

# Impact Assessment for RPL- PMKVY 2.0 Gem & Jewellery Skill Council of India (GJSCI Type -1)





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# EXECUTIVE SUMMARY

The gold and diamond trade in India contributed 7.5 percent to the country's GDP and 14 percent to its merchandise exports as of January 2021. By 2022, the gems and jewelry industry is expected to employ 8.23 million people, up from 5 million in 2020. National Skill Development Corporation (NSDC) formed skill development councils for different sectors to develop the skills in the inorganized sector in India. Gem & Jewellery Skill Council of India (GJSCI) is the nodal entity for skill development in the Indian Gems & Jewelry industry.

The basic objectives of the program are –

- To identify skill development needs in the gem and jewelry sector in India.
- Initiate Recognition of Prior Learning (RPL) across India to recognize the prior learning of artisans and provide them with suitable opportunities.
- Initiate Dakshagraam, an innovative productivity-improving concept in the gem and jewelry sector, to upgrade manufacturing setups with latest technologies to improve productivity and reduce gold loss in India.
- Establish academies of excellence in the sector PAN India.

Assessment of the Gem & Jewellery Skill Council of India (GJSCI) Type 1 project on up-skilling the workers in jewelry sector under the Recognition of Prior Learning (RPL) program of the Pradhan Mantri Kaushal Vikas Yojana - PMKVY 2.0 is conducted by New Age TechSci Research. The RPL Program (type 1) consists of 12 hours of orientation training program regarding domain knowledge, soft skills, safety and hygiene, financial and entrepreneurship skills which help beneficiaries to enhance and sharpen their skills. After attending the RPL training program, beneficiaries felt positive change towards their work and their work productivity also improved.

The methodology adopted for this assessment is a mixed-method approach that involves quantitative as well as a qualitative method. The efficient and knowledgeable team from different disciplines at TechSci research conducted telephonic, face to face interviews, and compiled and analyzed the primary data. The team visited the beneficiaries' address for interviews and did the verification of the collected data through telephonic interviews. The quantitative data was



analyzed using statistical software followed by interpretation and logical conclusions. The qualitative data was analyzed using interviews with PIAs and focus groups on the communities to learn about the RPL Program in all of its dimensions and effects.

On the whole, the study reflects several positive impacts of the RPL program. The overall, impact of the RPL training program was satisfactory and it was observed that the beneficiaries were able to enhance their knowledge and get better livelihood opportunities. However, some obstacles remained, like ensuring that the correct target group was contacted and trained, which can be corrected through a proper QC process.

The positive impact of the RPL training program on the beneficiaries are given below:

1. Remuneration of the beneficiaries increased post-training by 5-10%
2. Noticeable positive change in work ethics
3. Improvement in quality of work and productivity
4. Increased knowledge and awareness of their own line of work
5. Improved confidence in their own skill sets and increase in hope that they can also have a better future
6. Respect and recognition from their colleagues and peers



# INTRODUCTION

## 1.1. Introduction to Recognition of Prior Learning (RPL)

Recognition of Prior Learning (RPL) is a program of the Ministry of Skill Development and Entrepreneurship (MSDE), Government of India (GoI), under Pradhan Mantri Kaushal Vikas Yojana (PMKVY), executed by the National Skill Development Corporation (NSDC).

RPL is a process of recognizing previous experiential learning through a systematic assessment and certification process to award a formal qualification.

The primary objective of the RPL program:

- To match the competencies of the pre-existing workforce of the country to the standardized National Skills Qualification Framework (NSQF).
- To enhance the employability and entrepreneurial opportunities for an individual.
- To provide opportunities for reducing inequalities based on benefitting certain forms of knowledge over others.

The RPL program is undertaken by the Project Implementing Agencies (PIAs) through any of the three RPL Project Types (1/2/3). PIAs shall include Sector Skill Councils (SSCs), Training Providers (TPs), Industry Associations, Corporates, Non-Government Organizations (NGOs), government entities or any other agency designated by NSDC/MSDE. These stakeholders finalize the job roles under which RPL training could take place, and the operational stage of the starting of the program. The steps of the RPL process include mobilization of candidates, counseling, and pre-screening, enrollments, training/orientation, assessment, certification, and placement. RPL program under Pradhan Mantri Kaushal Vikas Yojana (PMKVY) trained 61.38 lakhs people, out of which 50.85 lakhs are the certified skilled workers under the RPL program.

The (NSDC) board has approved 36 Sector Skills Councils (SSCs). Sector Skill Councils (SSCs), play a vital role in bridging the gap between the industry demands and skilling requirements. Some of the SSCs are Agriculture Skill Council of India, Automotive Skills Development Council, BFSI Sector Skill Council of India, Construction Skill Development

Council of India, Gems & Jewellery Skill Council of India, Leather Sector Skills Councils, and other councils, which conduct RPL program (Type-1/2/3) in their specific sector.

In this report, we are analyzing the impact assessment of the RPL program under Gems & Jewelry Skill Council of India (GJSCI).

## 1.2. Project Types under RPL Program

Project Implementing Agency (PIA) implemented the Recognition of Prior Learning (RPL) Program through the project types mentioned in Figure 2. The project types differ according to their target beneficiaries and the sectors. For the Gems and Jewelry industry in India, the RPL Program project type-1 (Camps) was implemented. It focuses on RPL Camps in a location is where workers of a particular sector are consolidated. The RPL's main aim is to support the competencies of the



**Figure 1:** PIAs Briefing About the RPL Program to Mobilize the Potential Candidates.

unregulated workforce of the country to the National Skills Qualification Framework (NSQF). The project types under RPL 1 guidelines are mentioned below in figure 2.

Figure 2: Project types mentioned in the RPL guidelines

## PROJECT TYPES UNDER RPL GUIDELINES

### RPL Camps (TYPE-1)

• RPL at a location where workers of a particular sector are consolidated (i.e., Industrial/Traditional Clusters). For example, the Automotive Cluster of Mumbai-Pune certified 4500 drivers through an RPL camp in Himachal Pradesh.

### Employer's Premises (TYPE-2)

• RPL at employer's premises is done on-site at an employer's location, such as a workshop, factory, store, or outlet.

### RPL Center (TYPE-3)

• RPL at designed centers for geographically scattered workers who need to be mobilized.

### RPL with Best in Class Employer (Type 4)

• Reputed employers/ industries across sectors shall implement this project. Under this employees of Best in Class employers from all the sectors shall be certified.



Figure 3: Candidates Attending the Orientation under RPL Program

# THEORY OF CHANGE FOR RPL PROGRAM

## Context

- Gems and jewelry sector contribute to approximately 7% of India's GDP.
- It is the largest sector contributing to 29% to the global jewelry demand.
- India has one of the youngest workforce with an average age of 29 years.
- Only 4.6% of the total workforce is formally trained.
- About 89% of the 15-59 years old workers have no particular occupation and skills training.
- An estimated 12.8 million youth enter the labor market every year.
- Due to poor quality of work, there is increased lack of productivity.
- Skill mismatch in the labor market is one of the key reasons for unemployment.

## Process

### Stakeholders in RPL- PMKVY (2016-2020)

- Ministry of Skill Development and Entrepreneurship oversees overall implementation of the scheme.
- NSDC is the implementing agency for PMKVY.
- SSCs identify job roles for which training could take place under PMKVY.
- TPs identify candidates desirous and eligible for the RPL Training Program.
- AAs conduct assessments at the training center location.
- Project Implementing Agency (PIA) is responsible for the on-ground execution of the project.
- Under the RPL Project, Panchayats, labor unions, employers, etc. are additional stakeholders.

### RPL Process

- Mobilization of target youth through focused awareness and building and other mobilization activities.
- SSC approves trainers who have completed the Training of Trainers (ToT) program, for counseling and pre-screening of candidates.
- PIA shall ensure that each enrolled candidate mandatorily undergoes 12 hours of orientation.
- Assessment and certification of eligible candidates by training providers.
- Disbursement of reward money to candidates' bank account by NSDC.

## Intermediate outcome

### Individual level

- Improved income
- Skill enhancement
- Improved efficiency
- Improved bankability through access to loans

### Industry level

- Increased productivity
- Improved efficiency and work quality
- Availability of multi-skilled labor force

## Intermediate outcome

- Industry ready workers.
- Access to industry-relevant skill development trainings is more widely distributed to workers to improve their quality of work.
- Improved efficiency and confidence of skilled workers trained under RPL program.
- Enhance employability of workers trained and certified under RPL program.

## Immediate outcome

- Strengthened economy for providing skilled workforce through RPL training program.
- Increased participation in industry-relevant skills training.
- Increased number of skilled workers on industry-relevant work.
- Increased number of certified skilled workers on industry-relevant and quality skills.
- Increased employment opportunities for skilled workers.



## BACKGROUND

The gems & jewelry sector contributes to around 7% of India's Gross Domestic Product (GDP) and provides employment to more than 5 million working people in this sector. India contributes to around 29% of the global jewelry consumption. India ranks first among the top exporters in cut and polished diamonds, and second in gold jewelry, silver jewelry and lab grown diamonds. Gems & jewelry industry is unique as it is:

- The largest sector contributing to our GDP
- Requires highly skilled workers
- Unorganized nature of the market
- Makes India the largest exporter of gems and jewelry
- Employs unique jewelry making style

The gems and jewelry sector requires the maximum number of skilled and trained workers due to the huge demand for Indian handmade jewelry in the market, such as Kundan, temple, and meenakari, which are not available anywhere else in the world. To meet this demand, it will be significant to develop an adequately trained workforce.

The RPL program in gems & jewelry sector helps to enhance the skills of the artisans and provide them recognition of their acquired skills over long term engagement in the sector. This certification shall provide them pride along with recognition and will be helpful for them in the future to avail various other benefits like Mudra loan, Kaushal Bima, etc.

The mission is to establish a well-organized training and development society in the gems and jewelry industry and to produce skilled workers with global quality standards. Currently, 4.6 million people are employed in the gems and jewelry sector, and an additional 3.59 million are expected to be employed by 2022. The Recognition of the Prior Learning (RPL) program provides training for suitable job role opportunities. More than 22,500 artisans have been certified across India under the RPL program.

## 2.2. RPL Program by Gem & Jewellery Skill Council of India (GJSCI)

The Gem & Jewellery Skill Council of India (GJSCI) is the nodal entity for skill development of the Indian gem and jewelry industry formed in 202 by the Ministry of Skill Development & Entrepreneurship (MSDE) and National Skill Development Corporation (NSDC).

This RPL program covers skilling in all the areas and functions of the industry such as colored gemstone processing, diamond processing, jewelry manufacturing, wholesale, retail, and exports. This training is expected to fill the gap between informal and formal training, provide knowledge in the areas of digital literacy, online banking, IPR, and health safety and also enhance the speed and accuracy in completion of the work.



Figure 4: Certificate Distribution Ceremony for Candidates Trained under RPL Program



## Location & No of Trained Candidates

Table 1: Location and Trained Candidates under the RPL Program

S.no	State	No of trained candidates
1	Bihar	1
2	Delhi	1
3	Madhya Pradesh	1
4	Punjab	1
5	Sikkim	1
6	Rajasthan	2
7	Arunachal Pradesh	3
8	Nagaland	3
9	Gujarat	51
10	Uttar Pradesh	88
11	Jharkhand	269
12	Maharashtra	277
13	Andhra Pradesh	318
14	Tamil Nadu	580
15	Odisha	920
16	Karnataka	1402
17	Telangana	1433
18	Assam	1712
19	Tripura	2331
20	West Bengal	4612

## 2.3 Key Stakeholders of RPL Program

The stakeholders in the Recognition of Prior Learning (RPL) program under Pradhan Mantri Kaushal Vikas Yojana (PMKVY) have a critical role in ensuring the effective and efficient implementation of the scheme. Roles and responsibilities of the key stakeholders involved in implementation of RPL program are-

**Table 2: Roles and Responsibilities of Key Stakeholders**

SN.	Stakeholder	Summary of Role and Responsibilities
1.	Ministry of Skill Development and Entrepreneurship (MSDE)	Oversee overall implementation of scheme
2.	PMKVY Executive Committee	Approve project proposals along with an allocation of targets and conditions for implementation
3.	PMKVY Screening Committee	Screening of project proposals as per the existing guidelines and give recommendations as to the suitability of the project and numbers of targets to be allocated
4.	NSDC	<ul style="list-style-type: none"> <li>Evaluation of project proposals &amp; facilitation of approvals</li> <li>On-boarding of approved PIAs to the scheme</li> <li>Facilitating disbursements</li> </ul>
5.	Project Implementing Agency (PIA) (Can be Sector Skill Councils (SSCs), Training Providers, Corporates, Industry Associations, NGOs or Government Entities. But not Assessment Agencies)	<ul style="list-style-type: none"> <li>Responsible for the on-ground execution of the project</li> <li>Identification of project sites</li> <li>Mobilization and enrolment of beneficiaries for the pre assessment and training</li> <li>Setting up of training centres and testing sites as per specified requirements and making infrastructure arrangements required for imparting training</li> </ul>
6.	RPL Facilitator Organization	<ul style="list-style-type: none"> <li>RPL facilitators to be ToT (Training of Trainers) certified by SSC.</li> <li>RPL facilitators shall conduct counseling, pre-screening and orientation/bridge course for beneficiaries</li> </ul>
7.	Assessment Agencies	<ul style="list-style-type: none"> <li>AAs to conduct assessments of beneficiaries.</li> </ul>



	(AA)	<ul style="list-style-type: none"><li>• Recommendation on training requirements and certification</li><li>• Upload the pre-assessment and final assessment results on the portal</li><li>• AA shall be an independent third party</li></ul>
8.	SSCs	<ul style="list-style-type: none"><li>• May be the PIA</li><li>• Evaluate and recommend Non-SSC proposals</li><li>• Ensure project proposals forwarded for screening are not limited to particular states and job roles within the sector.</li><li>• Conduct ToT programs for RPL facilitator organizations whose trainers are not certified</li><li>• Assign assessment agencies to batches</li> <li>• Provide certificate and skill card to trainees qualifying the assessment</li></ul>

## 2.4 RPL Benefits for Candidates

RPL assessment and certification helps candidates in discovering new skills and their existing competencies which are allied with the National Skills Qualification Framework (NSQF) for higher education. RPL not only helps them create an equitable system, but it also assists them in exploring different options for skilling and upskilling to bridge knowledge and skills gap. RPL benefits for workers are-

- Certification of existing skills through “Skill Cards”
- Improved productivity
- Skill enhancement
- Improved income
- Options of multi-skilling

## 2.5 RPL Benefits to Industries

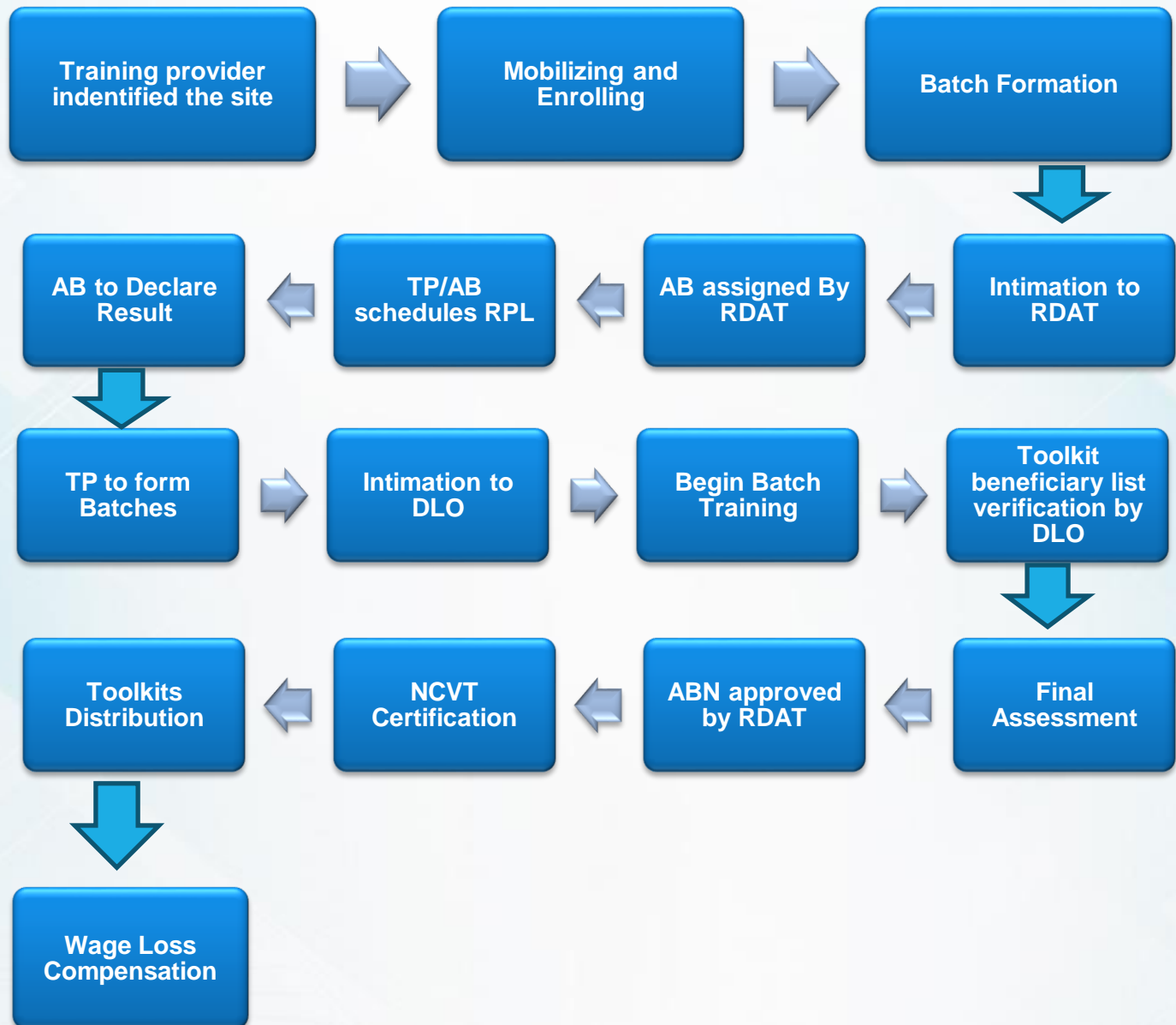
RPL benefits the industry in many ways-

- Formally recognized skill levels mapped in accordance with Qualified Persons (QPs) and job roles.
- Provide workers with a variety of opportunities to upskill and grow through the RPL training program
- Improving efficiency and work quality
- Cost-saving through wastage reduction and high productivity.



**Figure 5: Candidates Practically Learning New Skills and Techniques under the RPL Program**

## 2.6 Key Steps Involved in Undertaking RPL Program



\*TP- Training Provider, AB- Assessment Body, RDAT- Regional Directorate of Apprenticeship Training, DLO -District Labor Officer, NCVT- National Council for Vocational Training, ABN- Assessment Batch Number

# METHODOLOGY

## 3.1. Methodology

The methodology adopted for the impact assessment study included a combined method of telephonic and face-to-face interviews using a structured questionnaire/discussion guide. The study approach is given below: -

- **Step 1-** Preliminary discussion/interview with NSDC and Project Implementing Agency (PIA) for background information on project details.
- **Step 2-** Development of questionnaires/discussion guides for the candidates and all relevant stakeholders-
  - PIA/SSC: Qualitative In-depth Interviews
  - Beneficiaries: Survey- Quantitative Data
  - Focus Group: Qualitative In-depth Discussion
- **Step 3-** Defining Sampling Strategy

Strategy for Interviews (Varied depending on the on-ground COVID-19 situation in each region/state)

- Offline/Personal Interviews- 30%
- Online/Telephonic/Web Interviews- 70%

15% of the trained beneficiaries administered the questionnaires

Qualitative interviews were conducted with PIAs/SSCs/Employers through telephonic mode.

## Some Pictures of Face-to-Face Interviews Conducted



Figure 6: Face to Face Interviews Conducted with Beneficiaries

### 3.1.1 Sampling

The sample size for selecting beneficiaries was calculated based on Quota Sampling. In Quota Sampling, the researcher divides the population into groups of individuals (beneficiaries that have the same characteristic or traits and are similar in a way that is important to the response. The sample was selected on the basis of the following criteria:

- Geographical coverage
- Sample size of trained candidates has been taken to be 15% from each state covered

**Table 3 : Sampling Based on Geographical Coverage and No. of Trained Candidates**

S.no	State	Sample Size
1	Uttar Pradesh	48
2	Maharashtra	96
3	Andhra Pradesh	144
4	Karnataka	198
5	Assam	204
6	Tripura	420
7	West Bengal	703
	<b>Total</b>	<b>1813</b>

### 3.1.2 Key Derivatives

- **Impact Assessment Project Report**

The report captures the impact of the project on direct beneficiaries, sector, training providers, and the community.

- **Impact Evaluation Framework**

The framework includes a list of quantifiable as well as non-quantifiable impact indicators vis-à-vis the planned objectives for assessing the performance of RPL project initiatives in dealing with challenges related to skill development.

# EMPIRICAL CONTEXT

## 4.1. Empirical Context

This chapter includes the broader socio-economic profile of the respondents in a general and selected sample at the identified locations. It describes the courses offered, coverage on the type of trades/sectors, and demographic details such as occupation, age, and employment details of the trainees.

## 4.2. An Overview of Skill Development

The government's mission is to identify the gaps in the skills and upgrade skills of the workers and provide them training for enhancing the quality of work. Also, to increase the skilled workforce and contribute to the development and growth of the country.

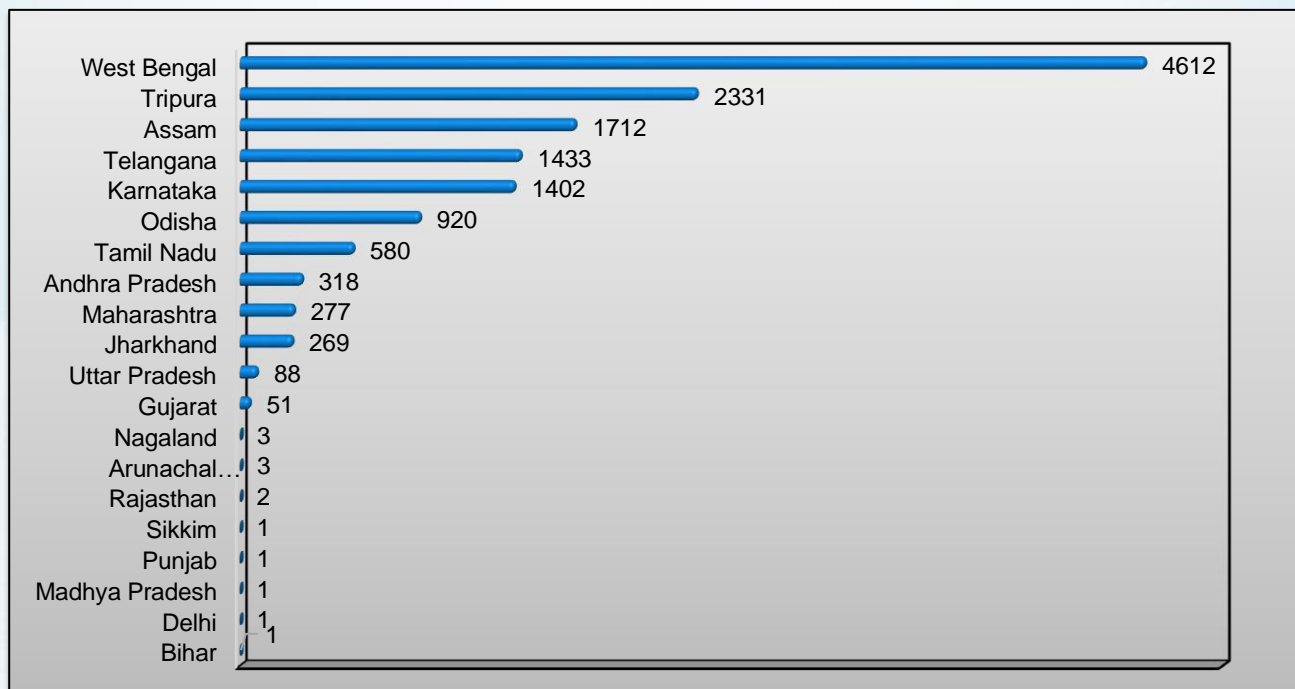
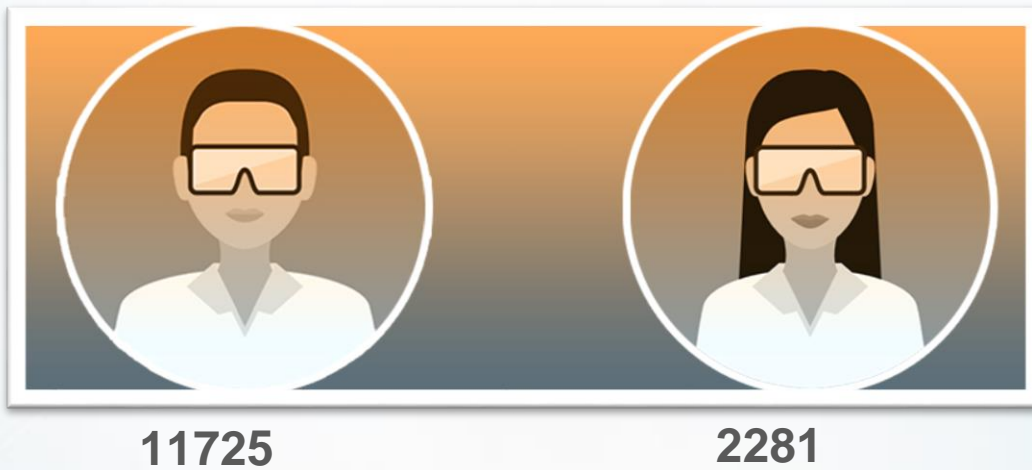


Figure 7: Location and Trained Beneficiaries under the RPL Program

## 4.2. Socio-Economic Profile of Beneficiaries

## Gender Profile



Under the gender distribution, it has been observed that men form a large percentage in gems and jewelry sector. The data reflects the gender-wise number, where 2281 are female, 11725 are male trainees.

## Age of Trainee

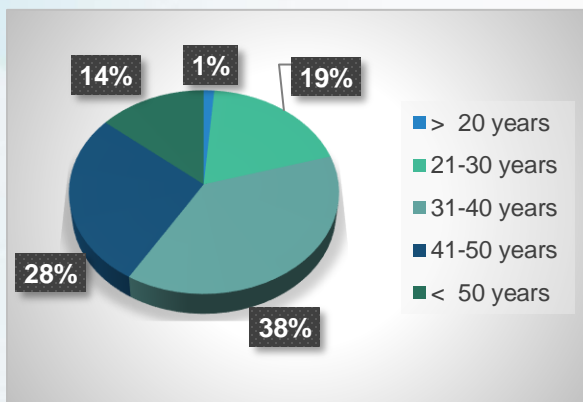
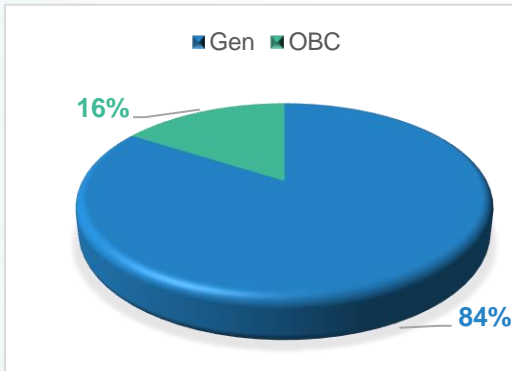


Figure 8 : Age of the Candidates Enrolled under the RPL Program

The impact assessment study revealed that a willingness to learn new skills was more evident in young age people and around 38% of trained workers were between the age of 31-40 years old. It further showed that around 28% of the trained workers were in the age group of 41-50 years and only 19% of the trained workers were in the age group of 21-30 years.

The study revealed that old age people were also inclined towards upgrading their skills and around 14% of the trained workers under the RPL program were more than 50 years old and only 1% of the trained workers were below the age of 20 years.

## Social Categorization of Trainees



The impact assessment study noted that 84% of the trained workers belonged to the general category, whereas OBCs accounted for 16% of workers trained under the RPL program.

Figure 9: Total Candidates Enrolled Caste Category-Wise Under RPL Program

## Socio-Economic Profile of Respondents

The sample for carrying out the impact assessment study has been carefully selected while keeping in mind representativeness of the sample. The following table illustrates the sample of respondents for the impact assessment study.

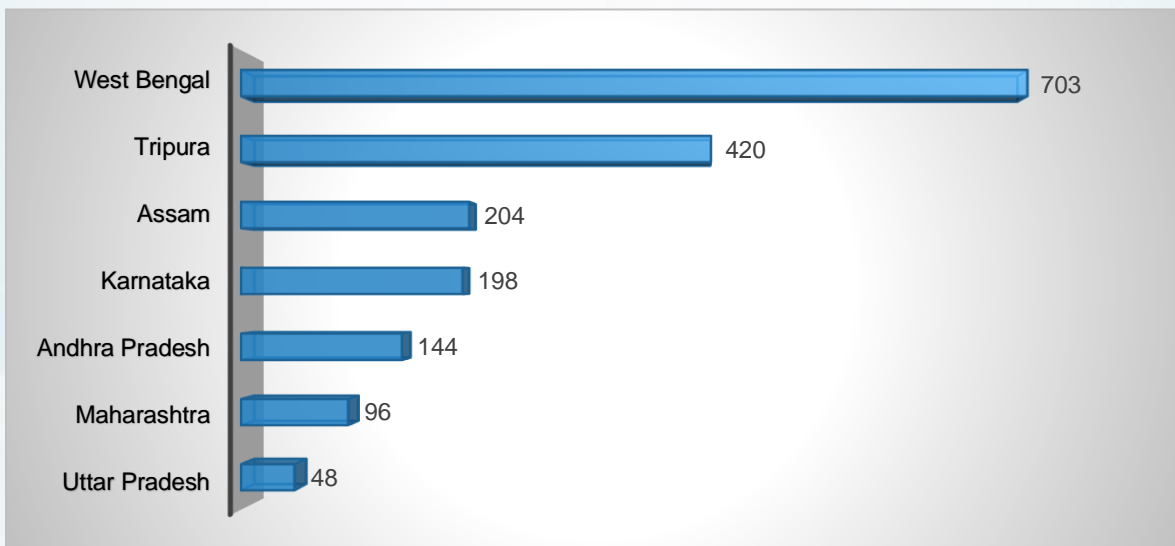


Figure 10: Location and Sample Size of the Beneficiaries

# FINDINGS: IMPACT ASSESSMENT OF RECOGNITION OF PRIOR LEARNING (RPL)

## RPL Program: Impact on Candidates (Pre-Training)

## Duration in same trade

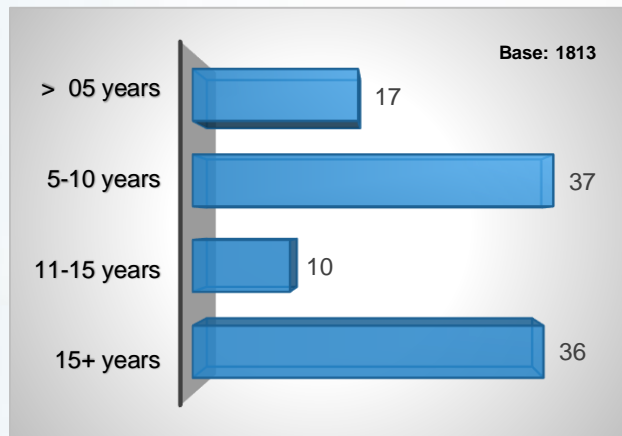


Figure 11: Overall Duration in the Same Trade, (%)

On an overall level, 37 % respondents were in the same trade from last 5-10 years, followed by 36%, who were in the same trade for more than 15 years. Most of the respondents (93%) in the age group of 41-50 years were in the same trade for more than 15 years. The younger respondents had the less stable business/trade. Most of the respondents from

Northeast India (Assam & Tripura) were in the same trade for more than 15 years. In UP, 88% of respondents were in the same trade for 5 – 10years, followed by Maharashtra (69%), Andhra Pradesh (63%), West Bengal (39%) & Karnataka (33%). The trend remained same for all the respondents of any gender or belonging to any community.

## Source of Awareness – RPL Program

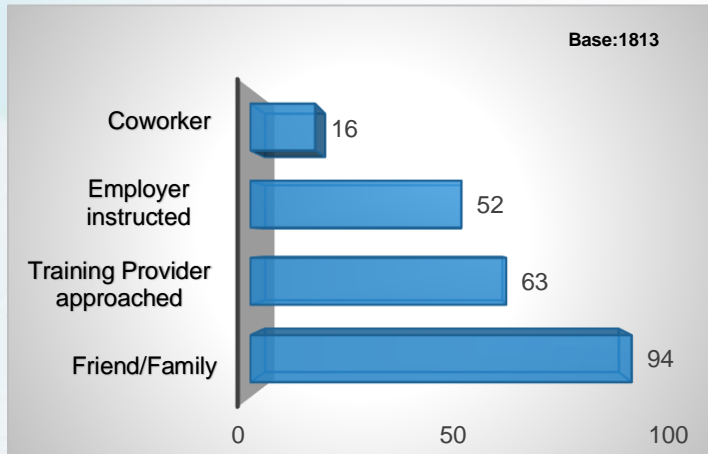


Figure 12: Overall Sources of Awareness of the Candidates about RPL Program, (%)

On an overall level, 94% of the respondents came to know about RPL program from their friends/relatives. 63% came to know about the RPL when organizers approached for the training, followed 52%, who were instructed by their employers to attend the training. The trend remained almost same for all age groups. The trend remained same for both the gender (male or female) and respondents from all communities (backward

or general). The trend remained same for all the cities. In Maharashtra & Assam all the respondents (100%) came to know about the program from friends/relatives, besides other sources.

## RPL Program - Triggers for joining

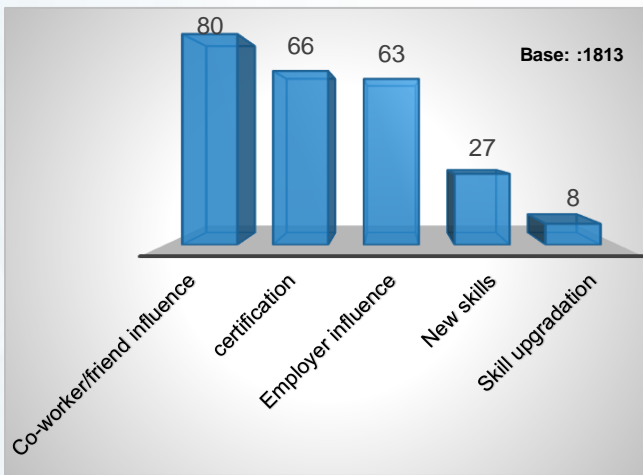


Figure 13: Triggers for Joining the RPL Program, (%)

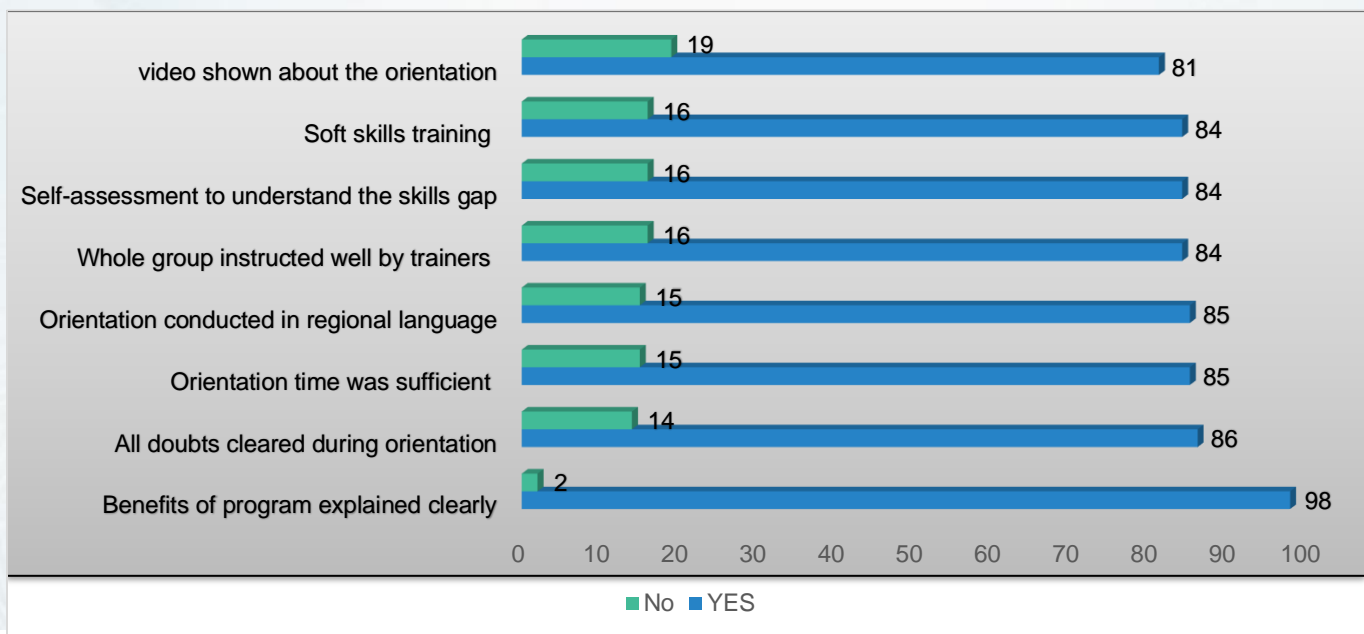
At an overall level, 80% respondents joined the training because their friends/coworkers joined, 66% joined for the certification, which would help them get better job/work. And 27 % trainees had the zeal to learn something new. 8% of the respondents joined the training session to upgrade their skills as post training they could demand more salary for the acquired skill. The respondents in the age group of 21-30yrs participated mainly for certificate, new learning

and because their friend/coworker participated in the training. The trend remained same for all states apart from Karnataka. In Karnataka, 58% respondents attained the training mainly for the certificate which would help them get better jobs.

## RPL Program: Impact on Candidates (During-Training)

### Orientation Program – Aspects Liked by Beneficiaries

Figure 14: Overall Orientation Program Aspects Liked by Beneficiaries, (%)



At an overall level, more than 80% of the respondents were happy in the way the orientation program was conducted. The majority of the respondents (98%) claimed that the benefit of the training was explained clearly by the organizers. Followed by, 86% of the respondents, who claimed that trainers cleared all doubts during orientation. Around 85% claimed that 12hrs of training for soft skills, health and safety was adequate.

## Place of Orientation

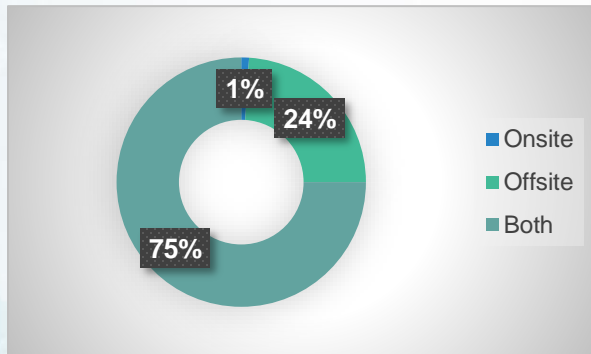


Figure 15: RPL Program Place of Orientation (Overall), (%)

At an overall level, the place of orientation for 75% of the respondents was onsite and offsite both. Only 24% of the respondents' place of orientation was offsite. The trend remained same for any of the age group. Only 1% of the respondents in the age group of 21- 30 years and 31 – 40 years attended the onsite orientation only.

## RPL Program: Job Role Kit Provided to Beneficiaries

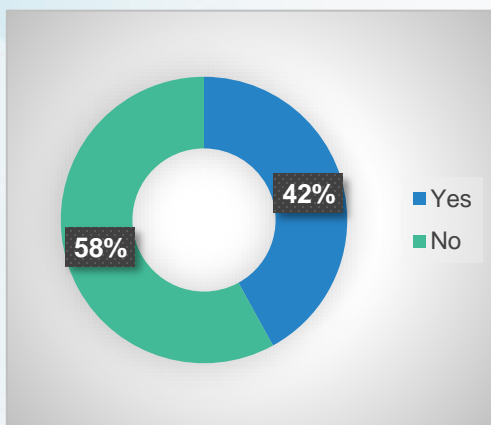


Figure 16: Job Role Kit Provided to Candidates (Overall), (%)

At an overall level, 42% of the respondents received job role kit along with t-shirt/jacket and a cap and more than 58% didn't received the kit. 42% males received the kit, and 45% females got the kit. 47% of respondents from backward community received the kit and 42% general caste received the kit. In states, most of the respondents in UP (81%) had received the kit and only 34% respondents in Tripura received the kit.

## RPL Program- Scores by Beneficiaries

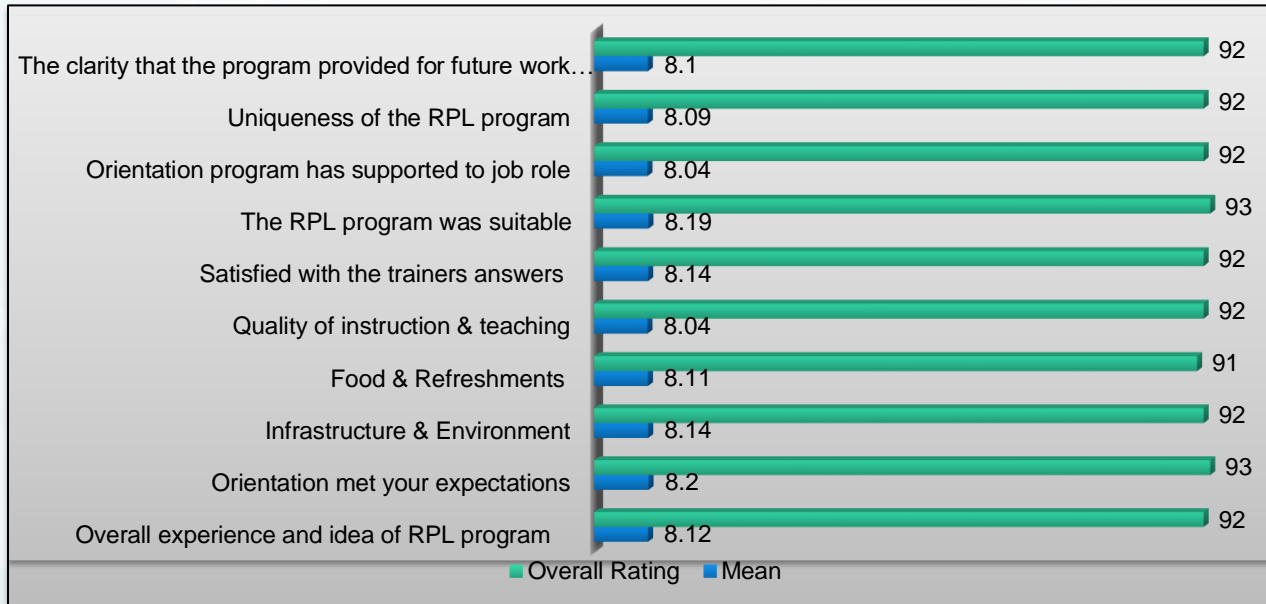


Figure 17: RPL Program Aspects Liked by Beneficiaries, (%)

At an overall level, more than 90% of the respondents were highly satisfied with all aspects of the RPL program. Around 93% of the respondents were satisfied and felt that the orientation met their expectations.

## RPL Program: Aspects Liked by Beneficiaries

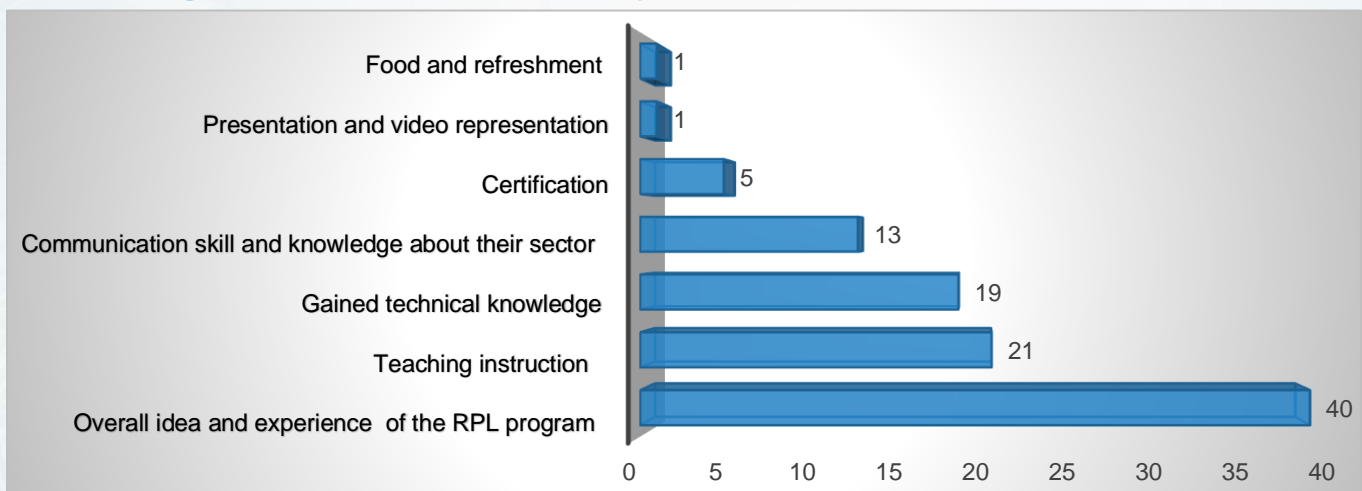


Figure 18: Overall Aspects Liked by Beneficiaries, (%)

At an overall level, 40% of the respondents liked the experience and the idea of the RPL program. Around, 21% of the respondents appreciated that the quality of teaching instruction was good. The respondents learned new skills and better techniques which was another benefit of the program.

## RPL Program: Aspects Disliked by Beneficiaries

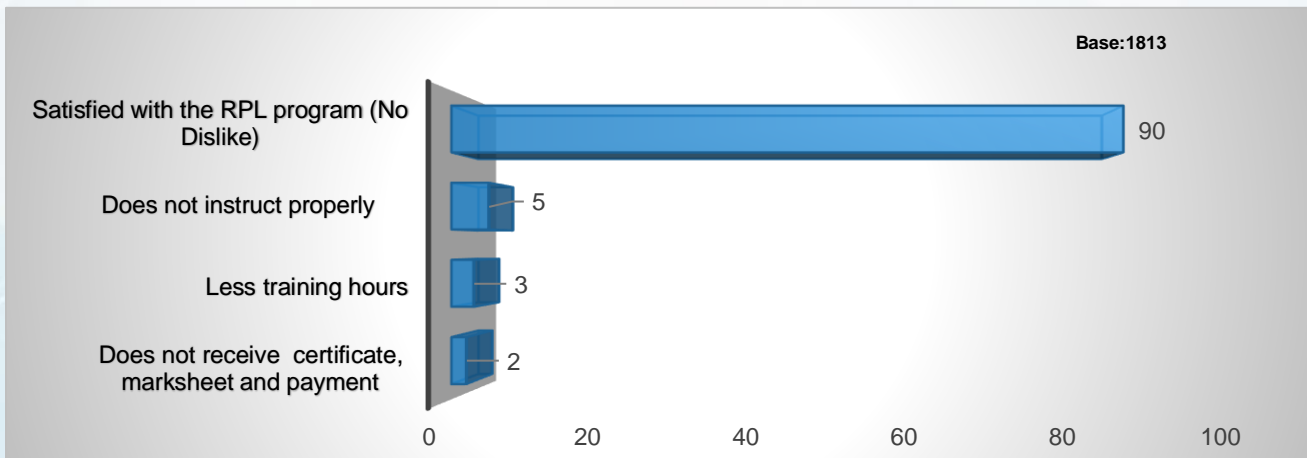
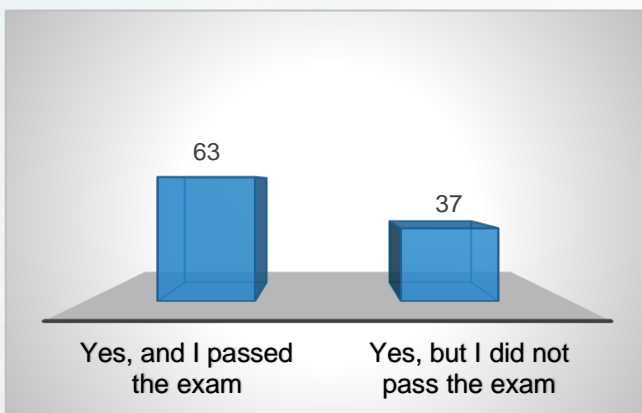


Figure 19: Overall aspects disliked by beneficiaries, (%)

On an overall level, most of the respondents (90%) satisfied with the RPL program (No Dislike). Only a few (5%) claimed that the instructors/organizers didn't guide them properly and 3% of respondents claimed that (2%) neither received a certificate/ marksheet nor payment.

## Participation in the Exam

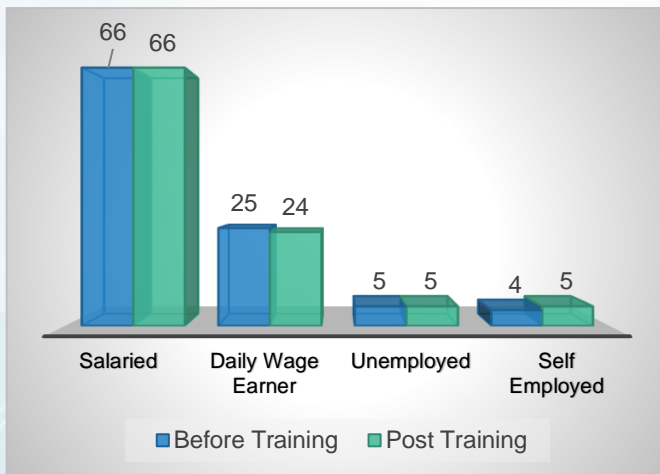


On an overall level, 63% respondents passed the exam and 37% couldn't pass the exam. Almost all females (67%) passed the exam, and 76% male respondents passed the exam.

Figure 20: Overall Candidates Who Participated in the Training Exam, (%)

## RPL Program: Impact on Candidates (Post-Training)

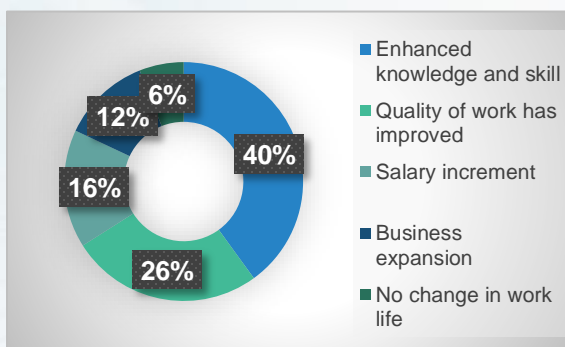
### Occupational Status – Before & Post Training



At an overall level, the occupational status didn't change much post training. Very few (5%) respondents were unemployed before the training. For males their employment status remained same post training, there was little change for women.

Figure 21: Occupational Status Before and Post Training Program (Overall), (%)

### Percentage of the Beneficiaries Who Liked the Orientation

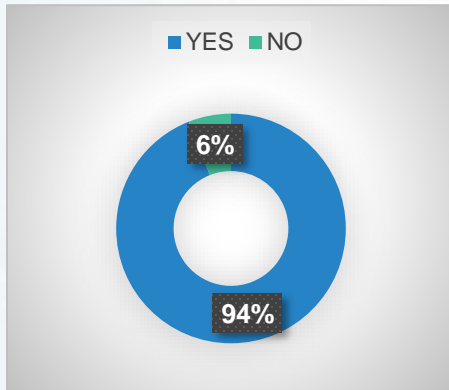


At an overall level, most of the respondents (94%) liked the RPL program. The majority of the respondents (40%) claimed that the program enhanced their skill and knowledge, followed by 26% of the respondents, whose quality of work was improved, which helped them to increase their salary and business growth. Only 6% respondents claimed that the program didn't help them in anything (No change in work life).

Figure 22 Overall % of the Beneficiaries who Liked the Orientation Program, (%)

In states, 13% respondents from UP didn't find any benefits from the training.

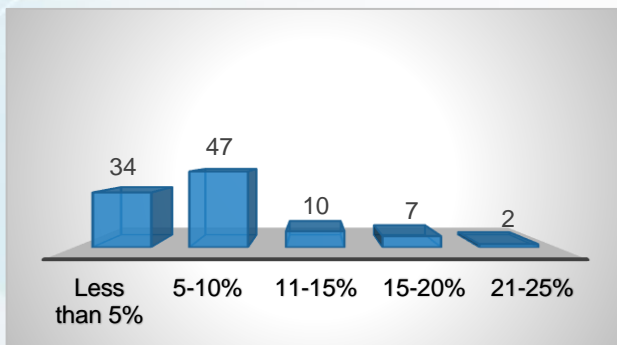
## Skill and Knowledge Enhancement Post Training



At an overall level, 94% of respondents claimed that their skill and knowledge enhanced post training. Very few respondents (6%) didn't find the training to be effective. Most of the respondents from given group found the training to be very beneficial. Female or male respondents, belonging to different communities claimed that the training helped in enhancing their skills set and knowledge and improved their communication skills.

**Figure 23: Reasons for Likes and Dislikes for the RPL Program (Overall), (%)**

## RPL Program: Increase in Salary/Income of Beneficiaries

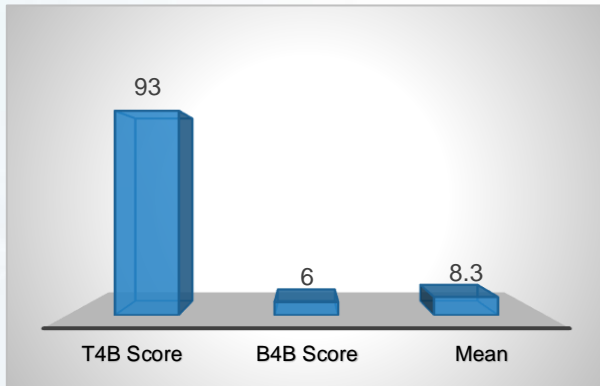


**Figure 24: Increase in Income of Beneficiaries After Attending the RPL Program, (%)**

On an overall level, 47% of respondents claimed their salary increased 5% - 10% post training. The trend remained same for both the gender and respondents from all the communities. For 7% respondents their salary/income increased 15-20%. Among the states, Maharashtra had a majority of respondents, who got a hike of around 5% - 10% in their income/salary. And 11% of the

respondents from Tripura got hike of more than 25% in their income, followed by West Bengal (10%) and Andhra Pradesh (9%).

## RPL Program - Placement Assistance



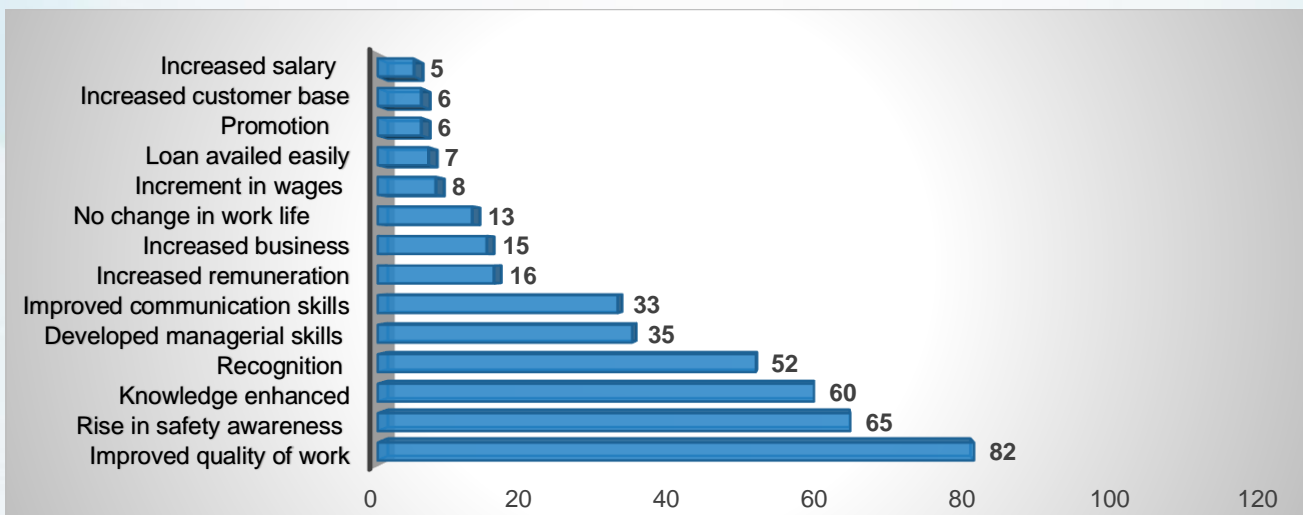
Most of the respondents (93%) were satisfied with the placement assistance provided by the organizers. Among all, only female respondents were less satisfied with the placement assistance. Among the states, 16% of the respondents in Tripura were not happy with the placement assistance.

**Figure 25: Overall Placement Assistance Provided by the Training Providers to Beneficiaries, (%)**

\*T4B (top 4 box score) = those who rank 7,8,9 &10

B4B (bottom 4 box score) = those who rank 1,2,3 & 4

## RPL Program: Impact on Beneficiaries Life



**Figure 26: Impact of RPL Program on Beneficiaries Life, (%)**

At an overall level, 82% of respondents claimed that their quality of work improved post-training. Followed by, 65% of the respondents, who claimed a raise in safety awareness. The

respondents from both the backward and general communities and of both the genders (male and female) claimed that the RPL training impacted their lives in many spheres.

## RPL Program - Most Important Impact on life

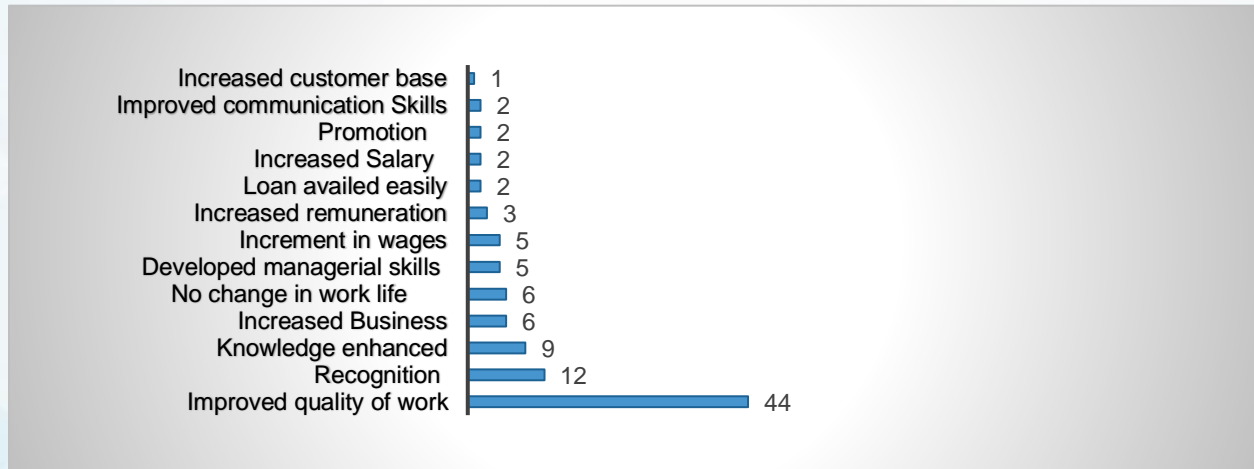


Figure 27: Most Important Impact of RPL Program on Beneficiaries Life, (%)

At an overall level, the most important factor for most of the respondents was improved work quality (44%), followed by social recognition after receiving the certificate (12%).

## Benefits of RPL Program for Target Beneficiaries

### RPL Program - Kaushal Bima for Beneficiaries

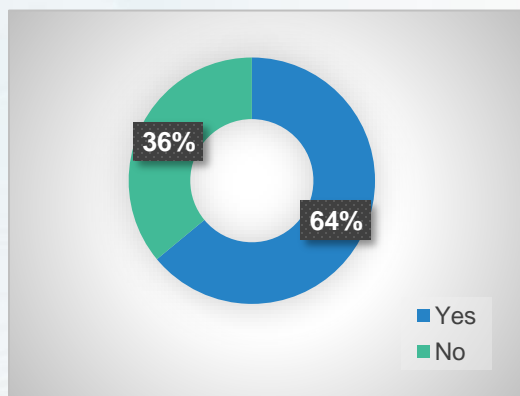


Figure 28: Kaushal Bima for Beneficiaries (Overall), (%)

On an overall level, only 36% respondents were provided Kaushal Bima. 64% of the respondents in the age group of 31 – 50 years were not provided 3 years Bima, followed by 21 – 30 years (63%). Only 36% of male respondents and 40% females received the Bima. People from backward classes received more Kaushal Bima over others (43% vs. 36%).

## RPL Program: Beneficiaries Application & Purpose for Mudra Loan

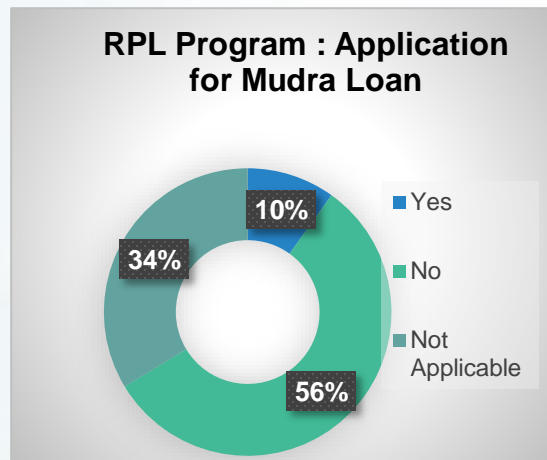


Figure 29: Beneficiaries Who Applied for Mudra Loan (Overall), (%)

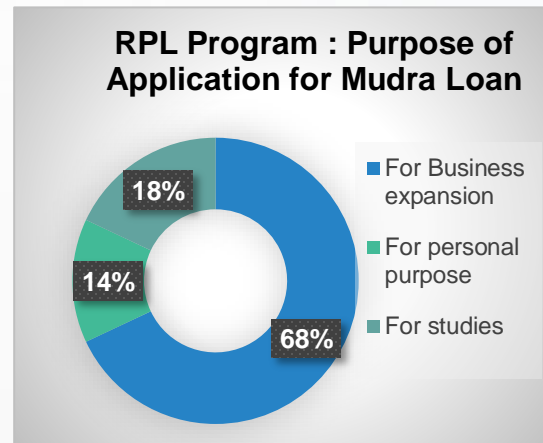


Figure 30: Purpose of Application for Mudra Loan (Overall), (%)

- At an overall level, only 10% of the respondents applied for money loan. 56% respondents didn't apply for the mudra loan. The trend remained same for all genders, age group and communities. In states, around 19% of the respondents from Assam, followed by 15% of the respondents in Karnataka, 14% of the respondents in Maharashtra and 11% of the respondents in Andhra Pradesh applied for mudra loan.
- At an overall level, 68% respondents took the money loan to expand their business. 14% respondents took loan for their personal wishes and 18% for studies.

## Suggestions for RPL Program by Beneficiaries

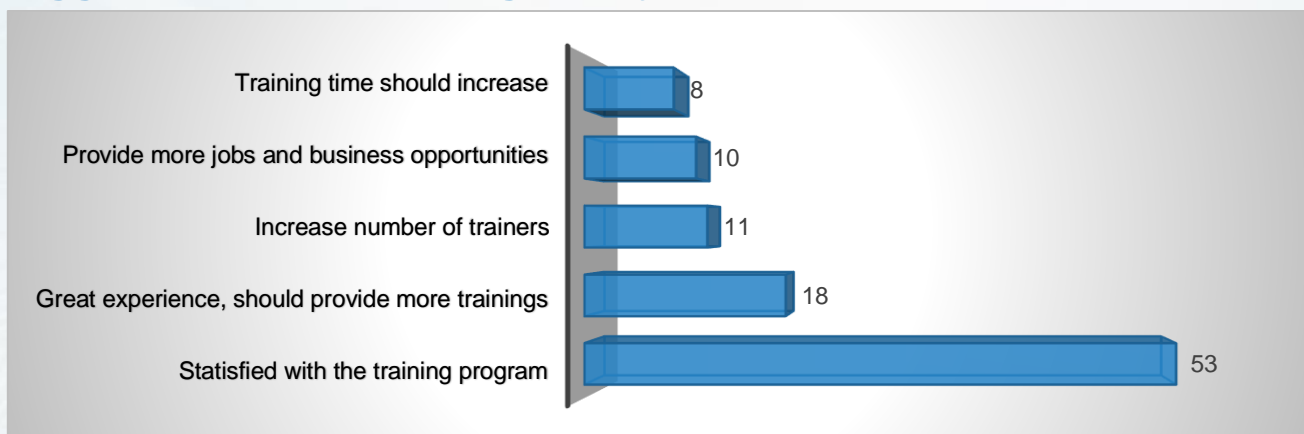


Figure 29: Overall, Suggestion for the RPL Program by Beneficiaries, (%)



On an overall level, more than 50% of the respondents were satisfied with the training program and liked all the aspects of the training, 18% believed that it was a great experience and there should be more such training programs. Very few respondents wanted that the training time and the training faculties both should be increased as well as more placement assistance should be provided.

## RPL Program: Impact on Communities

According to TechSci Research, a study was conducted on a mini focus group consisting of 4-5 people from a community to find out how does the RPL program impacts the gems and jewelry sector for the betterment of society, economic development, and labor market. A community is a group of people who share certain characteristics such as norms, religion, values, customs, or identity. The research analysis, determined how the RPL program impacted the lifestyle of the people in the focus group in terms of factors such as trade, behavior, and various other factors which are discussed below -

- **Population** – The RPL program positively impacted the community population such as women, youth, people with disabilities, or minorities. The RPL program helped a large set of unorganized employees to recognize their skills with certificates and encourage them to achieve better opportunities for the job role.
  - o In the gems and jewelry sector, around 95% of the employees are from the unorganized market. The RPL program is one of the programs that recognized their skills by certifications from the government. It has been seen that the RPL training program helped in improving their business and quality of work.
  - o The less experienced youth learned new skills and financial knowledge, which increased their productivity and helped them get better opportunities.
  - o The RPL program recognized the skills of disabled people with the certificates from the government. This certification helped the customers to trust their client and provide more business opportunities.
  - o The RPL training program opened the new doors of opportunities for minority caste people and encouraged them to learn new skills and upgrade them and get preference in work.



- **Behavior-** It was observed that there was improvement in communication skills of the people and way they dealt with the clients. They also learned new soft skills under the RPL training program.
- **Trade and Work** – Following the training program people gained more knowledge about their domain, and with new techniques, they could improve the quality and productivity of their work.
- **Opportunities** – The analysis showed that the candidates got better job opportunities after attending the RPL training program and received certification from the government recognizing their upgraded skills.
- **RPL Program as per Project Implementation Agency Analysis**

**According to Project Implementing Agencies (PIAs) and Sector Skill Councils (SSCs) Analysis, these are the following brief about the RPL program:**

- They used to reach out to the trainees through mobilization strategy. In mobilization, training partners reach out to such areas through field visits, door to door surveys, pamphlets, unmovable & movable hoardings, newspaper advertisement, social media awareness camps, word of mouth and registration camps, etc. Training partners motivated the candidates to enroll in the training program by explaining them the benefits of the program. Post project completion outcomes were advertised along with placement records, and candidates who completed the training earlier were invited to express their achievements post-training.
- The drop-out percentage of potential candidates was around 50% after the counseling. The dropout can be linked to many factors, the most common of which was that eligibility of some candidates was not adequate, wage loss suffered by participants while undergoing training, and family & work commitment.
- The remote areas were mainly targeted through various local governments and private bodies. After that mobilization camps were set up in these areas, in which several facilities were offered for the trainees such as video viewing, refreshment, drinking water, first aid kits, CCTV camera, clean toilet facilities, adequate chairs and table, and proper



ventilation in the room. Additionally, COVID safety kits were also provided to the candidates.

- As per the PIAs, the training experience of the trainers was between 6-15 years depending on the job role. And the ratio between trainer and trainees was 1:50 candidates or in some cases 1:30, with one trainer who trained 50 candidates or 30 candidates. As these candidates were already well experienced and knowledgeable, the ratio was good enough to conduct an orientation session.
- RPL training session generally comprises of 12 hours of orientation program, with focus on domain knowledge, soft skills, assessment. These sessions also cover, digital literacy, financial advocacy, etc.
- In addition to covering the domain knowledge, the orientation session also focuses on other aspects of work and technology/techniques.
- The training program's content is adequate and is well aligned with QP/NOS and NSQF levels and industry standards.
- Training partners help the candidates to get a better job, however majority of the candidates under the RPL Program were already employed by some local organization or were self-employed.
- Around 10-15% were placed with the help of the local support team and training partners. And for business, most candidates were self-employed, and they had their workshop or business. Apart from these, approx. 200-400 candidates started their own business.
- Some of the difficulties faced in conducting the training programs in remote rural areas or sensitive areas were resistance from the locals on allowing the outsiders inside their territory. Other than this transport facility, basic amenities and internet connectivity were other major issues.
- This sector comprises of around 95% unorganized workforce. RPL is the only way to connect to the karigars/artisans and recognize their skills through the certification program. This will help the candidates increase their job acceptability, upgrade their skills & knowledge. The training program will also make candidates learn new work techniques, best practices, and target their weak areas for improvement.



- RPL program may not directly impact the informal employment trend in the gems and jewelry sector, but it's an appropriate program to recognize their skills.
- 84296 candidates in the gems and jewelry sector received the training, out of which 69464 were certified by the Gem and Jewellery Skill Council of India.
- The current RPL modalities are good enough, but more cluster based RPL programs and some daily wage loss compensation can be introduced to motivate more candidates to participate.
- SSCs should be the PIA in most of the programs because they are sector experts and well connected with the industry. This will help maintain the program's quality and sanctity because sector skill councils are aware of industry demand and requirements.
- The overall suggestion for the management is that the sectors should be treated/handled differently considering the formal and informal nature of the industry.

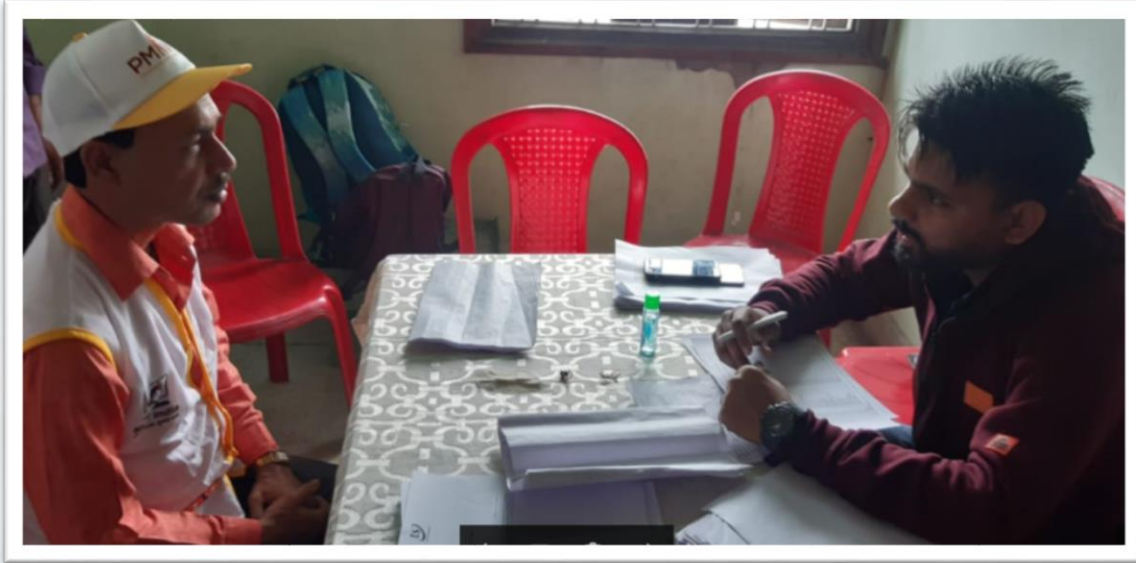
## RPL Program: Impact on Individual Candidate

### Case Study - 1

Gautam Paul hails from Cachar, Assam. His family consists of 5 members. He has been working in a jewelry shop for the past 7 years and wants to provide a better life to his family. He heard about the Pradhan Mantri Kaushal Vikas Yojana training program for skill development through his employer and co-workers. He wanted to learn a new skill and gain a certificate as despite his experience he did not had any formally recognized certificate.

The training program helped in upgrading new skills and provided in-depth knowledge about gems and jewelry. He found that the program's idea and concept were very good and helped him learn new skills. Apart from skill development, he also learned soft skills and financial tips, which helped him open a jewelry shop.

PMKVY training genuinely recognized his skills and provided him a certificate. The certificate will help him in the future and will provide him job opportunities. He is thankful to the government for the training program.



## Case Study – 2

Ajay Verma is the son of the late Bachcha Prasad Sonar hailing from Cachar in Assam. His family consists of 4 members. He had been working in a jewelry shop for the past 10 year to financially support his family. He heard about the Pradhan Mantri Kaushal Vikas Yojana through his employer and co-workers. So, he thought he should attend the training program and learn something new and gain knowledge of the skills required in the sector.

The training program helped him to learn new skills and techniques. Even though the work was hampered in the sector due to the COVID-19 lockdown, the skill development program assisted workers in improving their skills and provided information on new government schemes as well as financial advice for self-employment.

After training, he became so confident about the work that his co-workers were also motivated to take admission in the class. He got the certificate after clearing the assessment. Now, he wants to start his own business.

He said, “PMKVY training has given me a good path to grow. I want to thank the government & NSDC for making us skilled.”

# CONCLUSION AND RECOMMENDATIONS

## Impact on Direct Beneficiaries

### Tangible Benefits:

- It has been observed that the majority of candidates (88%) benefitted from the training program and their wages increased. There was improvement in skills of majority of beneficiaries and their salaries and wages also increased by 5-10%, allowing them to improve their financial situation.
- Job kits were also provided to all the trainers, and they also learned about the safety measures. The training program also recognized the skills of the beneficiaries formally through government certificates, which helped them get better job opportunities.

### Intangible Benefits:

- The trainers claimed that their knowledge improved after the training program. A vast majority of candidates claimed that their work quality and managerial skills also improved. Following an increase in their pay, their supervisors noticed a positive shift in their attitude towards their work and co-workers.
- The training program helped the beneficiaries get recognition through the certificate and get preference over other non-skilled candidates.
- The training program provided knowledge about the government schemes such as Kaushal Bima scheme for accidental safety and a Mudra loan for financial independency.



## Overall Impact of RPL Program

The skill development program helped the beneficiaries to gain knowledge about their domain, improve their skills, gain technical knowledge, and reduce unemployment in the society.

Gems and jewelry industry aims to employ 3.59 million people by 2022 and train workforce at par with global quality standard. The findings show that the skill development training provided was beneficial and enabled most workers to improve their skill levels, decision-making skills, confidence, and employment opportunities, all of which could be important factors in their economic and social upliftment.

## Recommendation

Gem and Jewellery Skill Council of India (GJSCI) assists in the development of skilled candidates in gems and jewelry sector. The Indian government recognizes the importance of vocational education and supports it by providing funding for skill-based training centers and colleges. Skills-based training and placement opportunities in a variety of industries are becoming more widely known among the youth.

The overall RPL concept is fantastic because it allows a large number of candidates to improve their skills and knowledge. Following an analysis of the RPL program's impact assessment, here are some recommendations to help improve the program in the future. The following suggestions are –

- Increase the duration of the training program.
- Link the Aadhar card with the candidate's id and ensure that proper person is the beneficiary
- More presentations and sector-related videos should be provided in a regional language.
- Provide job and business opportunities.
- Add a session on future of the sector in the world market
- Add a session on entrepreneurship for interested candidates