

# **Pradhan Mantri Kaushal Vikas Yojana (PMKVY)**

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**Manual for District- Level Functionaries**

**2017**

## **PREFACE**

The purpose of this Development Manual for Pradhan Mantri Kaushal Vikas Yojana (PMKVY) (2016- 2020) is to create an enabling mechanism for improved implementation of the Centrally Sponsored Scheme (CSS) at the cutting edge, leading to enhanced outcomes in nature and extent. Accordingly, it is a guide for implementation by the District Collector and key District-level functionaries, and enables quick learning, implementation modalities, roles and responsibilities of the various functionaries as well as stakeholders etc.

This Manual is prepared with inputs from a combination of sources, including interaction with the Ministry of Skill Development and Entrepreneurship (MSDE), Government of India (GoI), review of extant scheme guidelines and circulars issued by MSDE and discussions with the key personnel involved in implementation of the Scheme.

For greater direction, the guidelines cited must be referred to along with the PMKVY website (<http://www.pmkvyofficial.org>) for guidance and clarification on implementation from time to time.

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## 1. Pradhan Mantri Kaushal Vikas Yojana (PMKVY)

### About

The Pradhan Mantri Kaushal Vikas Yojana (PMKVY) (2016- 2020) is a flagship and grant and outcome- based skill training scheme of the Ministry of Skill Development and Entrepreneurship (MSDE), Government of India (GoI). It is being implemented by the National Skills Development Corporation (NSDC).

As the country's largest skill certification scheme, PMKVY envisages realising the vision by skilling India on a large scale with speed and high standards.

The PMKVY (2016- 2020) is being operated by the Centre and States under Centrally-Sponsored Centrally- Managed (CSCM) and Centrally- Sponsored State- Managed (CSSM) modes.<sup>1,2</sup>

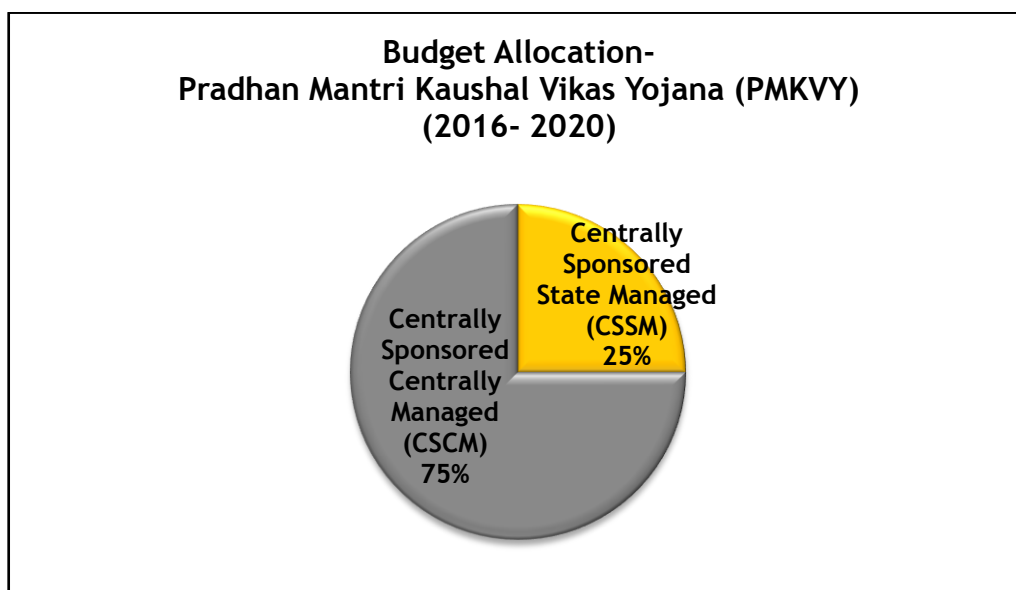


Figure 1: Allocation of budget under Pradhan Mantri Kaushal Vikas Yojana (PMKVY) (2016- 2020)

### Objectives<sup>3</sup>

The objective is to encourage and promote skill development for the youth throughout the country as per Common Norms<sup>4</sup> issued by Government of India (GoI) for the implementation of various skill development schemes of different Central Ministries/ Departments, GoI. The courses offered under the Scheme are in line with the National Skills Qualification Framework (NSQF).<sup>5</sup> The Scheme aims to

- Enable and mobilize a large number of youth to take up industry designed quality skill training, become employable and earn their livelihood.
- Increase productivity of the existing workforce, and align skill training with the actual needs of the country.
- Encourage standardisation of the Certification process and put in place the foundation for creating a registry of skills.
- Benefit 10 million youth over the period of four years (2016- 2020).

## Strategy and Approach

- The National Skill Development Corporation (NSDC) is the implementing agency for the Scheme.
- The Scheme is implemented through Public- Private Partnerships and government agencies.
- The Scheme provides payouts to the Training Providers (TPs) as per Common Norms for successful completion of skill training and certification.
- The monetary reward is wholly funded by the Ministry of Skill Development and Entrepreneurship (MSDE), Government of India (GoI) and is affected through bank transfer to the beneficiaries' accounts.
- Assessment Agencies (AAs) and Training Providers (TPs), for all purposes of the Scheme, will be separate and no overlap of roles will be allowed to maintain transparency and objectivity.
- Training Centres (TCs) will ensure standardized and approved branding norms as defined in the Branding and Communication Guidelines of the Scheme.<sup>6</sup>
- It is mandatory for all the candidates enrolled under PMKVY to have a valid Aadhar ID. For the states of North- East Region and Jammu and Kashmir, any other verifiable alternate ID, such as PAN or Voter ID is mandatory.
- Biometric devices for capturing student's and trainers' attendance (Aadhar enabled) shall be mandatory at the PMKVY centres.
- The payouts are made through bank transfer to the beneficiaries and Training Providers accounts, as applicable, under the Common Norms.

The allocation of targets and funds under PMKVY is done on the basis of various parameters like state population in the age group of 15- 35 years, Human Development Index (HDI) of the State, unemployment Percentage of the State and State- wise skill gaps identified through NSDC skill- gap studies.<sup>7</sup> . In addition, the States can undertake/refresh skill gap studies with technical support from NSDC and Sector Skill Councils (SSCs).<sup>8</sup>

## Key Components

The key components of PMKVY (2016- 2020) are distributed between the CSCM and CSSM as follows:

<b>Centrally Sponsored Centre Managed (CSCM)</b>	<ul style="list-style-type: none"><li>• Short- term Training</li><li>• Recognition of Prior Learning (RPL)</li><li>• Special Projects</li></ul>
<b>Centrally Sponsored State Managed (CSSM)</b>	<ul style="list-style-type: none"><li>• Short- term Training</li></ul>

The PMKVY Training Centres (TCs)<sup>9</sup> may conduct training either under CSCM mode or CSSM mode, but not both.

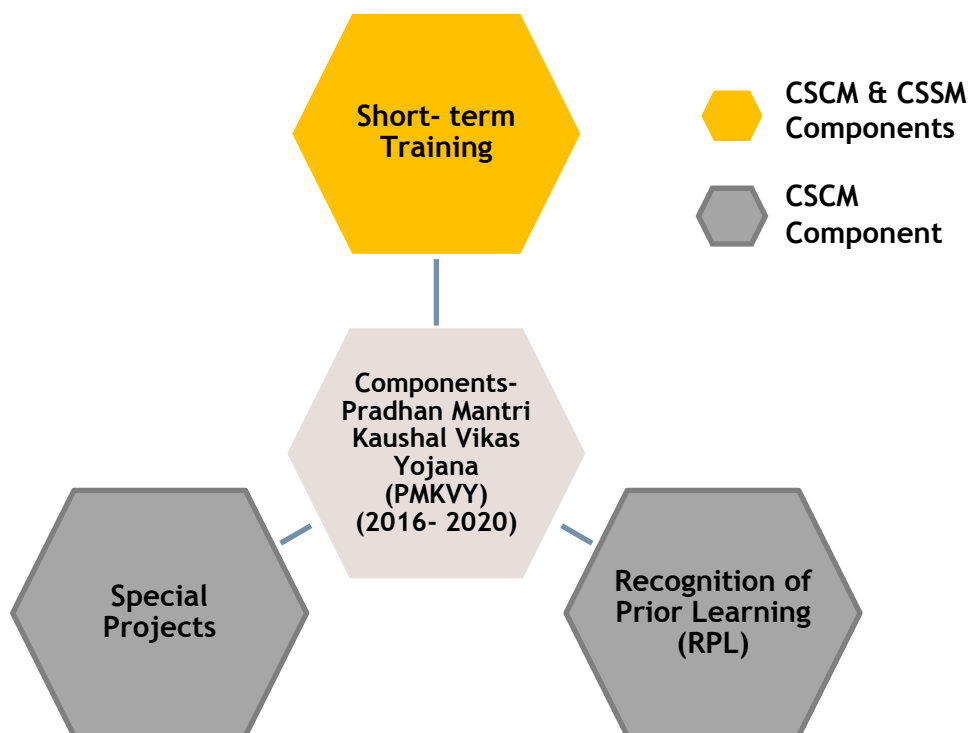


Figure 2: Key components of Pradhan Mantri Kaushal Vikas Yojana (PMKVY) (2016- 2020)

#### A. Short- Term Training<sup>10</sup>

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Short- term training is provided to identified school/ college dropouts or unemployed Indian nationals at PMKVY Training Centres (TCs). The training courses must be in line with the NSQF<sup>11</sup> Levels 3 and 4.

The duration of training varies according to the job role, ranging from 150- 500 hours. On successful completion of the training and assessment, the trainees are provided placement assistance by the Training Partners (TPs).

The TCs provide mentorship- cum- placement assistance along with post-placement support to candidates (*Refer Section on Placement Assistance*). For CSSM, the states may bring out state- specific milestones and their own payout mechanisms.

The candidates who pass the assessment of various NSQF Levels are awarded a graded certificate.<sup>12</sup>

<b>Payout</b>			
<b>Payouts<sup>(*)</sup> to Training Partner (TPs) under CSCM</b>			
<b>Tranche</b>	<b>Output Parameter</b>	<b>% of Total Cost</b>	<b>Mode of transfer of Payout</b>
1	On commencement of training batch against validated candidates	30	To the bank account of Training Centre (TC)
2	On successful certification of the trainees	50	
3	Outcome based on placements	20	
<b>Boarding and Lodging Payouts<sup>(*)</sup> to be paid to trainees</b>			
<b>Category of City/ Town</b>	<b>Amount per day per trainee (INR)</b>	<b>Mode of Transfer of Payout</b>	
X Category <sup>13</sup>	300	Directly to the bank account of trainees	
Y Category	250		
Z Category (City/ town that does not fall under X and Y categories)	200		
(*) Payouts subject to validation of residential facilities by the accrediting body, taken up with the Common Norms Committee			
<b>Conditions for boarding and lodging allowance</b>			
<ul style="list-style-type: none"> <li>• If candidate from Jammu &amp; Kashmir and NE (all 8 states) has moved out of the region for training</li> <li>• If candidate from the Left Wing Extremism (LWE) regions has moved outside their district for training</li> <li>• If candidates residing in special areas have moved out of the region</li> <li>• Persons with Disabilities (PWD) candidates undertaking residential courses irrespective of the region</li> </ul>			

## **B. Recognition of Prior Learning (RPL)<sup>14</sup>**

Individuals with prior learning experience or skills are assessed and certified under Recognition of Prior Learning (RPL) under CSCM mode.

Project Implementing Agencies (PIAs), such as Sector Skill Councils (SSCs) or any other agencies designated by MSDE/ NSDC are incentivised to implement RPL projects in any of the three Project Types (RPL Camps, RPL at Employers Premises and RPL Centres). They may also offer Bridge Courses to RPL candidates to address knowledge gaps.

The focus of RPL is to map skills of the un-regulated workforce to the standardized National Skills Qualification Framework (NSQF) to improve their employability opportunities and to provide other alternative options to higher education. It also aims at providing opportunities for reducing inequalities based on privileging certain forms of knowledge over others.

The candidates who score greater than or equal to 50% for NSQF levels 3 and 70% for NSQF levels 4 and 5 are awarded a skill certificate, mark sheet and a payout of INR 500. The certified candidates are also provided grades A/ B/C.<sup>15</sup>

In addition, the PIAs may also include Bridge Courses to candidates, to be approved by the Project Approval Committee (PAC). These courses must be of 60- 80 hours duration and based on core National Occupational Standards (NOSs)<sup>16</sup> of the job role. The additional payout to PIA for bridge courses is in accordance with the Common Norms.

<b>Payout</b>			
<i>(Payouts vary from Project to Project. Additional payment, as per Common Norms, applies if there is a bridge course.)</i>			
<b>Total Payout to Project Implementing Agency (PIA)</b>			
Sector	Payout per Candidate to PIA (INR)		
Manufacturing	1,700		
Service	1,400		
<b>Tranches of Payout<sup>17</sup></b>			
Tranche	Output Parameter	% of Total Cost per candidate	Mode of Transfer of Payout
1	On successful certification of a candidate	80	Directly to the bank account of Training Centre (TC)
2	On successful submission of <ul style="list-style-type: none"> <li>• Evidence- based proofs (photographs and video) of certificate distribution ceremony</li> <li>• Monthly Performance Report</li> </ul>	20	
<b>Assessment Fees to Sector Skill Councils</b>			
<i>[Paid on validation and approval of final assessment results on Skill Development Management System (SDMS)]</i>			
Sector	Payout per Candidate to PIA (INR)		
Manufacturing	1,700		
Service	1,400		
<b>Reward</b>			
Amount	Mode of Transfer of Payout		
INR 500	Directly deposited to candidate's bank account		

### C. Special Projects<sup>18</sup>

The main focus of Special Projects is to promote training of vulnerable, socially disadvantaged, hard to reach and marginalised groups of society where the traditional training cannot take place. Trainings under this component are provided in special job- roles of Qualification Packs (QPs)<sup>19</sup>/ NOSs not being offered under the Scheme. Such trainings have some deviations from terms and conditions of Short- Term Trainings.



The Special Projects Implementing Agency (SPIA) are institutions of central/ state governments, autonomous bodies, statutory bodies or any other equivalent body or corporate who provide short- term training to candidates.

On successful completion, the candidates are awarded certificates and mark sheets.

In terms of placement, if the PIA is a corporate or industry body, they may point out the requirements for each job role and accordingly train and place the candidates. In case of wage employment, candidates will be placed in jobs that have wages equivalent to or above the prescribed minimum wages. In addition, placement support is provided to the candidates (*Refer Section on Placement Assistance*).

<b>Payout</b> <i>(Payouts for Special Projects may differ on a case to case basis)</i>		
<b>Total Payout to Project Implementing Agency (PIA)</b>		
Output Parameters	% of Total Cost	Mode of Transfer of Payout
On batch approval by Sector Skill Council on Skill Development Management System (SDMS)	30	
On successful certification of the trainees and submission of:		
<ul style="list-style-type: none"> <li>• Batch-wise photos of candidates with certificates on the Certificate Distribution Ceremony</li> <li>• Video of the certificate distribution ceremony</li> </ul>	50	Directly to the bank account of the beneficiary
On successful placement of trainees in accordance with guidelines and submission of relevant proofs, or as case to case basis for projects where placement will not be possible	20	

Similar to Short- Term Training, allowances are provided to special groups and special areas for boarding and lodging, conveyance and post- placement

### Placement Assistance<sup>20</sup>

Placement Assistance, which includes wage or self- employment, is provided to the candidates within three months of completion of training under Short- Term Training and Special Projects components of CSCM and CSSM modes.

It focuses on mapping the aptitude, knowledge and aspiration of trainees with the available employment opportunities and provides placement opportunities.

<b>Payouts<sup>(*)</sup></b>				
<i>(These payouts change as per the decision of Common Norms or the Steering Committee<sup>21</sup> of PMKVY)</i>				
<b>Disbursement Pattern of Placement- Linked Payout</b>				
Training Centres are eligible for payment only if at least 50% or more of certified candidates are placed within three months of certification				
Quantum of Placement		Disbursement to Training Centre (TC)		
Less than 50%		Nil		
50% - 69%		Pro-rata basis		
70% or more		Full 20% payment		
<b>Post Placement Support</b>				
To all the newly skilled candidates to settle into their jobs/ vocations @ INR 1,450 per month for the duration mentioned				
Category	Duration (in months)		Amount per month (INR)	Mode of Transfer of Payout
	Men	Women		
Placement within district of domicile	1	2	1,450	To bank account of candidates subject to verification by NSDC
Placement outside district of domicile	2	3		
Note: <ul style="list-style-type: none"> <li>• Post placement support is applicable for special groups comprising of women and Persons with Disabilities (PWD) and all candidates in special areas.</li> <li>• The support is applicable only for wage employment.</li> </ul>				
<b>CONVEYANCE SUPPORT</b>				
[To all women and Persons with Disabilities (PWD) for travel to and fro Training Centre (TC) on successful completion and certification of non-residential skill training programmes]				
Category	Conveyance Support per month (INR) <sup>(*)</sup>		Mode of Transfer of Payout	
Training Centre within the district of domicile	1,000		Amount transferred to bank account of candidates subject to verification by NSDC	
Training Centre outside district of domicile	1,500			
Note: <ul style="list-style-type: none"> <li>• Post placement support is applicable for special groups comprising of women and PWD and all candidates in special areas.</li> <li>• The support is applicable only for wage employment.</li> <li>• The to and fro charges are INR 2,000 for trainees from North- East training outside the districts of North- East</li> </ul>				

### **Kaushal and Rozgar Melas<sup>22</sup>**

With community mobilisation being a critical component of PMKVY (2016- 2020), it follows a camp-based approach for awareness generation and enrolment of suitable candidates through Kaushal Melas.

The Kaushal Melas are conducted by Training Partners (TPs) once in every six months. Local administration including local municipal bodies and panchayats along with non-

governmental and community-based organisations reach out to as many as possible and to create a skilling environment in the country.

In addition to Kaushal Melas, the TPs must conduct Rozgar Melas once in six months mandatorily. It must have the presence of at least four employers to offer employment to the trainees who have completed the training.

**Payout**  
Each TP is given an incentive at the rate of INR 20,000 per Kaushal Mela.

### **Continuous Monitoring<sup>23</sup>**

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The aim of continuous monitoring is to track the performance/ compliance of all the stakeholders including TCs and AAs to ensure achievement of goals and objectives. The key indicators include availability of centre and candidates, infrastructure, availability of documentation and Aadhar- Enabled Biometric Attendance System (AEBAS), awareness of candidates, trainers and training, branding and social media and feedback from TCs on issues of AEBAS, Skill Development Management System (SDMS) and trainee handbook/ kits.

The continuous monitoring exercise also helps in identifying the need courses correction on priority for improved performance.

The mechanism for continuous monitoring of PMKVY (2016- 2020), for CSCM, consists of

- Self- Audit Reports (SAR)
- Surprise Visit at Centres
- Call Validations
- Skill Development Management Systems (SDMS) or any other Scheme-specific Management information System (MIS)

Accordingly, under CSSM, the states, through their monitoring frameworks in line with the “Guidelines for Accreditation, Affiliation & Continuous Monitoring of Training Centres for the Skills Ecosystem”<sup>24</sup> of MSDE, oversee training activities. The State-level Skill Monitoring Committee (SSMC) and District Skill Monitoring Committee (DSMC) are responsible for this activity.

The monitoring systems are linked to a Consequence Management System (CMS) to ensure the quality standards in training under PMKVY (2016- 2020).

### **Branding and Communication<sup>25</sup>**

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In addition to the above activities, branding and communication is an important activity of PMKVY (2016- 2020). The TCs are to maintain strict adherence to the PMKVY branding guidelines.<sup>26</sup>

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## 2. Roles and Responsibilities of key functionaries - District level

The State Skill Development Missions (SSDMs) are responsible for providing assistance in organising Kaushal Melas and monitoring progress through inspections etc. in the CSCM mode. In the CSSM mode, SSDMs are responsible for Training Mobilisation & Counselling, Employer Engagement and Scheme Progress Monitoring at the State level.

### District Skill Monitoring Committee (DSMC)

At the district level, a District Skill Monitoring Committee (DSMC) is constituted. It is responsible for planning, facilitation and overseeing the monitoring at the district level to ensure quality of training infrastructure, trainers, and curriculum & content, training delivery and placement for candidates. The DSMC consists of:

- Chairman
- Member Secretary
- Members
- Members (invitees)
- District Collector
- District Officer, SSDM
- District Industries Officer/  
District Employment Officer/  
Representative of Directorate of Technical  
Education  
Other concerned department's district officer
- Hon'ble Member of Parliament (MP) from the  
constituency concerned
- Local Member of Legislative Assembly (MLA)

The DSMC reports to the Mission Director, State/UT Skill Development Mission, the nodal person at the state/ UT level. The DSMC meets once every month.

The District Development Co-ordination & Monitoring Committee under Ministry of Rural Development (MoRD), renamed as 'DISHA', also monitors the performance of PMKVY (2016-2020) at the district level.<sup>27</sup>

### Chairman- District Skills Monitoring Committee (District Collector)

The District Collector constitutes the District Skills Monitoring Committee.

#### Roles & Responsibilities of CHAIRMAN, DISTRICT SKILL MONITORING COMMITTEE (DSMC) (District Collector & District Magistrate)

Role	Responsibilities
<b>PLANNING</b> (Applicable to CSSM)	<ul style="list-style-type: none"> <li>• Facilitates and oversees skill gap studies in the district</li> <li>• Shares with State new job- role requests based on skill gaps in the district</li> </ul>
<b>IMPLEMENTATION</b> (Applicable to both CSCM and CSSM)	<ul style="list-style-type: none"> <li>• Supervises mobilization and plans for Kaushal and Rozgar Melas</li> <li>• Plans and participates in the Kaushal and Rozgar Melas</li> <li>• Resolves land and premises- related matters for quick rollout of training programmes</li> <li>• Informs state on challenges and bottlenecks in implementation and grievances/ irregularities (if any) for further action</li> </ul>
<b>MONITORING</b> (Applicable to both CSCM and CSSM)	<ul style="list-style-type: none"> <li>• Inspection and monitoring of availability of infrastructure, documentation, Aadhar- Enabled Biometric Attendance System (AEBAS) for trainees, awareness of candidates, trainers and training, branding and social media in the Training Centre</li> <li>• Oversees post- placement monitoring</li> </ul>

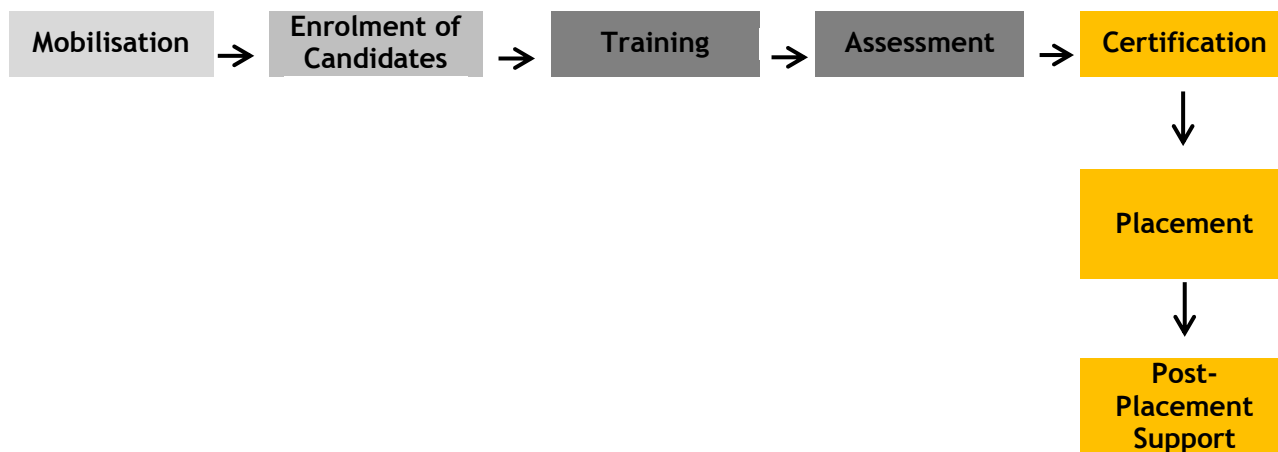
## Member Secretary, DSMC (*District Officer, SSDM*)

The District Officer / District Skills Manager (DSM)/ Jobs District Manager (JDM), District Employment Officer (DEO), State Skill Development Mission (SSDM) is the Member Secretary of DSMC.

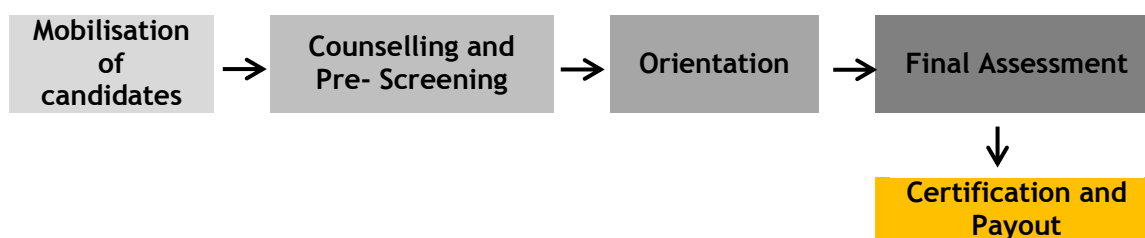
### Roles & Responsibilities of MEMBER SECRETARY, DISTRICT SKILL MONITORING COMMITTEE (DSMC) (*District Officer / District Skills Manager (DSM)/ Jobs District Manager (JDM), District Employment Officer (DEO)*)

Role	Responsibilities
<b>PLANNING</b> ( <i>Applicable to CSSM</i> )	<ul style="list-style-type: none"> <li>Preparation of Skill Gap Study for identification of employment status, need for new job- roles, industry requirements etc.</li> </ul>
	<ul style="list-style-type: none"> <li>Prepares calendar for Kaushal and Rozgar Melas for the year</li> </ul>
	<ul style="list-style-type: none"> <li>Coordinates with employers and Training Partners (TPs) and enlisting their participation in Kaushal and Rozgar Melas</li> </ul>
<b>IMPLEMENTATION</b> ( <i>Applicable to both CSCM and CSSM</i> )	<ul style="list-style-type: none"> <li>Generates awareness on Kaushal and Rozgar Mela</li> </ul>
	<ul style="list-style-type: none"> <li>Administrative support for organising Kaushal and Rozgar Melas</li> </ul>
	<ul style="list-style-type: none"> <li>Identification of school/ college dropouts and unemployed in the district</li> </ul>
	<ul style="list-style-type: none"> <li>Counsels for various trades and mobilization of youth to join skill training of their interest</li> </ul>
	<ul style="list-style-type: none"> <li>Promotes enrolment of candidates for training programmes</li> </ul>
	<ul style="list-style-type: none"> <li>Addresses grievances (if any) of trainees</li> </ul>
<b>MONITORING</b> ( <i>Applicable to both CSCM and CSSM</i> )	<ul style="list-style-type: none"> <li>Monitors quality of training being provided by Training Centres (TCs)</li> </ul>
	<ul style="list-style-type: none"> <li>Adherence to guidelines by Training Centres (in terms of training period, curriculum etc.)</li> </ul>
	<ul style="list-style-type: none"> <li>Ensuring that mandatory skills like Soft Skills and IT are included in the curriculum</li> </ul>
	<ul style="list-style-type: none"> <li>Monitors facilities being provided at the Training Centres (TCs) [Bio-metric attendance system, RO Water System, residential facilities (if applicable)]</li> </ul>
	<ul style="list-style-type: none"> <li>Post- placement monitoring</li> </ul>

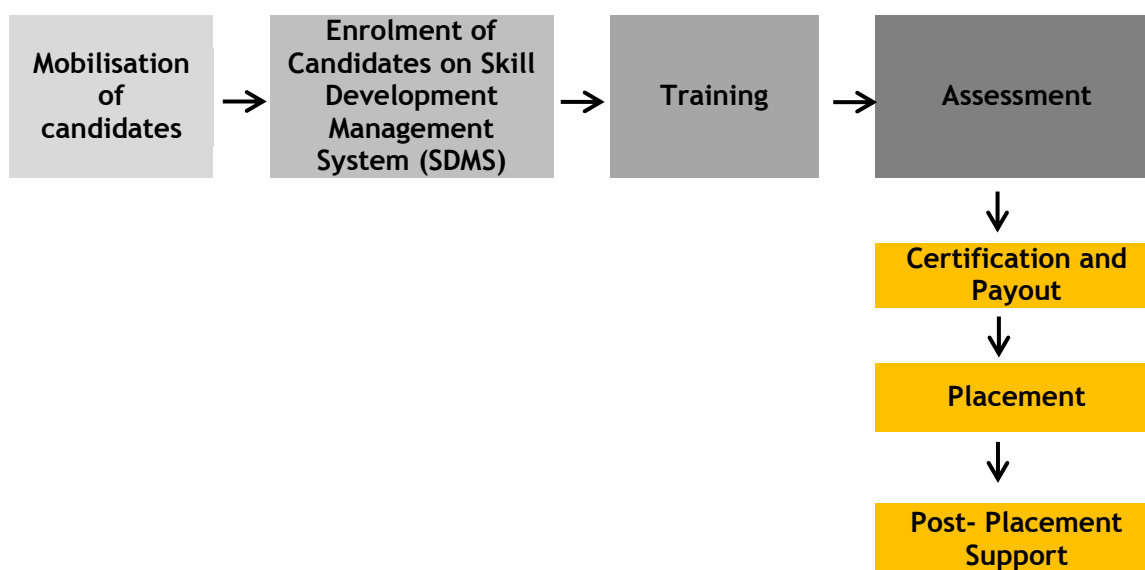
### WORKFLOW OF SHORT- TERM TRAINING<sup>28</sup>



### WORKFLOW OF RECOGNITION OF PRIOR LEARNING (RPL)<sup>29</sup>



### WORKFLOW OF SPECIAL PROJECTS<sup>30</sup>



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## Abbreviations

AA	Assessment Agencies
AEBAS	Aadhar Enabled Biometric Attendance System
CMS	Consequence Management System
CSCM	Centrally Sponsored Centrally Managed
CSSM	Centrally Sponsored State Managed
DSMC	District Skill Monitoring Committee
Gol	Government of India
LWE	Left- Wing Extremism
MoRD	Ministry of Rural Development
MSDE	Ministry of Skill Development and Entrepreneurship
NOS	National Occupational Standards
NSDC	National Skill Development Corporation
NSQF	National Skill Qualification Framework
PIA	Project Implementation Agency
PMKVY	Pradhan Mantri Kaushal Vikas Yojana
PWD	Persons With Disabilities
QP	Qualification Pack
RPL	Recognised Prior Learning
SAR	Self- Audit Reports
SPIA	Special Projects Implementation Agency (SPIA)
SSC	Sector Skill Councils
SSDM	State Skill Development Mission
TC	Training Centre
TP	Training Partner

## Endnotes and References

- <sup>1</sup> PMKVY Guidelines (2016-2020). Available at [http://www.pmkvyofficial.org/App\\_Documents/News/PMKVY%20Guidelines%20\(2016-2020\).pdf](http://www.pmkvyofficial.org/App_Documents/News/PMKVY%20Guidelines%20(2016-2020).pdf)
- <sup>2</sup> State Engagement under PMKVY Guidelines, Available at <http://msde.gov.in/assets/images/pmkvy/State%20engagement%20guidelines%20-%20PMKVY.pdf>
- <sup>3</sup> Objectives of Reference 1
- <sup>4</sup> Common Norms. Available at <http://msde.gov.in/assets/images/Notification/common%20norms.pdf>
- <sup>5</sup> National Skill Qualification Framework (NSQF) is a descriptive framework which includes qualifications arranged according to a series of knowledge, skills and aptitude levels. These are in terms of learning outcomes which the learner must possess regardless of whether they were acquired through formal, non-formal or informal learning. It consists of 10 levels in the framework, with the entry level being 1, and the highest level being 10.
- <sup>6</sup> Branding and Communication Guidelines (2016- 2020). Available at [http://pmkvyofficial.org/App\\_Documents/News/PMKVY%20Branding%20and%20Communication%20Guidelines%2018th%20July%202016.pdf](http://pmkvyofficial.org/App_Documents/News/PMKVY%20Branding%20and%20Communication%20Guidelines%2018th%20July%202016.pdf)
- <sup>7</sup> NSDC Skill Gap Reports, Available <http://msde.gov.in/skill%20reports.html>
- <sup>8</sup> Sector Skill Councils (SSCs) are part of the implementation mechanism of PMKVY. SSCs identify job roles for which training could take place under PMKVY, affiliate TPs to impart training, register third party Assessment Agencies (AAs) to conduct assessments
- <sup>9</sup> To conduct trainings under PMKV, the Training Centres (TCs) must be accredited and affiliated as per Guidelines for Accreditation, Affiliation and Continuous Monitoring of Training Centres for the Skill Ecosystem for <http://msde.gov.in/assets/images/pmkvy/Guidelines%20for%20Skill%20Ecosystem.pdf>
- <sup>10</sup> Section 1- Short- Term Training Guidelines of Reference 1
- <sup>11</sup> National Skill Qualification Framework (NSQF) is a descriptive framework which includes qualifications arranged according to a series of knowledge, skills and aptitude levels. These are in terms of learning outcomes which the learner must possess regardless of whether they were acquired through formal, non-formal or informal learning. It consists of 10 levels in the framework, with the entry level being 1, and the highest level being 10.
- <sup>12</sup> The cut- off for Technical and Non- Technical Qualification Packs (QPs) is 50% for NSQF Levels 1, 2 and 3 and 70% for NSQF Levels 4 and 5, respectively. The grading for Technical and Non- Technical QPs for NSQF Level 3- 5 is A= 85% and above, B= >70% to <85%. For, NSQF Level 3, there is an additional grade C given for scores ranging between 50 and 70%. The candidates who score at least 30% or above of the total score are awarded only the mark sheet and payout. The candidates who score less than 30% of total score are awarded only the mark sheet and are encouraged to undergo short- term training.
- <sup>13</sup> Refer Annexure 2 of Reference 1
- <sup>14</sup> Section 2- Recognition of Prior Learning (RPL) of Reference 1
- <sup>15</sup> The cut- off is 50% for NSQF Levels 1, 2 and 3 and 70% for NSQF Levels 4 and 5, respectively. The grading for NSQF Level 3-5 is A= 85% and above, B= >70% to <85%. For, NSQF Level 3, there is an additional grade C given for scores ranging between 50 and 70%.
- <sup>16</sup> National Occupational Standards (NOSs) provide functions, standards of performance and understanding. It includes the standard of performance that an individual must achieve while carrying out a particular activity in the workplace. Each of NOSs defines a key function in the job role.
- <sup>17</sup> Approved Alterations in the Guidelines for Recognition for Prior Learning under PMKVY (2016-2020) 25th January 2017. Available at [http://www.pmkvyofficial.org/App\\_Documents/News/Approved-Alterations-to-Guidelines-25-01-2017.pdf](http://www.pmkvyofficial.org/App_Documents/News/Approved-Alterations-to-Guidelines-25-01-2017.pdf)
- <sup>18</sup> "Guidelines for Special Projects" [http://www.pmkvyofficial.org/App\\_Documents/News/Guidelines%20for%20Special%20Projects%2021st%20April.pdf](http://www.pmkvyofficial.org/App_Documents/News/Guidelines%20for%20Special%20Projects%2021st%20April.pdf)
- <sup>19</sup> Qualification Packs (QPs) are a set of National Occupational Standards (NOSs) which are aligned to job- roles. The Qualification Packs created by Sector Skill Councils are available online and updated from time to time.
- <sup>20</sup> Section 5- Placement of Reference 1
- <sup>21</sup> Steering Committee is constituted by MSDE is responsible for approving the process manual, providing broad policy directions and periodically monitoring the performance of the Scheme. It



- oversees the dynamic fixation of targets for skilling, job role-wise training costs, activities related to awareness building and trainee mobilisation, and mentorship support etc.
- <sup>22</sup> Section 4- Kaushal and Rozgar Mela of Reference 1
- <sup>23</sup> Guidelines for Accreditation, Affiliation & Continuous Monitoring of Training Centres for the Skills Ecosystem. Available at [http://www.pmkvyofficial.org/App\\_Documents/News/Guidelines%20for%20Skill%20Ecosystem.pdf](http://www.pmkvyofficial.org/App_Documents/News/Guidelines%20for%20Skill%20Ecosystem.pdf)
- <sup>24</sup> Guidelines for Accreditation, Affiliation & Continuous Monitoring of Training Centres for the Skills Ecosystem. Available at [http://www.pmkvyofficial.org/App\\_Documents/News/Guidelines%20for%20Skill%20Ecosystem.pdf](http://www.pmkvyofficial.org/App_Documents/News/Guidelines%20for%20Skill%20Ecosystem.pdf)
- <sup>25</sup> Branding and Communication Guidelines (2016- 2020). Available at [http://pmkvyofficial.org/App\\_Documents/News/PMKVY%20Branding%20and%20Communication%20Guidelines%2018th%20July%202016.pdf](http://pmkvyofficial.org/App_Documents/News/PMKVY%20Branding%20and%20Communication%20Guidelines%2018th%20July%202016.pdf)
- <sup>26</sup> Branding and Communication Guidelines (2016- 2020). Available at [http://pmkvyofficial.org/App\\_Documents/News/PMKVY%20Branding%20and%20Communication%20Guidelines%2018th%20July%202016.pdf](http://pmkvyofficial.org/App_Documents/News/PMKVY%20Branding%20and%20Communication%20Guidelines%2018th%20July%202016.pdf)
- <sup>27</sup> Guidelines for Disha are available at [http://rural.nic.in/netrural/rural/sites/downloads/Monitoring/Disha\\_Guidelines\\_English.PDF](http://rural.nic.in/netrural/rural/sites/downloads/Monitoring/Disha_Guidelines_English.PDF)
- <sup>28</sup> Workflow of Short- Term Training under PMKVY. Available at <http://www.pmkvyofficial.org/BecomeaTrainingPartner.aspx>
- <sup>29</sup> Workflow of Recognition of Priority Learning (RPL) of Reference 1
- <sup>30</sup> Workflow of Special Projects of Reference 1