace in the industry. As per the NAPS-2 guidelines, upper age limit for apprentices at the time of registration is 35 years.

Craftsmen Training Scheme (CTS): This scheme is for providing long-term training through Industrial Training Institutes (ITIs) across the country. The ITIs offer a range of vocational/skill training courses covering a large number of economic sectors with an objective to provide skilled workforce to the industry as well as self-employment of youth. The eligibility criteria for admission into ITIs is 8th, 10th or 12th pass and the minimum age criteria is 14 years.

Impact of schemes for skill development are assessed through their third party independent evaluation. MSDE’s flagship scheme PMKVY was evaluated by NITI Aayog in October 2020. As per the study, about 94 percent of the employers surveyed reported they would hire more candidates trained under PMKVY. Further, 52 percent of the candidates who were placed in full time/part time employment and oriented under the RPL component received higher salary or felt that they will get higher salary compared to their un-certified peers.

As regards other schemes of MSDE, third party evaluation reports have mentioned about success in terms of placement or livelihood improvement of candidates trained under different schemes. The brief details of same are as given below:

JSS: Evaluation study of JSS scheme conducted in 2020 has found that the scheme has helped in almost doubling the household income for those beneficiaries have got employment or were self-employed after the JSS training. The report has further observed that usefulness of the scheme would be further evident from the fact that 77.05% of the beneficiary trainees have undergone occupational shifts. The study also affirmed that the focus of the skilling in the scheme favours self-employment.

ITIs: The final report of Tracer Study of ITI Graduates published in 2018 by MSDE mentions that 63.5% of total ITI pass-outs got employed (out of which 6.7% are self-employed).

NAPS: Third-party evaluation study of NAPS conducted in 2021 has observed that the scheme has successfully enhanced the employability of youth by providing structured on-the-job training, with a notable increase in the engagement of apprentices across various industries. In the new version of the scheme, DBT method has been adopted to transfer government's share directly to apprentices' bank accounts, as streamlined reimbursement process was recommended in the report.

No specific study, solely focused on job retention rates for blue-collar workers, has been conducted for the schemes of MSDE. However, the Government has taken various initiatives to ensure that the skilling programs are aligned with industry requirements offering improved prospects for gainful livelihood through wages or self-employment. The steps taken by the Government in this direction inter-alia includes:

- (i) The training programmes offered under the schemes of MSDE are developed in collaboration with industries, keeping in view market demands. 36 Sector Skill Councils (SSCs), led by industry leaders in the respective sectors, have been set up by National Skill Development Corporation (NSDC) which are mandated to identify the skill development needs of respective sectors as well as to determine skill competency standards.
- (ii) Directorate General of Training (DGT) is implementing Flexi MoU Scheme and Dual System of Training (DST). These initiatives are meant to provide training to ITI students in industrial environment.
- (iii) DGT has also signed MoU with IT Tech companies like IBM, CISCO, Future Skill Rights Network, Amazon Web Services (AWS), Microsoft and Meta to ensure industry linkages for the institutes at the state & regional levels under Corporate Social Responsibility (CSR) initiatives to ensure anytime, anywhere learning in new-age courses.
- (iv) DGT has collaborated with Microsoft India to implement capacity-building training programs for the students of NSTIs & ITIs in the future skills ensuring better preparedness for upcoming jobs.
- (v) Government of India has signed MoU Memorandum of Understanding (MoU)/Memorandum of Cooperation (MoC) in the field of skill development and vocational education and training with 7 countries (i.e., Australia, Denmark, Germany, Japan, Qatar, Singapore, and UAE) to align the skilling efforts as per the global requirements.
- (vi) Under NAPS, apprenticeship training and increasing engagement with industrial establishments for undertaking apprenticeship programmes is promoted.
- (vii) NSDC, under the Market led program, provides support to training providers that collaborate and align skill courses with industry demand.
- (viii) New Age/Future ready job-roles addressing the requirement of Industry 4.0 requirements, in emerging sectors like DroneTechnology, Artificial Intelligence (AI)/ML, Robotics, Mechatronics, etc., have been prioritized under PMKVY 4.0.

(ix) DGT under the aegis of MSDE has introduced 31 new age/future skills courses in Industrial Training Institutes (ITIs) and National Skill Training Institutes (NSTIs) under CTS to provide training in emerging areas such as Artificial Intelligence, Mechatronics, Internet of Things, Cybersecurity, Semiconductor, etc.

(x) Indian Institute of Skills (IIS) established at Ahmedabad and Mumbai, in Public Private Partnership (PPP) Mode, aims to cultivate an industry-ready workforce for Industry 4.0, equipped with cutting-edge technology and hands-on training.

(xi) MSDE has launched Skill India Digital Hub (SIDH) platform, a comprehensive and accessible platform for skill enhancement, offering industry-relevant skill courses, job opportunities, and entrepreneurship support to youth of the country. SIDH offers an extensive array of AI/ML and Digital Tech courses to cater to varying levels of expertise and application, enabling participants to stay at the forefront of AI/ ML technology

(xii) Post-training support, including Rozgar Melas, and job fairs, which connect trained candidates with employers directly. Expansion of on-the-job training (OJT), enabling workers to gain practical, hands-on experience.

Studies conducted by various domestic and international organizations are reported in the media from time to time. As far as implementing market relevant skilling courses is concerned, the Government is committed towards continuous skill upgradation and taking conscious steps to design new courses as per the dynamic industry requirements. As on 21.03.2025, NCVET has approved 8505 qualifications covering various sectors as per the industry requirements, out of which 2685 NSQF aligned qualifications and competency levels are valid and active and 5820 qualifications are archived for being not relevant. These qualifications are also revised periodically based on industry requirements and change in technology. Out of these active qualifications, 544 are related to Future and Emerging Job roles.
