



# Impact Assessment for RPL- PMKVY 2.0

## Leather Sector Skill Council

### (LSSC Type -2)

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# EXECUTIVE SUMMARY

The leather industry contributes around 13% of global leather production of hides/skins and handles a robust annual production of about 3 billion square feet of leather. The majority of the industry's workforce lacks formal training. However, many of them would have gained experience and traded knowledge while at work. RPL facilitators have developed and employ a tried-and-true framework for evaluating workers and identifying skill gaps. The RPL assessment determines a worker's current skill level. This enables them to assess their training needs and establishes a baseline for wage levels to be aligned with skill levels.

Assessment of Leather Sector Skill Council (LSSC) project on up-skilling the leather workers under the Recognition of Prior Learning (RPL) Type 2 of the Pradhan Mantri Kaushal Vikas Yojana - PMKVY 2.0 is conducted by New Age TechSci Research. The RPL program (type 2) consists of a bridge course that provides up to 68 hours of on-site training which helps beneficiaries to enhance and sharpen their skills. After attending the RPL training program, beneficiaries felt a positive change towards their work, and their work productivity also improved. The methodology adopted for this assessment was a mixed-method approach that involved quantitative as well as a qualitative method. The efficient and knowledgeable team from different disciplines at TechSci research conducted telephonic and face-to-face interviews and compiled and analyzed the primary data. The quantitative data was analyzed using Quantum statistical software, followed by interpretation and logical conclusions. The qualitative in-depth interviews with Project Implementing Agencies/ Sector Skill Councils (PIAs/SSC's) and employers were conducted to learn about the RPL program and its impact.

On the whole, the study reflects several positive impacts of the RPL skill development program. The SSCs and implementing agencies try to target a maximum number of candidates for the RPL program and provide the best on-site and off-site training to candidates. The overall impact of the RPL training program was quite good 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 easily corrected through a proper QC process.

The program has resulted in appreciation from the employers also, of the beneficiaries as they noticed enhanced skills and positive work ethics from the beneficiaries and which in turn seemed to positively impact the other employees also. The employers have shown interest in helping to participate in more such programs in the future.

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

1. Remuneration of the beneficiaries increased post-training by 5-10%
2. Noticeable positive change in their work ethics
3. Improved Confidence in their own skill sets
4. Respect and recognition from their colleagues and peers
5. Improvement in quality of work and productivity
6. Improvement in communication skills.
7. Increase in knowledge about their own sector and future prospects

# 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 of 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 three RPL project Types (1/2/3). PIAs shall include Sector Skill Councils (SSCs), Training Providers (TPs), Industry Associations, Corporates, Non-Government Organisations (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 program starts. The steps of the RPL process include mobilization of candidates, counseling, pre-screening, enrolments, training/orientation, assessment, certification, and placement. The 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). More than 600 corporate representatives in the Governing Councils of these SSCs. Sector Skill Councils (SSCs), play a vital role in bridging the gap between the industry demands and the skilling requirements ought to be. Some of the SSCs are Agriculture Skill Council of India, Automotive Skill Development Councils, 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 Leather Sector Skill Council (LSSC) Type-2.



**Figure 1: RPL Program Organized by Labournet of Leather Sector under PMKVY 2.0**

## 1.2. Project types under RPL Program

Project Implementing Agency (PIA) shall implement the Recognition of Prior Learning (RPL) program through any of the project types mentioned in Figure 2. The project type differs according to their target beneficiaries and the sectors. The Leather Sector Skill Council (LSSC) selected RPL program project type 2, which was conducted at employer's premises done on-site location provides workshops in the factory, stores. To enhance their practical and gain technical knowledge to upgrade their skills.

## PROJECT TYPE UNDER RPL guidelines

### RPL Camps (TYPE-1)

- RPL Camps in 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 Centre (TYPE-3)

- RPL at designed centres for geographically scattered workers who need to be mobilised.

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

- Reputed employers/ industries across sectors shall implement this project. Employees Best in class employers from all the sector shall be certified

Figure 2: Project Type Mentioned in the RPL Guidelines.

# THEORY OF CHANGE FOR RPL PROGRAM

## Context

- Leather plays an important role in Indian economy growth and contribute around 13% of the world's leather production of hides/skins and handles a robust annual production of about 3 bn sq. ft. of leather.
- Around, 82 % of the workforce are unskilled and belong to informal sector of the economy.
- India's leather industry has one of the youngest workforces around 55 percent of the workforce under the age of 35.
- Only 4.6 percent of the total workforce is formally trained.
- About 89% of the 15-59 years old worker have had no particular occupation and skills training.
- An estimated 12.8 million youth enter the labour market every year.
- Due to poor quality of work, increase lack of productivity.
- Skill mismatches in the labour market are one of the key reasons for unemployment.



## Process

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

- Ministry of Skill Development Entrepreneurship (MSDE) - Oversee overall implementation of Scheme.
- NSDC to be the implementing agency for PMKVY
- SSCs to identify job roles for which training could take place under PMKVY
- TPs need to identify candidates desirous and eligible to take benefit under RPL
- AA allocates Assessor(s) to conduct assessment at the training center location.
- Project Implementing Agency (PIA) Responsible for the on-ground execution of the project.
- In projecttype-2 Panchayats, labour unions, Employer, etc. are additional stakeholders.

### RPL PROCESS

- Mobilization for target youth through focused awareness building and other mobilization activities. For Project Type 2, mobilization of employees is to be undertaken by the employer engaged
- SSC approved trainers who have completed the Training of Trainers (ToT) program, for counselling and pre-screening of candidates.
- PIA shall ensure that each enrolled candidate mandatorily undergoes 12 hours of Orientation. In project type 2, PIAs may propose Bridge Course be imparted to candidates.
- Assessment and certification of eligible candidates
- 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 labour force



## Intermediate outcome

- Made industry ready workers
- Access to skill development trainings is more widely distributed workers on Industry-relevant and improve quality of work.
- Improved efficiency and confident of skilled workers who 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 skill training.
- Increased number of skilled workers on Industry-relevant and improve quality of work.
- Increased number of certified skilled worker on industry-relevant and quality skills
- Increased employment and opportunities for skilled workers

# BACKGROUND

## 2.1.RPL In the Leather Industry

The leather sector is one of the leading foreign exchange earners for Indian economic growth, it contributes around 13% of the world's leather production of hides/skins and handles a robust annual production of about 3 bn sq. ft. of leather. The leather industry is a high-wage industry that provides jobs over 4 million people, the majority of people come from the weaker sector of the society.

India contributing 9% of the world's footwear production. It is the second-largest producer of footwear and leather garments in the world. In 2020, the export of leather, footwear, and the leather product reached \$3.67 billion. The leather industry is witnessing rapid changes due to advancements in leather processing technology, shifts in consumer demands, changes in product mixes, and export-related regulatory compliances.

The RPL program in the leather industry would help in upgrading the skills and technical knowledge of the existing workforces in the leather sector. The objective of the RPL program is to enable a large number of youths to take up industry-relevant skill training that will help them in securing a better livelihood.

Leather Sector Skill Council (LSSC) trains the candidates through a tailor-made program i.e., On-site training and Off-site training. The Bridge RPL training model combines classroom instruction with on-the-job training (OJT) on factor sites. These courses are based on NSQF-aligned National Occupational Standards (NOS) and Qualification Packs (QP) for industry-specific job roles.

The RPL Type 2 (Employer Premises) is conducted on-site at the employer's premises, which includes 12 hours of the orientation program and a bridge course of up to additional 68 hours for leather workers. The council trained the workers through a tailor-made program such as the RPL program and bridge course through On-site training and Off-site training. The trainers were deployed to undertake on-site training and assessment of enrolled candidates. Assessment of

each candidate conducts to evaluate skills and expertise in various jobs such as stitcher (goods and garments), stitching operator (footwear), and cutter (goods & garments).

## 2.2. Bridge Course Under RPL Program

The Bridge course aims to upgrade the existing leather workforce to meet the demand for skilled labour in India's leather industry, which will increase the productivity and quality of work. The skill training is providing in Cutter Footwear, Stitching Operator Footwear, Stitcher Goods and Garments, Cutter Good and Garments, Skiving Operator Machine, etc.

The training began in 2016, under the target allocation, training partners are continuously working towards upgrading the skills. The training has also led to reducing the wastage of material and a distinct improvement in the quality of work. The program also includes the aspect of work safety, soft skills training, health, and sanitation awareness, etc.

**Figure 3: Off-Site Training under RPL Type-2 for Leather Workers**



## Candidate Trained

N = 11332



No of candidate enrolled



N = 10769



No of candidate certified under RPL



Figure 4: Candidates Trained and Received Certificate under RPL Program

## No of Trained Candidates Location

**Table 1: Location and Trained Beneficiaries under the RPL Program**

S.no	States	No of Trained Candidate
1	Andhra Pradesh	1
2	Arunachal Pradesh	3
3	Assam	12
4	Bihar	165
5	Delhi	2
6	Jharkhand	1
7	Kerala	18
8	Odisha	5
9	Tamil Nadu	1686
10	Uttar Pradesh	14
11	West Bengal	8862

### 2.3 Key Stakeholders of RPL in Leather Sector

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

**Table 2: Roles and responsibilities of key stakeholders**

SN.	Stakeholder	Summary of Role and Responsibilities
1.	Ministry of Skill Development 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.	National Skill Development Council (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	<ul style="list-style-type: none"> <li>Responsible for the on-ground execution of the</li> </ul>

	Sector Skill Councils (SSCs), Training Providers, Corporates, Industry Associations, NGOs or Government Entities. But not Assessment Agencies)	<p>project</p> <ul style="list-style-type: none"> <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 Organisation	<ul style="list-style-type: none"> <li>• RPL Facilitators to be ToT (Training of Trainer) certified by SSC.</li> <li>• RPL Facilitators shall conduct counselling, pre-screening and orientation/bridge course of beneficiaries</li> </ul>
7.	Assessment Agencies (AA)	<ul style="list-style-type: none"> <li>• AAs to conduct assessments of beneficiaries.</li> <li>• Recommend 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.	Sector Skill Council (SSC)	<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 shall not be 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 to Leather Workers

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

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

## 2.5 Industrial Benefits through RPL

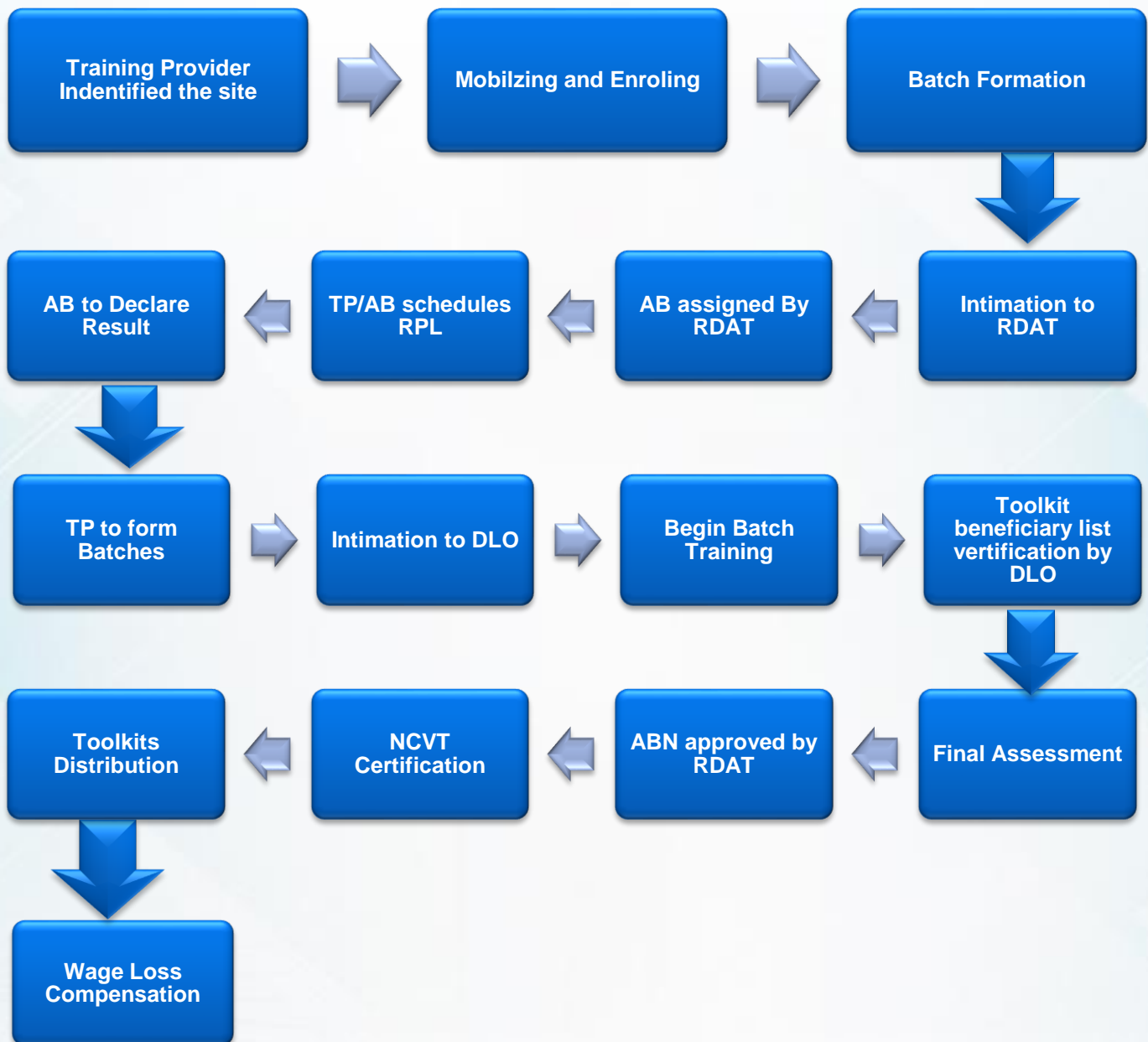
RPL benefits the industry in many ways-

- 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 and bridge courses
- Improving efficiency and work quality
- Cost-saving through wastage reduction and high productivity.



**Figure 5: On-Site Training Program Practical Learning New Skills and Techniques under the RPL Bridge Course**

## 2.6 Key Steps Involve in Undertaking RPL with Bridge Course



\*TP- Training Provide, AB- Assessment Body, RDAT- Regional Directorate Of Apprenticeship Training, DLO -District Labour 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 was as 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
  - Employers: Qualitative In-depth interviews
- **Step 3- Defining Sampling Strategy**

Strategy for interviews (varied depending on the on-ground COVID-19 situation in each region/States)

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

15% of the trained beneficiaries were administered the questionnaires

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

## Some Pictures of Face-to-Face Interview being Conducted



Figure 6: Face to Face Interviews being 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.

The sample was selected based on of the following criteria:

- Geographical coverage (PAN India – North, South, Central, West, East)
- The number of candidates trained 15% representation from each state covered

**Table 3 : Sampling based on geographical coverage and no of trained candidates.**

S.no	State	Sample size
1	Tamil Nadu	188
2	West Bengal	1512
3	Bihar	127

### 3.1.2 Key Derivatives

- **Impact Assessment Project Report**

The report captures the impact of the project on the 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.

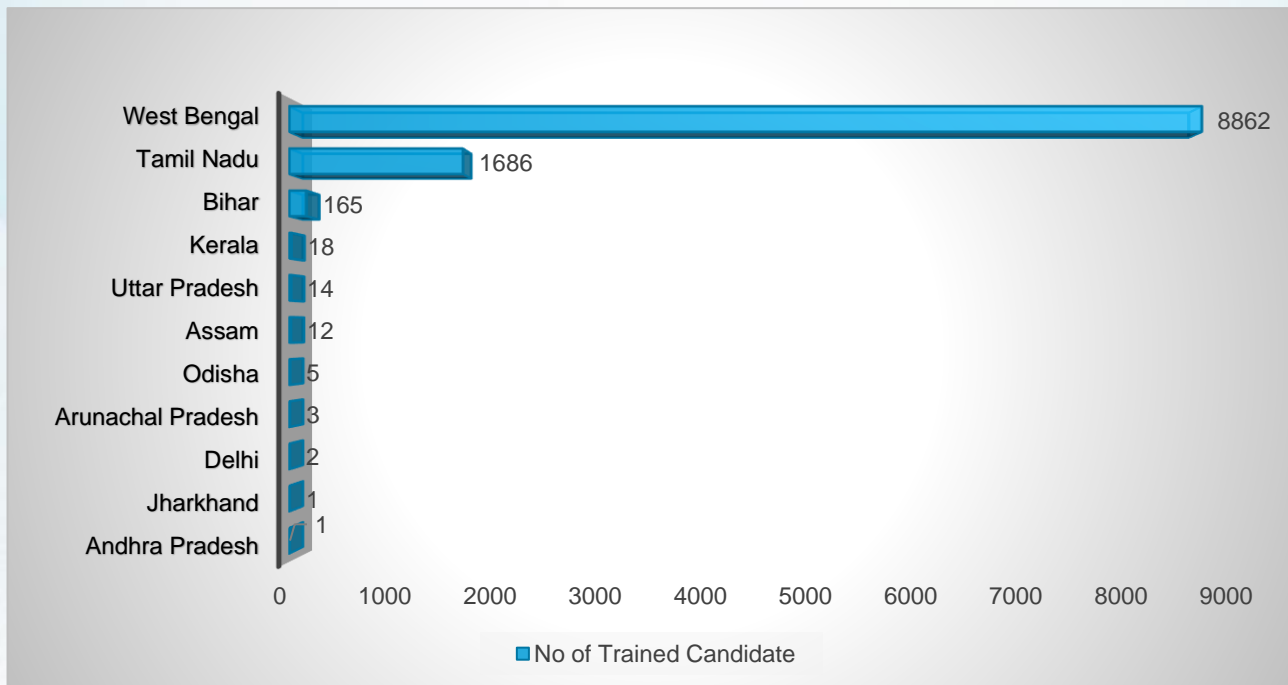
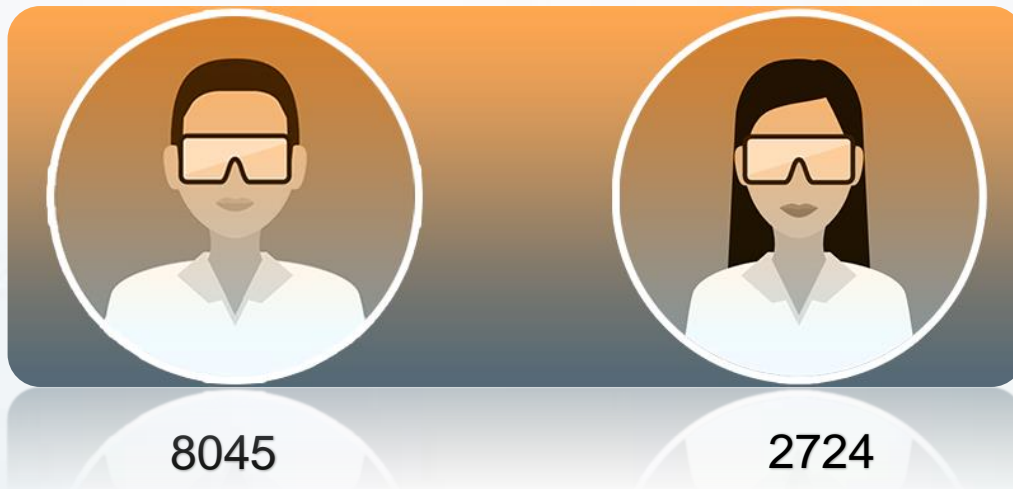


Figure 7: Location and No. of Trained Beneficiaries under the RPL Program

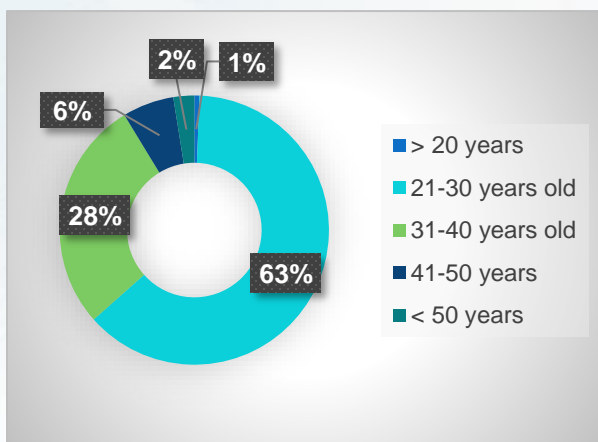
## 4.2. Socio-Economic Profile of Beneficiaries

### Gender Profile



The gender wise distribution data shows that men form a large percentage of workers employed in the leather sector. This reflects the gender-wise numbers where 8045 are male, 2724 are female trainees.

### Age of Trainee



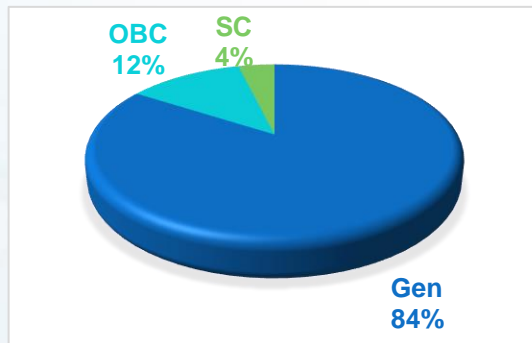
The impact assessment study revealed that a willingness to learn new skills was more evident in young age people and around 63% of trained workers were between the age of 21-30 years old. It further showed that around 28% of the trained workers were in the age group of 31-40 years and only 6% of the trained workers were between 41-50 years and 1% of the trained workers were below the age of 20 years.

The study revealed that old age people were also

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

inclined towards upgrading their skills and around 2% of the trained workers under the RPL Program were more than 50 years old.

## Social Categorization of Trainees



The impact assessment study noted that 84% of the trained workers belong to the general category, wherein OBCs accounts for 12% of the workforce, who has been trained under the RPL program. The trained workers belonging to scheduled caste only 4% of the trained candidate.

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.

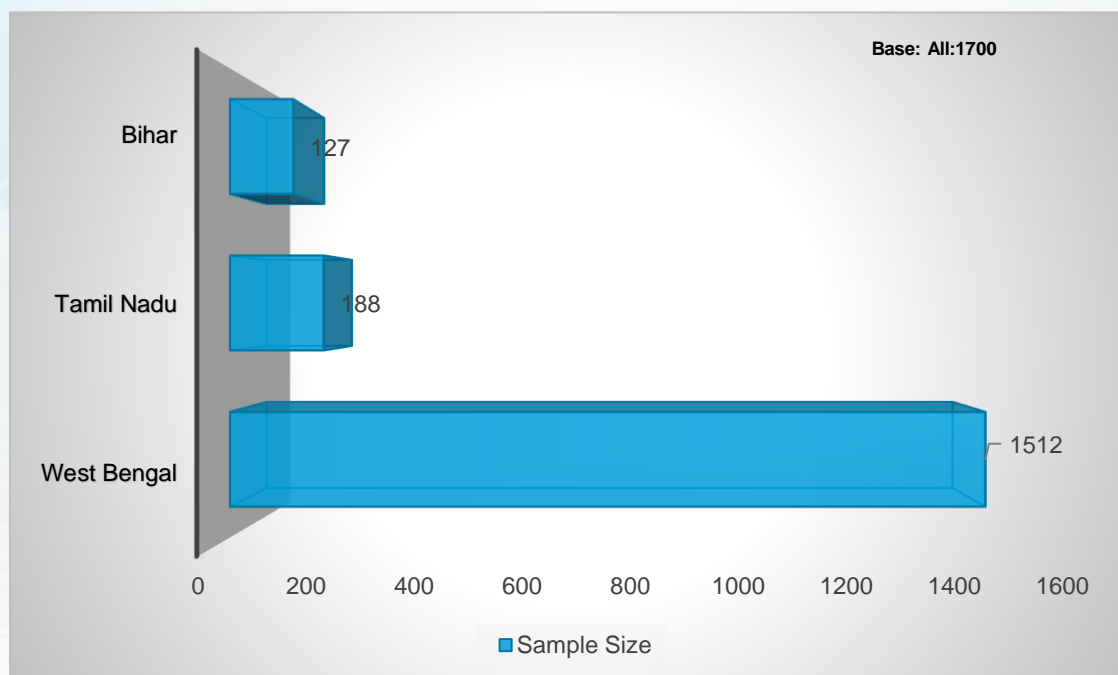


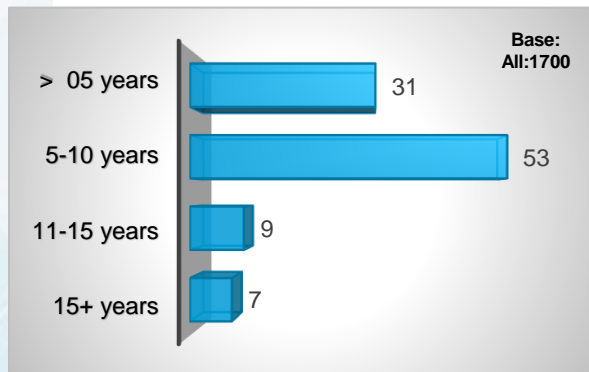
Figure 10: Location and Sample Size of the Respondents

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

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

### Duration in Same Trade

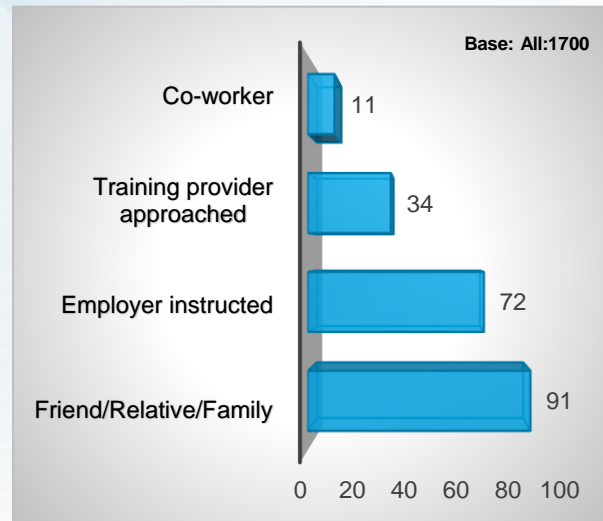
Figure 11: Overall Duration In the Same Trade, (%)



On an overall level, 53% were in the same trade from 5 - 10 years and 31% of respondents were in the same trade for less than 5 years. Only 7% of the respondents were in the same trade for a longer duration (More than 15 years). The younger respondents were in the same trade for less than 10 years. 40% of respondents in the age group of 41-50 years were in the same trade for more than 15 years. All the respondents from Bihar and suffering from any disability were in the same trade for less than 10 years.

years were in the same trade for more than 15 years. All the respondents from Bihar and suffering from any disability were in the same trade for less than 10 years.

### Source of Awareness – RPL

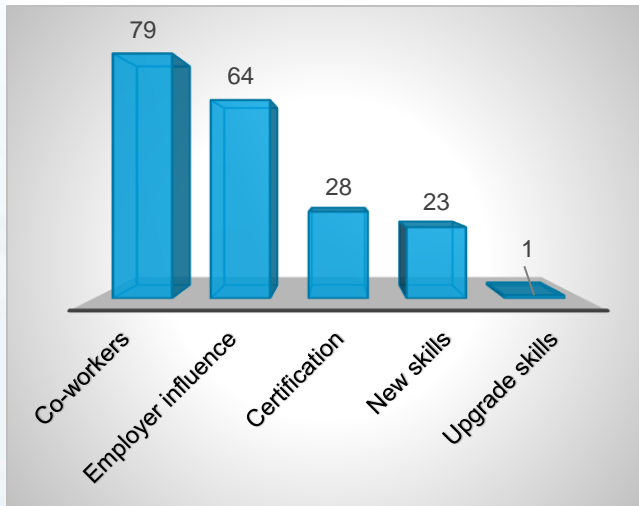


On an overall level, 91% of respondents came to know about the RPL program from their friends/relatives, followed by employers' instruction (72%). Most of the respondents from the General caste (95%) came to know about the training from their sources. The trend remains almost the same for all age groups and all communities. All respondents from Tamil Nadu were intimated about the program from their sources (friends/relatives).

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

## RPL Program - Triggers for joining

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



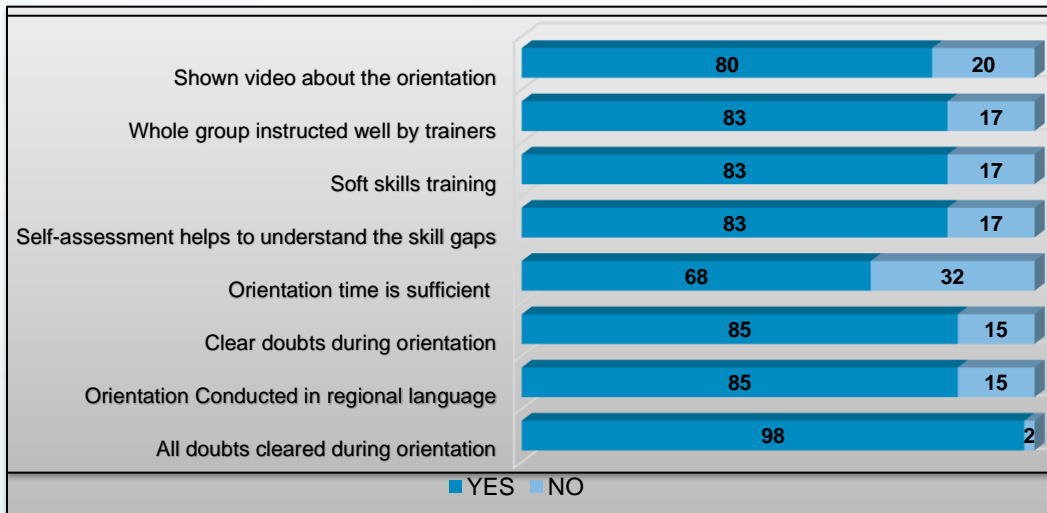
- 79% of the respondents believed that the main trigger for them for joining the RPL program was that their co-worker/ friend went for training, followed by 64%, who joined the program because their employers told them to upgrade their skill. 28% joined as the certificate would help them get better job/work and 23 % trainees had the zeal to learn something new. Only 1% 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 31-40 years participated mainly for the certificate, new learning, and because their friend/coworker was participating in the training. Co-workers' or friends' influence was the main trigger for most of the respondents (for any gender male or female or any community and disable respondents) followed by employers' instruction to join the training program.
- The trend remained the same for all the states. In Tamil Nadu, maximum number of respondents attained the training because of the influence of co-workers/ friends and employers as they believed that the certificate would help them get better jobs.

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

### Induction Program – Aspects liked by Beneficiaries

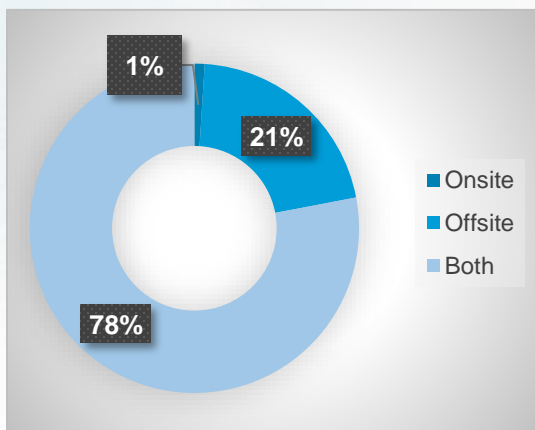


**Figure 14: Overall Induction Program Aspects Liked by Beneficiaries, (%)**

At an overall level, more than 80% of the respondents were happy with the way the induction program was conducted. Around 98% of the respondent claimed that benefit of the training was explained clearly by the organizers. The infrastructure and food provided all were good. 68% of the respondent claimed that 12hrs of training for soft skills, health, and safety was adequate.

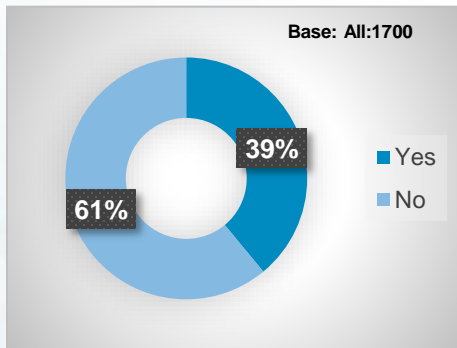
### Place of Orientation

At an overall level, the place of orientation for the RPL program for 78% of the respondents was onsite and offsite both. 21% of the respondents' place of orientation was offsite and for 1% respondents the place of orientation was onsite. The trend remained same for all the age groups and states. The orientation was done at onsite and offsite for both males and females.



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

## RPL Program: Job Role Kit Provide to Beneficiaries



At an overall level, 39% of the respondents received a job role kit along with a t-shirt/jacket and a cap and 61% didn't receive the kit. The Job role kit was less distributed in West Bengal, only 29% of respondents from West Bengal received the kit. This should be considered that why the respondents who are participating in the training don't receive the Job Role Kit.

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

## RPL Program- Scores by Beneficiaries

At an overall level, more than 90% of the respondents were highly satisfied with all the aspects

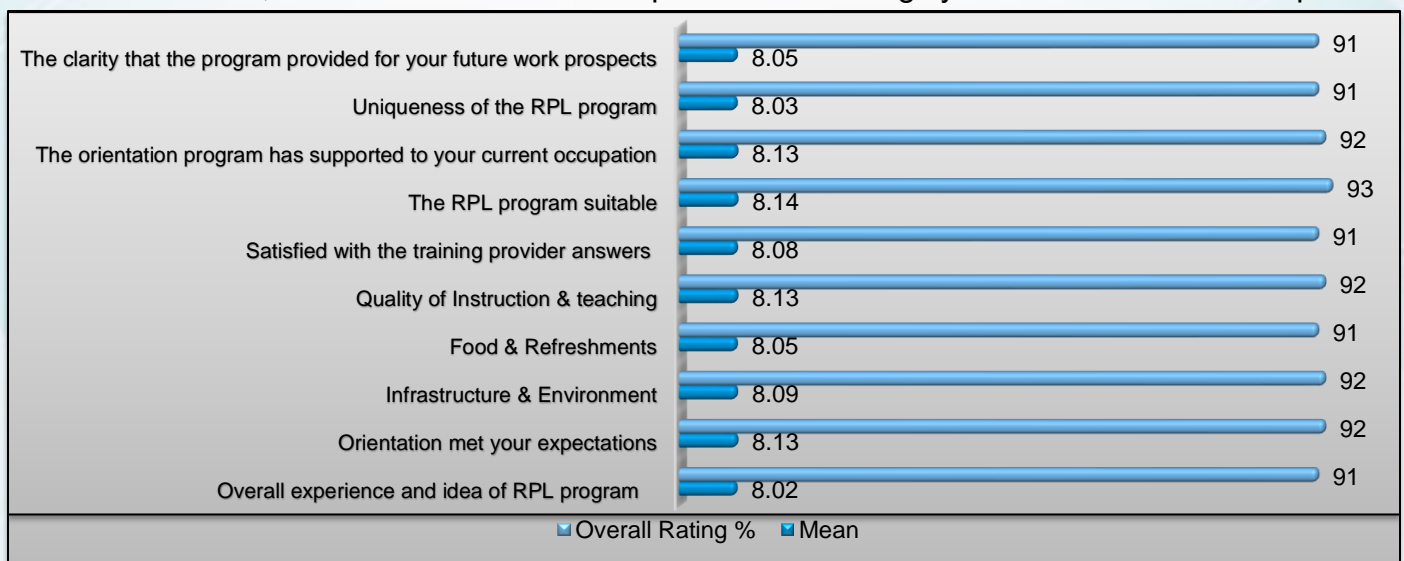


Figure 17: Overall Aspects Scores by Beneficiaries, (%)

of the RPL program. Most of the respondents (91%) were satisfied with the overall experience and respondents both male and female as well as from backward and general communities were satisfied with the orientation program. The trainers solved all their queries. Around, 93% of the respondents from all the states claimed that the program was suitable for them.

## RPL Program: Aspects Liked by Beneficiaries

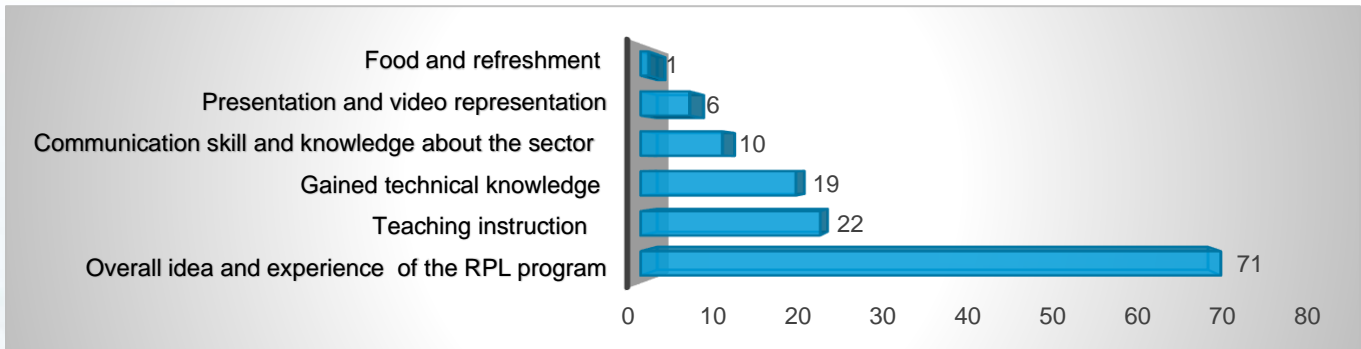


Figure 18: Overall Aspects Liked by Beneficiaries, (%)

At an overall level, 71% of respondents liked the experience and the idea of the RPL program. 22% of respondents appreciated the quality of the instruction and teaching. The respondents learned new skills and better techniques under the RPL program. The respondents liked the experience and the idea of the RPL program in all the States.

## RPL Program: Aspects Disliked by Beneficiaries

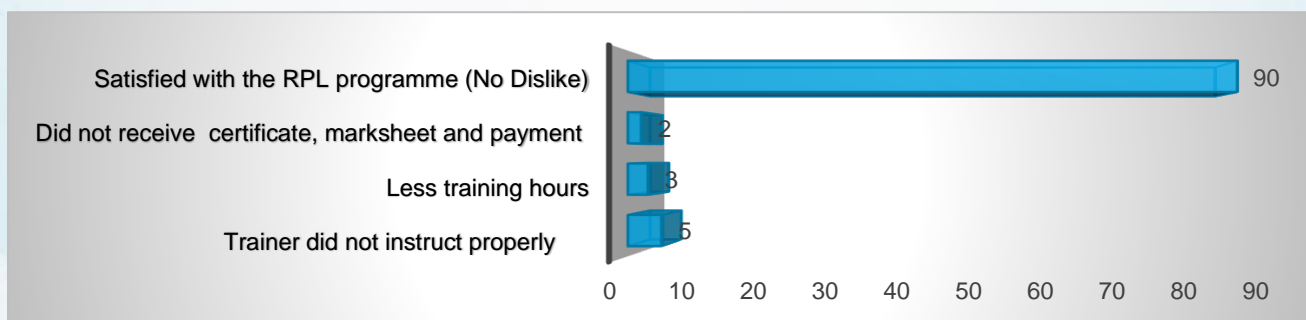
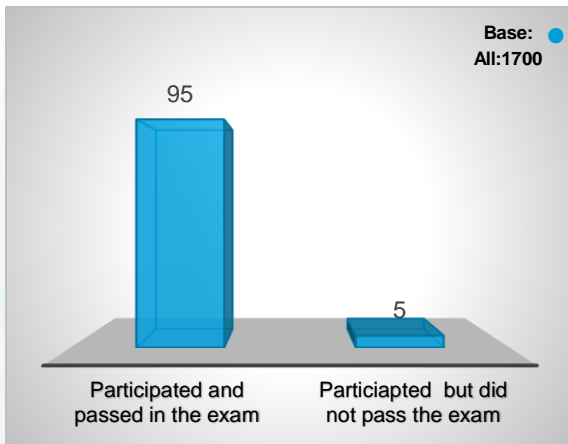


Figure 19: Overall Aspects Disliked by Beneficiaries, (%)

On an overall level, 90% of the respondents liked the program (no dislike), only a few claimed that the instructors/ organizers didn't guide them properly (5%) and (2%) neither received a certificate/ marksheet nor payment.

## Participation in the Exam



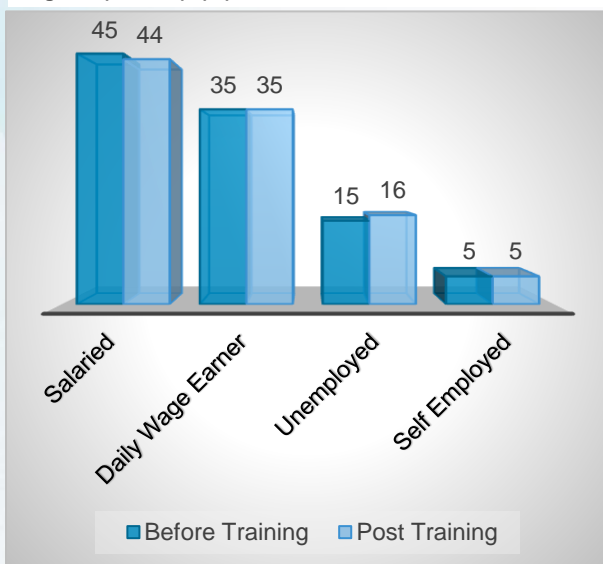
On an overall level, 95% of respondents passed in the exam and 5% couldn't pass the exams. Around, 75% of the females and 74% of the male's respondents passed the exam.

Figure 20: Overall Candidates Passed in the Exam under RPL Program, (%)

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

### Occupation Status – Before & Post Training

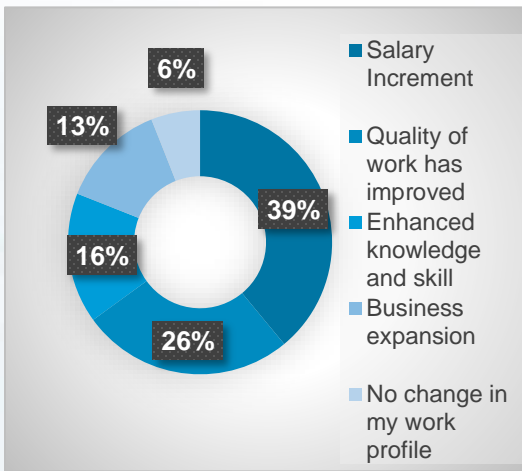
Figure 21: Occupational Status Before and Post Training Program (Overall), (%)



At an overall level, more than 44% of the respondents were salaried, followed by daily wage earners (35%). No major improvement was evident in the occupational status of employees post-training due to the impact of COVID-19. There was hardly any change in the occupational status of workers even community wise and disability wise. The unemployment rate increased in all the age groups in the leather sector due to the Covid situation. The trend remained the same for any gender, community, and respondents from all states.

## Percentage of the beneficiaries who liked the orientation

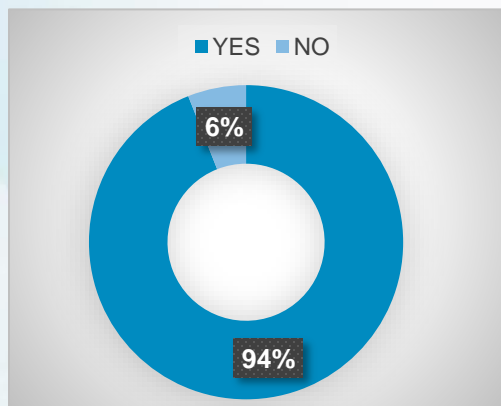
Figure 22: Overall % of the Beneficiaries Who Liked the Orientation Program



At an overall level, most of the respondents (94%) liked the RPL program. They claimed that the program enhanced their skill and knowledge, improved their quality of work, which helped them getting a salary hike. Only 6% of respondents claimed that the program didn't help them in anything. Most of the respondents (95%) from all the states liked the RPL program as it helped them in business expansion, improved their work quality and also improved their skills.

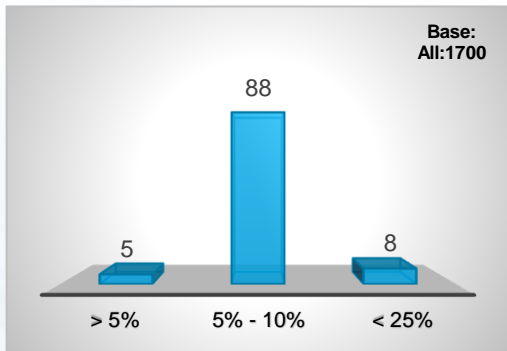
## Skill and Knowledge Enhancement post Training

Figure 23: Overall Enhancement of Skill and Knowledge After Attending the RPL Program (Overall), (%)



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 any age group found the training to be very beneficial. Female or male respondents, belonging to (minor and general) community and states claimed that the training helped them to enhance their skill set and knowledge and improve their communication skills.

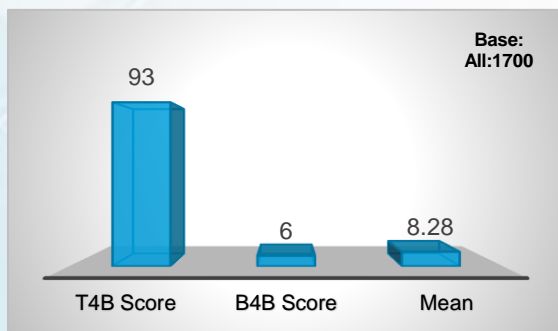
## RPL Program: Increase in Salary/Income of Beneficiaries



On an overall level, 88% of respondents claimed that their salary increased by 5% - 10% post-training. The trend remained the same for the respondents of both the genders (male and female) and of both the backward and general communities. For 8% of respondents, their salary/income increased more than 25%.

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

## RPL Program - Placement Assistance



Around 93% of the respondents were satisfied with the placement assistance provided post-training. Most of the respondents were satisfied with the placement assistance provided by the organizers in all the states.

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

\*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 - Bridge Course

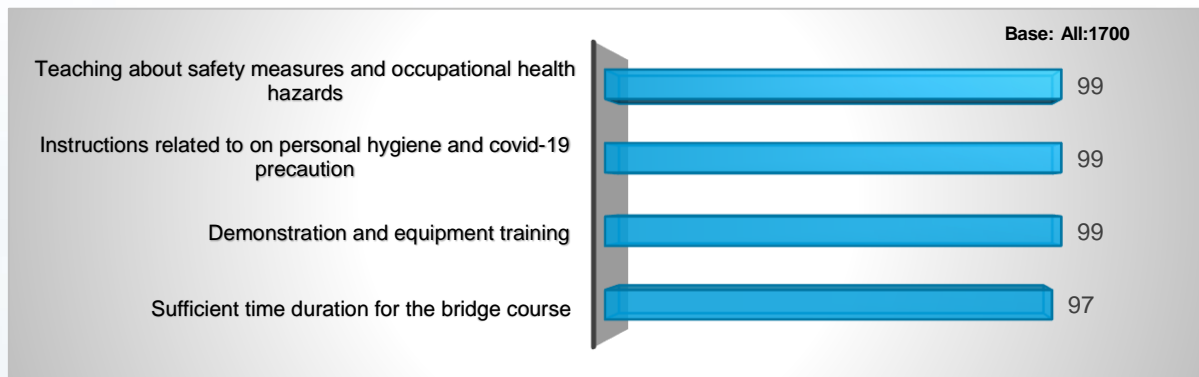


Figure 26: Overall Aspects Liked in Bridge Course by Beneficiaries, (%)

- At an overall level, the majority of beneficiaries (99%) were happy with the way bridge course was conducted in all the states. More than 90% of the respondents claimed that time duration for the bridge course was sufficient, also they were able to get training related to demonstration and equipment handling. Moreover, they also became aware of safety measures and occupational health hazards. Under the bridge course they were also given instructions related to personal hygiene and the precautions to be taken to prevent themselves from COVID-19.
- Under the bridge course on-site training i.e., practical training of around 12 days was also provided to the leather workers.

## RPL Program – Scoring of Bridge Course by Beneficiaries

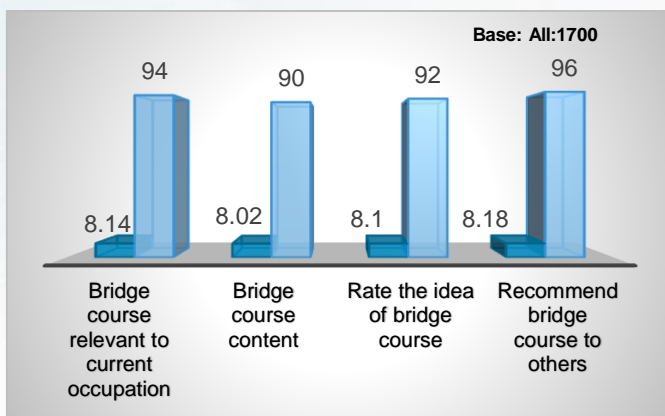


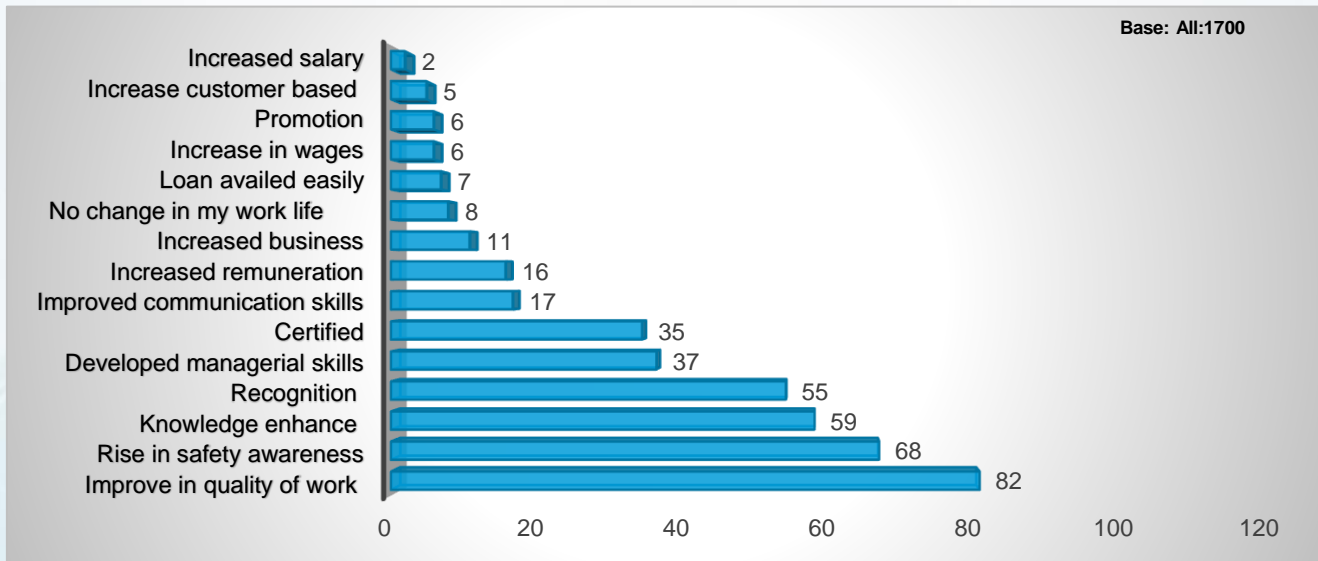
Figure 27: Scores Assigned to Bridge Course by Beneficiaries (Overall), (%)

At an overall level, maximum number (90%) of respondents believed that the content of the bridge course was appropriate and was designed according to the recent industry standards. Also, (94%) the course was relevant to the current occupation of many beneficiaries. And maximum beneficiaries were in favour of the idea of government and organizations

coming together to help improve the skills and knowledge of leather workers through such initiatives. Thus, it was evident that (96%) most of the beneficiaries would likely recommend the training program to others, so that they could also reap the benefits.

## RPL Program: Impact on Beneficiaries Life

Figure 28: Overall Impact of RPL Program on Beneficiaries' Life, (%)



At an overall level, 82% of respondents claimed that their quality of work improved post-training. The RPL training has impacted the life of most of the respondents. 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 Beneficiaries life

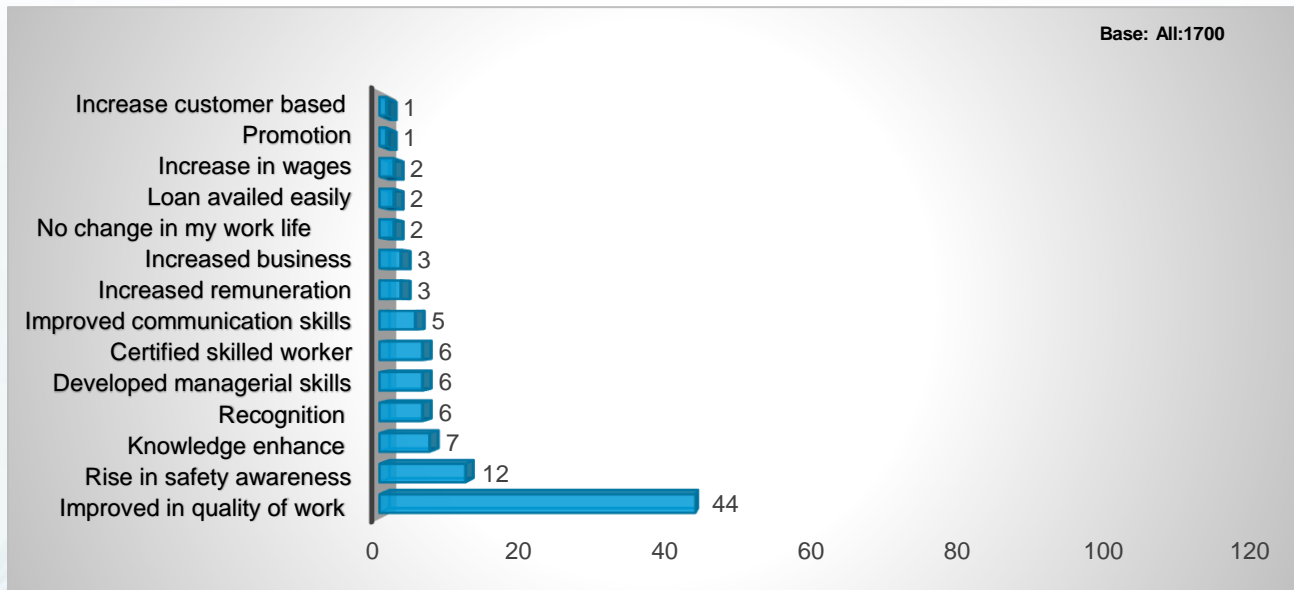


Figure 29: Most Important Impact of RPL Program on Beneficiaries Life (Overall), (%)

At an overall level, the most important factors for most of the respondents was improved work quality (44%), followed by rise in safety awareness (12%).

## Benefits of RPL Program for Target Beneficiaries

### RPL Program- Kaushal Bima for Beneficiaries

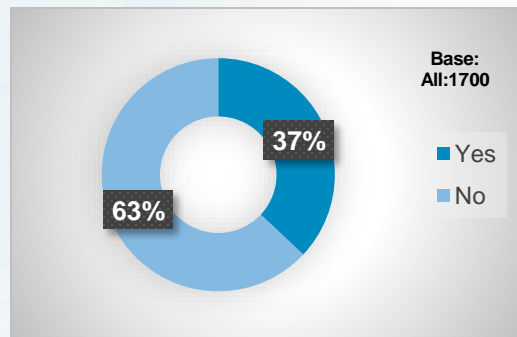
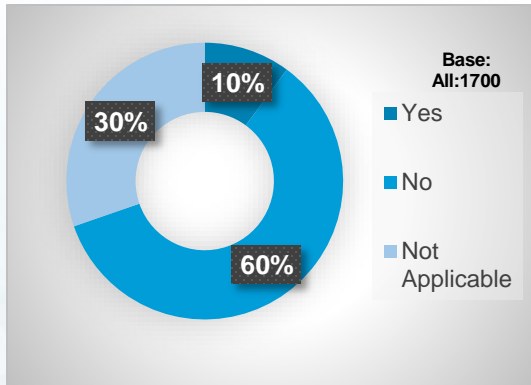


Figure 30: Kaushal Bima for Beneficiaries (Overall), (%)

On an overall level, only 37% of respondents were provided Kaushal Bima insurance. 65% of the respondents in the age group of 31 – 40 years were not provided with the 3 years Bima, followed by 63% in the age group of 21 – 30 years. Only 35% of male respondents and 34% of females received the Bima. 36% of the General category respondents received the Kaushal Bima insurance, while only 41% of the backward community respondents received the Bima.

In the state wise, 37% of respondents from West Bengal were provided the Kaushal Bima, followed by 36% respondents from Tamil Nadu.

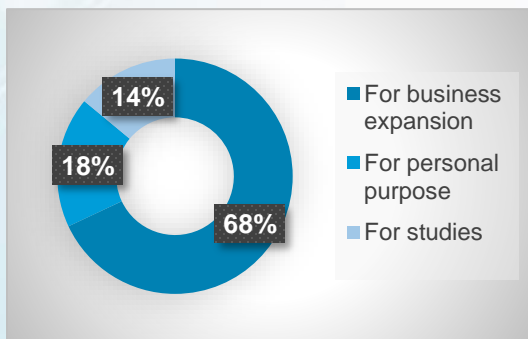
## RPL Program: Beneficiaries Application for Money Loan



At an overall level, only 10% of the respondents applied for a money loan. 60% of respondents didn't apply for a money loan. The trend remained the same for all the age group, genders, disability, or able respondents, and both the backward and general communities. The trend remains the same for all genders, age groups, and communities.

Figure 31: Beneficiaries Who Applied for Money Loan (Overall), (%)

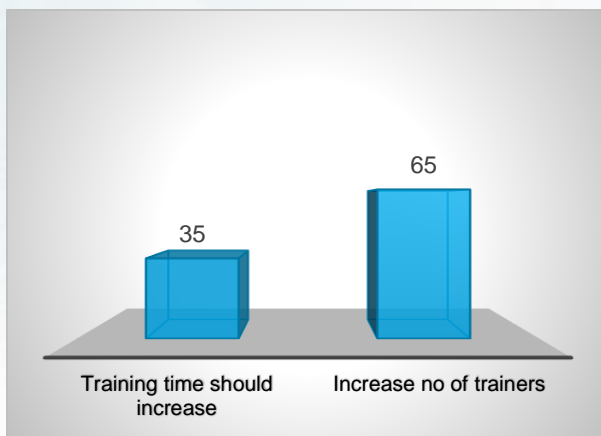
## RPL Program: Purpose for Mudra Loan Application



At an overall level, 68% of respondents took the money loan to expand their businesses. 18% of respondents took loan for their personal wishes and for studies. In the state wise, 80% of respondents from Bihar took the money loan to expand their businesses.

Figure 32: Purpose for Application Mudra Loan (Overall), (%)

## Suggestions for RPL Program by Beneficiaries



On an overall level, 65% of the respondents suggested for increasing the number of trainers, and 35% of respondents suggested that the training time should increase. The trend remains the same for both genders, communities, and disabled and abled respondents. Furthermore, 88% of respondents from Bihar suggested that number of trainers should be increased.

Figure 33: Suggestions for RPL Program by Beneficiaries, (%)

## RPL Program: Impact on the Sector (Employer Feedback)

Overall, 4-5 numbers of the qualitative in-depth interviews were conducted with the employers of the beneficiaries and their feedback was taken on the RPL program.

- Around 80%-85% of the employees took part in the RPL training program conducted by National Skill development Corporation (NSDC).
- The employers revealed that they got the chance to visit and see how the training is being imparted to their employees. Most of the employers were happy to see the outcomes of the training program and how the Bridge Course of 68 hours duration enabled their employees to learn new techniques and skills and safety measures. Many employers were satisfied to see their employees complete the RPL training successfully. It has been observed that employers increased the level of confidence and productivity of the workers. Due to this, the industry can achieve greater growth levels in production and exports.
- It has been observed that employees became more knowledgeable about the leather and fashion sector. It has enhanced their existing skill with modern techniques which led to increasing the quality of work.
- The majority of trained employees are willing to work with a positive attitude towards their co-workers and certification provided a feeling of job security in the unpredictable market.
- The following changes were observed after the training program –
  - a) In terms of knowledge, employees learned new trends in the leather sector. Apart from their domain knowledge, the employees know about financial schemes and soft skills which will help in their personal life as well as professional life.
  - b) In terms of the working method, the employees increased their work efficiency and improved the quality of working by using new techniques. The program proved to be extremely beneficial as it addressed several critical issues related to emerging skill sets in the Indian leather industry.

- c) Employees who participate in the RPL program observed that the workers had a positive change in their attitude towards their work and co-workers.
- The employer revealed that the training program helped the employees to increase their salaries over the period. The employees received the recognized certificate from the government body and will get promotion after they get experience in techniques, they learned in the training program.
  - Many employers agreed to send their other remaining employees for the training program too, as the trained employees or the beneficiaries of the RPL program showed positive responses towards their work and employers, which is beneficial for both, workers, and the company.
  - Many employers agreed to recommend the training program, and also business associates can align RPL assessments with internal performance evaluations so that they can make better-informed learning & development decisions. It also reduced the gap between existing skills and required skills.

At an overall level, all the employers are satisfied with the training program. The only suggestion from the employers was to increase the trainers so that batch can easily understand the content of the program.

## RPL Program Feedback from Project Implementation Agency

### Analysis

**The following are the insights gathered from qualitative interactions with the PIAs/Sector Skill Council (SSCs)**

- The training partner used to reach out to the candidate through mobilization strategy. Under the mobilization strategy training partners made efforts to get the unrecognized workers enrolled under the RPL by distributing flyers, posters, and banners in the respective localities, and local shopping areas. They were motivated to enroll in the RPL training program by highlighting its benefits such as reward money and health insurance, etc.

- The drop-out percentage of candidates opting out of the program after counselling was found to be 10-20%. The dropout can be linked to many factors such as a lack of interest in that job role, a lack of aspirational job roles, and training location.
- Training partners used to visit remote areas through the local mobilizing agents. These agents physically visited the villages or organized a camp in panchayat or block and identified potential candidates through skill surveys. During the training program, they offered several facilities such as refreshment, drinking water, adequate tables, and proper ventilation in the room.
- The trainers were holding experience of more than 5-6 years in their respective fields. And the ratio between trainer and trainees was 1:50, which means 50 candidates were trained by one trainer in the training program.
- The training session comprised of theory conducted in the classroom and practically done at the factories or workshop station.
- As per the Analysis, the duration of training was adequate as the candidates owned little prior knowledge and skills because of their work experience. The training was of 12 hours comprising of an orientation program that focused primarily upon teaching soft skills, assessment, and basic facts related to the job role. Moreover, Bridge Courses (24-68 hours) were imparted to candidates in addition to the Standardized Orientation Activities.
- The course follows the recent industry standards and practices as per the alignment with the National Skills Qualification Framework (NSQF) and Qualification Packs developed by SSCs. Also. SSCs encourage their industry partners to hire NSDC-SSC certified candidates.
- The training program was conducted smoothly, and no such issue was faced in remote rural areas or sensitive areas.
- Approximately, 2 million informal/unorganized workforce needs formal recognition in the leather sector.
- The impact of the RPL program resulted in the beneficiaries receiving the formally recognized certificate. With this certificate, beneficiaries can easily find a job and start their own business with the help of a bank loan. In 2020, more than 80 candidates started their own businesses.

- As per the training partners, they would like to see more participation from the industry and are encouraged to set up training centres on their premises where RPL can be conducted effectively. In RPL, it would be wise to place a greater emphasis on site-based training rather than camp.
- As per training partners, the RPL program's current format is appropriate, and it is the best solution to recognize the skills or prior experience of an individual.

No suggestion from the implementing agency, as the program is efficient and was implemented strictly as per the guidelines of the governing body.

## RPL Program: Impact on Individual Candidate

### Case Study - 1

Vijay Kumar is a native of Agra with formal education. His family consists of four people. He has worked in the leather industry for the past five years. He desired formal recognition for his skills as leather goods and garments stitcher. So that he could improve the quality of his work and, as a result, earn more money. His employer and friends told him about Pradhan Mantri Kaushal Vikas Yojana (PMKVY). So, he enrolled in the training program.

The factory where he worked hosted a training program. He was overjoyed to discover that the training not only upskilled him and made him a better stitcher, but also assisted him in receiving his first certificate from the government, recognizing his new skills.

He is thankful to National Skill Development Corporation (NSDC) and Pradhan Mantri Kaushal Vikas Yojana (PMKVY) for upgraded his skills and being recognized with a formal certificate.

### Case Study – 2

Reena Kushwah is from a BPL family, which consists of five members. She was unable to continue her formal education after ninth grade due to societal restrictions and poor economic conditions. To help support her family financially, she decided to work as a footwear stitcher. She wished to improve her abilities. As a result, her employer and a friend informed her about a skill development program that was taking place in one of their manufacturing units. As a result, she enrolled in the training program.

She gained new skills and in-depth knowledge of the industry after enrolling in the training program. She was able to improve the quality of her work and increase her income as a result of the training program. Her RPL program in leather footwear stitching gave her a boost, allowing her to formalize and improve her limited skills. Her employer noticed her increased productivity and enthusiasm for her job and began offering her more stitching assignments.

She expressed her gratitude to National Skill Development Corporation (NSDC) and Pradhan Mantri Kaushal Vikas Yojana (PMKVY) for providing the opportunity to improve her skills and income.

# CONCLUSIONS & RECOMMENDATIONS

## Impact on direct beneficiaries

### Tangible benefits:

- It has been observed that the majority of the candidates benefitted from the training program and their wages increased due to the enhancement in their skills. More than 80% of the beneficiaries claimed that their salaried increase of around 5-10%, which helped in improving their financial condition.
- After the training program, the candidates received the government-recognized certificate related to their specified job roles. These skill development certificates helped informal recognition of skills of workers and helped them in getting better job opportunities.

### Intangible benefits:

- The majority of beneficiaries found a positive change in their attitude towards their work and co-workers. Because of this, their quality of work improved around 70%-80%, which led to an increase in the productivity of their work.
- Among the other benefits of the training program, the beneficiaries received recognition through the Government certificate, which enabled them to get preference over non-skilled candidates in their career growth.
- They also learned the safety measures, health, and financial tips. The training program also provides accidental safety benefits to the certified candidates through the Kaushal Bima scheme.

## Overall Impact of the RPL Program

- At an overall impact assessment, RPL achieved its maximum goals to improve skills, upgrade their sector knowledge, and lower unemployment in youth, disable, women, and minorities caste. The government took a good step, to develop skills into the candidate according to their sector or job role so that they can prepare for the future and can easily

adopt new technologies. It will help in the upliftment of society and the development of the economy.

- Beneficiaries' horizontal and vertical mobility at work was aided by the RPL project to some extent. The training program helped in empowered the majority of workers from minority caste and youth, improved quality of work as a result workers productivity increase which helps in increments in their salaries and opens the door of better opportunities in the society.

## Recommendation

The Pradhan Mantri Kaushal Vikas Yojana (PMKVY 2.0) is well designed and aims to impart skills training for existing workers to align the competencies of the unregulated workforce to the NSQF under the RPL program. The Bridge course and the RPL training program enhance the knowledge of the beneficiaries which would bring about social change by creating a skilled and employable workforce, resulting in increased employment, poverty reduction, social inclusion, respect for labour rights, and global market competitiveness. As a result, the Ministry of Skill Development and Entrepreneurship and National Skill Development Council has emphasized the importance of vocational training and are supporting it by funding skill-based training centres and colleges.

The following suggestions are –

- Link the Aadhar card with the candidate id and ensure that the proper person is the beneficiary.
- Provide job and business opportunities.
- Help the beneficiaries understand the future scope of their sector.
- Need to collaborate with more corporates to increase the awareness of the program across India and increase the employability opportunities for individuals.
- Show more interactive videos in regional languages so that more workers get enrolled in the training program.