

GOVERNMENT OF INDIA  
MINISTRY OF SKILL DEVELOPMENT AND ENTREPRENEURSHIP  
**LOK SABHA**  
**UNSTARRED QUESTION NO. 1665**  
ANSWERED ON 10.03.2025

**SHORTAGE OF SKILLED MANPOWER IN INDUSTRIES**

1665. SHRI SHRIRANG APPA CHANDU BARNE:

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

- (a) whether Industries are facing shortage of skilled manpower despite the number of schemes run by the Government for skill development;
- (b) if so, whether the Government has evaluated the schemes being implemented for skill development and if so, the result thereof;
- (c) whether the Government recently approved the merger of all the three skill development schemes under the composite Central Sector Scheme of the Skill India Programme (SIP); and
- (d) if so, the details of new scheme is proposed to meet the shortage of skilled manpower?

**ANSWER**

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

(SHRI JAYANT CHAUDHARY)

(a) & (b): As per the latest Period Labour Force Survey (PLFS 2023-24) estimates, percentage of persons in the age of 15-59 years who received vocational/technical training formally and informally are 4.1% and 30.6 % respectively.

MSDE's flagship scheme **Pradhan Mantri Kaushal Vikas Yojana (PMKVY)** was evaluated by NITI Aayog in October 2020 under jobs and skills sector. 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 Recognition of Prior Learning (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:

**Jan Shikshan Sansthan (JSS):** The evaluation study of JSS scheme conducted in 2020 has found that the scheme has helped in almost doubling the household income for those beneficiaries who have got employment or are self-employed after the JSS training. Considering 79% women representation, 50.5% of the rural share, 73.4% change in the employment for enhanced livelihood, 89.1% change in the average income of each beneficiary, 85.7% mobilization of beneficiaries by JSS, 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.

**National Apprenticeship Promotion Scheme (NAPS):** The 3<sup>rd</sup> 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.

**Industrial Training Institutes (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).

(c) & (d): The Government of India approved the continuation and restructuring of the Central Sector Scheme 'Skill India Programme (SIP)' comprising of Pradhan Mantri Kaushal Vikas Yojana 4.0 (PMKVY 4.0), Pradhan Mantri National Apprenticeship Promotion Scheme (PM-NAPS), and Jan Shikshan Sansthan (JSS) Scheme. The continuation and restructuring of the SIP underscore the commitment to build a skilled, future-ready workforce by integrating demand-driven, technology-enabled, and industry-aligned training across the country. The key changes made in the restructured SIP are given below:

- (i) Demand driven skilling responding to national priorities and industry requirements contributing through skill gap studies and curriculum design, trainers, training infrastructure have been introduced.
- (ii) Integration of On-the-Job Training (OJT) within short-term skilling programs, ensuring that trainees gain real-world exposure and industry experience;
- (iii) Leveraging of existing infrastructure through cross utilization of the facilities and infrastructure available in Educational Institutions, Institutes of National Importance, Schools, Higher Education Institutions (HEIs), Central and State Government Institutes, and Industries;
- (iv) Under PMKVY 4.0, a whole-of-government approach has been adopted to drive inter-ministerial convergence, ensuring the seamless execution of skilling initiatives across sectors;
- (v) Supports education-to-work transition from apprenticeship to formal employment, emphasizing industry-specific roles and through real life exposure to the world of work;
- (vi) Sharing of 25% of the stipend payment upto a maximum of Rs. 1,500 per month per apprentice through Direct Benefit Transfer (DBT) during the training period;
- (vii) Encourages apprenticeship opportunities in prevailing manufacturing including emerging fields such as AI, robotics, blockchain, green energy, and Industry 4.0 technologies;
- (viii) The scheme JSS caters to local needs and empowers them for self-reliance by offering technical skills along with life skills and access to entrepreneurial opportunities, particularly in aspirational districts and difficult regions.
- (ix) Candidate-centric approach covering pre-registration, counseling, financial contribution, flexible training delivery models, through Skill India Digital Hub (SIDH) platform;
- (x) Improved training lifecycle management, Aadhaar authenticated enrolment and biometric attendance. Training allowed only through certified trainers and assessment through certified assessors.