



**Third Party Impact Assessment and Evaluation of  
the Recognition of Prior Learning (RPL) under  
Pradhan Mantri Kaushal Vikas Yojana (PMKVY)  
implemented by**

**Sports, Physical Education, Fitness and Leisure Skills  
Council under NSDC**



DATAMATION INTERNATIONAL

**Submitted by:  
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## List of Abbreviations & Acronyms

AA	-	Assessment Agency
A&C	-	Assessment and Certification
ASEEM	-	Aatmanirbhar killed Employee Employer Mapping
BICE	-	Best-in-class Employer
CoE	-	Centre of Excellence
CSCM	-	Centrally Sponsored Centrally Managed
CSSM	-	Centrally Sponsored State Managed
DAP	-	Demand Aggregation Portal
DAY-NRLM	-	Deendayal Antyodaya Yojana - National Rural Livelihoods Mission
DAY-NULM	-	Deendayal Antyodaya Yojana - National Urban Livelihoods Mission
DBT	-	Direct Benefit Transfer
DGT	-	Directorate General of Training
DSC	-	District Skill Committee
DM	-	District Magistrate
GFR	-	General Financial Rules
GoI	-	Government of India
IIE	-	Indian Institute of Entrepreneurship
ITI	-	Industrial Training Institute
MGNREGA	-	Mahatma Gandhi National Employment Guarantee Act
MHA	-	Ministry of Home Affairs
MIS	-	Management Information System
MoE	-	Ministry of Education
MoHFW	-	Ministry of Health and Family Welfare
MLA	-	Member of Legislative Assembly
MP	-	Member of Parliament
MSDE	-	Ministry of Skill Development and Entrepreneurship
MUDRA	-	Micro Units Development and Refinance Agency Ltd
NAPS	-	National Apprenticeship Promotion Scheme
NER	-	North-East Region
NCVET	-	National Council for Vocational Education and Training
NCVT	-	National Council for Vocational Training
NIESBUD	-	National Institute for Entrepreneurship and Small Business Development
NOS	-	National Occupational Standards

NSDA	-	National Skill Development Agency
NSDC	-	National Skill Development Corporation
NSDF	-	National Skill Development Fund
NSQF	-	National Skills Qualification Framework
NSTI	-	National Skill Training Institute
PFMS	-	Public Financial Management System
PIA	-	Project Implementing Agency
PMKVY	-	Pradhan Mantri Kaushal Vikas Yojana
PMMY	-	Pradhan Mantri MUDRA Yojana
PMU	-	Project Management Unit
PwD	-	Persons with Disability
QP	-	Qualification Pack
RDSDE	-	Regional Directorate of Skill Development & Entrepreneurship
RPL	-	Recognition of Prior Learning
SC	-	Schedule Caste
SIP	-	Skill India Portal
SSDM	-	State Skill Development Mission
SOP	-	Standard Operating Procedure
SP	-	Special Projects
SSC	-	Sector Skill Council
ST	-	Schedule Tribe
STT	-	Short Term Training
SECC	-	Socio Economic and Caste Census
TC	-	Training Centre
ToT	-	Training of Trainers
ToA	-	Training of Assessors
TP	-	Training Providers
UC	-	Utilization Certificate
UT	-	Union Territory

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## **Acknowledgement**

We are thankful to the National Skills Development Corporation of India (NSDC) for assigning Datamation Evaluation of the Recognition of Prior Learning (RPL) programme a vital component of the Pradhan Mantri Kaushal Vikas Yojana (PMKVY).

It may not be out of context here to express our heartfelt and admiration for the extraordinary vision and dynamic leadership of the Indian Govt. who have successfully established an enabling skills development mechanism in the country under the aegis of NSDC and the State Skills Development Agencies and Skills Councils. Understanding fully well the skills gap that exists in the country; as well as the constant need for training, re-training and capacity-building of the current work force and also of youth entering India's work force. The strategy of launching effective programs like RPL and others; is enabling India to reach its goal of having a skilled and prosperous work force.

We thank NSDC teams for reposing their confidence in Datamation, for the conduction of various Skills Councils evaluations. We place on record our gratitude and appreciation for the NSDC RPL program team led by Mr. Mahendra Payal, Mr. Manjit Nath- Dy Head – PMKVY(RPL),NE/LWE Region Ms. Payal Chatterjee -Analyst-PMKVY Recognition of Prior Learning (RPL), Mr. Monu Sangwan, Ms. Swati Singh and others for their cooperation and support during the conduction of the RPL evaluation.

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We hope the findings of the Evaluation shall be useful for the policy makers and policy implementers at NSDC and also that of the Govt. of India and its various entities especially the NITI Aayog; in formulating new skills development dynamics for our beloved nation that shall help us leapfrog as a `developed' nation very shortly.

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## Executive Summary

### Section A: Pradhan Mantri Kaushal Vikas Yojna

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE) implemented by National Skill Development Corporation. The objective of this Skill Certification Scheme is to enable a large number of Indian youth to take up industry-relevant skill training that will help them in securing a better livelihood. Individuals with prior learning experience or skills will also be assessed and certified under Recognition of Prior Learning (RPL).

**Figure1. The key components of RPL scheme are:**



### Section B: Recognition of Prior Learning

A special focus under the PMKVY is Recognition of Prior Learning (RPL). The main objective of the RPL scheme is to identify and assess individuals with prior learning experience or skills and provide them certification to recognise their skill competencies.

A large section of India's unorganized workforce is unskilled and semi-skilled. Most of them pick up skills and knowledge in an informal set up by observing people or working under their guidance or through complete self-learning. As a result, even though they manage to get a job and earn a decent wage or salary, they may not get recognition in the workplace or job market or improve their skills. This also generally affects their productivity and quality of output. They need access to training programs and support from their employers to skill, re-skill and up-skill themselves. This is where Recognition of Prior Learning (RPL) can help them get assessed and certified on their current competencies as per the levels of National Skill Qualification Framework (NSQF). RPL also shows them a path to bridge their current knowledge and skill levels to reach a competency level or go for higher skills for professional growth.

Major objectives of the evaluation study are to:

- (i) Examine the RPL systems and processes of programme implementation from mobilization till certification and identify gaps in the systems and processes implemented by the PIA/SSC. Examine program's relevance that is being implemented.
- (ii) Assess the effectiveness of program processes like planning, design and identify success and challenges in the initiatives, including factors affecting quality of programs.

- (iii) Study Implementation of strategies planned activities, their achievements and effectiveness of the programme.
- (iv) Examine the geographical spread and coverage of RPL Scheme beneficiaries.
- (v) Analyse demographic and social composition of RPL beneficiaries.
- (vi) Measure the effectiveness of the RPL programme through both qualitative changes in skill competencies and quantitative changes in leveraging higher incomes after RPL certification.

### Project under Study

**Table 1 Project Overview**

<b>Project Title:</b>	<b>Recognition of Prior Learning</b>
<b>Name of Project Implementing Agency (PIA):</b>	“Sports Sector Skill Council”
<b>Applicant Type (SSC/ Non SSC):</b>	Sports & Fitness Sector- Skill Council
<b>Project Type (Type 1,2,3):</b>	RPL 1 (Type 1 – Camps)
<b>Name of SSC, if PIA is Non SSC:</b>	SPF/Q4004 – Early Years Physical Activity Facilitator SPF/Q1102 – Fitness Trainer SPF/Q1104 – Lifeguard Pool and Beach SPF/Q4005 – Primary Years Physical Activity Facilitator- SPF/Q1103 – Sports Masseur
<b>Name of Mobilization Agency(s):</b> Not applicable for Project Type 2	“Sports Sector Skill Council”
<b>Name of RPL Facilitator Organization(s) :</b>	Sports & Fitness Sector- Skill Council
<b>Name the agency that supplied expert for conducting practical trainings</b>	Sports & Fitness Sector- Skill Council
<b>Name of Assessment Agencies:</b>	Aman Skills Programming Society Know Border Softwares I assess Consulting Integrated Learning Solutions Pvt. ltd Prima Consulting Pvt. Ltd
<b>Project Locations (states covered):</b>	PAN India [Odisha, Rajasthan, Karnataka, UP, Haryana, Delhi, Uttarakhand and Maharashtra]
<b>Job Role(s) Proposed:</b>	SPF/Q4004 – Early Years Physical Activity Facilitator SPF/Q1102 – Fitness Trainer

	SPF/Q1104 – Lifeguard Pool and Beach SPF/Q4005 – Primary Years Physical Activity Facilitator- SPF/Q1103 – Sports Masseur	
<b>Total beneficiaries allotted to your SDC/PIA:</b>	5000	Targets allocated till date to under PMKVY 2.0 RPL*: 5000
<b>Project Duration (max. 12 months):</b>	6 months	

\*Under PMKVY (2016-2020) – Data from field survey of beneficiaries

## Findings

### *Finding 1- No of persons impacted through RPL 2.0 trainings*

5000 candidates were allocated to SPEFL-SC, 88% (4400) were trained. 94.7% (4166) of the enrolled were assessed for certification. 97.7% (4072) of the assessed qualified for certification and 100% (4072) received both mark sheets and certificates. No data received from PIA regarding placement support and hence hike in salary is not established too.

However, 2.5% interviewed beneficiaries have said that they have joined Arena and MAAC as trainers, 11.3% said that they have found employment in small/medium enterprises. 32.5% are working as freelancers 16.3% are employed in areas other than sports and 37.5% are still unemployed. Thus it can be said that there is a 46.3% success rate in getting employment. Thus achieving one of the core objectives of the PMKVY-RPL scheme

### *Finding 2 – Process adherence before training*

The SSC and PIA carried out job roles identification process for the sector skill and initiated the candidate on boarding process as per the PMKVY guidelines. 89.1 % participants investigated said that they came to know from friends. 4.7% said they got to know about it at the work place. 6.3% got to know about it from various sources like advertisement etc. and there was no one among respondents investigated who did not know about PMKVY-RPL scheme. 57.2% respondents thought the pre-screening processes were very effective.

### *Finding 3 – Process adherence for various appointments*

The appointment of TP and AA were done as per PMKVY Guidelines. Trainers and assessors were screened, appointed, oriented before the commencement RPL trainings. Training Partners Selected for the RPL SPEFLSC for Orientation and counseling was done by SSC.

### *Finding 4 – Process adherence during training*

Out of the 660 individuals investigated in the impact study, an average of 56.7% said that all the activities of the PIA were effective. 18.2% said that they found no change effected by the interventions and a 25.1% of the group said that interventions were not good or poor. Mobilization and pre-assessment were rated the highest by the investigated respondents, with 52.2% saying it was very effective. This is also affirmed by 88% mobilization of candidates (4400 out of 5000 allocated to the SSC) Screening and Counselling, Orientation, Final Assessment, Certification and re-assessment were rated very effective by around 35 to 36% of

the respondents. An average of 20% of the group investigated rated 5 areas excluding mobilisation and pre-assessment as effective. Thus the opinion is almost evenly divided, with 56.7% saying it was effective and 43.3% saying it was not effective, with a difference of 13.4% positive responses tipping the scale for reading marginal impact of RPL in this sector for the present project.

Out of the 660 individuals investigated in the impact study, an average of 31.9% said that the activities, personnel deployed and materials provided by the PIA were good. Average 68.1% said that each category needed improvement. Training aids provided by PIA was considered positively by a 40.8% of the respondents compared to 59.1% responses which viewed it negatively and felt it needed improvement. 63.5% respondents said trainers needed improvement. 72.3% said assessors need improvement. 67.3% found hand holding support given by PIA inadequate. 74.7% respondents found the provision for bridge course also inadequate. 71.7% mentioned areas other than the above, which they felt required improvement but is not directly related to the intervention. Thus training aids, trainer preparedness, assessor calibre, hand holding support quality and availability, course material all require improvement. SSC would need to study and find effective solutions for the improving these critical factor for the success of PMKVY – RPL in future undertakings.

#### ***Finding 5 – Process adherence after training***

88% (4400) candidates who qualified for training 94.7% (4166) of the enrolled were assessed for certification. 97.7% (4072) of the assessed qualified for certification and 100% (4072) received both mark sheets and certificates. No data received from PIA regarding placement support and hence hike in salary is not established too. However, 78.13% beneficiaries said they experienced a 10% hike in salary, 18.75% respondents said they got a 10-15% hike and 3.13% reported a 15 to 25% hike in income.

#### ***Finding 6 – Knowledge and Skills enhancement of beneficiaries***

Faculty from Assessment Agency selected by PIA/ SSC for conducting Certification Assessment Test followed RPL Guidelines effectively and beneficiary candidates expressed various levels of satisfaction, indicating that the Certification Assessment test was conducted transparently without any prejudice.

Candidates rated their own level of technical knowledge much higher post PMKVY – RPL Training than the same before the training. People who rated their technical knowledge as excellent increased by 6.1% (before RPL – 0.6% after – 7.5%) People who rated their technical knowledge as good increased by 16.4% (before RPL – 3.1% after – 19.5%) The number of persons who rated their technical knowledge at average level decreased by 12%, i.e. (before RPL – 25.2% after – 13.2%) and those who considered their technical knowledge below average decreased by 11.4%. (Before RPL – 71.1% after – 59.7%) Overall there is a visible gain in confidence level as such, however, 72.9% individuals investigated still consider their technical knowledge average or below average though a whopping 4400 persons of allocated 5000 individuals were trained by the SSC, PIA and TPs and of which 92.5% were certified.

#### ***Finding 7 – Positive changes in financial conditions of beneficiaries***

67.92% of the respondents investigated in the impact evaluation of RPL implemented by SPEFLSC said that their income range is 10 to 25 thousand per month, 24.53% said it is below 10 thousand and 5.66% of the respondents said it is between 25 to 50 thousand. A meagre

1.89% said that their income is above rupees 50 thousand per month. However as seen in table 32 given below 78.13% respondents said their monthly income has increased by 10% since their PMKVY-RPL training and certification. 18.75% respondents said that their income has increased by 10 to 25 % and at least 3.13% respondents said that their income has increased from 15% to 25%. Clearly the SPEFLSC has been able to achieve the most important objective of the RPL programme of PMKVY and NSDC.

#### ***Finding 8 - Certification***

5000 candidates were allocated to SPEFL-SC, 88% (4400) were trained. 94.7% (4166) of the enrolled were assessed for certification. 97.7% (4072) of the assessed qualified for certification and 100% (4072) received both mark sheets and certificates.

#### ***Finding 9 – Employment Status***

As per the PMKVY – RPL guidelines the target for RPL & Certification are unemployed youth coming from the economically backward areas. However, responses from 660 youth investigated for impact evaluation of SPEFLSC revealed that 11.3% of the youth interviewed are employed in small or medium enterprises, 32.5% were Freelancers and 2.5% were trainers at Arena and MAAC. 37.5% of the respondents were not working and 16.3% had employments other than sports.

#### ***Finding 10 – Satisfaction levels***

Out of the 660 individuals investigated in the impact study, an average of 56.7% said that all the activities of the PIA were effective. 18.2% said that they found no change effected by the interventions and a 25.1% of the group said that interventions were not good or poor. Mobilization and pre-assessment were rated the highest by the investigated respondents, with 52.2% saying it was very effective. This is also affirmed by 88% mobilization of candidates (4400 out of 5000 allocated to the SSC) Screening and Counselling, Orientation, Final Assessment, Certification and re-assessment were rated very effective by around 35 to 36% of the respondents. An average of 20% of the group investigated rated 5 areas excluding mobilisation and pre-assessment as effective. Thus the opinion is almost evenly divided, with 56.7% saying it was effective and 43.3% saying it was not effective, with a difference of 13.4% positive responses tipping the scale for reading marginal impact of RPL in this sector for the present project.

Out of the 660 individuals investigated in the impact study, an average of 31.9% said that the activities, personnel deployed and materials provided by the PIA were good. Average 68.1% said that each category needed improvement. Training aids provided by PIA was considered positively by a 40.8% of the respondents compared to 59.1% responses which viewed it negatively and felt it needed improvement. 63.5% respondents said trainers needed improvement. 72.3% said assessors need improvement. 67.3% found hand holding support given by PIA inadequate. 74.7% respondents found the provision for bridge course also inadequate. 71.7% mentioned areas other than the above, which they felt required improvement but is not directly related to the intervention. Thus training aids, trainer preparedness, assessor calibre, hand holding support quality and availability, course material all require improvement. SSC would need to study and find effective solutions for the improving these critical factor for the success of PMKVY – RPL in future undertakings.

### **Scope of Improvement**

- 1) The sector has taken a big hit in the lockdown induced by the COVID 19 Pandemic. A large number of sports sector personnel are unemployed or have found alternative employments. This is visible in the 37.5% of the investigated beneficiaries found unemployed, 16.3% employed in a different field and 32.5% freelancers.
- 2) Training Partners should be identified, trained and motivated for making a greater impact. TP should be able to energize trainees for self employment and initiatives for collaborative employment projects.
- 3) Assessors and Assessment agencies should also be identified, trained and motivated for carrying out assessments more diligently as trainees were not satisfied with their work.

### **Recommendations**

- 1) The PMKVY RPL 2.0 scheme is clearly a populist economic scheme that seeks to empower that segment of the Indian population which is marginally above the poverty line inspite of hard work and individual industry. This segment needs much support for bettering their economic conditions and over time the PMKVY RPL and newer version of this scheme to come in the future will strengthen this section for good.
- 2) It is visible that a lot of thought has gone into the RPL –Process
- 3) Mobilizing agency also should be separate from the PIA for doing a focused job. When the allocated target beneficiary number is high/ large scale, the PIA should be allowed to focus all their efforts in delivering learning – on course matter as well as practical trainings.
- 4) The role of the assessment agency could be enhanced to include complete process for tool creation, conducting assessment, result and data upload in RPL website for ensuring greater process integrity
- 5) A triangular coordination between three separate agencies (i) for mobilizing and enrollment (ii) for training, learning and capacity building and (iii) for assessment will bring in more systemic efficiency. The structure itself will bring in checks and balances in the system. The distribution of work will be more equitable, the complete process of enrollment – training – assessment and certification will become quicker, with the SSC playing a centrally coordinating role
- 6) Rather than freebies, a scheme of performance linked (earning from professional engagement after RPL Trainings) small loan can be thought about for the top performers in the RPL trainings.
- 7) Successful trainees should be given exposure through trips or workshops on how to team up for economic activities, start group activities, create their own market etc.
- 8) PIA or SSC should also tie up with prospective employers and conduct in location recruitment by building up quality assurance in their trainees.

## Evaluation Report of PMKVY - RPL Training & Certification of Sports, Physical Education, Fitness and Leisure Skills Council NSDC

### Section A: Pradhan Mantri Kaushal Vikas Yojna

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE) implemented by National Skill Development Corporation. The objective of this Skill Certification Scheme is to enable a large number of Indian youth to take up industry-relevant skill training that will help them in securing a better livelihood. Individuals with prior learning experience or skills will also be assessed and certified under Recognition of Prior Learning (RPL).

**Figure2. The key components of RPL scheme are:**



**Section B: Recognition of Prior Learning:** A special focus under the PMKVY is Recognition of Prior Learning (RPL). The main objective of the RPL scheme is to identify and assess individuals with prior learning experience or skills and provide them certification to recognise their skill competencies.

A large section of India's unorganized workforce is unskilled and semi-skilled. Most of them pick up skills and knowledge in an informal set up by observing people or working under their guidance or through complete self-learning. As a result, even though they manage to get a job and earn a decent wage or salary, they may not get recognition in the workplace or job market or improve their skills. This also generally affects their productivity and quality of output. They need access to training programs and support from their employers to skill, re-skill and up-skill themselves. This is where Recognition of Prior Learning (RPL) can help them get assessed and certified on their current competencies as per the levels of National Skill Qualification Framework (NSQF). RPL also shows them a path to bridge their current knowledge and skill levels to reach a competency level or go for higher skills for professional growth.

In the absence of recognized qualifications, a large proportion of people face severe disadvantages in getting decent jobs, and accessing further education, even though they might have the necessary knowledge and skills. The Recognition of Prior Learning (RPL) process can help these individuals acquire a formal qualification that matches their knowledge and skills, and thereby contribute to improving their employability, mobility, lifelong learning, social inclusion and self-esteem. This increased prospect for inclusion in the labour market is a win-win situation for all as employers are likewise able to access proof of skilled personnel and better match them with suitable jobs, while also increasing productivity. By getting the workforce certified under RPL, the industry

gets the dual advantage of formally recognized skill levels mapped with QPs and job roles. RPL assesses the prior knowledge and skills of individuals and certifies them mainly in the unregulated sector. It provides avenues for having better assurances of increased competitiveness. This in the long run stimulates economic growth, as well as social inclusion and equity. With an increasing recognition of the learning acquired through formal, non-formal and informal means, many countries have, with the assistance of the International Labour Organization (ILO) and other institutions, sought to implement established RPL systems.

The objective of this Skill Certification Scheme under RPL scheme is to enable many Indian youths, who are currently working in informal activities, to seek skill certification that will help them in securing a better livelihood opportunity and seek to get equal acceptance as is in the case of formal levels of training and education. A prerequisite for RPL certification is a measurement of a clear standard against which knowledge, performance and behavior can be assessed. The standard should be identical to that which is used for defining the desired outcomes for formal training programmes for the same competence, and should unambiguously specify the minimum acceptable requirements for a person to be assessed as competent. It aims to appreciate prior learning irrespective of the medium of achieving it. Candidate assessed through RPL can progress and train under higher level job roles and they may widen career mobility and possibility of higher wages. It also helps them to seek respect among peer group. It also seeks financial inclusion by opening of bank account. In short, RPL is a process of assessment of an individual's prior learning to give due importance to learning as an outcome rather than learning as process.

The RPL assessment process is required to demonstrate compliance with four fundamental principles of Legitimacy, Reliability, Flexibility, and Impartiality. To demonstrate legitimacy, reliability, flexibility and impartiality, candidates' assessment is measured against the units of competency contained within the guidelines for determining prior learning. The assessment covers a broad range of skills and knowledge, regardless of how, when, or where prior learning occurred. The assessment of individual competencies and experience are based on the guiding principles, standards that integrate knowledge and skills with their practical application. All evidence collected during an RPL assessment is gathered, reflecting experiences and knowledge in several contexts or situations, and using different methods. It considers wide range which includes prior knowledge and experience related to given content or contextual area. Impartiality is the cornerstone while conducting the assessment. The assessment procedures are made clear to the candidates. Individuals seeking recognition of prior learning are ensured to have the opportunity for a transparent evaluation of knowledge, skills, and experience.

RPL is a very simple and straightforward process of assessing someone's skills or knowledge, regardless of where and how these were learned. Unlike other forms of assessment, it doesn't judge someone's evidence of competence solely by the credentials or qualifications they have achieved, although this can form part of their claim. Nor does it consider where a person worked, their age, gender, or physical attributes.

The candidates under the RPL scheme are being assessed based on the levels of curriculum adopted for the standardized National Skill Qualification Framework

(NSQF). Candidates are selected for orientation and assessment, for certification after conducting appropriate pre-screening tests with help of (Multiple level Question paper/ Physical practical tests). All qualitative components of the skills of the candidates assessed and tested under RPL, are in sync with the standardized NSQF levels curriculum for fresh trainings conducted in the training institutions. A question papers of National Open Schooling (QP-NOSs) framed by experts, that are followed in the fresh training curriculum mode are also followed under RPL scheme to ensure quality of skills for the candidates. Candidates' prior competencies are assessed and updated. After successful assessment by independent Assessing Agency, candidates are provided a certificate and monetary rewards. Further, to ensure the acceptance of RPL in Indian market, various pilots have been conducted by different Sector Skill Councils (SSCs) and NSDA and the learning is incorporated while preparing the guidelines for RPL in the PMKVY.

## Objective of RPL Scheme

### The objectives of RPL are:

- (i) Aligning the competencies of the unregulated sectors of the country with the National Skills Qualification Framework and provide the much-needed recognition, enhancing the career/employability opportunities available to them.
- (ii) Enhance the chances of employment of individuals and provide them with more options for higher education by improving the visibility of the less inspirational/popular job roles amongst the youth of the country, as it should provide a sense of pride and social recognition to the skilled individual.
- (iii) Reduce the inequalities that are present due to the privileges given to some types of skills and knowledge over others.

A total of thirty five (35) Skill Services have been identified by NSDC for the RPL scheme for all states and 4 Union Territories in India. (Refer Annexure 1). States and Central government have estimated targets under each sector skills for RPL scheme 1. (Refer Annexure 1).

## RPL- Processes

RPL is a multi-stage process being implemented in the following 3 types of projects. Project Type 1 are implemented through RPL Camps, where camps are organised for registered beneficiaries, Project Type 2 where employers organise such trainings in their own premises for identified beneficiaries and Project Type 3 where trainings are conducted in RPL centres. The projects under study are project type 1 and the various project activities were conducted in RPL Camps.

## Section C: Sector Skills Council

National Skill Development Corporation (NSDC) is a not-for-profit public limited company incorporated on July 31, 2008 under section 25 of the Companies Act, 1956 (corresponding to section 8 of the Companies Act, 2013). NSDC was set up by Ministry of Finance as Public Private Partnership (PPP) model. The Government of India through Ministry of Skill

Development & Entrepreneurship (MSDE) holds 49% of the share capital of NSDC, while the private sector has the balance 51% of the share capital.

NSDC aims to promote skill development by catalyzing creation of large, quality and for-profit vocational institutions. Further, the organisation provides funding to build scalable and profitable vocational training initiatives. Its mandate is also to enable support system which focuses on quality assurance, information systems and train the trainer academies either directly or through partnerships. NSDC acts as a catalyst in skill development by providing funding to enterprises, companies and organizations that provide skill training. It also develops appropriate models to enhance, support and coordinate private sector initiatives. The differentiated focus on 37 sectors under NSDC's purview and its understanding of their viability will make every sector attractive to private investment.

## **Sports, Physical Education, Fitness and Leisure Skills Council**

### **Sector Profile**

The purpose of setting up Sports Skill council is to aggregate the efforts of the Sports sector for employable workforce development and Institutional Capacity Building of the existing training providers.

Sports, Physical Education, Fitness and Leisure Skill Council (SPEFL-SC) will complement the existing education system for the Sports and Physical Education in meeting the entire value chain's requirements of appropriately trained manpower in quantity and quality across all levels on a sustained and evolving basis.

### **About Sports Sector Skill Council**

- Develop a skills repository for the Sports Sector:
  - a) Conduct comprehensive mapping/s for the Sports sector to identify, enlist and address the skills gaps in the sector especially for the grassroots sports promotion which will supply medal prospects for the future.
  - b) Develop a well structured sector specific Labour Market Information System (LMIS) which supports the skills training planning and execution.
  - c) Continuously develop and upgrade the competency frameworks of each in accordance with industry needs and global best practices.
- To build an organization that can develop
  - a) Standards, evaluation criterion and accreditation systems for providing multiple and varied technical skills in the sports sector including employability skills, to both men and women, as well as challenged persons with regular and direct inputs from industry.
  - b) Create opportunities for Training of Trainers in both the content and pedagogy for imparting the skills trainings in close coordination with employers
- Quality Assurance
  - a) Develop and promote a standardized, output oriented and quality assured affiliation and accreditation process.
  - b) Focus on the improvisation of the training delivery value chain, i.e training process, training of trainers, curriculum design, industry endorsement for certification etc.
  - c) Partner with training providers and guide them into becoming centre's of excellence and innovation by utilizing the standardization in training, evaluation and certification.
- Integration of Technology in Training

- o a) To create a sustainable and technologically advanced platform for collection, catalogue and exchange of industry data, workforce data, welfare data and career related data across the whole industry segment called the “labour market information system (LMIS)”.
- o b) To provide effective real-time connects between the job providers and job seekers through the LMIS and industry interfaces.

The following National Occupational Standards, developed by Sports, Physical Education, Fitness and Leisure Skill Council are NSQF aligned/NSQC cleared as well as reviewed by the Qualification Review Committee (QRC).

**Table 2 Qualification Packs**

<p><b>Fitness Trainer</b> Pack Code: SPF/Q1102 Job Role: Fitness Trainer NVQF Level: 4 Role Description: To help trainees of all ages, shape and sizes to get healthier and achieve desired fitness levels.</p>	<p><b>Lifeguard</b> Pack Code: SPF/Q1104 Job Role: Lifeguard NVQF Level: 4 Role Description: Take precautionary measures and rescue and recover victims</p>
<p><b>Sports Coach</b> Pack Code: SPF/Q1101 Job Role: Sports Coach NVQF Level: 5 Role Description: A sports coach provides direction, instruction and training of the operations of a sports team or of individual sportspeople</p>	<p><b>Sports Masseur</b> Pack Code: SPF/Q1103 Job Role: Sports Masseur NVQF Level: 4 Role Description: Sports Masseurs manipulate muscle tissues to release tension, reduce pain, restore range of movement, ensure timely recovery and promote good body condition under the supervision of a medical doctor or a physiotherapist</p>

[Occupational Standards under Industry Validation](#)

The occupational standards drafted by SPEFL SC have been approved by the Qualification Review Committee (QRC). These occupational standards are currently under Industry Validation. These have been uploaded for public to share comments or observations with the concerned Sector Skill Council or NSDC. These standards may be used by any training organization to build curriculum and use them for training purposes on the condition that when the industry validation is completed by the Sector Skill Council, if required, they will do the necessary changes in the curriculum.

[Occupational Standards](#)

These occupational standards are drafted by Sports, Physical Education, Fitness and Leisure Skill Council and have been reviewed by the Qualification Review Committee (QRC). After these standards have been NSQF aligned/NSQC cleared, these will be promulgated as National Occupational Standards.

## Section D: Project Implementation Agency

The project has been directly implemented by the Sports Sector Skills Council as the project implementing agency and under the Sports & Fitness Sector-Skill Council in the state of Odisha, Rajasthan, Karnataka, UP, Haryana, Delhi, Uttarakhand and Maharashtra in multiple job roles like, Sports, Games, Coaching, Fitness Expert, Lifeguard training, Masseur, Physical Education Teacher/ Instructor, Sports Therapy and Yoga.

## Section E: Project Background

### Evaluation Study Scope Aims, Objectives and Limitations

The PIA used a pre-screening tool designed by an approved Assessment Part of SDC/NSDC. The SDC also used a Consequence Management Framework. They certified 100% (2125) passed candidates. 56.7% (1204) were issued certificates and 43.3% (921) were given mark sheets. According to the representatives of VFPL the key project activities were effective and hence easy to implement. They also found beneficiary response to be effective.

**Table 3 Details about Project**

Project Title	Recognition of Prior Learning (RPL) Best in Class Employer
Project Implementing Agency (PIA)	“Sports Sector Skill Council”
Sector Skill Council (SSC)	Sports & Fitness Sector- Skill Council
Project type (type 1,2,3)	RPL 1 (Type 1 – Camps)
Project Locations (States Covered)	PAN India [Odisha, Rajasthan, Karnataka, UP, Haryana, Delhi, Uttarakhand and Maharashtra]
Total RPL Targets	5000
Job Roles	SPF/Q4004 – Early Years Physical Activity Facilitator SPF/Q1102 – Fitness Trainer SPF/Q1104 – Lifeguard Pool and Beach SPF/Q4005 – Primary Years Physical Activity Facilitator- SPF/Q1103 – Sports Masseur

**Table 4 Key activities delivered by PIA/TP**

<b>Key Activities</b>	<b>Status</b>
<b>Students Certified</b>	4072 (92.6%)
<b>Mark sheet Distributed</b>	4166(94.7%)
<b>Beneficiary satisfaction</b>	No feedback record found
<b>Stipend Distribution</b>	Data not available
<b>Candidates were provided post training financial support</b>	
<b>Employment</b>	2.5% trainers in Arena & MAAC; 11.3% Candidates found employment in small and large enterprise. 32.5% freelancers
<b>Candidates were extended post RPL training, employment support</b>	-No data found-
<b>Candidates were extended post RPL training self-employment support</b>	-No Data Found-
<b>Recommendations</b>	

## Study Scope

The evaluation study covers NSDC's Recognition of Prior Learning of RPL 1.0 schemes of Sports, Physical Education, Fitness and Leisure Skill Council conducted during 2019-2020. The strategic approaches used by the PIA include:

Strategy 1 - Identification, mobilization of beneficiaries, conducting of pre-screening test and induction of short-term orientation/ capacity building training, for preparing candidates for assessment for skill certification which conforms to NSQF norms.

Strategy 2 - to conduct skill certification assessment with the support and help from independent and professional Assessment Agency staff for separate job description under the Sports, Physical Education, Fitness and Leisure Skills Council

## Objectives

Major objectives of the evaluation study are to:

- (vii) Examine the RPL systems and processes of programme implementation from

mobilization till certification and identify gaps in the systems and processes implemented by the PIA/SSC. Examine program's relevance that is being implemented.

- (viii) Assess the effectiveness of program processes like planning, design and identify success and challenges in the initiatives, including factors affecting quality of programs.
- (ix) Study Implementation of strategies planned activities, their achievements and effectiveness of the programme.
- (x) Examine the geographical spread and coverage of RPL Scheme beneficiaries.
- (xi) Analyse demographic and social composition of RPL beneficiaries.
- (xii) Measure the effectiveness of the RPL programme though both qualitative changes in skill competencies and quantitative changes in leveraging higher incomes after RPL certification.

### Research Questions

- (i) What is the efficacy of skill development initiative under RPL Scheme?
- (ii) What is the impact created in terms of employment and increase of income of youth?
- (iii) Whether livelihood opportunities of targeted youth have improved by this intervention
- (iv) How do beneficiaries and key stakeholders perceive the quality of the intervention in terms of improving competency levels?
- (v) What are the effective approaches of the programme implementation in terms of training aids, well equipped trainers, assessors, handholding support to achieve desired outcomes?
- (vi) Does training provider led RPL projects yield better results in terms of achievements, beneficiary satisfaction and ease of implementation of the scheme.
- (vii) Has employability of the beneficiary increased by the RPL certification?
- (viii) Is there premium in salaries earned by beneficiary and has income increased due to certification.
- (ix) Have competencies demanded at work improved due to certification and orientation / capacity building.
- (x) Has working conditions and welfare services improved for the workers after certification?
- (xi) Are there any productivity improvements that can be associated with the intervention?

NSDC selected, Datamation Organization, (Registered ISO 9001:2008 ISO 27001) to conduct an evaluation study of the RPL Scheme implemented by Sports, Physical Education, Fitness and Leisure Skills Council, covering project programmes and activities undertaken under the RPL from 2019-20 period. The evaluation is to provide insights on the outcomes of the programmes, to guide the NSDC for developing strategic plan for future activities. It is expected that this process will provide NSDC, deep insights into their strengths, weaknesses, and gaps at the strategy and at the organization level. It is hoped that the evaluation will provide direction for the future positioning and strategizing, managing organizational effectiveness and to undertake the

process of consolidation for the realization of the mission they have set for themselves.

## **Section F: Approach & Methodology**

The evaluation process was evolved in close consultation with NSDC for identification of the research questions and their indicators for measurement. The independent evaluation team was provided with suggestions and comments on all deliverables. The research questions were further classified thematically covering every programme of RPL 2.0 schemes implemented by their partners. At a macro level three themes were identified namely (i) Creating Necessary Conditions for the implementation of RPL (ii) Capacity Building Measures of PIAs/ SSCs and TPs (iii) Mobilization, Pre-screening and Orientation process for the beneficiary stakeholders (iv) Certification Assessment by independent professional. Care was taken to incorporate all aspects of direct and indirect interventions undertaken for the RPL 2.0 scheme. These were further split up under micro level themes. The independent evaluation team initiated the data collection process in compliance to the ethical code of conduct as specified by the existing principles of following ethical code of conduct for data collection from the stakeholders. The process of evaluation aimed to imbibe the commitment of NSDC goal of empowering skilled workers with formal certification, to enhance their dreams of increasing skill knowledge, productivity, self-esteem, and livelihood opportunities.

The evaluation framework was based on the inputs derived initially from NSDC and subsequently, Datamation team developed detailed methodology for undertaking the evaluation study. The review team conducted team planning meetings, to develop a comprehensive understanding of the program and to evolve the evaluation methods and tools for the validation and authentication of the data and other information collected by the evaluation team. The external evaluators participated in briefings of NSDC - Implementing agency and stakeholder's meetings, to understand a thorough orientation to the RPL scheme, especially the intervention programs and other activities. These briefings provided needed clarifications and opportunities to discuss and finalize evaluation processes and support needs. After several rounds of consultation with the NSDC officials, a detailed methodology was chalked out for collecting quantitative and qualitative information from the stakeholders. After seeking relevant information from NSDC website, related to their geographical reach, coverage of stakeholders, appropriate sample design has been selected for detailed survey.

The evaluation covers a significant normative component based on documentation and understanding of policy programme, the evaluation study provides recommendations and practical suggestions from the perspective of future designing and implementing replicable models. The evaluation focuses on the work at the regional level as well as at the country level. The geographic coverage includes Odisha, Rajasthan, Karnataka, UP Delhi, Uttarakhand, Haryana and Maharashtra. For the evaluation a stratified representative random sample was chosen for field visits as well as for electronic survey. The evaluation covered a wide range of stakeholders including Programme Implementing Agency (PIA)/ Sector Skill Councils (SSCs), Training Partners (TPs), Certification Assessing Agencies (AAs) and Candidate Beneficiaries (CBs).

Due to the wide spread COVID 19 pandemic and restrictive measures adopted by the country (India) limited person to person contact was made during the field investigation. Apart from in location interview etc. online surveys were conducted as seen in table 1

below:

We considered a sample size of 20% and 16.2% of the trained beneficiaries could be accessed for investigation.

**Table 5 Mode of Survey - Telephonic/Physical**

Actually Trained	Telephonic	Physically Person to Person	Total
4400	528	132	660

**Source - Beneficiary Survey Feedback**

### Data Sources

The data sources employed both primary and secondary sources of information. The key informants of primary sources were PIA/SSCs, TPs, AAs and CBs. In addition, discussions with NSDC officials, academicians and other civil society actors were undertaken in order to get a clearer perspective.

For primary data, several sets of questionnaire schedules were prepared in consultation with NSDC. The questionnaire schedule developed were pilot tested with sample selected PIA/SSCs, Assessment Agency, Training partner Agency and RPL certified beneficiaries. After thorough discussion with the stakeholders the questionnaire schedules were fine-tuned, to incorporate all relevant aspects of RPL components and activities undertaken the stakeholders. A final questionnaire schedules was prepared based on inputs sought from NSDC. Separate questionnaire schedules were prepared for the following stakeholders.

1. Schedule for Programme Implementation Agency (PIA)/ SSCs – Refer Tool kit -1
2. Schedule for Training Partners (TPs) – Refer Tool Kit -2
3. Schedule for Assessment Agency (AAs) – Refer Tool Kit -3
4. Schedule for Beneficiary Candidate (BCs) – Refer Tool Kit -4

The questionnaire schedule developed was sent to all PIA/ SSCs, TPs, AAs and BCs electronically as well as personal interview, for their inputs. Email and mobile details of TPs and AAs were ascertained from PIA/ SSC, while BCs details were ascertained from NSDC website portal – tracker of beneficiaries.

The evaluators conducted telephonic interviews in majority of cases in view of the COVID-19 Pandemic and obtained written feedbacks wherever necessary. Questionnaires were drafted and modified from time to time to incorporate all relevant information.

The secondary sources of information include all research studies, past evaluation reports, books, journals, case studies, newspaper clippings, articles, and other related published and unpublished materials. It also includes visiting NSDC website as well as PIA/ SSC websites.

The study employed formal and informal data collection methods for both quantitative and qualitative analysis. The formal methods included structured, open-ended and semi-structured questionnaires with several rounds of feedback questionnaires in order to capture maximum information on the theme interventions, dimensions and gaps existing within them. The informal methods consisted of research questions and discussion

guidelines, which were developed to collect information through informal individual and group interactions, discussions and interviews, telephonic interviews, discussions with key internal and external stakeholders. Interviews with independent skill development experts were carried out wherever necessary.

A sample of 1TPs, 1 AAs and 660 BCs (528 through electronic/ telephonic survey and 132 through physical person to person survey) were selected for the physical survey and personal electronic survey. The beneficiary candidates surveyed were selected on random basis from the tracker data made available from NSDC website. Random sampling method was employed for selecting the TPs, AAs and BCs.

In addition to the responses received to the questionnaire schedule from PIA/SSCs, TPs, AAs and BCs a focused group discussion was conducted (Video Conference) with PIA/SSC, carefully selected TPs and AAs. Based on the responses received for the questionnaire schedules from the stakeholders, Focused Group Discussion points were prepared to have a thorough understanding of the processes and activities undertaken by the stakeholders.

Participatory (qualitative research and data) during the FGDs conducted with PIA/SSCs, TPs and AAs was ascertained through specifically developed research tools to seek the following information.

- To get insights of the organizational structure and staffing pattern for undertaking the programs.
- Methods of decision making processes especially policy decisions;
- Methodology adopted for mobilizing beneficiaries.
- Services provided to stakeholders in terms of management of programmes, capacity building and other services to make enabling conditions for reaching out the stakeholders.
- Training, monitoring and evaluation methodology adopted to oversee the programmes fulfilling the basic mission and objectives of the project for RPL certification.

The methods of data collection were mainly structured questionnaire, open-ended and semi-structured questionnaires with several rounds of feedback interview schedules, in order to capture maximum information on the interventions. The informal methods consisted of focused group discussions (FGDs) with all stakeholders. The survey utilized the techniques of focused group discussion, gap analysis and discussions held at the operational areas.

The survey was conducted to document and understand the relevance, effectiveness, efficiency, impact and sustainability of all components of RPL 2.0 Scheme. The objective was to obtain a deeper insight into the types of changes in the attitude, awareness, skills, knowledge and perception towards improving competencies in the skills and utilizing the formal skill certification for service and production mobility.

The independent evaluation team initiated the data collection process and field observation in compliance, with the ethical code of conduct, by ensuring that the rights of the individuals and groups participating in the evaluation were neither violated nor trespassed upon.

The analysis of data was based on descriptive, explorative, and analytical designs consisting of compilation, computation, tabulation and analysis of collected information. Data triangulation using a convergence of multiple data sources and validation of data authenticity was utilized in compliance with the standard evaluation practices. The data analysis was used to develop the findings and recommendations by the evaluation team.

### Limitations and Mitigation Strategy

One of the major limitations experienced by the Evaluation Team was the lack of information on baseline data, M&E framework, finances, and project reports. Due to COVID-19 Pandemic, evaluation team could not meet with concerned project staff and officials and could not observe the processes undertaken by the PIA/SSCs and TPs. Lack of observational data and information was a major constraint in the evaluation. This made it difficult to produce the conclusive evidence and data in many cases. Identifying an attributing causality for an outcome was difficult to measure due to pandemic effects on economic growth especially for manufacturing sector due to complete lockdowns. The outcome of an action could be because of a series of combined interventions by various stakeholders which were not possible to ascertain in view of complete lockdowns due to the pandemic. Moreover, the mobility of workers owing to RPL certification was not effective enough as majority of workers lost jobs and livelihood opportunities during this period. The exact quantum as to which stakeholder contributed how much is extremely hard to pinpoint under these situations and circumstances.

### Section G: Analysis and Interpretation of data

The NSDC entrusted SPEFL-SC with the responsibility of RPL training and Certification under five SSC as seen below in Table 4 below a total of 5000 beneficiaries target was to be accomplished by SPEFL-SC covering the following job roles.

**Table 6 Universe of the Beneficiary Population**

Type	QP code	Job Role Names	Level	Targets Approved
Type 1	SPF/Q4004	Early Years Physical Activity Facilitator		500
Type 1	SPF/Q4005	Primary Years Physical Activity Facilitator		500
Type 1	SPF/Q1102	Fitness Trainer		2000
Type 1	SPF/Q1103	Sports Masseur		1000
Type 1	SPF/Q1104	Lifeguard Pool and Beach		1000
<b>Total</b>				<b>5000</b>

**Table 7 Targets Achieved by PIA**

Activities of the SSC Completed	Year - 2019-20
Skill Development Programs Conducted & The Geographies Covered	SPEFL SC Pan India
Duration of the Skill Programs conducted (Overall combined for all job roles)	6 Months
# of Participants mobilized for the Skills Program (overall combined for all job roles)	4400
# of Participants assessed for the Skills Programs (overall combined for all job roles)	4166
# of participants placed /facilitated placement for the Skills Programs (overall combined for all job roles)	Data not available

\*Y – Year

Biometric Device for Attendance was not used by the PIA/TP for the trainees when they organised the camps in Odisha, Rajasthan, Karnataka, UP, Haryana, Delhi, Uttrakhand and Maharashtra. However Aadhar Validation was used for Candidates screening. They used NSDC and MSDE approved qualification pack for training for conducting the trainings. They used Entrepreneurship Module, Financial Literacy Module and Digital Literacy Module for teaching course material. The trainers who worked with the registered and verified trainees were certified by SSC/NSDC. They also organised Kaushal Mela and Rozgar Mela for support of trainees post RPL training and certification.

### Relevance

This section explores the extent to which the overall goal and intent of NSDC programme of RPL has been and remain relevant in terms of addressing existing and changing needs and providing opportunities to them.

**Table 8 Training Partners**

S.NO.	Training Partner
1	Shethon India Pvt Ltd
2	Sportz Craft Inc
3	Innodust Techsolution Pvt Ltd
4	Shri Khushal Das University
5	Wyath Service Pvt Ltd
6	Mathura Devi Shiksha Sansthan
7	Quadrille Skill Foundation
8	SR Eskilltech Education LLP
9	Edujoin Training Foundation

**Table 9 Assessment Agencies**

S.NO.	Assessment Agency
1	Aman Skills Programming Society
2	Know Border Softwares
3	Iassess Consuting
4	Integrated Learning Solutions Pvt. ltd
5	Prima Consulting Pvt. Ltd

**Table 10 Certified Trainers**

Trainer ID	Trainer Name	State	Gender	Domain Job Role
TR87061	Vishal Pachori	Haryana	Male	Fitness Trainer
TR86648	Deepak Kumar Mishra	Odisha	Male	Sports Masseur
TR87005	Surjeet Mehra	Rajasthan	Male	Fitness Trainer
TR122338	Romesh Kumar	Rajasthan	Male	Lifeguard Pool and Beach
TR72043	Kaveri Dhigan	Delhi	Female	Fitness Trainer
TR120779	Hafiz Ismail Lone	Jammu & Kashmir	Male	Early Years Physical Activity Facilitator
TR62300	Sunil Kumar Sahoo	Odisha	Male	Fitness Trainer
TR77621	Dr. Sanjay Sirohi	Uttar Pradesh	Male	Sports Masseur
TR79483	Rajni Agarwal	Uttar Pradesh	Female	Sports Masseur
TR117860	Narender Kumar	Rajasthan	Male	Primary Years Physical Activity Facilitator

**Impact of PMKVY – RPL Schemes on Sector****Table 11 Project Outcome in terms of individuals benefitted**

Indicators	#No of beneficiaries	%	Sample Investigated
Allocated to PIA	5000	100%	660
Trained	4400	88%	
Assessed	4166	94.7% of universe	
Certificate issued	4072	97.7 % of total assessed	
* Beneficiaries achieved minimum 25% hike	Not Available	3.13% of sample surveyed	

**#PIA March 2021 Report \* Sample surveyed 660**

5000 candidates were allocated to SPEFL-SC, 88% (4400) were trained. 94.7% (4166) of the

enrolled were assessed for certification. 97.7% (4072) of the assessed qualified for certification and 100% (4072) received both mark sheets and certificates. No data received from PIA regarding placement support and hence hike in salary is not established too.

**Table 12 Sample Investigated**

We considered a sample size of 15% and 15% of the trained beneficiaries could be accessed for investigation.

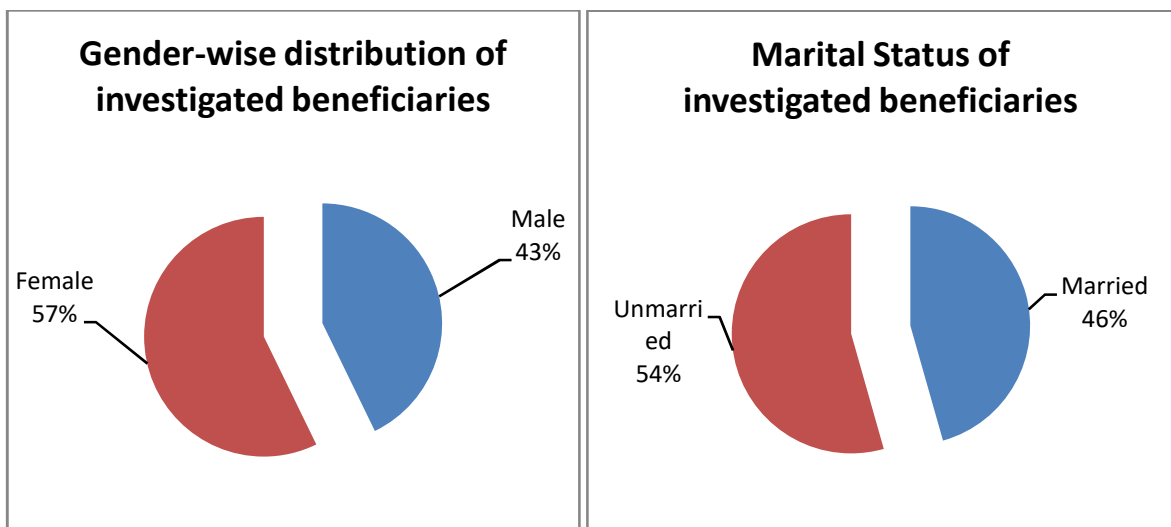
SI No.	State	Universe allocated	Trained	Survey-ed	Sample Size
1	Odisha, Rajasthan, UP, Haryana, Delhi, Utrakhand and Maharashtra	5000	4400	660	15%
	<b>Total</b>	<b>5000</b>	<b>4400</b>	<b>660</b>	<b>15%</b>

**Table 13 Distribution of Candidates Age & Gender – wise**

SI No.	Age of Candidates	Male %	Female %	Year %
1	16-20 Years	63.3	36.7	100.0
2	21-30 Years	35.4	64.6	100.0
3	31-40 Years	25.0	75.0	100.0
4	41-50 Years	37.5	62.5	100.0
	<b>Total/Percentage</b>	<b>42.8</b>	<b>57.2</b>	<b>100.0</b>

**Figure . 3 Gender-wise**

**Figure 4. Marital Status**



The participants who registered for PMKVY RPL trainings belonged to a wide range of age-group from 16 to above 50 of which average 57.2% were male and 42.8% were female. Majority of them belong in the age group 31 to 40 years. 54.4% of the trainees were unmarried and remaining 45.6% were married.

**Table 14**      **Distribution of Candidates according to Marital Status**

SI No.	Marital Status	% of Candidate
1	Married	45.6
2	Unmarried	54.4
<b>Total/Percentage</b>		<b>100.0</b>

**Table 15**      **Distribution of Candidates according to Social Category**

SI No.	Social Category	No. of Respondents %
1	General	42.1
2	OBC/MOBC	35.2
3	SC	17.6
4	ST	5.0
<b>Total</b>		<b>100.0</b>

17.6% of the trainees belong to the Scheduled castes, 5.0% belonged to Scheduled tribes 35.2% belong to the Other / More Other Backward Classes and 42.1% trainees belong to the general category.

**Table 16**      **Distribution of Candidates according to Educational Qualification**

SI No.	Qualification	% of Candidate
1	Illiterate	0.0
2	Literate	0.0
3	High School / Matriculation	24.5
4	Intermediate	45.3
5	Graduate	26.4
6	Post Graduate	3.8
<b>Total</b>		<b>100.0</b>

All the candidates, investigated under impact evaluation of PMKVY – RPL in the SPEFLSC were educated. Not a single one was found illiterate or just literate. 24.5% of the respondents were high school pass, 43.5% has completed intermediate level. 26.4% had completed graduation and 3.8% had completed their post graduation as well. This data clearly indicates that the target focus group of unemployed youth has been impacted by the project under study.

**Table 17 Ways in which Trainees/Candidates got/joined current profession**

SI No.	Job or joined your profession	% of Respondents
1	Parental	14.7
2	Friends	72.0
3	Market or self	10.7
4	Registered Government	2.7
	<b>Total</b>	<b>100.0</b>

72.0% of the youth interviewed said that they had joined their current profession through friends, 10.7% through market conditions and initiative by themselves. 14.7% took up their parental occupation. Only 2.7% of the respondents said that they worked under registered government sports agencies.

**Table 18 Employment Status**

SI No.	Job or joined your profession	% of Respondents
1	Employed in small/ medium enterprises	11.3
2	Freelancers	32.5
3	Trainers at Arena and MAAC	2.5
4	Not Working	37.5
5	Other	16.3
	<b>Total</b>	<b>100.0</b>

As per the PMKVY – RPL guidelines the target for RPL & Certification are unemployed youth coming from the economically backward areas. However, responses from 660 youth investigated for impact evaluation of SPEFLSC revealed that 11.3% of the youth interviewed are employed in small or medium enterprises, 32.5% were Freelancers and 2.5% were trainers at Arena and MAAC. 37.5% of the respondents were not working and 16.3% had employments other than sports.

### Impact on Society

**Table 33 Source of Information regarding RPL**

SI No.	Come to know about PMKVY	% of Respondents
1	Friends	89.1
2	Newspaper / Advertisement	6.3
3	From Working site	4.7
	<b>Total</b>	<b>100.0</b>

**Table 34 Trainees/Candidates receive any PMKVY Training?**

SI No.	Received PMKVY Training	% of Respondents
1	Yes	33.5
2	No	66.5
		<b>100.0</b>

Out of the 660 respondents investigated during impact evaluation, 89.1% respondents interviewed under the impact evaluation study stated that they came to know about PMKVY – RPL scheme from friends. This implies that word of mouth has proven to be the best form of publicity in this skill sector. It also shows that sports is a great medium for building unity, fellow-feeling, collaboration and support.

They same group of respondents, when asked if they have undergone training under this scheme; 33.5% said that they had received PMKVY – RPL Trainings from the PIA and 66.5% said that they have not. (See Table.20 above)

**Table 21 Household size of trainees**

SI No.	No. of Family Members	% of Candidate
1	2 Members	0.6
2	3 Members	6.9
3	4 Members	22.6
4	5 Members	32.1
5	6 Members	26.4
6	Above 6 Members	11.3
	<b>Total</b>	<b>100.0</b>

Most of the trainees came from large families. 69.8% of them came from a household (HH) having 5 or more members (5 membered HH 32.1%, 6 membered HH 26.4%, more than 6 members 11.3% HH) 7.5% came from small households of 2 to 3 members and 22.6% came from HH with 4 members only.

**Table 22 Trainees/Candidates' household monthly Income**

SI No.	Household Monthly Income	Before No. of Respondents %
1	Up to 10 Thousand	66.7
2	10 to 25 Thousand	22.7
3	25 to - 50 Thousand	9.3
4	More than 50000	1.3
	<b>Total</b>	<b>100.0</b>

Responses from the 660 individuals investigated during impact evaluation study revealed that 66.7% of the families of the respondents earned not more than 10 thousand rupees per month. 22.7% families earned in the range of 10 to 25 thousand per month. Mere 9.3% families earned in the range of 25 to 50 thousand per month and negligible 1.3% families earned more than 50 thousand rupees per month. Therefore, it can be deduced that any increment in the RPL certified member of the family will be an invaluable addition to the family's monthly income.

## Impact of PMKVY – RPL Schemes on Sector

**Table 23 Candidate Mobilisation and mode of information**

SI No.	Source	% of Candidate
1	From work- place	4.7
2	Friends/Relatives	89.1
3	Newspaper / Advertisement	6.3
4	Not Know about PMKVY	0.0
	<b>Total</b>	<b>100.0</b>

According to the candidates who participated in the impact evaluation interview the various sources of information were as given in table 17 above. 89.1% of the respondents said that they have received information about PMKVY – RPL and Certification from their friends. 4.7% said that they received information at their workplace. 6.3% said that they came to know about it from newspaper or advertisement. 100% of the individuals interviewed were aware of the RPL scheme of PMKVY being implemented by SPEFLSC.

### Key Takeaways from PMKVY-RPL Trainings by Beneficiaries

**Table 24 Self –Technical Knowledge rated by Candidates**

SI No.	Rate	Before PMKVY Training %	After PMKVY Training %	D*
1	Excellent	0.6	7.5	+6.1
2	Good	3.1	19.5	+16.4
3	Average	25.2	13.2	-12
4	Below Average	71.1	59.7	-11.4
	<b>Total/Percentage</b>	<b>100.0</b>		

\*D - Difference

Candidates rated their own level of technical knowledge much higher post PMKVY – RPL Training than the same before the training. People who rated their technical knowledge as excellent increased by 6.1% (before RPL – 0.6% after – 7.5%) People who rated their technical knowledge as good increased by 16.4% (before RPL – 3.1% after – 19.5%) The number of persons who rated their technical knowledge at average level decreased by 12%, i.e. (before RPL – 25.2% after – 13.2%) and those who considered their technical knowledge below average decreased by 11.4%. (Before RPL – 71.1% after – 59.7%) Overall there is a visible gain in confidence level as such, however, 72.9% individuals investigated still consider their technical knowledge average or below average though a whopping 4400 persons of allocated 5000 individuals were trained by the SSC, PIA and TPs and of which 92.5% were certified.

## Impact on Direct Beneficiaries

**Table 25 Challenges Trainees/Candidates were facing before the training**

Sl. No.	Challenges	% of Candidate
1	Financial problem – low salary	48.8
2	Lack of knowledge and skills	34.5
3	Lack of recognition & respect at work	1.2
4	Few Clients	1.2
5	Respect at home/family /community	1.2
6	No job satisfaction	13.1
	<b>Total</b>	<b>100.0</b>

The various challenges that the trainees were facing before RPL trainings depicts a vivid picture of their professional and financial situation then. 48.8% of the 660 respondents investigated said that they had low salary and financial problems. 34.5% that they lacked knowledge and skills in their trade. 15.6% had issues at workplace (1.2% said that they did not get recognition and respect at work, 1.2% said they did not have enough clients, 13.1% said they had no job satisfaction). 1.2% said they were also not getting respect at home/family or community. Data given in table 25 above read with data in Table 26 below indicates a tangible project impact.

**Table 26 Outcomes fulfilled by the PMKVY Training for Trainees/Candidates**

Sl No.	Outcomes	% of Respondents
1	Start my own business	17.0
2	Get more job opportunities	27.7
3	Get recognition as a professional with quality services	1.3
4	Improve the quality of products I make as a professional	1.3
5	Increased my income	17.0

A very positive impact of PMKVY – RPL trainings indicated by the 660 respondents, is that 17% trainees started their own business. 27.7% got more job opportunities. 1.3% said they were recognised as a professional with quality services. 1.3% said they were able to improve the quality of products they made better as a professional. 17% reported hike in income.

## Program Impact

**Table 27 Have Trainees/Candidates received the Branding/Publicity/Job Role Kit**

SI No.	Job role Specific kit	Yes %
1	RPL Badge	6.9
2	RPL Skill Card	3.1
3	RPL Certificate	10.1
4	Job Role Kit	3.8
5	Trainee handbook, Pen & Notepad and Bag	5.7
6	On Boarding Kit	4.4
7	Get any allowance	1.9

Of the 660 trainees investigated only 6.9% of the respondents said that they received RPL badge, 3.1% have received RPL Skill Card, 1.1% received RPL Certificates, 3.8\* received their job role kit, 5.7% got trainee handbook, pen, notepad and bag. 4.4% said that they got the on-boarding kit and only 1.1% affirmed that they got their allowance. Clearly this important feature of the PMKVY-RPL scheme has not been implemented by the PIA or TP. There might be a plausible explanation for the lapse, which might be further looked into by SSC or NSDC, whichever might be the competent authority in this regard.

**Table 28 Candidates rating**

SI No.	Parameters	Very Effective	Effective	No Change	Not too good	Poor	Total/Percentage
1	Mobilization & Pre-assessment	52.2	5.0	11.3	17.0	14.5	100.0
2	Screening & Counseling	35.8	23.3	18.2	15.1	7.5	100.0
3	Orientation	36.5	20.1	20.1	13.2	10.1	100.0
4	Final Assessment	35.8	20.8	20.8	13.8	8.8	100.0
5	Certification	35.2	21.4	19.5	12.6	11.3	100.0
6	Reassessment	35.8	18.2	19.5	13.2	13.2	100.0
		<b>38.6</b>	<b>18.1</b>	<b>18.2</b>	<b>14.2</b>	<b>10.9</b>	

Out of the 660 individuals investigated in the impact study, an average of 56.7% said that all the activities of the PIA were effective. 18.2% said that they found no change effected by the interventions and a 25.1% of the group said that interventions were not good or poor. Mobilization and pre-assessment were rated the highest by the investigated respondents, with 52.2% saying it was very effective. This is also affirmed by 88% mobilization of candidates (4400 out of 5000 allocated to the SSC) Screening and Counselling, Orientation, Final Assessment, Certification and re-assessment were rated very effective by around 35 to 36% of

the respondents. An average of 20% of the group investigated rated 5 areas excluding mobilisation and pre-assessment as effective. Thus the opinion is almost evenly divided, with 56.7% saying it was effective and 43.3% saying it was not effective, with a difference of 13.4% positive responses tipping the scale for reading marginal impact of RPL in this sector for the present project.

**Table 29 Candidates rating for the following**

Rate	Excellent	Good	Average	Satisfactory	Need Improvement	Total
Training Aid	0.6	15.1	15.7	9.4	59.1	100.0
Well Equipped trainers	1.3	12.6	11.9	10.7	63.5	100.0
Assessors	2.5	4.4	14.5	6.3	72.3	100.0
Hand Holding support	1.3	9.4	11.9	10.1	67.3	100.0
Provision of Bridge course	0.6	5.0	12.6	6.9	74.8	100.0
Others	1.3	4.4	13.8	8.8	71.7	100.0
	<b>1.3</b>	<b>8.5</b>	<b>13.4</b>	<b>8.7</b>	<b>68.1</b>	<b>100.0</b>

Out of the 660 individuals investigated in the impact study, an average of 31.9% said that the activities, personnel deployed and materials provided by the PIA were good. Average 68.1% said that each category needed improvement. Training aids provided by PIA was considered positively by a 40.8% of the respondents compared to 59.1% responses which viewed it negatively and felt it needed improvement. 63.5% respondents said trainers needed improvement. 72.3% said assessors need improvement. 67.3% found hand holding support given by PIA inadequate. 74.7% respondents found the provision for bridge course also inadequate. 71.7% mentioned areas other than the above, which they felt required improvement but is not directly related to the intervention. Thus training aids, trainer preparedness, assessor calibre, hand holding support quality and availability, course material all require improvement. SSC would need to study and find effective solutions for the improving these critical factor for the success of PMKVY – RPL in future undertakings.

**Table 30 Employability Skills**

Sl No.	Employability Skills	% of Respondents
1	Ability to resolve problems for employer/client	7.5
2	Ability to work together with others	3.8
3	Increase number of clients	17.6
4	Better communication with employer & clients	21.4

Candidates felt that they have indeed acquired some good employability skills from the PMKVY – RPL trainings. 21.4% said that they now had better communication skills. 3.8% said that they were better able to work together with others. 7.5% said that they were able to

resolve problems faced by employers or clients. 17.6% said that their clients have increased. No one said that they have not experienced any advantage; indicating a very positive impact of the RPL scheme of NSDC. 32.1% were able to ask for higher salary and 6.4% were able to talk about employment terms and conditions too, that is negotiating for job as seen below.

**Table 31 Access to better job opportunities**

SI No.	Access to better job opportunities	% of Respondents
1	Able to ask for higher salary	32.1
2	Get/have a say in terms and conditions for job	6.4

**Table 32 Received profession growth**

SI No.	Profession growth	% of Respondents
1	Respected at my workplace	10.7
2	Able to contribute more at job	9.4
3	Got a change in my role	6.9
4	Got a promotion	9.4
5	Soft skill and personality development	3.8
6	Feel more confident	22.0
7	Some sorts of up skilling aligned with NSQF which helps them for career progression	0.6

This is another area which can be looked into and new strategies developed as the impact of the RPL initiative pertaining to employability skills has not been tangible. Of the 660 respondents only 10.7% said that they now felt respected at workplace. 9.4% said that were able to contribute more to work and an equal number said they got a promotion, possibly the same individual said so. 6.9% said they got a change in job role. 3.8% agreed to have benefited in soft skills and personality development are. All these are marginal enhancement of professional calibre and therefore marginal growth too shown by data. Clearly the best outcome in this area is that a good 22% said that they felt confident, which in itself is a positive impact of the PMKVY –RPL.

**Table 33 Financial Security**

SI No.	Financial Security	% of Respondents
1	Government associated banks financial support	1.89
2	Increase my Income	32.08

3	Royalty Bonus	2.52
4	Perk received at my work place	3.77

The intervention has achieved good impact in terms of financial security. 32.08% of the 660 respondents investigated said that their income has increased. 2.52% said that they received royalty bonus. 3.77% received perks at their workplace and 1.89% got financial support from government associated banks. Overall 40.3% of the 660 respondents investigated have made financial gain or improved earnings.

**Table 34** Monthly income before PMKVY - RPL skill training

SI No.	Income Range	% of Respondents
1	Up to 10k	24.53
2	10k - 25k	67.92
3	25k - 50k	5.66
4	Above 50k	1.89
	<b>Total/Percentage</b>	<b>100.0</b>

67.92% of the respondents investigated in the impact evaluation of RPL implemented by SPEFLSC said that their income range is 10 to 25 thousand per month, 24.53% said it is below 10 thousand and 5.66% of the respondents said it is between 25 to 50 thousand. A meagre 1.89% said that their income is above rupees 50 thousand per month. However as seen in table 32 given below 78.13% respondents said their monthly income has increased by 10% since their PMKVY-RPL training and certification. 18.75% respondents said that their income has increased by 10 to 25 % and at least 3.13% respondents said that their income has increased from 15% to 25%. Clearly the SPEFLSC has been able to achieve the most important objective of the RPL programme of PMKVY and NSDC.

**Table 35** Increase in monthly income

SI No.	Increase in Income	% of Respondents
1	Increased by 10%	78.13
2	10% -15%	18.75
3	15% - 25%	3.13
	<b>Total/Percentage</b>	<b>100.0</b>

## Impact of PMKVY – RPL Schemes on Process

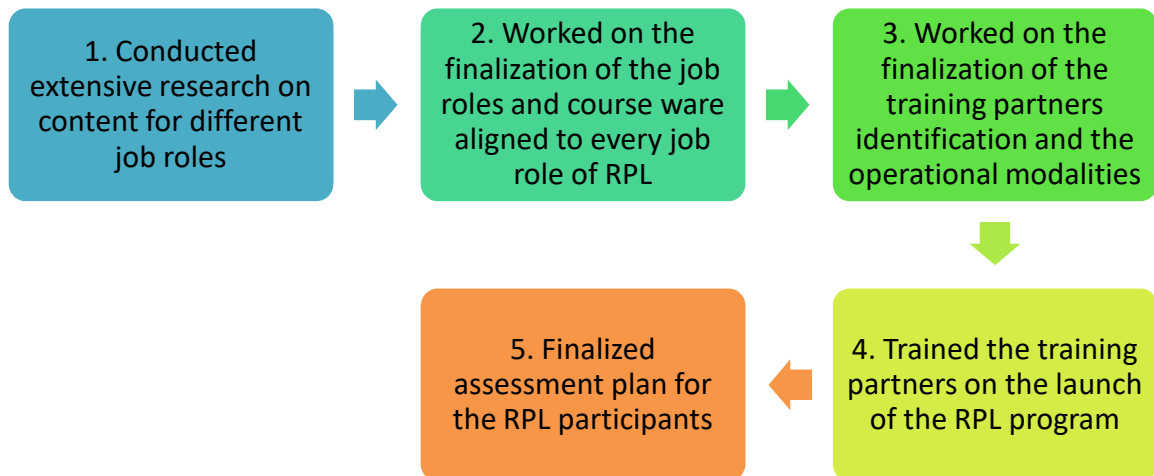
**Table 36 Project Overview**

<b>Project Title:</b>		<b>Recognition of Prior Learning</b>
<b>Name of Project Implementing Agency (PIA):</b>	“Sports Sector Skill Council”	
<b>Applicant Type (SSC/ Non SSC):</b>	Sports & Fitness Sector- Skill Council	
<b>Project Type (Type 1,2,3):</b>	RPL 1 (Type 1 – Camps)	
<b>Name of SSC, if PIA is Non SSC:</b>	SPF/Q4004 – Early Years Physical Activity Facilitator SPF/Q1102 – Fitness Trainer SPF/Q1104 – Lifeguard Pool and Beach SPF/Q4005 – Primary Years Physical Activity Facilitator- SPF/Q1103 – Sports Masseur	
<b>Name of Mobilization Agency(s):</b> Not applicable for Project Type 2	“Sports Sector Skill Council”	
<b>Name of RPL Facilitator Organization(s) :</b>	Sports & Fitness Sector- Skill Council	
<b>Name the agency that supplied expert for conducting practical trainings</b>	Sports & Fitness Sector- Skill Council	
<b>Name of Assessment Agencies:</b>	Aman Skills Programming Society Know Border Softwares I assess Consulting Integrated Learning Solutions Pvt. ltd Prima Consulting Pvt. Ltd	
<b>Project Locations (states covered):</b>	PAN India [Odisha, Rajasthan, Karnataka, UP, Haryana, Delhi, Uttrakhand and Maharashtra]	
<b>Job Role(s) Proposed:</b>	SPF/Q4004 – Early Years Physical Activity Facilitator SPF/Q1102 – Fitness Trainer SPF/Q1104 – Lifeguard Pool and Beach SPF/Q4005 – Primary Years Physical Activity Facilitator- SPF/Q1103 – Sports Masseur	
<b>Total beneficiaries allotted to your SDC/PIA:</b>	5000	Targets allocated till date to under PMKVY 2.0 RPL*: 5000
<b>Project Duration (max. 12 months):</b>	6 months	

\*Under PMKVY (2016-2020) – Data from field survey of beneficiaries

The following analysis is made on the basis of feedback on relevant areas by beneficiaries during field survey and project planning documents shared by PIA

**Figure 5. Agency adopted the 6 RPL mandated processes as given below**



Note: No evidence was found on whether PIA worked with relevant Industry for obtaining the placements for the participants.

### **Mobilizing and counseling individuals**

Majority of the enrollment 89.1% were achieved through word of mouth. Beneficiaries said they heard about PMKVY- RPL from friends.

### **Pre-Screening test and Orientation for Undergoing Assessment Process**

The mobilized candidates are put to pre-screening test based on their skills and job description according to PMKVY guidelines. Beneficiaries were impressed by the mobilization and pre screening process 57.2% said it was very effective

### **Orientation for Undergoing Assessment Process Assessment post training**

56.6% beneficiaries said it was effective

### **Post Training Assessment**

56.6% beneficiaries said it was effective

### **Mark sheet – Grade – Certificate**

56.6% beneficiaries said it was effective

## **Identification of Training Partners (TP) & Assessment Agencies (AA)**

10 training partners were identified and engaged. However, 63.5% beneficiaries felt they should have been better equipped. 36.5% said they were effective.

## **Counselling/ Orientation and Capacity Building of the Identified job description under the Sector Skills.**

VFPL hired trainers, who were ToT Certified for delivering the theory and practical Trainings to the candidates. The successful screened candidates were selected for counseling and orientation/ capacity building training programme. Candidate Counselling, Frequent and quality monitoring, Lesson and session plan were made for impactful training. Counselling covered the following components.

- What in PMKVY.
- Significance of RPL and its Six-stage process
- Collection of all supportive documents for skill competency by PIA/ SSC
- A Self- Assessment by the candidate is created for each job role containing questions based on the NOSs of the job role. 15 minutes are allotted to the candidates to complete this Self-Assessment.

Every enrolled candidate must undergo the Orientation which includes the following activities:

- Domain Training – Minimum 6hrs
- Soft Skills and Entrepreneurship Tips Specific to Job Role – Minimum 2 hours
- Familiarization to Assessment Process and Terms – Minimum 1hour
- Financial Literacy Module was not taught to the trainees.

## **Certification Assessment of the Skill by Competent Independent Assessment Agency**

To ensure fairness in the quality of assessments, six independent Assessment Agencies conducted the evaluation of candidates. Assessment was carried out by certified assessors, approved by SSC. The project being a type 1 project assessments were carried out in camps. The candidates were assessed using skill mapping forms as per NVQF Guidelines for RPL. The assessment agency graded the RPL candidates as per NSQF norms for each job role. Upon completion of the assessment each candidate was assigned grades based on his/her performance which was either Pass grades (A/B/C) or a Fail grade (D).

## **Post Training support**

67.3% of the respondents were not satisfied with the post training support and handholding by the PIA.

## **Reward Distribution**

Only 1.9% respondents said that they have received the amount of Rs. 500/- in their bank account as per Common Norms document of RPL PMKVY.

## **Section H: Findings**

### ***Finding 1- No of persons impacted through RPL 2.0 trainings***

5000 candidates were allocated to SPEFL-SC, 88% (4400) were trained. 94.7% (4166) of the enrolled were assessed for certification. 97.7% (4072) of the assessed qualified for certification and 100% (4072) received both mark sheets and certificates. No data received from PIA regarding placement support and hence hike in salary is not established too.

However, 2.5% interviewed beneficiaries have said that they have joined Arena and MAAC as trainers, 11.3% said that they have found employment in small/medium enterprises. 32.5% are working as freelancers 16.3% are employed in areas other than sports and 37.5% are still unemployed. Thus it can be said that there is a 46.3% success rate in getting employment. Thus achieving one of the core objectives of the PMKVY-RPL scheme

### ***Finding 2 – Process adherence before training***

The SSC and PIA carried out job roles identification process for the sector skill and initiated the candidate on boarding process as per the PMKVY guidelines. 89.1 % participants investigated said that they came to know from friends. 4.7% said they got to know about it at the work place. 6.3% got to know about it from various sources like advertisement etc. and there was no one among respondents investigated who did not know about PMKVY-RPL scheme. 57.2% respondents thought the pre-screening processes were very effective.

### ***Finding 3 – Process adherence for various appointments***

The appointment of TP and AA were done as per PMKVY Guidelines. Trainers and assessors were screened, appointed, oriented before the commencement RPL trainings. Training Partners Selected for the RPL SPEFLSC for Orientation and counseling was done by SSC.

### ***Finding 4 – Process adherence during training***

Out of the 660 individuals investigated in the impact study, an average of 56.7% said that all the activities of the PIA were effective. 18.2% said that they found no change effected by the interventions and a 25.1% of the group said that interventions were not good or poor. Mobilization and pre-assessment were rated the highest by the investigated respondents, with 52.2% saying it was very effective. This is also affirmed by 88% mobilization of candidates (4400 out of 5000 allocated to the SSC) Screening and Counselling, Orientation, Final Assessment, Certification and re-assessment were rated very effective by around 35 to 36% of the respondents. An average of 20% of the group investigated rated 5 areas excluding mobilisation and pre-assessment as effective. Thus the opinion is almost evenly divided, with 56.7% saying it was effective and 43.3% saying it was not effective, with a difference of 13.4% positive responses tipping the scale for reading marginal impact of RPL in this sector for the present project.

Out of the 660 individuals investigated in the impact study, an average of 31.9% said that the activities, personnel deployed and materials provided by the PIA were good. Average 68.1% said that each category needed improvement. Training aids provided by PIA was considered positively by a 40.8% of the respondents compared to 59.1% responses which viewed it negatively and felt it needed improvement. 63.5% respondents said trainers needed

improvement. 72.3% said assessors need improvement. 67.3% found hand holding support given by PIA inadequate. 74.7% respondents found the provision for bridge course also inadequate. 71.7% mentioned areas other than the above, which they felt required improvement but is not directly related to the intervention. Thus training aids, trainer preparedness, assessor calibre, hand holding support quality and availability, course material all require improvement. SSC would need to study and find effective solutions for the improving these critical factor for the success of PMKVY – RPL in future undertakings.

#### ***Finding 5 – Process adherence after training***

88% (4400) candidates who qualified for training 94.7% (4166) of the enrolled were assessed for certification. 97.7% (4072) of the assessed qualified for certification and 100% (4072) received both mark sheets and certificates. No data received from PIA regarding placement support and hence hike in salary is not established too. However, 78.13% beneficiaries said they experienced a 10% hike in salary, 18.75% respondents said they got a 10-15% hike and 3.13% reported a 15 to 25% hike in income.

#### ***Finding 6 – Knowledge and Skills enhancement of beneficiaries***

Faculty from Assessment Agency selected by PIA/ SSC for conducting Certification Assessment Test followed RPL Guidelines effectively and beneficiary candidates expressed various levels of satisfaction, indicating that the Certification Assessment test was conducted transparently without any prejudice.

Candidates rated their own level of technical knowledge much higher post PMKVY – RPL Training than the same before the training. People who rated their technical knowledge as excellent increased by 6.1% (before RPL – 0.6% after – 7.5%) People who rated their technical knowledge as good increased by 16.4% (before RPL – 3.1% after – 19.5%) The number of persons who rated their technical knowledge at average level decreased by 12%, i.e. (before RPL – 25.2% after – 13.2%) and those who considered their technical knowledge below average decreased by 11.4%. (Before RPL – 71.1% after – 59.7%) Overall there is a visible gain in confidence level as such, however, 72.9% individuals investigated still consider their technical knowledge average or below average though a whopping 4400 persons of allocated 5000 individuals were trained by the SSC, PIA and TPs and of which 92.5% were certified.

#### ***Finding 7 – Positive changes in financial conditions of beneficiaries***

67.92% of the respondents investigated in the impact evaluation of RPL implemented by SPEFLSC said that their income range is 10 to 25 thousand per month, 24.53% said it is below 10 thousand and 5.66% of the respondents said it is between 25 to 50 thousand. A meagre 1.89% said that their income is above rupees 50 thousand per month. However as seen in table 32 given below 78.13% respondents said their monthly income has increased by 10% since their PMKVY-RPL training and certification. 18.75% respondents said that their income has increased by 10 to 25 % and at least 3.13% respondents said that their income has increased from 15% to 25%. Clearly the SPEFLSC has been able to achieve the most important objective of the RPL programme of PMKVY and NSDC.

### *Finding 8 - Certification*

5000 candidates were allocated to SPEFL-SC, 88% (4400) were trained. 94.7% (4166) of the enrolled were assessed for certification. 97.7% (4072) of the assessed qualified for certification and 100% (4072) received both mark sheets and certificates.

### *Finding 9 – Employment Status*

As per the PMKVY – RPL guidelines the target for RPL & Certification are unemployed youth coming from the economically backward areas. However, responses from 660 youth investigated for impact evaluation of SPEFLSC revealed that 11.3% of the youth interviewed are employed in small or medium enterprises, 32.5% were Freelancers and 2.5% were trainers at Arena and MAAC. 37.5% of the respondents were not working and 16.3% had employments other than sports.

### *Finding 10 – Satisfaction levels*

Out of the 660 individuals investigated in the impact study, an average of 56.7% said that all the activities of the PIA were effective. 18.2% said that they found no change effected by the interventions and a 25.1% of the group said that interventions were not good or poor. Mobilization and pre-assessment were rated the highest by the investigated respondents, with 52.2% saying it was very effective. This is also affirmed by 88% mobilization of candidates (4400 out of 5000 allocated to the SSC) Screening and Counselling, Orientation, Final Assessment, Certification and re-assessment were rated very effective by around 35 to 36% of the respondents. An average of 20% of the group investigated rated 5 areas excluding mobilisation and pre-assessment as effective. Thus the opinion is almost evenly divided, with 56.7% saying it was effective and 43.3% saying it was not effective, with a difference of 13.4% positive responses tipping the scale for reading marginal impact of RPL in this sector for the present project.

Out of the 660 individuals investigated in the impact study, an average of 31.9% said that the activities, personnel deployed and materials provided by the PIA were good. Average 68.1% said that each category needed improvement. Training aids provided by PIA was considered positively by a 40.8% of the respondents compared to 59.1% responses which viewed it negatively and felt it needed improvement. 63.5% respondents said trainers needed improvement. 72.3% said assessors need improvement. 67.3% found hand holding support given by PIA inadequate. 74.7% respondents found the provision for bridge course also inadequate. 71.7% mentioned areas other than the above, which they felt required improvement but is not directly related to the intervention. Thus training aids, trainer preparedness, assessor calibre, hand holding support quality and availability, course material all require improvement. SSC would need to study and find effective solutions for the improving these critical factor for the success of PMKVY – RPL in future undertakings.

## **Scope of Improvement**

- 1) The sector has taken a big hit in the lockdown induced by the COVID 19 Pandemic. A large number of sports sector personnel are unemployed or have found alternative employments. This is visible in the 37.5% of the investigated beneficiaries found unemployed, 16.3% employed in a different field and 32.5% freelancers.
- 2) Training Partners should be identified, trained and motivated for making a greater impact. TP should be able to energize trainees for self employment and initiatives for collaborative employment projects.
- 3) Assessors and Assessment agencies should also be identified, trained and motivated for carrying out assessments more diligently as trainees were not satisfied with their work.

## **Recommendations**

- 1) The PMKVY RPL 2.0 scheme is clearly a populist economic scheme that seeks to empower that segment of the Indian population which is marginally above the poverty line inspite of hard work and individual industry. This segment needs much support for bettering their economic conditions and over time the PMKVY RPL and newer version of these schemes to come in the future will strengthen this section for good.
- 2) It is visible that a lot of thought has gone into the RPL –Process
- 3) Mobilizing agency also should be separate from the PIA for doing a focused job. When the allocated target beneficiary number is high/ large scale, the PIA should be allowed to focus all their efforts in delivering learning – on course matter as well as practical trainings.
- 4) The role of the assessment agency could be enhanced to include complete process for tool creation, conducting assessment, result and data upload in RPL website for ensuring greater process integrity
- 5) A triangular coordination between three separate agencies (i) for mobilizing and enrollment (ii) for training, learning and capacity building and (iii) for assessment will bring in more systemic efficiency. The structure itself will bring in checks and balances in the system. The distribution of work will be more equitable, the complete process of enrollment – training – assessment and certification will become quicker, with the SSC playing a centrally coordinating role
- 6) Rather than freebies, a scheme of performance linked (earning from professional engagement after RPL Trainings) small loan can be thought about for the top performers in the RPL trainings.
- 7) Successful trainees should be given exposure through trips or workshops on how to team up for economic activities, start group activities, create their own market etc.
- 8) PIA or SSC should also tie up with prospective employers and conduct in location recruitment by building up quality assurance in their trainees.