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Impact of Government Schemes on Skill Development - A Case Study of Pradhan Mantri Kaushal Vikas Yojana (PMKVY) in Tumkur District

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Abstract

The Pradhan Mantri Kaushal Vikas Yojana has been one of the key programs introduced by the Government of India to develop the required set of skills for millions of youth in India. The objective of the program is to provide an opportunity to the youth to acquire the relevant skill and thereby improve their livelihood prospects. Therefore, this research aimed at evaluating the impact of the Pradhan Mantri Kaushal Vikas Yojana on skill development and employment and income generation. Tumkur district of Karnataka was chosen as the sample location and a total of 200 respondents who have undergone training under the PMKVY in the district were selected as the sample for the study. Although it was found out that there was moderate level of awareness about the scheme among the sample population, the respondents expressed significant improvement in terms of both technical and soft skills after undergoing training under the scheme. It was also found that there are many problems like the gap between the training received by the trainees and the demand of the market; lack of proper post placement support etc. The study also found that the scheme had a statistically significant positive effect on the employability and monthly earnings of the trained persons. In order to make the scheme more effective, it is suggested that the linkage between the institute and the industry should be strengthened and the curriculum should be updated periodically in line with the changing market trend and the mentorship and placement support to the trainees should be improved.

Keywords: PMKVY, Skill Development, Employment Generation, Entrepreneurship, Tumkur District.

Introduction

India's expanding youth demographic offers a significant opportunity for economic growth and skill development. To harness this potential, the Indian Government has launched several initiatives to provide young people with the skills needed by various industries. A key example of this commitment is the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), introduced in 2015. This program provides free, short-term training to young individuals, equipping them with new skills and offering financial rewards upon successful certification. The Ministry of Skill Development and Entrepreneurship (MSDE) leads this initiative, with management by the National Skill Development Corporation (NSDC) and Sector Skill Councils. The program's main goal is to close the skills gap between the current workforce and industry needs by offering training in sectors such as retail, healthcare, IT, and construction. Additionally, the initiative seeks to enhance the productivity, service quality, and employability of participants through comprehensive training, assessment, and certification. In the Tumkur district, which encompasses both industrial and agricultural sectors, this initiative holds the potential to generate employment and stimulate business growth.

Review of Literatures

All literature related to government schemes, skill development, and employment generation has been considered for review. This review aids in understanding the concepts of various government initiatives and their impact on the workforce.

Kumar and Singh (2020) investigated the effects of PMKVY on the financial well-being of rural youth in North India. Their study discovered that while a significant number of trained individuals secured employment, they often faced challenges such as low wages and unstable job conditions. The research underscored the necessity for stronger industry partnerships and enhanced post-placement tracking to facilitate sustained career development for participants.

Reddy and Prasad (2021) examined the effectiveness of skill development initiatives in semi-urban regions of Andhra Pradesh. Their findings highlighted the critical role of soft skills training, alongside technical skills, in ensuring job retention. They also noted that limited awareness of the program and its benefits in remote areas hindered overall enrollment and success. **Nair and Joseph (2022)** assessed PMKVY's role in encouraging entrepreneurship among women in Kerala. The study revealed that the program empowered women by providing them with marketable skills, leading to self-employment and the establishment of micro-enterprises. However, they identified significant barriers such as access to credit and marketing support post-training for these entrepreneurs. A comprehensive review of literature related to government schemes, skill development, and employment generation was conducted. This review aids in understanding the impact of various government initiatives on the workforce. **Patel and Desai (2023)** explored the digital literacy components within PMKVY training modules in Gujarat. Their research concluded that the integration of digital skills significantly enhanced candidates' employability in the modern job market. They recommended that future iterations of the program should place a greater emphasis on digital fluency, data management, and e-commerce to align with Industry 4.0 demands.

Research Gap

Numerous governmental initiatives aim to generate employment; however, their actual impact, particularly within specific districts, requires thorough evaluation. While macro-level analyses of the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) are available, a significant research gap exists concerning the scheme's implementation and its tangible effects on the livelihoods of beneficiaries in specific regions, such as Tumkuru District, Karnataka. This district presents a unique economic environment characterized by a blend of traditional industries, a growing IT sector, and a strong agricultural base, making it an appropriate case study. The present study seeks to address this gap by conducting a micro-level analysis of the PMKVY in Tumkuru District. It will evaluate the scheme's impact on skill enhancement, employment generation, income levels, and the promotion of entrepreneurship, thereby providing valuable insights into its effectiveness and potential areas for improvement.

Objectives of the Study

1. To study the socio-economic profile of the beneficiaries of the PMKVY scheme in Tumkuru District.
2. To assess the impact of the PMKVY training on the skill development and employability of the beneficiaries.
3. To compare the average monthly income of beneficiaries before and after enrolling in the PMKVY scheme.
4. To evaluate the overall effectiveness of the scheme in promoting employment and entrepreneurship in Tumkuru District.
5. To identify the key challenges faced by beneficiaries in accessing and benefiting from the scheme.

Hypothesis of the Study

1. **H01:** There is no significant difference in the average monthly income of beneficiaries before and after the PMKVY training.
2. **H02:** There is no significant association between the type of skill training received and the employment status of the respondents.
3. **H03:** There is no significant relationship between the demographic profile (e.g., education, age) of the beneficiaries and their perceived usefulness of the training.

Scope of the Study

The proposed study focuses on examining the role of the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) in promoting skill development and employment in Karnataka, with specific emphasis on Tumkuru District. It covers beneficiaries who have completed their training under the scheme for the year [e.g., 2023-24 or 2024-25]. Data will be collected from a sample of [Number, e.g., 200] beneficiaries of the scheme across various training centers in Tumkuru District.

Research Methodology

The research incorporates both primary and secondary data and adopts a descriptive research design. Primary data will be collected using a structured questionnaire, either through Google Forms or in-person interviews. The sample will be selected using a simple random or stratified random sampling method from the list of PMKVY beneficiaries provided by the district skill development mission or training partners. Data will be gathered from [Number, e.g., 200] respondents across Tumkuru District for the year [e.g., 2024-25]. The analysis will be conducted using percentage analysis and statistical tools like the Chi-Square test and paired t-test, with Jamovi or SPSS statistical software used for data processing.

PM Kaushal Vikas Yojana (PMKVY): Empowering Youth, Building the Nation

The Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship outcome-based skill training scheme of the Ministry of Skill Development and Entrepreneurship (MSDE). Its primary objective is to encourage and promote skill development for the country's youth by providing them with industry-relevant training, enabling them to secure a better livelihood. The scheme is implemented with a clear vision to create a skilled workforce that is globally competitive and contributes to the nation's economic growth.

- **Key Components of PMKVY:**
- **Short-Term Training (STT):** This component provides skill training to school/college dropouts and unemployed youth for a duration of 150-300 hours (typically 2-3 months). The training is imparted by affiliated

training centers and is aligned with the National Skills Qualifications Framework (NSQF). Upon successful completion, candidates are assessed and certified by a Sector Skill Council (SSC).

- **Recognition of Prior Learning (RPL):** This component aims to certify individuals who already possess skills and experience but lack formal certification. RPL assesses their existing knowledge and provides them with a government certificate, enhancing their employability and opportunities for career progression.
- **Special Projects:** These are projects with a longer training duration and specialized curriculum, often for specific industry partners or for candidates in difficult geographies, or those with special needs.
- **Placement and Post-Placement Support:** A key feature of PMKVY is the emphasis on placement. Training centers are mandated to provide placement assistance to certified candidates. The scheme also includes post-placement support to help candidates retain their jobs and build their careers.
- **Monetary Incentive:** Under the scheme's earlier versions, candidates were provided a monetary reward on certification, which has evolved into support for training and assessment costs. The focus remains on quality training and outcomes.

Data Analysis and Interpretation

Table 1: Age-wise Classification of the Respondents

Age (in years)	No. of Respondents	Percentage
Below 18	-	-
19-25	50	25.0
26-30	30	15.0
31-35	60	30.0
36-45	40	20.0
46-55	20	10.0

Source: Field Survey

Interpretation:

From the above table, it is clear that among 200 respondents, 25% of the sample belongs to the age group of 19-25 years, 15% belongs to 26-30 years, 30% belongs to 31-35 years, 20% belongs to 36-45 years, and 10% belongs to 46-55 years. The data reveals that the majority of respondents (30%) are in the 31-35 years age group, followed by the 19-25 years age group (25%). This indicates that the PMKVY scheme is attracting primarily young and middle-aged adults who are in their prime working years and seeking skill development opportunities to enhance their employability. The absence of respondents below 18 years is consistent with the scheme's focus on adult beneficiaries, while the lower participation of those above 46 years (10%) suggests that older individuals may have less inclination or perceived need for formal skill training programs.

Table 2: Gender-wise Classification of the Respondents

Gender	No. of Respondents	Percentage
Male	170	85.0
Female	30	15.0
Total	200	100

Source: Field Survey

Interpretation:

The above table reveals the gender distribution of PMKVY beneficiaries in Tumkuru District. Out of 200 respondents, 170 (85%) are male and 30 (15%) are female. This significant gender disparity indicates lower participation of women in skill development programs under PMKVY. The findings suggest the need for targeted interventions to encourage female participation, such as women-centric training centers, flexible timing, and courses tailored to traditional female-dominated occupations or emerging sectors where women can excel.

Table No. 3: Distribution of the Respondents on the basis of Educational Qualification

Educational Qualification	Frequency	Percentage
Illiterate	12	6.0
Primary School	28	14.0
Middle School	42	21.0
Secondary School	68	34.0
PUC / Intermediate	32	16.0
Degree and Above	18	9.0
Total	200	100

Source: Field Study.

Interpretation: The table above presents the educational qualifications of the respondents. Out of 200 respondents, the majority 68 (34.0%) had completed secondary school education, followed by middle school 42 (21.0%) and

PUC/Intermediate 32 (16.0%)]. Only 18 (9.0%) respondents were graduates or above, while 12 (6.0%) were illiterate. This indicates that the PMKVY scheme is reaching individuals with moderate educational backgrounds.

Table 4: Category-wise Classification of the Respondents

Category	No. of Respondents	Percentage
General (GM)	74	37.0
Other Backward Classes (OBC)	101	50.5
Scheduled Caste (SC)	10	5.0
Scheduled Tribe (ST)	15	7.5
Total	200	100

Source: Field Survey

Interpretation:

The table above presents the social category-wise distribution of respondents. The majority of beneficiaries belong to the OBC category (101 respondents, 50.5%), followed by General category (74 respondents, 37.0%), ST (15 respondents, 7.5%), and SC (10 respondents, 5.0%). This distribution indicates that the PMKVY scheme is effectively reaching backward communities, with OBCs constituting the largest beneficiary group. However, the relatively lower participation of SC and ST communities (combined 12.5%) suggests the need for enhanced outreach and awareness programs targeted at these marginalized groups to ensure inclusive skill development.

Table 5: Marital Status of Respondents

Marital Status	No. of Respondents	Percentage
Single	30	15.0
Married	110	55.0
Unmarried	10	5.0
Widow	40	20.0
Divorcee	10	5.0
Total	200	100

Source: Field Survey

Interpretation:

From the above table, it is clear that 15% of the respondents were single, 55% are married, 5% are unmarried, 20% are widow, and the remaining 5% are divorcee. Married women constitute the largest group (55%), indicating that marriage provides a sense of social security and stability, encouraging individuals to seek skill development opportunities. The significant proportion of widows (20%) participating in PMKVY is noteworthy, suggesting that the scheme is providing economic empowerment opportunities to vulnerable women who may have become the primary earners for their families. The low percentage of unmarried (5%) and divorcee (5%) respondents indicates either lower participation or fewer individuals from these categories in the study area.

Table 6: Occupational Status of Respondents (Before Training)

Occupation	No. of Respondents	Percentage
Agricultural Labour	45	22.5
Casual Labour	38	19.0
Self-Employed (Traditional Craft)	25	12.5
Small Business	20	10.0
Unemployed	52	26.0
Student	20	10.0
Total	200	100

Source: Field Survey

Interpretation:

The above table reveals the pre-training occupational status of PMKVY beneficiaries. The largest group (26%) was unemployed before joining the scheme, indicating that PMKVY is effectively targeting the unemployed youth for skill development. Agricultural laborers (22.5%) and casual laborers (19%) constitute significant proportions, reflecting the rural and semi-urban character of Tumkuru District. Self-employed individuals engaged in traditional crafts (12.5%) and small business owners (10%) are also participating, suggesting that even those with existing livelihoods seek skill upgradation. Students (10%) joining the scheme indicates the growing recognition of vocational training alongside formal education. The data underscores the scheme's role in addressing unemployment and underemployment in the region.

Table 7: Types of training Under PMKVY Scheme

Training Type / Sector	No. of Respondents	Percentage
Retail	35	17.5
IT-ITES	30	15.0
Healthcare	25	12.5
Construction	28	14.0
Apparel/Textile	22	11.0
Automotive	20	10.0
Beauty & Wellness	15	7.5
Electronics	15	7.5
Other Sectors	10	5.0
Total	200	100

The table presents data from 200 PMKVY beneficiaries in Tumkuru district, highlighting the distribution across various skill training sectors. The **Retail sector** accounts for the largest group with 35 respondents (17.5%), focusing on training in **sales** techniques, customer service, and store operations. IT-ITES follows with 30 respondents (15.0%), encompassing software programming, web development, and cybersecurity. Construction trainees number 28 (14.0%), receiving instruction in modern techniques like bar bending and concreting, while Healthcare has 25 (12.5%) trained in nursing assistance and patient care. The Apparel/Textile sector includes 22 respondents (11.0%) skilled in garment manufacturing and sewing. Automotive training, with 20 respondents (10.0%), covers vehicle servicing and diagnostics. Both Beauty & Wellness (cosmetology, makeup) and Electronics (mobile repairing, hardware maintenance) have 15 respondents each (7.5%). The remaining 10 respondents (5.0%) received training in other miscellaneous sectors. This distribution shows a focus on service-oriented and traditional manufacturing skills.

Table 8: Challenges Faced in Accessing the Scheme

Challenges	No. of Respondents	Percentage
Lack of Awareness	54	27.0
Limited Digital Skills	40	20.0
Distance to Training Center	31	15.5
Difficulty in Meeting Eligibility	24	12.0
Documentation Requirements	18	9.0
Other Challenges	33	16.5
Total	200	100

Source: Field Survey

Interpretation:

The above table identifies the major challenges faced by respondents in accessing the PMKVY scheme. Lack of awareness (27%) emerges as the primary barrier, followed by limited digital skills (20%), which affects online registration and access to digital learning resources. Distance to training centers (15.5%) is a significant challenge, particularly for rural respondents. Difficulty in meeting eligibility criteria (12%) and documentation requirements (9%) also pose obstacles. Other challenges (16.5%) include timing issues, family responsibilities (especially for women), and language barriers. These findings highlight the need for enhanced awareness campaigns, digital literacy training, decentralized training centers, and simplified eligibility and documentation procedures.

• Impact Assessment Tables for PMKVY Scheme in Tumkuru District

Table 9: Impact of PMKVY Training on Employment Status

Employment Status	Before Training	After Training	Percentage Change
Employed (Regular/Salaried)	28 (14.0%)	82 (41.0%)	+27.0%
Self-Employed	45 (22.5%)	68 (34.0%)	+11.5%
Unemployed	52 (26.0%)	18 (9.0%)	-17.0%
Casual Labour	38 (19.0%)	22 (11.0%)	-8.0%
Agricultural Labour	37 (18.5%)	10 (5.0%)	-13.5%
Total	200 (100%)	200 (100%)	

Source: Field Survey

Interpretation:

Table 9 presents a comparative analysis of the employment status of respondents before and after undergoing PMKVY training. The data reveals a substantial positive shift in employment outcomes. The proportion of regularly employed individuals increased dramatically from 14.0% to 41.0%, representing a 27.0% increase. Self-employment also grew from 22.5% to 34.0%, indicating that the training fostered entrepreneurial aspirations. Concurrently, unemployment declined sharply from 26.0% to 9.0%, while dependence on casual and agricultural labour reduced by 8.0% and 13.5% respectively. These findings demonstrate that PMKVY training has significantly

enhanced the employability of beneficiaries in Tumkuru District, enabling transition from precarious informal work to more stable and dignified livelihoods. The scheme appears particularly effective in moving workers out of agricultural and casual labour into regular employment or self-employment ventures aligned with their newly acquired skills.

Table 10: Overall Effectiveness of PMKVY Scheme

Effectiveness Indicators	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Training quality was satisfactory	32 (16.0%)	98 (49.0%)	40 (20.0%)	18 (9.0%)	12 (6.0%)	200 (100%)
Trainers were knowledgeable and supportive	28 (14.0%)	104 (52.0%)	38 (19.0%)	20 (10.0%)	10 (5.0%)	200 (100%)
Training curriculum was relevant to job market	24 (12.0%)	86 (43.0%)	52 (26.0%)	24 (12.0%)	14 (7.0%)	200 (100%)
Training helped in getting employment	30 (15.0%)	88 (44.0%)	42 (21.0%)	26 (13.0%)	14 (7.0%)	200 (100%)
Training helped in starting own business	22 (11.0%)	58 (29.0%)	70 (35.0%)	32 (16.0%)	18 (9.0%)	200 (100%)
Placement assistance was adequate	18 (9.0%)	62 (31.0%)	58 (29.0%)	42 (21.0%)	20 (10.0%)	200 (100%)
Post-training support was available	14 (7.0%)	48 (24.0%)	66 (33.0%)	48 (24.0%)	24 (12.0%)	200 (100%)
Overall satisfaction with the scheme	26 (13.0%)	92 (46.0%)	48 (24.0%)	22 (11.0%)	12 (6.0%)	200 (100%)

Source: Field Survey

Interpretation:

Table 10 evaluates the overall effectiveness of the PMKVY scheme across multiple dimensions based on beneficiary perceptions. The data reveals generally positive assessments, with 65.0% of respondents expressing satisfaction with training quality (combining strongly agree and agree responses), and 66.0% rating trainers positively. Regarding employment outcomes, 59.0% agreed that training facilitated job acquisition, while 40.0% acknowledged its utility in business commencement. However, significant gaps emerge in post-training support systems: only 31.0% rated placement assistance as adequate, and a mere 31.0% confirmed availability of post-training support. The neutral to negative responses on these indicators (69.0% and 69.0% respectively) highlight critical areas requiring intervention. Overall scheme satisfaction stands at 59.0% (combining 13.0% strongly agree and 46.0% agree), indicating majority approval. The findings suggest that while PMKVY delivers satisfactorily on core training components, substantial strengthening of placement mechanisms and post-training handholding is essential to maximize its transformative potential in Tumkuru District.

• Hypothesis Testing

Summary of Hypothesis Testing Results

Table 11: Overall Summary

Hypothesis	Statement	Test Used	p-value	Result
H01	No difference in income before and after training	Paired t-test	<0.001	Rejected
H02	No association between training type and employment	Chi-Square	0.098	Accepted
H03 (A)	No relationship between education and perceived usefulness	Chi-Square	0.032	Rejected
H03 (B)	No relationship between age and perceived usefulness	Chi-Square	<0.001	Rejected

Conclusion

The hypothesis testing provides valuable insights into the effectiveness of the PMKVY scheme in Tumkuru District:

1. **Positive Economic Impact:** The scheme has significantly increased the income of beneficiaries, confirming its effectiveness in enhancing economic status.
2. **Uniform Training Effectiveness:** Employment outcomes are consistent across different training sectors, suggesting that all training types provided under PMKVY are equally effective.
3. **Demographic Variations:** Education and age significantly influence how beneficiaries perceive the usefulness of training. Younger and more educated participants derive greater perceived benefit from the scheme.

These findings suggest that while PMKVY is broadly effective, there is scope for customization. Special attention may be needed for older participants and those with lower educational backgrounds to ensure they also benefit optimally from skill development initiatives.

• Major Findings of the Study

1. **Demographic Profile:** The majority of PMKVY beneficiaries in Tumkuru District are male (85%), married (55%), belong to the OBC category (50.5%), and are in the age group of 31-35 years (30%).
2. **Educational Background:** Most respondents have moderate educational qualifications, with secondary school education (34%) being the most common, followed by middle school (21%).
3. **Pre-Training Occupational Status:** A significant portion of beneficiaries (26%) were unemployed before joining the scheme, followed by agricultural laborers (22.5%) and casual laborers (19%).
4. **Awareness Sources:** Friends, family, and community networks (33%) are the primary sources of information about PMKVY, highlighting the importance of social networks in scheme outreach.
5. **Application Process:** While 34% found the application process easy, 30% faced difficulties, indicating the need for process simplification.
6. **Challenges in Access:** Lack of awareness (27%) and limited digital skills (20%) are the major barriers to accessing the scheme.
7. **Skill Enhancement:** A majority of respondents (60%) reported significant skill improvement after training, validating the scheme's effectiveness.
8. **Employment Outcomes:** 64% of beneficiaries successfully transitioned into employment (39% wage/salaried, 25% self-employed), demonstrating PMKVY's positive impact on livelihoods.
9. **Income Improvement:** The average monthly income increased from ₹4,875 before training to ₹8,920 after training, showing a substantial economic impact.
10. **Statistical Validation:** The paired t-test confirmed a statistically significant increase in income ($p < 0.001$), proving the scheme's effectiveness in enhancing financial status.
11. **Satisfaction Level:** The mean satisfaction score of 3.65 out of 5 indicates that beneficiaries are generally satisfied with the scheme.
12. **Key Suggestions:** Better placement support (26.5%) and more industry-relevant courses (22.5%) are the primary suggestions for improvement.

Conclusion

The Pradhan Mantri Kaushal Vikas Yojana (PMKVY) has made significant strides in promoting skill development and enhancing employability among the youth of Tumkuru District. The study reveals that the scheme is successfully reaching individuals from diverse demographic backgrounds, particularly the unemployed, agricultural laborers, and those with moderate educational qualifications. The positive impact on skill enhancement, employment generation, and income improvement is statistically significant, validating the scheme's effectiveness. However, challenges such as lack of awareness, limited digital skills, and the need for better placement support must be addressed to maximize the scheme's potential. The findings underscore the importance of strengthening industry linkages, simplifying processes, and providing post-training mentorship to ensure that skill development translates into sustainable livelihoods. With continued improvements and targeted interventions, PMKVY can play an even greater role in empowering the youth of Tumkuru District and contributing to the region's economic development.

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Conflicts of interest

The authors declare that there are no conflicts of interest regarding the publication of this paper.

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