

Impact Assessment for RPL- PMKVY 2.0
Construction Skill Development Council of India
(CSDCI Type -2)



TABLE OF CONTENTS

EXECUTIVE SUMMARY	2
INTRODUCTION	4
BACKGROUND	8
METHODOLOGY	15
EMPIRICAL CONTEXT	18
FINDINGS: IMPACT ASSESSMENT OF RECOGNITION OF PRIOR LEARNING (RPL)	21
SUMMARY & CONCLUSION	39

EXECUTIVE SUMMARY

India is one of the world's largest construction markets at present. Construction accounts for about 8% of national GDP and employs about 14% of employable citizens. Despite a significant increase in recent years, demand for skilled workers continues to outnumber supply by a large margin. Traditional construction methods in India may not be sufficient to meet the demands of this dynamic environment, as they have resulted in significant inefficiencies. Thus, the construction industry requires a powerful impetus to address these deficiencies through strategic and structured skill development programs for workers.

Assessment of the Construction Skill Development Council of India (CSDCI) Type 2 project on up-skilling the construction workers under the Recognition of Prior Learning (RPL) program of the Pradhan Mantri Kaushal Vikas Yojana - PMKVY 2.0 has been 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.

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.

After attending the RPL training program, beneficiaries felt a positive change towards their work, and their work productivity also improved.

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.

Awareness of the program has to be increased in the rural areas so that more target groups can avail the benefits and in turn have a better livelihood.

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 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

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 the Construction Skill Development Council of India-II.

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. In the Construction Skill Development Council of India-II, RPL program project type-2 is selected, it's an RPL at employer's premises done on-site location providing workshops in the factory, stores, construction sites. To enhance their practical and technical knowledge to upgrade their skills.



Figure 1: RPL Program Organized by CREST.

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)

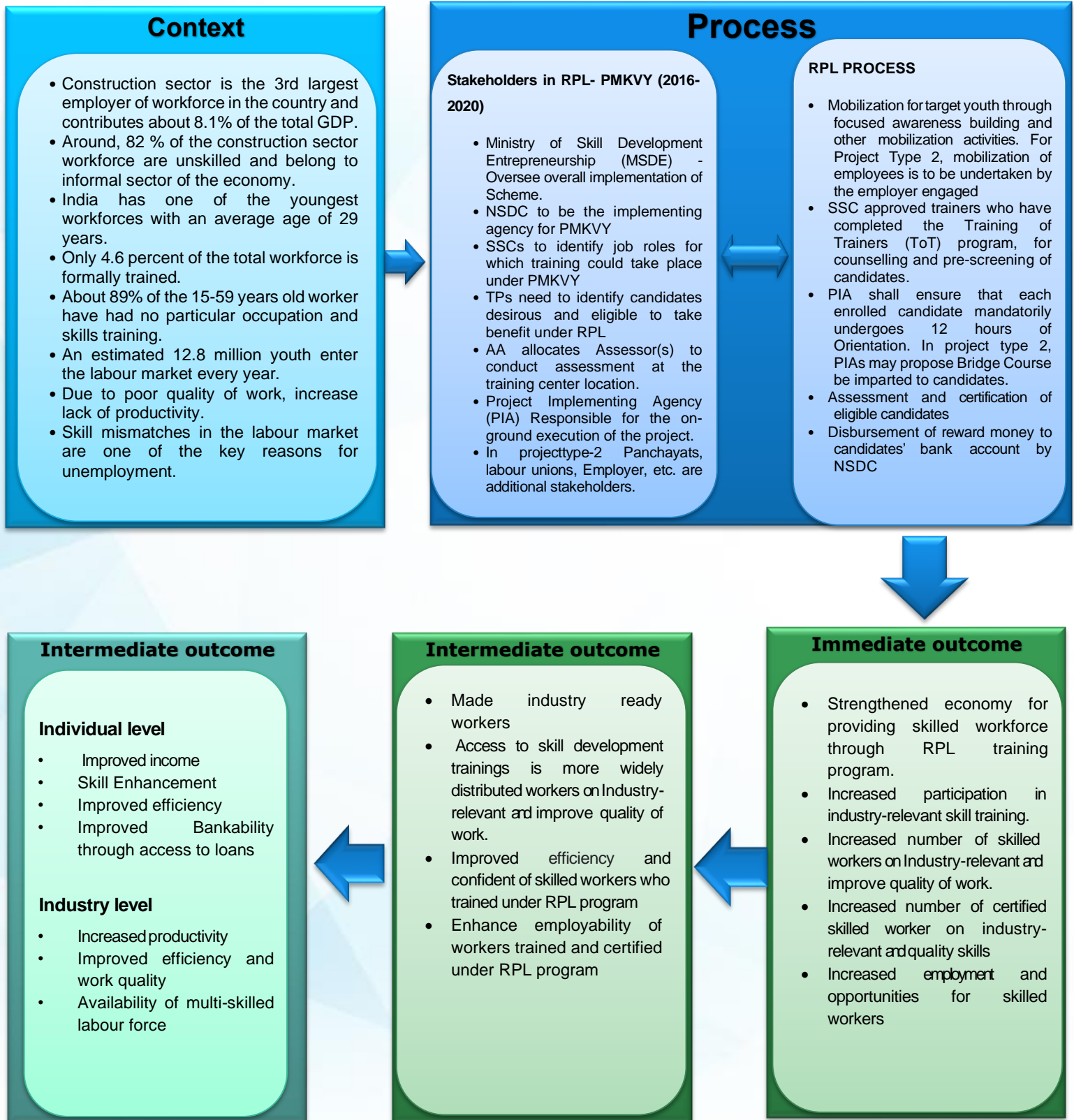
- Reputed employers/ industries across sectors shall implement this project. Employees Best in class employers from all the sector shall be certified

Figure 2: Project Type Mentioned in the RPL Guidelines.



Figure3: Job Kits Provided to Beneficiaries under RPL Program.

THEORY OF CHANGE FOR RPL PROGRAM



2.1 RPL In the Construction Industry

The construction sector is the 3rd largest employer of the workforce in the country and contributes around 9% of the total GDP and more than 51 million people are employed in this sector. The construction industry is expected to be INR102.25 trillion by 2025. Under which India has an investment budget of INR102.25 trillion on infrastructure – 13% on railways, 16% on urban infrastructure, 19% on roads & highways, and. 24% on renewable energy. Furthermore, in June 2021, 2,734 projects out of a total of 5,956 have been expected to complete under the Smart Cities Mission.

It is expected to be a huge boost by the demands of urbanization in the coming future with more than 50% of the population that would be living in urban areas by 2050. To meet this demand, it will need to significantly develop a workforce that is adequately trained and skilled to meet the needs of modern-day construction work.

The RPL program in the construction industry would help in the creation of competencies among the traditional workforce to meet modern-day construction requirements. RPL would also support the upgrading of workers' skills and multi-skilling, as well as improving sectoral productivity and efficiency.

Construction Skill Development Council of India (CSDCI) 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 construction 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 construction workers. The on-site training is given at the construction site where they gain practical knowledge and new techniques. On the other hand, the off-site center is established in the geographies from where the labour traditionally sources. The purpose of the training is to provide knowledge about safety measures to be taken while working at a construction site and train the unemployed youth and given them core knowledge about the construction site work.

2.2. Bridge Course Under RPL Program

The Bridge course aims to upgrade the existing construction workforce to meet the international skill benchmarks, which will increase the productivity and quality of work. The skill training is providing an Assistant Mason, Mason General, Assistant Shuttering Carpenter, Assistant Bar bender & steel Fixer. During bridge course training, different type of structure was built by the beneficiaries such as a private house, infrastructure, community structure, and government scheme on different construction site.

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 2: Off-Site Training under RPL Type-2

Candidates Trained

N = 20524



No of candidate enrolled



N = 9462



No of candidate certified under RPL



Figure 3: Candidates Trained and Received Certificate under RPL Program

No of Trained Candidate Location

Table 1: Location and Trained Beneficiaries under the RPL Program

S.no	States	No of Trained Candidate
1	Karnataka	124
2	Madhya Pradesh	137
3	Gujarat	229
4	Uttarakhand	502
5	Maharashtra	511
6	West Bengal	849
7	Tripura	1125
8	Jammu and Kashmir	1236
9	Jharkhand	1254
10	Rajasthan	1470
11	Bihar	1815
12	Chhattisgarh	2375
13	Odisha	2546
14	Assam	2950

2.3 Key Stakeholders of RPL in Construction 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 Corporation (NSDC)	<ul style="list-style-type: none"> • Evaluation of Project Proposals & Facilitation of Approvals • On-boarding of approved PIAs to the Scheme • Facilitating Disbursements
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"> • Responsible for the on-ground execution of the project • Identification of project sites • Mobilization and enrolment of beneficiaries for the pre assessment and training • Setting up of training centres and testing sites as per specified requirements and making infrastructure arrangements required for imparting training
6.	RPL Facilitator Organisation	<ul style="list-style-type: none"> • RPL Facilitators to be ToT (Training of Trainer) certified by SSC. • RPL Facilitators shall conduct counselling, pre-screening and orientation/bridge course of beneficiaries
7.	Assessment Agencies (AA)	<ul style="list-style-type: none"> • AAs to conduct assessments of beneficiaries. • Recommend on training requirements and certification • Upload the pre-assessment and final assessment results on the portal • AA shall be an independent third party
8.	Sector Skill Councils (SSCs)	<ul style="list-style-type: none"> • May be the PIA • Evaluate and recommend Non-SSC proposals • Ensure project proposals forwarded for screening shall not be limited to particular states and job roles within the sector. • Conduct ToT programs for RPL Facilitator Organizations whose trainers are not certified • Assign Assessment Agencies to batches

		<ul style="list-style-type: none"> • Provide certificate and skill card to trainees qualifying the assessment
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2.4 RPL Benefits to Construction Workers

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 also assists them in exploring different options for upgrading their skills and gaining technical knowledge. Benefits provided by RPL to the workers are-

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

2.5 Industrial Benefits through RPL Program

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 4: 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 5: 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 candidate.

S.no	State	Sample size
1	Assam	693
2	Bihar	476
3	Chhattisgarh	486
4	Tripura	380
5	Karnataka	81
6	Uttar Pradesh	639
7	West Bengal	169
8	Maharashtra	105
	Total	3029

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 the 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.

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 in the construction sector and contribute to the development and growth of the country.

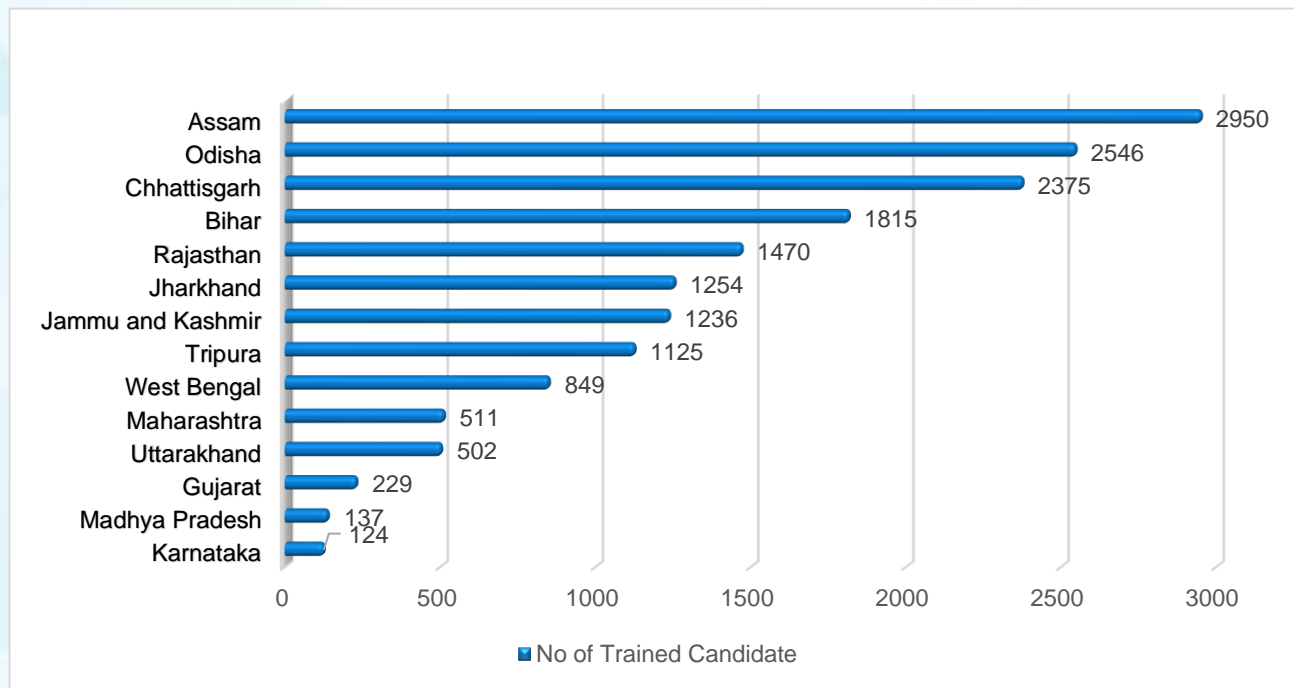
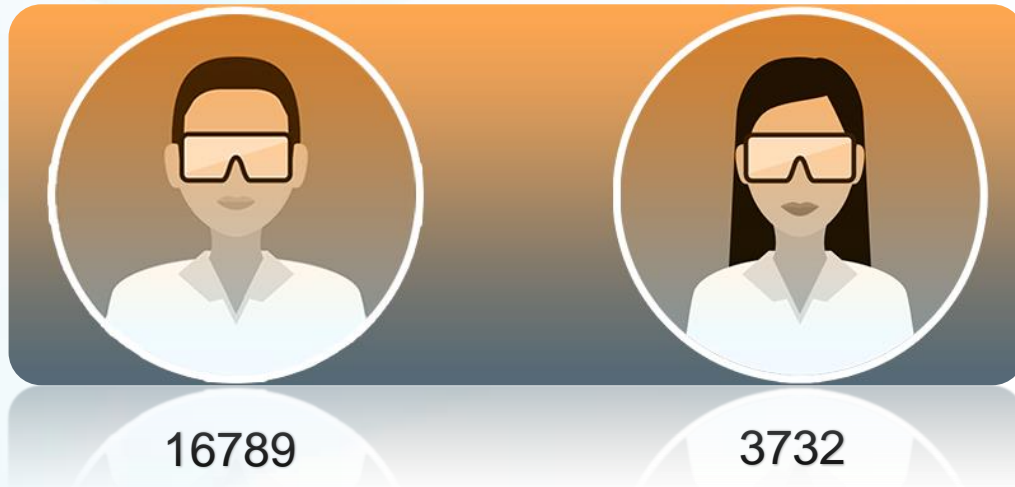


Figure 6: Location and Trained Beneficiaries under the RPL Program

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 construction sector. This reflects the gender-wise numbers where 16789 are male, 3732 are female trainees, and only 3 transgender trainees.

Age of Trainee

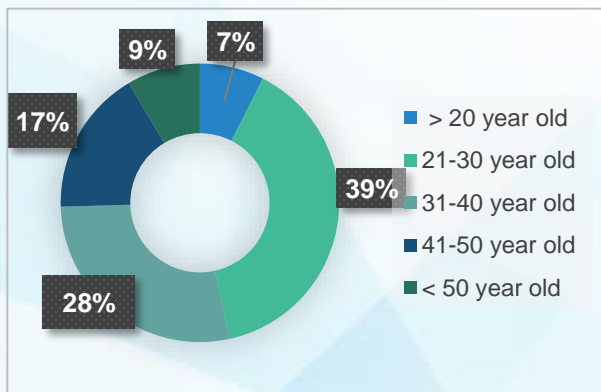
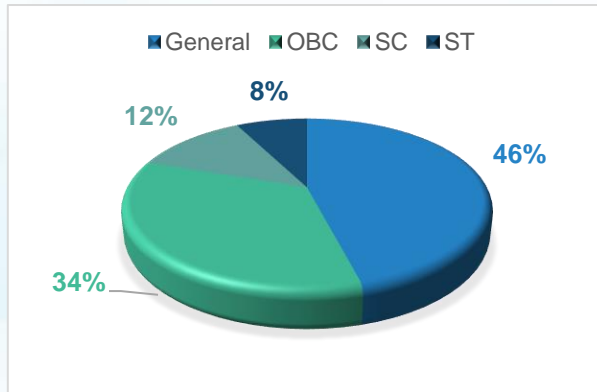


Figure 7 : Age of the Candidate Enrolled under the RPL Program

The impact assessment study revealed that a willingness to learn new skills was more evident in young age people and around 39% 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 17% of the trained workers were between 41-50 years and only 7% of the trained workers were below the age of 20 years. The study revealed that old age people were also inclined towards upgrading their skills and around 9% of the trained workers under the RPL Program were more than 50 years old.

Social Categorization of Trainees



The impact assessment study noted that 46% of the trained workers belong to the general category, wherein OBCs accounts for 34% of the workforce, who have been trained under the RPL program. The trained workers belonging to scheduled caste and tribe were 12% and 8% respectively.

Figure 8: Total Candidate Enrolled Caste Category-Wise under RPL Program

Socio-Economic Profile of Respondents

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

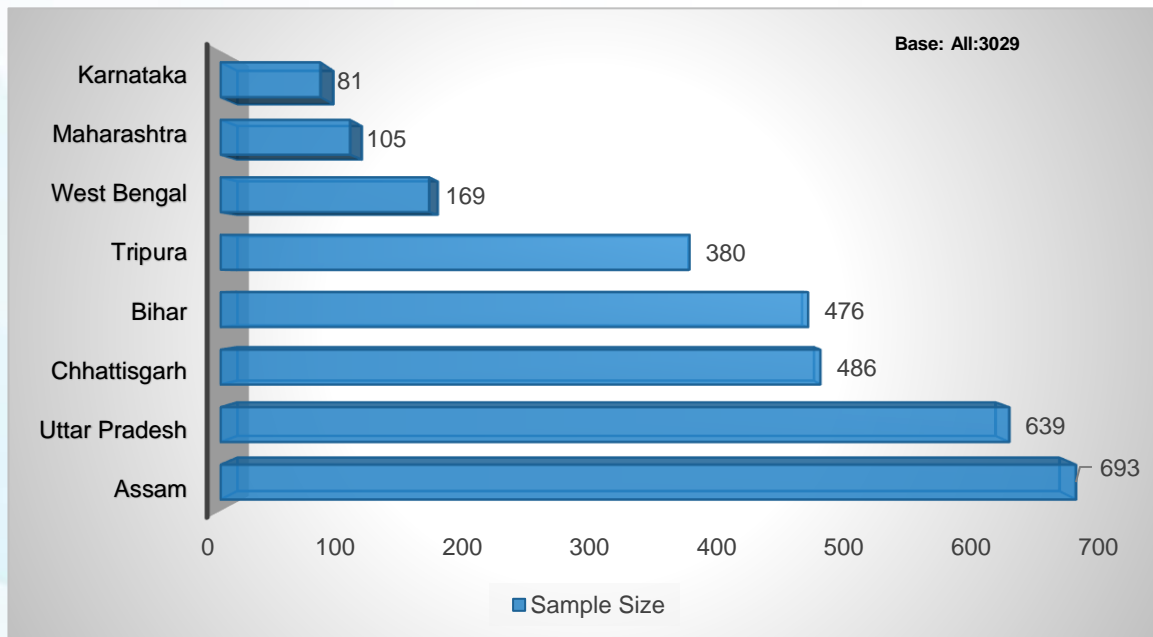


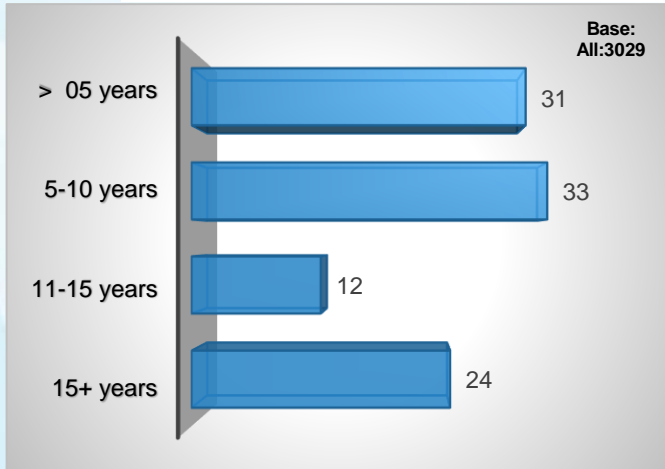
Figure 9: Location and Sample Size of the Beneficiaries

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

RPL Program: Impact on Candidate (Pre-Training)

Duration in same trade

Figure 10: Overall Duration in the Same Trade, (%)

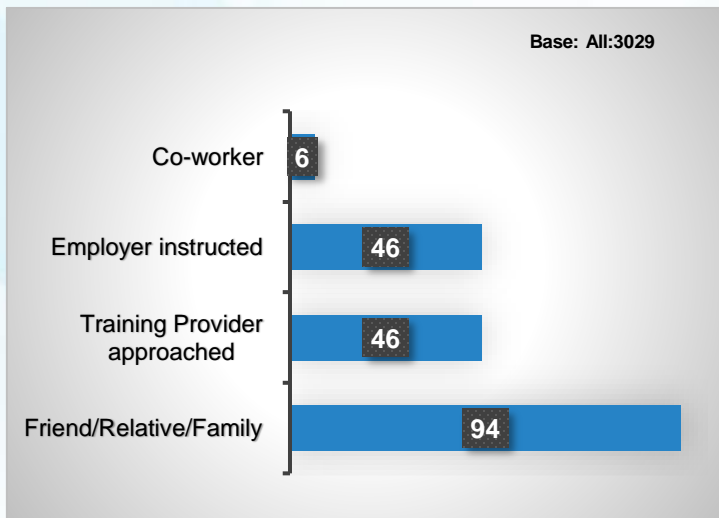


On an overall level, 33% of respondents were in the same trade for the last 5 – 10 years, followed by 31% of respondents working in the same trade for less than 5 years. Most of the respondents from Maharashtra (73%) were in the same trade for the last 15 years. The trend remained the same for any gender or respondents belonging to any community or suffering from any disability. The younger

respondents (21 –30 years) had less stability in business/trade.

Source of Awareness – RPL

Figure 11: Overall Sources of Awareness of the Candidate about RPL Program, (%)

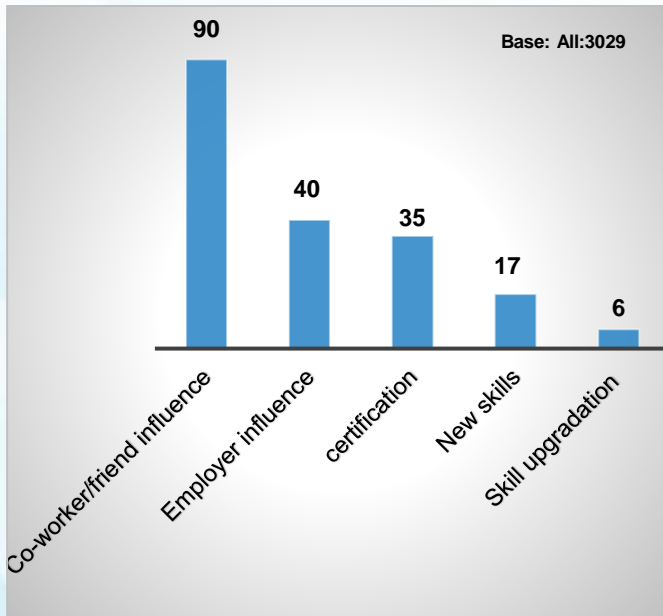


On an overall level, 94% of the beneficiaries said that they came to know about the RPL program from their friends, relatives, and family members. The trend remained the same for any gender (male or female) and respondents from any community (backward or general). The trend remained the same in all the states. In West Bengal all the respondents (100%) came to know about the program from friends/relatives apart from other sources, followed by Chhattisgarh

(98%), Tripura (95%), Bihar (94%), and UP (93%).

RPL Program - Triggers for joining

Figure 12: Triggers for Joining RPL Program (Overall), (%)



- 90% 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 40%, who joined the program because their employers told them to upgrade their skill. 35% joined as the certificate would help them get better job/work and 17 % trainees had the zeal to learn something new. 6% 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 Karnataka, 67% of respondents attained the training as they believed that the certificate would help them get better jobs.

RPL Program: Impact on Candidate (During-Training)

Orientation Program – Aspects liked by Beneficiaries

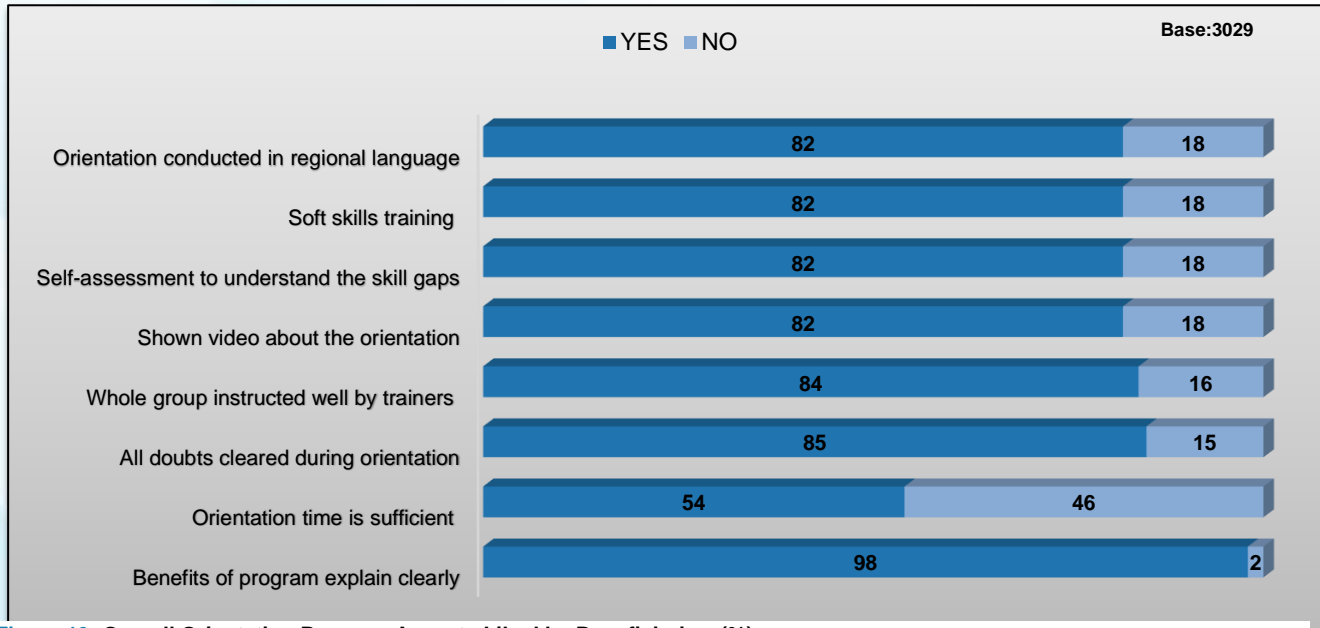
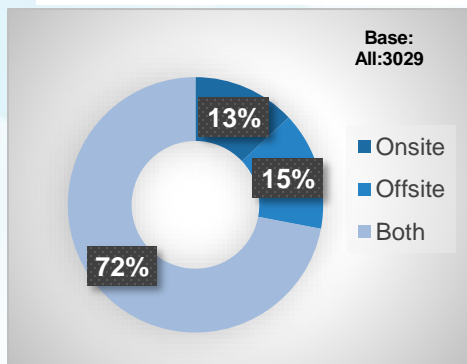


Figure 13: Overall Orientation Program Aspects Liked by Beneficiaries, (%)

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

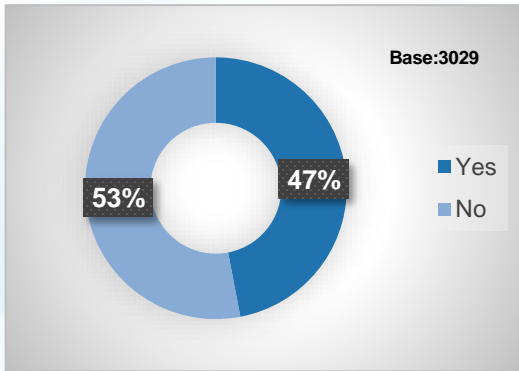
Place of Orientation

Figure 14: RPL Program Place of Orientation (Overall), (%)



At an overall level, the place of orientation for the RPL program for 72% of the respondents was onsite and offsite both. Only 15% of the respondents' place of orientation was offsite and for 13% 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.

RPL Program: Job Role Kit Provide to Beneficiaries



At an overall level, 47% of the respondents received a job role kit along with a t-shirt/jacket and a cap. More than 50% of respondents in the age group of 41 – 50 years didn't receive the kit. Around 47% of males and 48% of females received the kit. 47% of respondents from the backward and general communities received the kit.

Figure 15: Job Role Kit Provided to Candidates (Overall), (%)

RPL Program- Scores by Beneficiaries

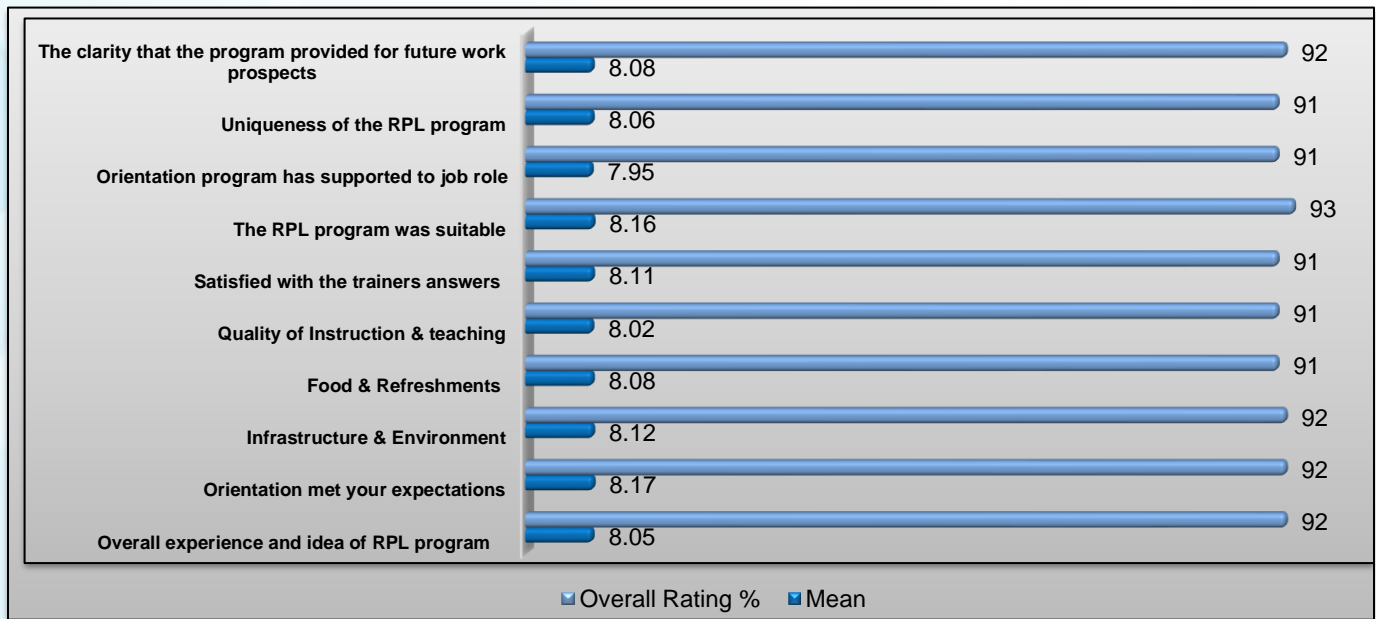


Figure 16: Overall Aspects Score by Beneficiaries, (%)

At an overall level, more than 90% of the respondents were highly satisfied with all the aspects of the RPL program. Most of the respondents (92%) 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. Most of the respondents (93%) from all the states claimed that the program was suitable for them.

RPL Program: Aspects Liked by Beneficiaries (Unaided)

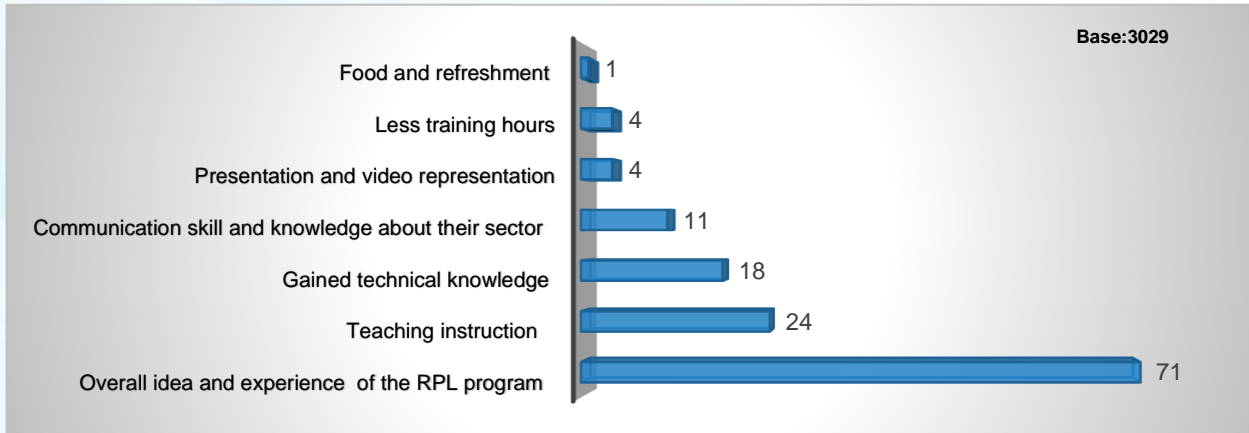


Figure 17: Overall Aspects Liked by Beneficiaries, (%)

At an overall level, 71% of respondents liked the experience and the idea of the RPL program. 24% of respondents appreciated the quality of the instruction and teaching. The respondents learned new skills and better techniques under the RPL program, which was another aspect that was highly appreciated by 18% of the respondents.

RPL Program: Aspects Disliked by Beneficiaries

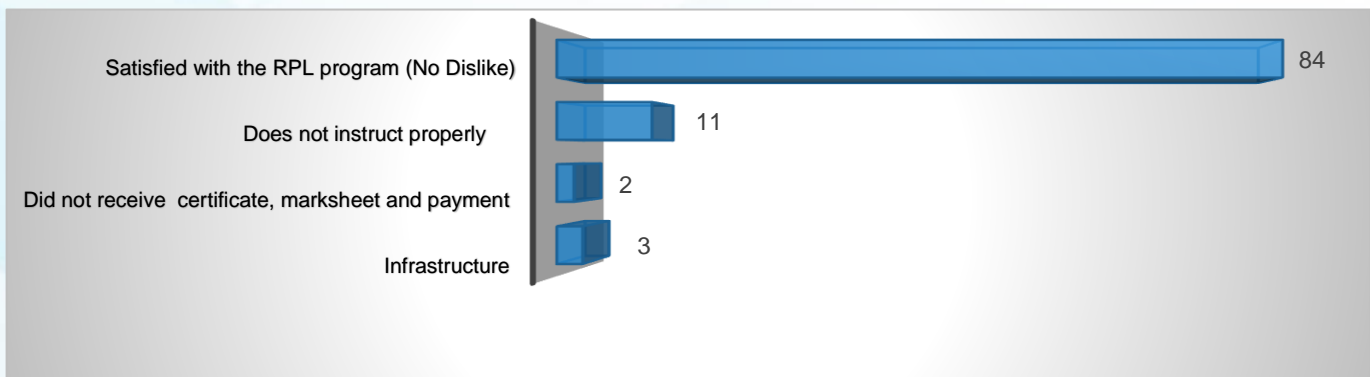


Figure 18: Overall Aspects Disliked by Beneficiaries, (%)

On an overall level, most of the respondents (84%) liked the program only (11%) a few claimed that the instructors/ organizers didn't guide them properly and (2%) neither received a certificate/ marksheet nor payment.

Participation in the Exam

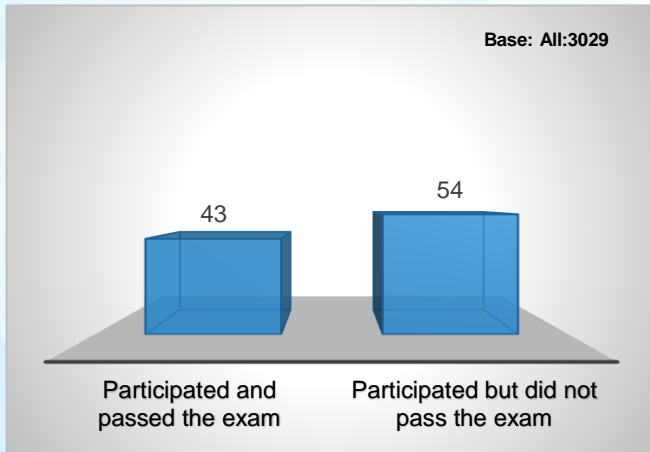


Figure 19: Overall Candidate Passed in the Exam, (%)

On an overall level, 43% of respondents passed the exam and 54% couldn't pass the exams. Around, 15% of respondents from Bihar didn't pass the exam, followed by West Bengal, Maharashtra (13%), Tripura (12%), and Assam (11%) and in other states, less than 10% respondents failed.

RPL Program: Impact on Candidate (Post-Training)

Occupation Status – Before & Post Training

Figure 20: Occupational Status Before and Post Training Program (Overall), (%)



At an overall level, more than 50% of the respondents were daily wage earners, followed by salaried (28%). No major improvement was evident in the occupational status of employees post-training due to the impact of COVID-19. In fact, even post-training, the unemployment rate increased, especially for females (46%). 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 construction sector due to the Covid situation. The trend remained the same in-state-wise also.

Percentage of the beneficiaries Who liked the Orientation Program

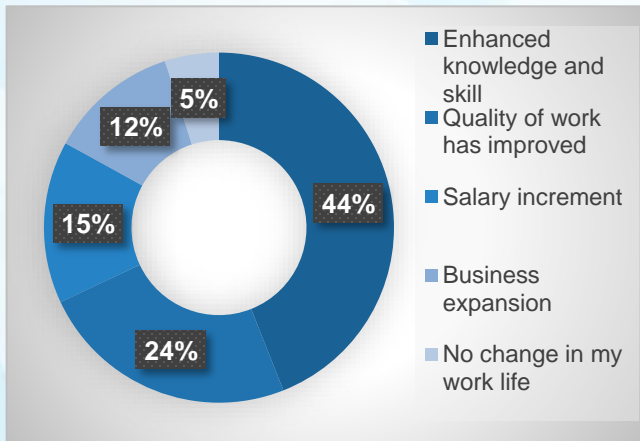


Figure 21: Overall % of the Beneficiaries Who Liked the Orientation Program, (%)

At an overall level, most of the respondents (95%) 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 5% 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, in improving their work quality and also improved their skills.

Skill and Knowledge Enhancement Post Training

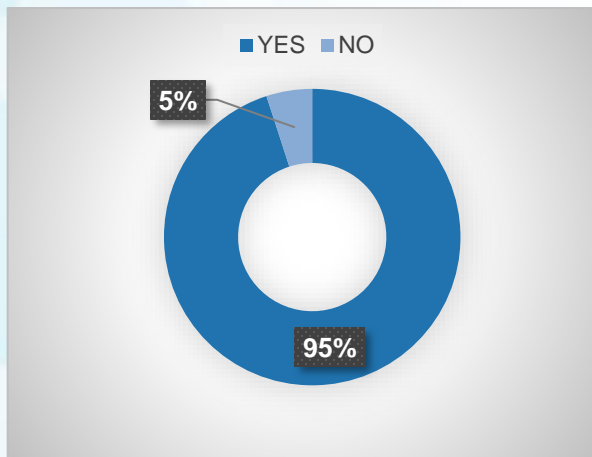
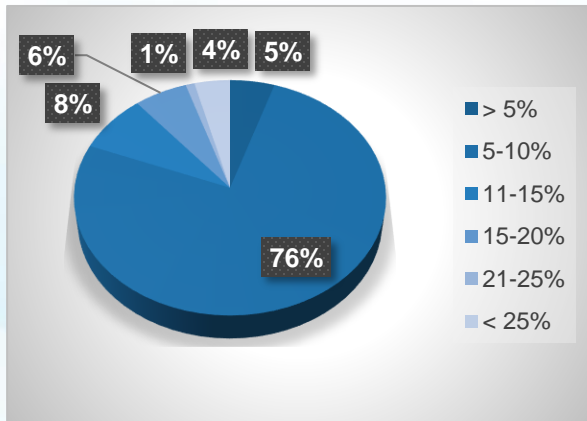


Figure 22: Overall Skill and Knowledge Enhancement after Attained the Training Program,(%)

At an overall level, 95% of respondents claimed that their skill and knowledge enhanced post-training. Very few respondents (5%) 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.

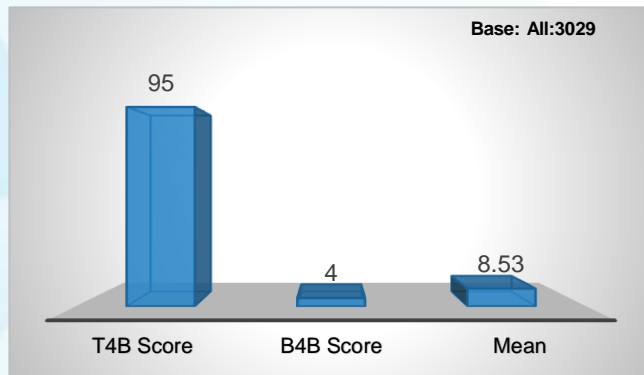
RPL Program: Increase in Salary/Income of Beneficiaries



On an overall level, 76% 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 4% of respondents, their salary/income increased more than 25%.

Figure 23: Increase in Income of Beneficiaries after Attending the RPL Program, (%)

RPL Program - Placement Assistance



Around 95% 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 24: Overall Placement Assistance Provide by The Training Provider 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 - Bridge Course

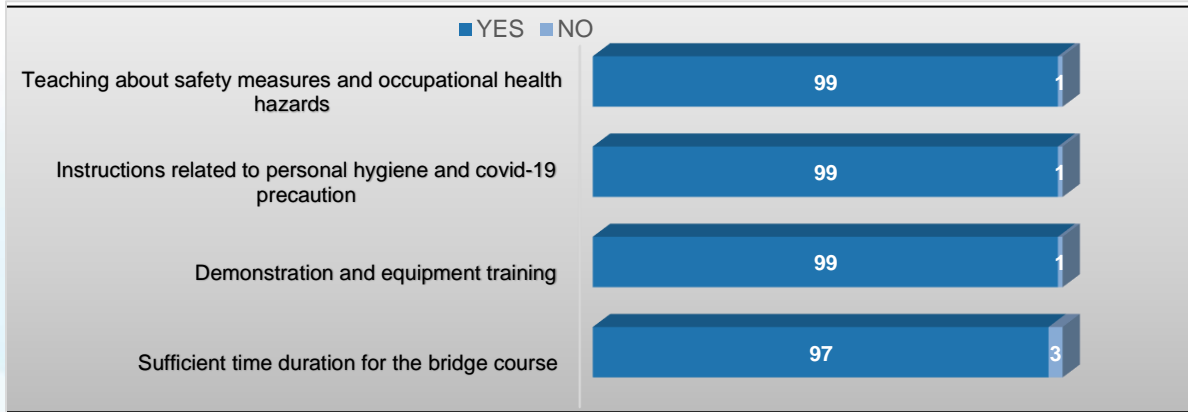


Figure 25: Overall Aspects of Bridge Course Liked by Beneficiaries, (%)

- At an overall level, maximum (more than 90%) of beneficiaries in all the states were happy with the way bridge course was conducted. 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 construction workers.

RPL Program – Scoring of Bridge Course by Beneficiaries

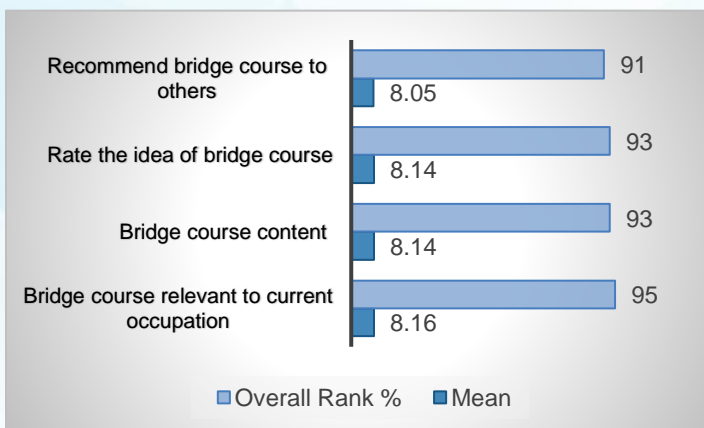


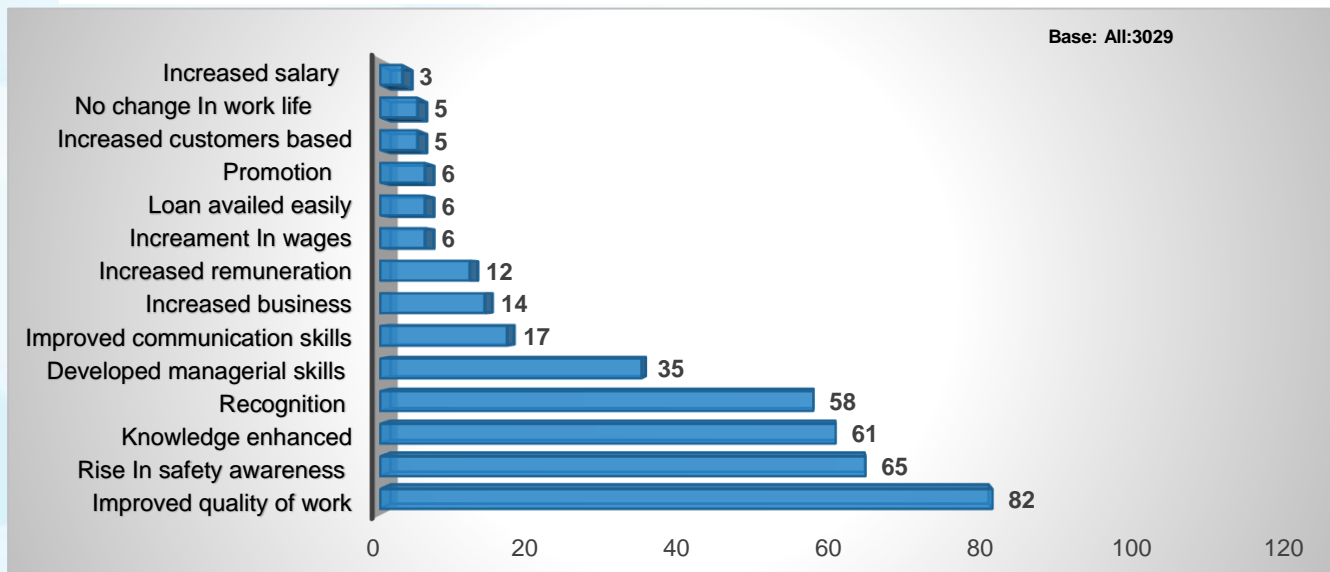
Figure 26: Scores Assigned to Bridge Course by Beneficiaries (Overall), (%)

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

the skills and knowledge of construction workers through such initiatives. Thus, it was evident that 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

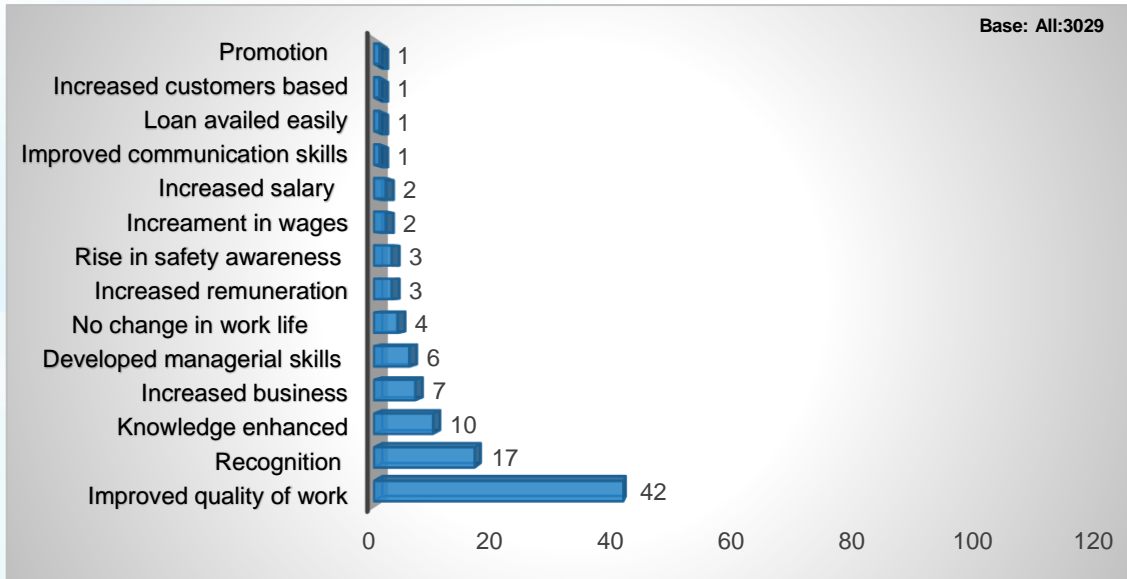
Figure 27: Overall Impact of RPL Program on Beneficiaries' Life, (%)



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

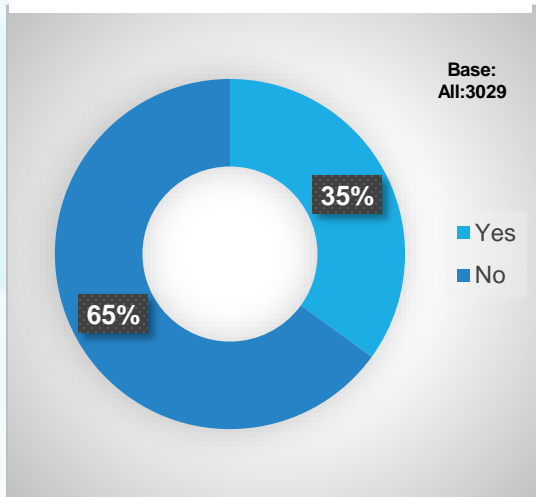


At an overall level, the most important factor for most of the respondents was improved work quality (42%), followed by social recognition due to achievement of the certificate (17%).

Benefits of RPL Program for Target Beneficiaries

RPL Program- Kaushal Bima for Beneficiaries

Figure 29: Kaushal Bima for Beneficiaries (Overall), (%)



On an overall level, only 35% of respondents were provided Kaushal Bima insurance. 67% of the respondents in the age group of 21 – 30 years were not provided with the 3 years Bima, followed by 65% in the age group of 31 – 40 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 30% of the backward community respondents received the Bima. In the state wise, 72% of respondents from Karnataka were provided

the Kaushal Bima, followed by 68% respondents from Chhattisgarh.

RPL Program: Beneficiaries Application for Money Loan

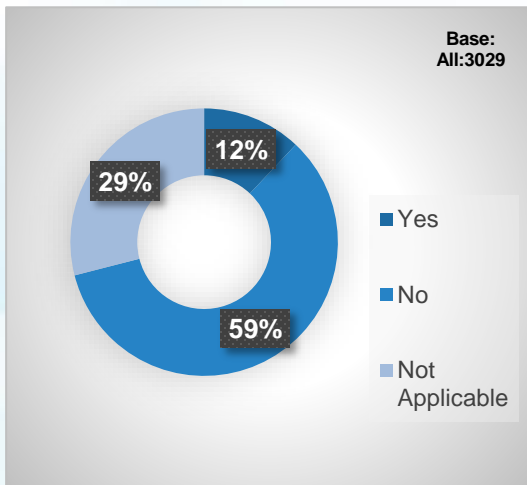


Figure 30: Beneficiaries Who Availed the Money Loan (Overall), (%)

At an overall level, 12% of the respondents even applied 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. In state-wise, 17% respondents from Maharashtra, followed by 13% respondents in Bihar and West Bengal, 12% of respondents from Assam applied for a money loan.

RPL Program: Purpose for Mudra Loan Application

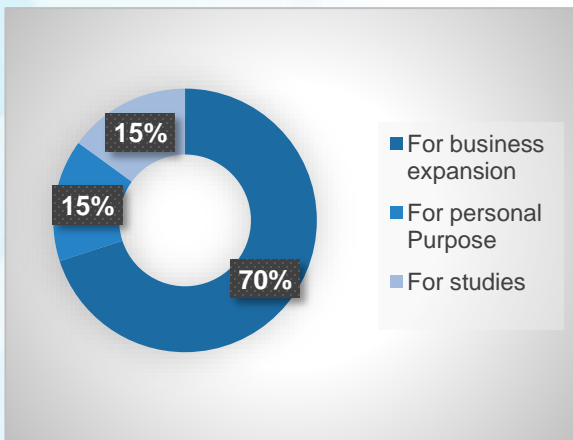
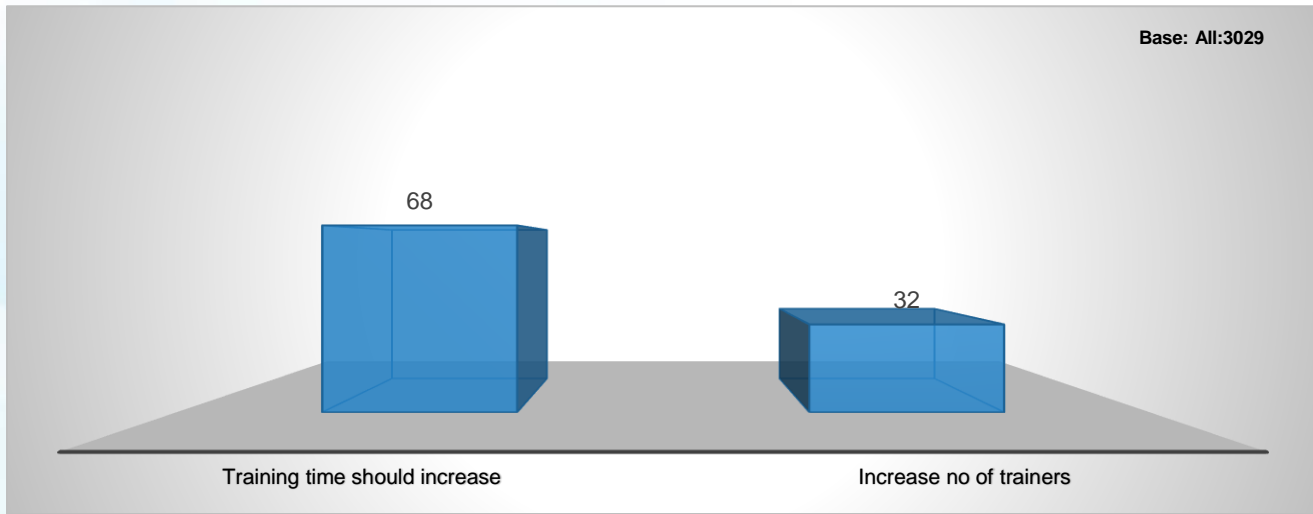


Figure 31: Purpose For Application for Money Loan (Overall), (%)

At an overall level, 70% of respondents took the money loan to expand their businesses. 15% of respondents took loan for their personal wishes and for studies. In the state wise, 86% of respondents from Karnataka took the money loan to expand their businesses, followed by Assam and Chhattisgarh (78%).

Suggestions for RPL Program by Beneficiaries

Figure 32: Suggestions for RPL Program by Beneficiaries, (%)



On an overall level, 68% of respondents suggested that the training time should increase, and 32% of respondents suggested for increasing the number of trainers. The trend remains the same for both genders, communities, and disabled and abled respondents. Furthermore, 33% of respondents from Karnataka suggested that number of trainers should be increased. Most of the respondents from other states as well suggested that training time needs to be increased.

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 is taken on the RPL program.

- Around 85% of the employees took part in the RPL training program conducted by National Skill Development Corporation (NSDC).
- Few employers 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.

- Under the Bridge Course, the employees also received on-site training as well as, the government-recognized certificates under the Recognition of Prior Learning (RPL) component of the Scheme.
- It was observed that after the training, employees were more willing to work, and the skill development training program massively developed their job-related knowledge and hence improved their productivity.
- Employers witnessed a positive change in their employees towards their work, around 82% of the trained employees were found to be more focused and keener on learning new things from the senior employees, which boosted their confidence and subsequently improved work-related efficiency.
- The following changes were observed after the training program –
 - a) In terms of knowledge, the employees gained more knowledge about the construction sector and job roles. It enhanced the existing skill level of the workers as they were given technical inputs during classroom learning and practical sessions on their respective job roles.
 - b) In terms of working methods, the work efficiency of the employees increased, as they learned new techniques. The program proved to be extremely beneficial as it addressed several critical issues related to emerging skill sets in the Indian construction industry.
 - c) RPL program helped the employees to interact with co-workers and they felt much more empowered and confident.
 - d) It was observed that the workers had a positive change in their attitude towards their work and co-workers.
- The employers revealed that promotions are rare for these workers because they are usually employed by a contractor, and labour oscillation is common in the construction industry. They stated that labour movement in this industry is always in flux, which is a major impediment to predicting such positive changes.
- 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 the workers and 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.

The only suggestion from the employers was to increase the timing so that workers get more knowledge about the construction sector and skillsets

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 rewards, money, and health insurance, etc.
- The drop-out percentage of candidates opting out of the program after counselling was found to be 5-10%. The dropout can be linked to many factors, the most common of which was the wage losses suffered by participants while undergoing training. The candidates may also drop out for subjective reasons 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 the experience of more than 3 years in their respective fields. And the ratio between trainer and trainees was 1:30, which means 30 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 yard.

- As per the Analysis, the duration of training was adequate as the candidates owned little prior knowledge and skill 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.
- Some difficulties were faced while conducting the training programs in remote rural areas or sensitive areas, which were mainly related to the mobilization of candidates, internet connectivity issues, and logistics.
- As per the National Skill Development Corporation (NSDC) report, the incremental gap between demand and supply of manpower in the Indian construction industry between 2008 and 2022 is expected to be around 4.73 crores.
- The RPL program impacted the informal worker's point of view, such as identification of their existing skillsets as well as its formal recognition. After the recognition by the RPL program, the linking of certification ultimately helped them to understand the career progression and job opportunities.
- The other funding organizations dedicated to sector-specific RPL Program (upskilling) include the Ministry of Rural Development under the PMAY-G program, Larsen & Toubro, Ministry of Labour and Employment (BOCW), Ministry of Jal Shakti (Jal Jeevan Mission).
- As per the training partners, they would like to see more participation from the industries and their support in promoting the setup of training centres in 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.

- According to training partners, the accreditation of training centres could be brought under the mandate of the SSCs, as there are some practical problems in the allocation part. For example, target allocation is done in the middle of the year or late in the year, making it difficult for SSCs to achieve the target in the given time frame, so the training target allocation for a year shall be decided by SSCs or in consultation with SSCs.
- The following are the suggestions to make the program a bigger success:
 1. More industry players shall be roped into this program.
 2. To attract more participants or employees, it is advisable to link wages to corresponding NSQF levels.
 3. The proper sensitization of employers shall be done which may enable them to understand the benefits of this said program for their workers and companies.

RPL Program: Impact on Individual Beneficiary

Case Study - 1

Umesh Kumar Thakur belongs to the BPL family. His family consists of 5 members. He has been working on a construction site for the past three years and is barely able to support his family. He learned about the PMKVY program from other workers on the job site. As a result, he decided to enroll in this training program. He handed in the documents to the senior on-site and was looking forward to the training. During the training sessions, he was extremely attentive and follow his trainer's instructions, and gained confidence in his work that makes his co-workers inspired to enroll in the training program. After passing the exam, he received his certificate. He wants to work for a large corporation.

He said “My daily wages will increase because of this training program as I am formally recognized as a skilled worker. I'm also considering relocating to another country. Because I have a government-issued certificate, the overseas company will almost certainly choose me.”

He is happy that the government of India is conducting such training programs that help construction workers like him learn new skills and grow in their careers. He is thankful to the government and the team that gave him training.

Case Study – 2

Baleshwar Turi his family consists of 5 members, including his mother, wife, and 2 children, and he is the only earning member in the family. He has been employed at a construction site for the past four years. He started as a helper in the village, but due to the financial crisis, he decided to relocate to an urban area. He learned about the PMKVY program from his on-site supervisor. As a result, he decided to enroll in this training program to improve his skills.

The training time and days were carefully planned, and he learned a great deal while working on-site for 12 days under the bridge RPL training program.

Now, he claims, he is aware of safety rules, proper measurements, and various techniques for performing his job effectively. Also, his wages have increased by 5% after attending the training program. He has discussed the benefits of the PMKVY training program with his friends and encourages them to also attend the program.

He is thankful to Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and NSDC for taking this initiative.



Figure 33: Candidate Received Certificate after Completing Training Program

SUMMARY & CONCLUSION

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. Also, there was a marginal increment of around 5-10% in salaries and wages of some of the beneficiaries, which lead to an improvement in their financial condition.
- After the training program, the candidates received the Government recognized certificate related to their specified job roles. These skill development certificates help in the formal recognition of skills of workers and helped them in getting better job opportunities.

Intangible benefits:

- The majority of candidates claimed that after the training program their quality of work improved. The supervisors found a positive change in their attitude towards their work and co-workers.
- 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 the accidental safety benefit to the certified candidates through the Kaushal Bima scheme.

Overall Impact of RPL Program

- The majority of the beneficiaries claimed that the skill development program helped in improving skills, upgraded their sector knowledge, and lower unemployment in society.
- The findings show that the overall RPL program training proved the useful and empowered majority of the workers with improved skill levels, better decision-making skills, confidence building, and regular employment opportunities, all of which could be important factors in their economic and social upliftment.

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 youth are becoming more aware of skill-based training and placement opportunities in a variety of industries.

The following suggestions are –

- Link the Aadhar card with the candidate id and to ensure the authentication of the beneficiary.
- Provide job and business opportunities.
- Use the 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.