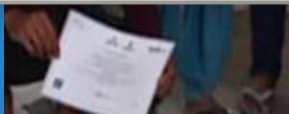


Impact Assessment for RPL- PMKVY 2.0

Painting and Coating Skill Council

(PCSC Type -1)



PMKVY

प्रधानमंत्री कौशल विकास योजना



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EXECUTIVE SUMMARY

The Indian paint industry, which is currently worth around Rs. 50,000 crores, is expected to grow at a healthy rate, reaching around Rs.70,000 crores by 2021-22. There is a strong link between the growth of the Indian paint industry and the country's GDP. It has consistently outpaced India's GDP growth by 1.5 to 2 times in the past. The Paint and Coatings Skill Council (PCSC), an IPA-affiliated organisations, has announced the launch of an Apprenticeship Training Program in collaboration with the National Skill Development Corporation (NSDC) to help the industry develop skilled workers.

The basic objectives of the Program are –

- To identify and upgrade skills needed in the paints and coatings sector.
- Develop the National Occupational Standards for all these skills
- Participate in the setting up of affiliation, accreditation, examination, and certification norms for the paints and coatings sector
- Encourage and promote the setting up of the required training institutions/academies
- Plan and execute Training of Trainers and Assessors programs in compliance with NSDC guidelines.
- Conduct skill-based assessment and certification for QP /NOS aligned training programs.

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

The methodology adopted for this assessment is a mixed-method approach that involves quantitative as well as a qualitative method. The efficient and knowledgeable team from different disciplines at TechSci research conducted telephonic, face to face interviews, and compiled and analyzed the primary data. The team visited the beneficiaries' address for interviews and did the verification of the collected data through telephonic interviews. The quantitative data was analyzed using statistical software followed by interpretation and logical conclusions. The qualitative data was analyzed using interviews with PIAs and focus groups on the communities to learn about the RPL Program in all of its dimensions and effects.

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

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

- 1) Maximum beneficiaries' remuneration 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, and pre-screening, enrolments, training/orientation, assessment, certification, and placement. RPL program under Pradhan Mantri Kaushal Vikas Yojana (PMKVY) trained 61.38 lakhs people, out of which 50.85 lakhs are the certified skilled workers under the RPL program.

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

Skill Development Council of India, Gem & 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 Painting and Coating Skill Council (PCSC).

1.2. Project types under RPL Program

Project Implementing Agency (PIA) implemented the Recognition of Prior Learning (RPL) Program through the project types mentioned in Figure 1. The project types differ according to their target beneficiaries and the sectors. For the painting and coating industry in India, the RPL Program project type-1 (Camps) was implemented. It focuses on RPL Camps in a location is where workers of a particular sector are consolidated. The RPL's main aim is to support the competencies of the unregulated workforce of the country to the National Skills Qualification Framework (NSQF). The project types under RPL 1 guidelines are mentioned below in figure 1.

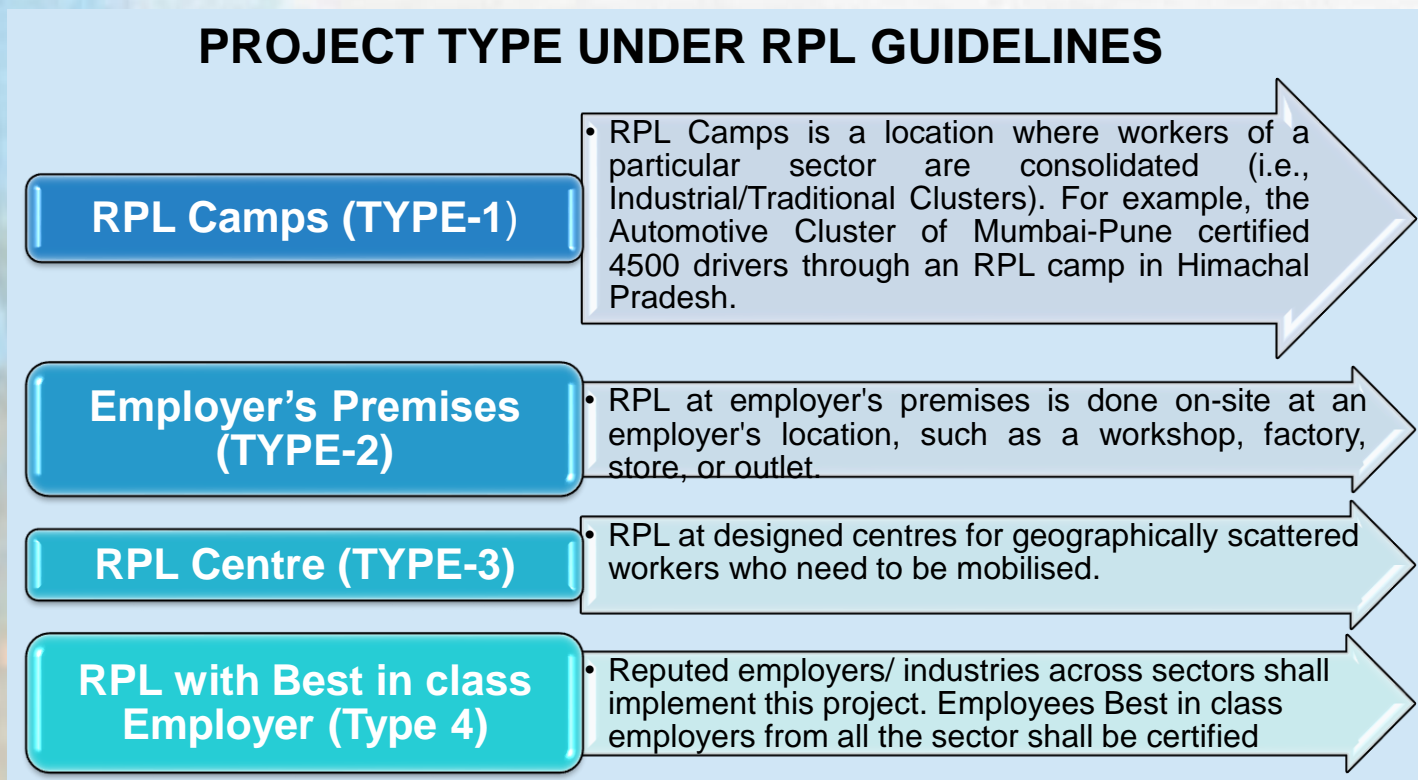


Figure 1: Project Type Mentioned in the RPL Guidelines.



Figure 2: Candidates Attending the Orientation under RPL Program

THEORY OF CHANGE FOR RPL PROGRAM

Context

- The Indian Paint Industry currently valued at around Rs 50000 crores and is expected to reach around Rs 70000 crores by 2021-2022.
- India has one of the youngest workforces with an average age of 29 years.
- Only 4.6% of the total workforce is formally trained.
- About 89% of the 15-59 years old workers have no particular occupation and skills training.
- An estimated 12.8 million youth enter the labor market every year.
- Due to poor quality of work, there is increased lack of productivity.
- Skill mismatch in the labor market is one of the key reasons for unemployment.



Process

Stakeholders in RPL- PMKVY (2016-2020)

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



RPL Process

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



Intermediate outcome

Individual level

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

Industry level

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



Intermediate outcome

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



Immediate outcome

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

BACKGROUND

The origins of the Indian paint industry can be traced back to Shalimar Paint Color and Varnish Company's first factory in Howrah, Kolkatta, in 1902. Goodlass Walls (now Kansai Nerolac), ICI, British Paints (now Berger), Jenson & Nicholson, and Blundell & Eomite were among the many British companies that followed in the footsteps of two British entrepreneurs (now Garware Paints). Asian Paints, an indigenous paint company founded in 1942 in Mumbai, grew quickly to become the market leader in the 1960s and has maintained that position till now.

Today, the paint industry contributes around 0.5% of GDP in India. The manufactures have a wide range of solvent-borne, water-borne, and powder products based on alkyd-amino, acrylic, polyurethane, polyester, and epoxy for a variety of applications. Application technologies have evolved, and new technology takes place such as spray technologies, electrostatic and airless applicators, dip, and electro-deposition processes are used in various industries and decorative applications.

The industry's rapid expansion has not always been accompanied by the infusion of appropriately skilled new talent. There are a few educational institutes that offer paint technology degrees, diplomas, and vocational courses, but they are unable to close the talent gap. To meet the gap, government introduce the Paints and Coatings Skill Council (PCSC) which helps the existing skilled workforce to learn the latest technologies, productivity improvement techniques, communication, and behavioral.

The Indian Paint Association (IPA), the Indian Small Scale Paint Association (ISSPA), and the Indian Paints and Coatings Association (IPCA) all support the Painting and Coating Skill Council (PCSC). The council aims to promote and develop an ecosystem necessary to fill skill gaps and meet evolving challenges across all trades in the industry by combining standardized curriculums with sophisticated assessment tools for quality assurance.

2.2. RPL Program in Painting and Coating Skill Council (PCSC)

The RPL implementation was rolled out with two Training Partner meets – one in Delhi and one in Kolkata. Over 7 Training of Trainer (ToT) programmes followed this. The RPL implementation is underway in 12 States, involving 24 Training Partners, 15 Assessment Agencies and over 50 locations in the 12 states. The mandate was to conduct a 12-hour orientation program prior to the assessments and complete the target certifications. It filled the gap of informal to formal training and also provide knowledge in the areas of Digital Literacy, Online Banking, IPR, Health Safety. Additionally, to enhance their speed accuracy in completion of the work. The Skill India initiatives aims at developing the youth and making them industry and future ready.

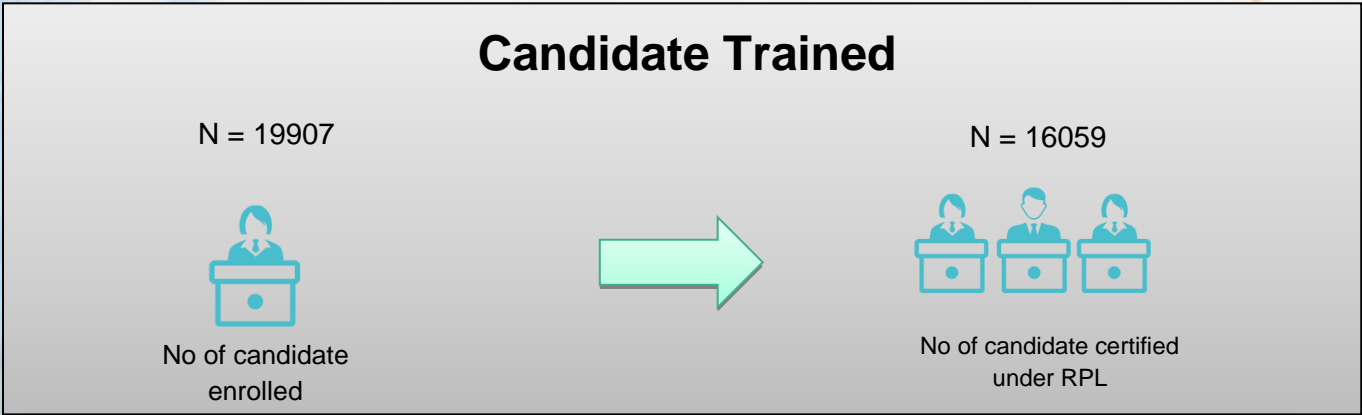


Figure 3: Certificate Distribution Ceremony for Candidates Trained under RPL Program

Table 1: Location and Trained Beneficiaries under the RPL Program

S.no	State	No of trained candidates
1	TAMIL NADU	1
2	ANDAMAN AND NICOBAR ISLANDS	1
3	HIMACHAL PRADESH	1
4	GOA	4
5	MAHARASHTRA	24
6	ODISHA	127
7	KARNATAKA	132
8	HARYANA	197
9	MIZORAM	427
10	DELHI	449
11	UTTARAKHAND	454
12	MANIPUR	497
13	MEGHALAYA	724
14	ASSAM	891
15	TRIPURA	995
16	MADHYA PRADESH	1281
17	JHARKHAND	1302
18	RAJASTHAN	1356
19	WEST BENGAL	1724
20	UTTAR PRADESH	2378
21	BIHAR	3094



Figure 4: Trained candidate under PMKVY RPL program

2.3 Key Stakeholders of RPL Program

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 stakeholders involved in the implementation of the RPL program are-

Table 2: Roles and Responsibilities of Key Stakeholders

SN.	Stakeholder	Summary of Role and Responsibilities
1.	Ministry of Skill Development and Entrepreneurship (MSDE)	Oversee overall implementation of scheme
2.	PMKVY Executive Committee	Approve project proposals along with an allocation of targets and conditions for implementation
3.	PMKVY Screening Committee	Screening of project proposals as per the existing guidelines and give recommendations as to the suitability of the project and numbers of targets to be allocated
4.	NSDC	<ul style="list-style-type: none"> 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 centers and testing sites as per specified requirements and making infrastructure arrangements required for imparting training
6.	RPL Facilitator Organization	<ul style="list-style-type: none"> RPL facilitators to be ToT (Training of Trainers) certified by SSC. RPL facilitators shall conduct counseling, pre-screening and orientation/bridge course for beneficiaries
7.	Assessment Agencies (AA)	<ul style="list-style-type: none"> AAs to conduct assessments of beneficiaries. Recommendation on training requirements and

		<p>certification</p> <ul style="list-style-type: none"> • Upload the pre-assessment and final assessment results on the portal • AA shall be an independent third party
8.	SSCs	<ul style="list-style-type: none"> • May be the PIA • Evaluate and recommend Non-SSC proposals • Ensure project proposals forwarded for screening are not 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 • Provide certificate and skill card to trainees qualifying the assessment

2.4 RPL Benefits to Candidates

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

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

2.5 RPL Benefits to Industries

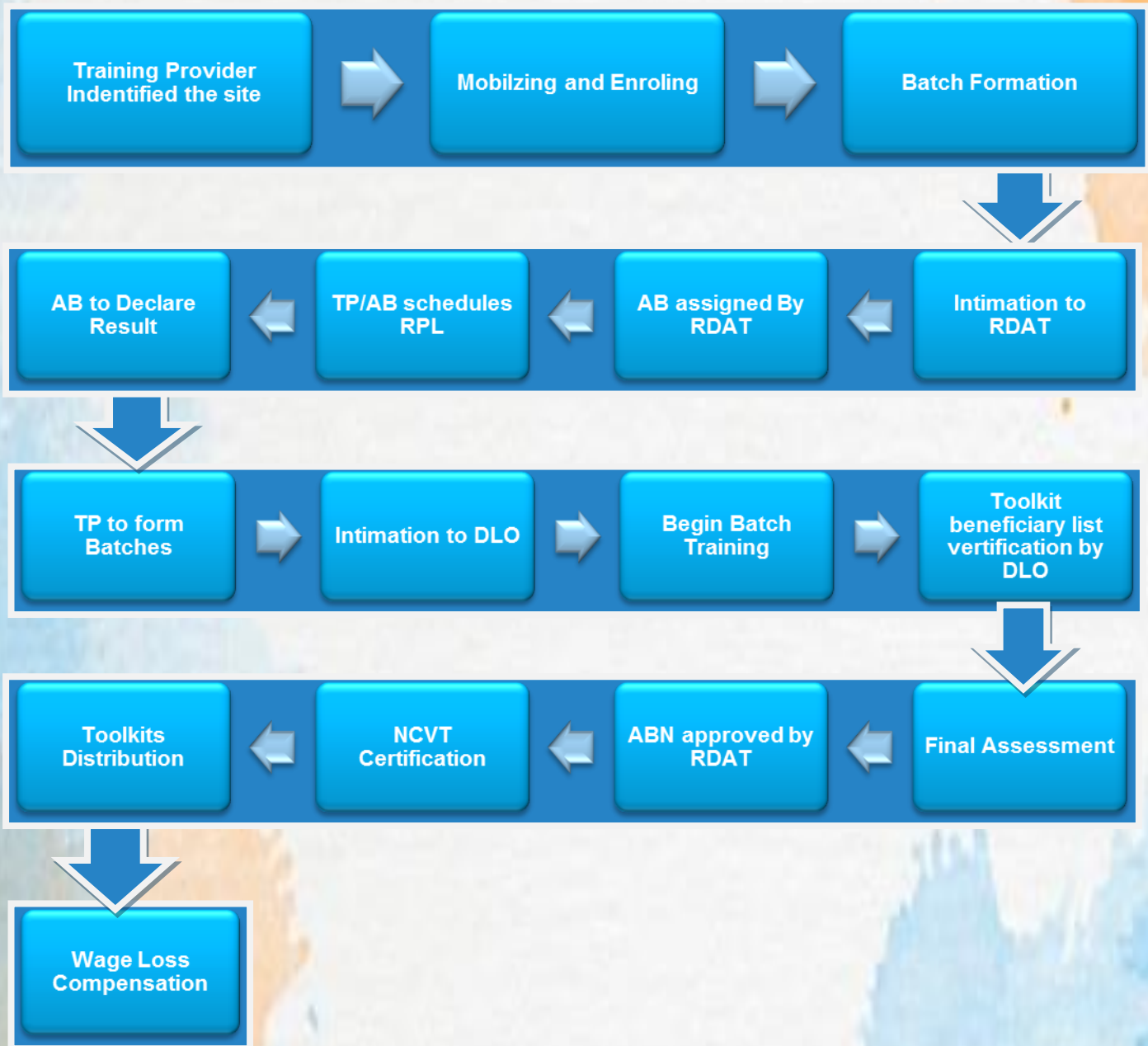
RPL benefits the industry in many ways-

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



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

2.6 Key Steps Involve in Undertaking RPL program



*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 is given below: -

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

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

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

15% of the trained beneficiaries administered the questionnaires

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

Some Pictures of Face-to-Face Interviews 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 and are similar in a way that is important to the response. The sample was selected on the basis of the following criteria:

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

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

S.no	State	Sample size
1	Assam	340
2	Bihar	914
3	Tripura	240
4	Karnataka	57
5	Uttar Pradesh	688
6	West Bengal	528
7	Manipur	144
	Total	2911

3.1.2 Key Derivatives

- **Impact Assessment Project Report**

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

- **Impact Evaluation Framework**

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

EMPIRICAL CONTEXT

4.1. Empirical Context

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

4.2. An Overview of Skill Development

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

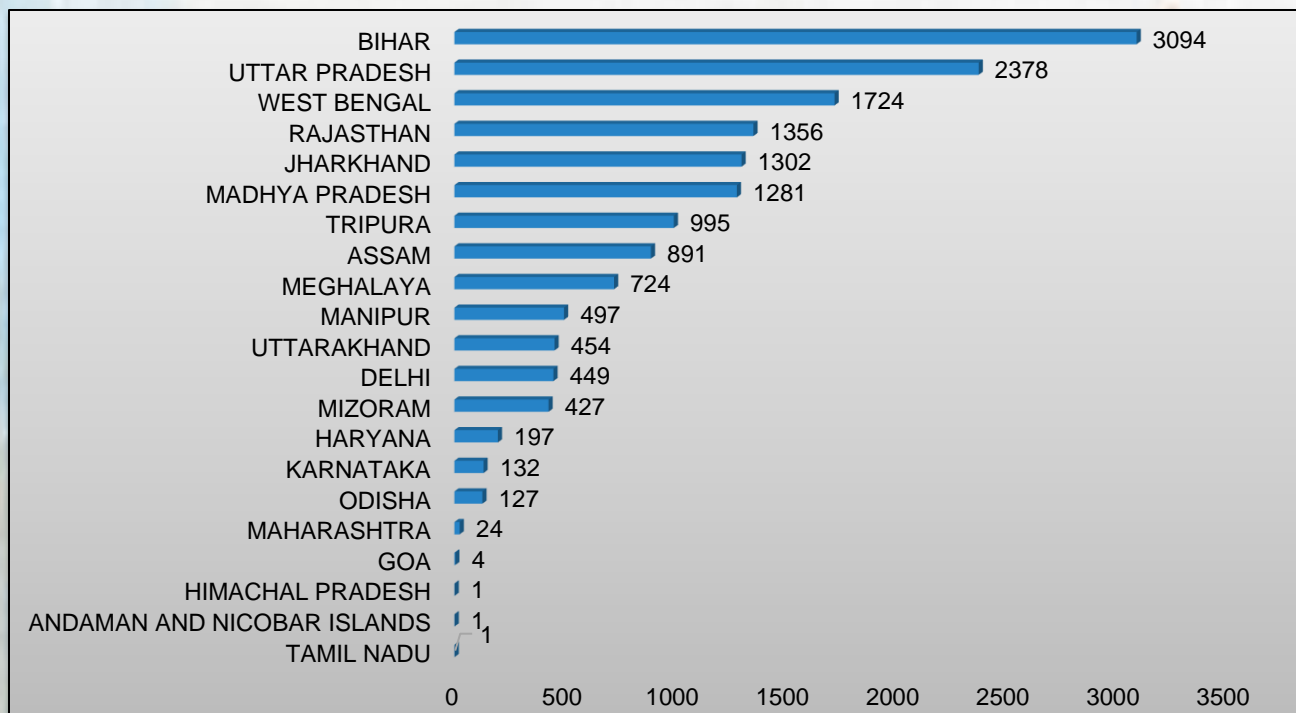
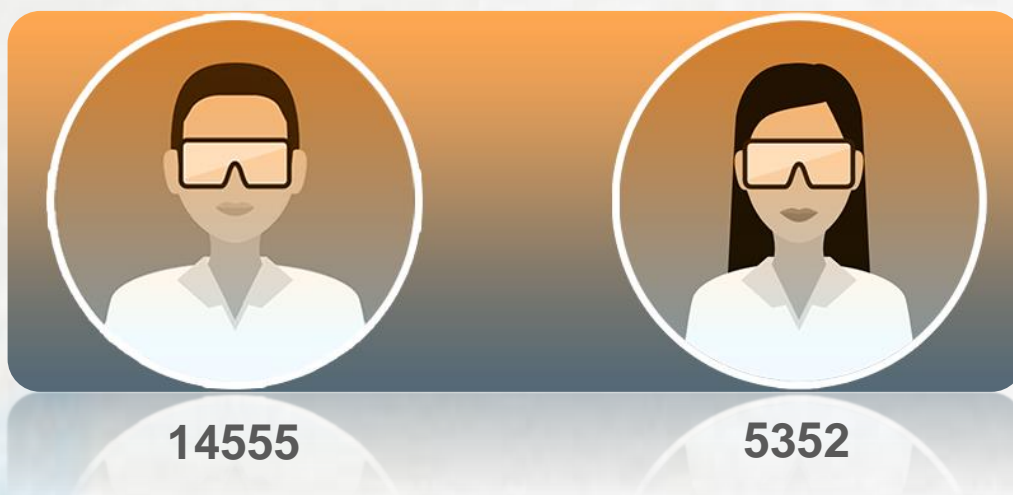


Figure 7: Location and Trained Beneficiaries under the RPL Program

4.2. Socio-Economic Profile of Beneficiaries

Gender Profile



Under the gender distribution, it has been observed that women form a large percentage across different sectors such as agriculture, automotive, handicrafts, and carpet. According to data, this reflects the gender-wise number where 5352 are female, 14555 are male trainees.

Age of Trainee

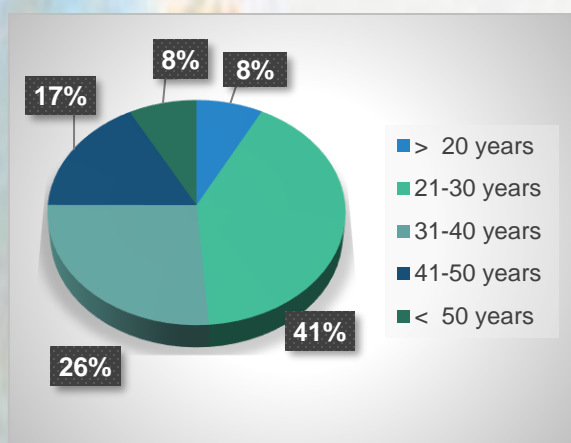
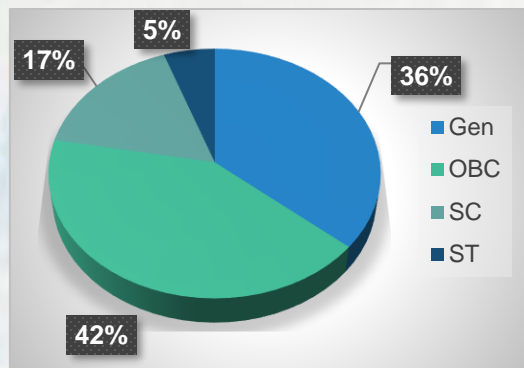


Figure 8 : Age of the Candidates Enrolled under the RPL Program

The impact assessment study revealed that a willingness to learn new skills was more evident in young age people and around 41% of trained workers were between the age of 21-30 years old. It further showed that around 26% 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. The study revealed that 8% each of the trained workers under the RPL program are age less than 20 years and more than 50 years old age people were also inclined

towards upgrading their skills.

Social Categorization of Trainees



The impact assessment study noted that 42% of the trained workers belong to the OBCs, wherein general category accounts for 36% of the workforce, who has been trained under the RPL program. The trained workers belonging to scheduled caste and tribe are 17% and 5% respectively.

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

Socio-Economic Profile of Respondents

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

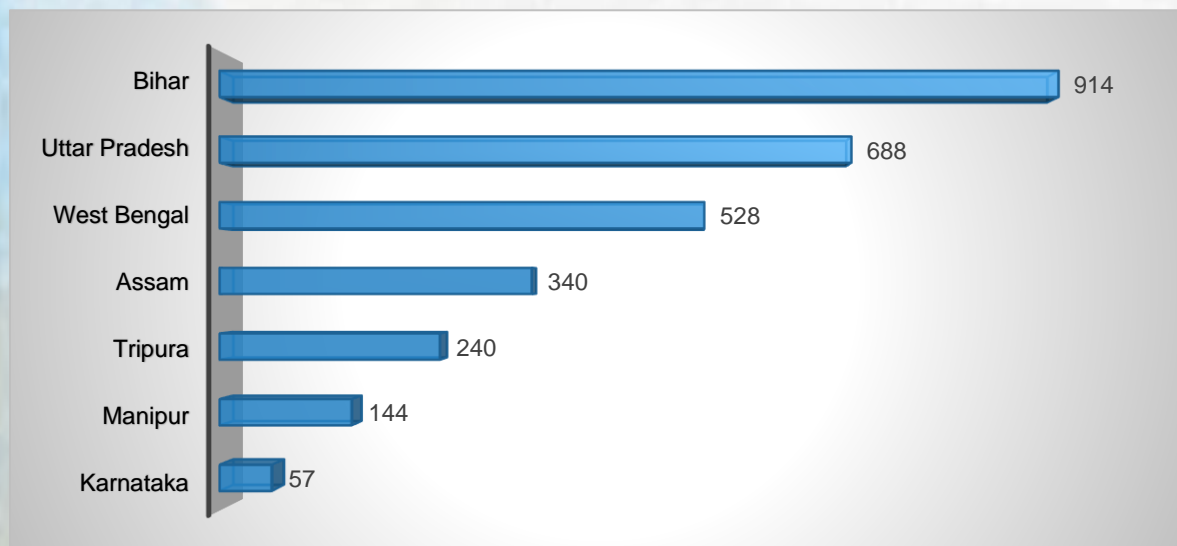


Figure 10: Location and Sample Size of the Beneficiaries

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

RPL Program: Impact on Candidate (Pre-Training)

Duration in same trade

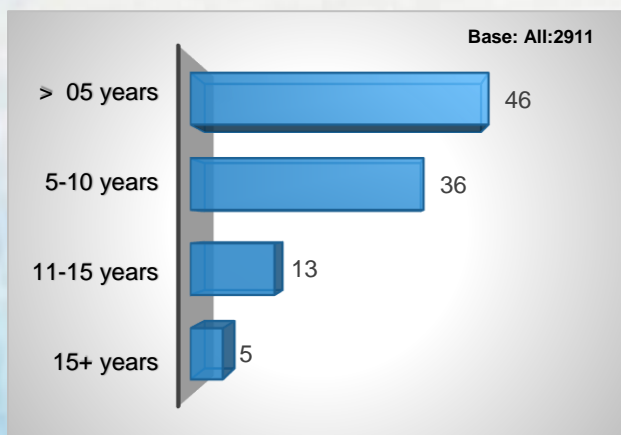


Figure 11: Overall Duration in the Same Trade, (%)

- At an overall level, more than half, 54% of the beneficiaries interviewed had more than 05 years of experience.
- Among States, Karnataka, Manipur, and Tripura had more beneficiaries with less than 05 years of experience. Ratio of females with less than 05 years of experience was more.

Source of Awareness – RPL Program

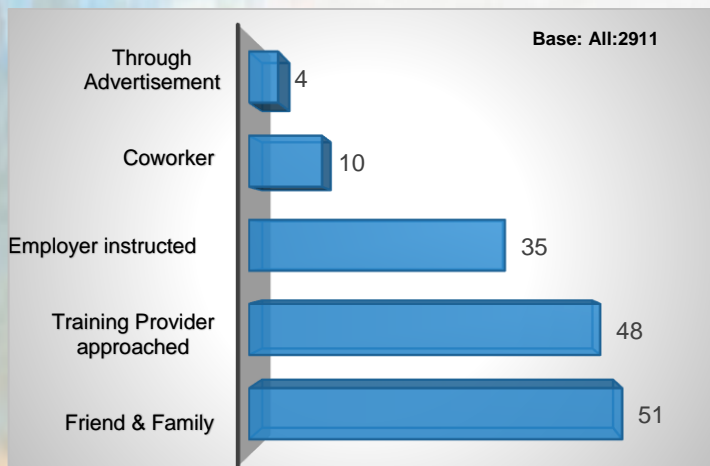


Figure 12: Overall Sources of Awareness of the Candidates about RPL Program, (%)

At an overall level, the main sources of information for the beneficiaries to know about the RPL program was Friends/ Relatives/ Family (51%), followed by organizers approaching them (48%) and coming to know from employers (35%) who instructed them to take part in the training. Among states, in Assam (69%), Tripura (87%), Karnataka (70%) and Manipur (61%), it was more effort on the part of the organizers thru which the beneficiaries came to know about the

program. Amongst the backward communities the awareness was more thru the efforts of the organizers who reached out to them for the training program.

RPL Program - Triggers for joining

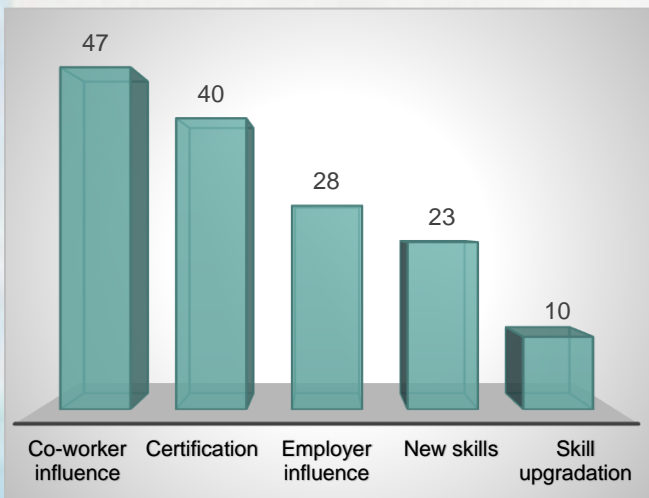


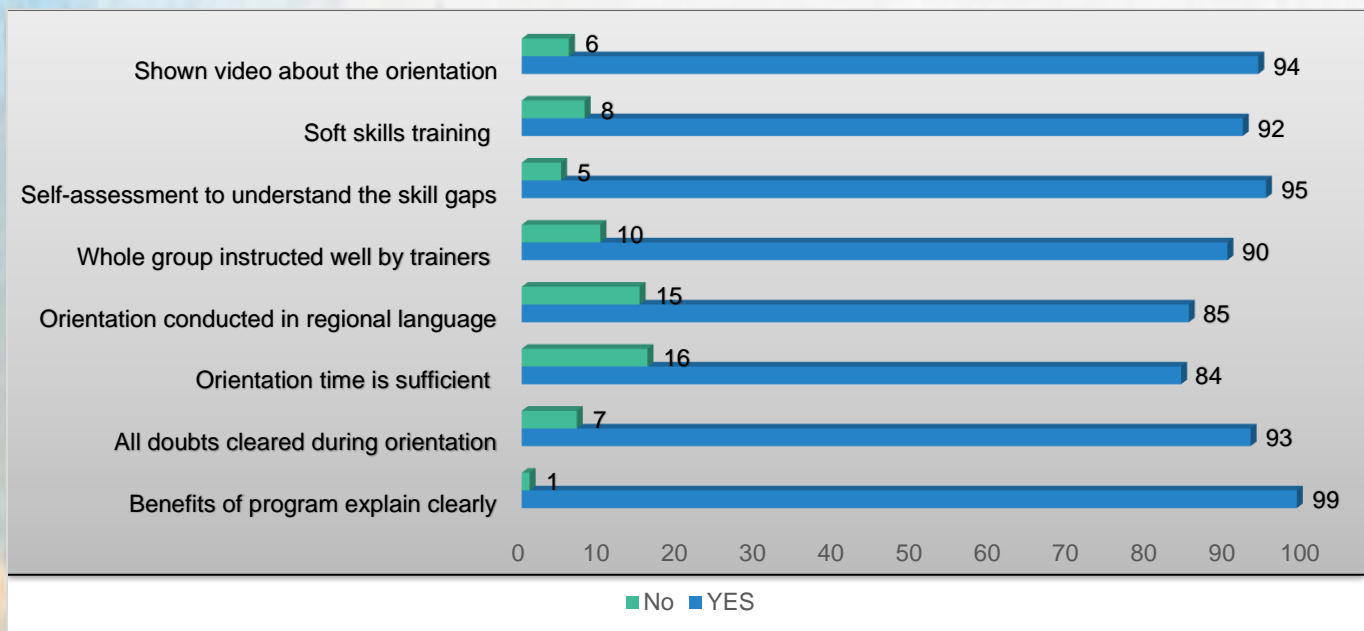
Figure 13: Triggers for Joining the RPL Program, (%)

At an overall level the major reason for the beneficiaries to join the training program because their co-worker/friend had also joined the program (47%). The other major reason was that the certificate that they would get will help them get better job/work (40%). The same was true for either gender or communities.

RPL Program: Impact on Candidate (During-Training)

Orientation Program – Aspects of liked by Beneficiaries

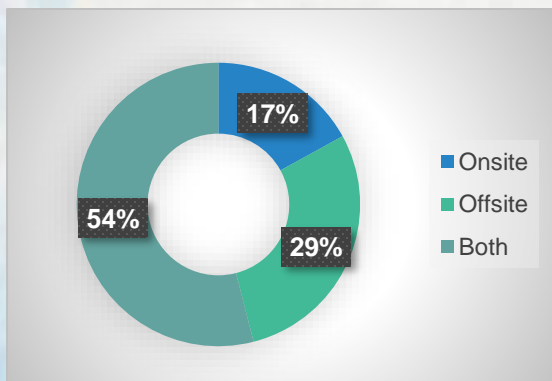
Figure 14: Overall Orientation Program Aspects Liked by Beneficiaries, (%)



At an overall level, the beneficiaries were happy with the way the induction of training program was conducted. More than 90% of them agreed that the staff was able to explain the benefits of

the program and that their doubts were cleared and that the trainers were able to give proper attention to the whole group. Only a few beneficiaries felt that the time of 12 hours was not sufficient and should be more.

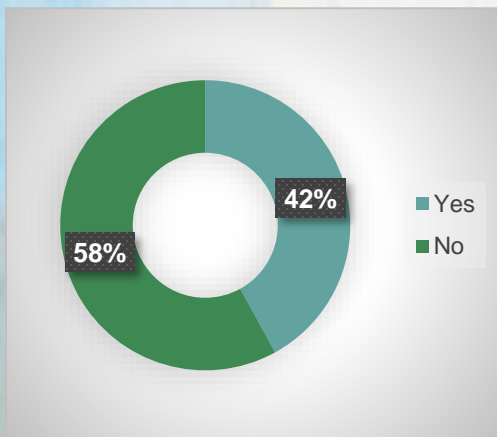
Place of Orientation



At an overall level, more than half (54%) of the beneficiaries got their training at both onsite and offsite, while 17% were only at onsite and 29% were trained offsite.

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

RPL Program: Job Role Kit Provide to Beneficiaries



At an overall level, 58% of the beneficiaries claimed that they had received T-shirt, jacket, and cap as part of the job role kit, and they were quite happy about the same.

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

RPL Program- Scores by Beneficiaries

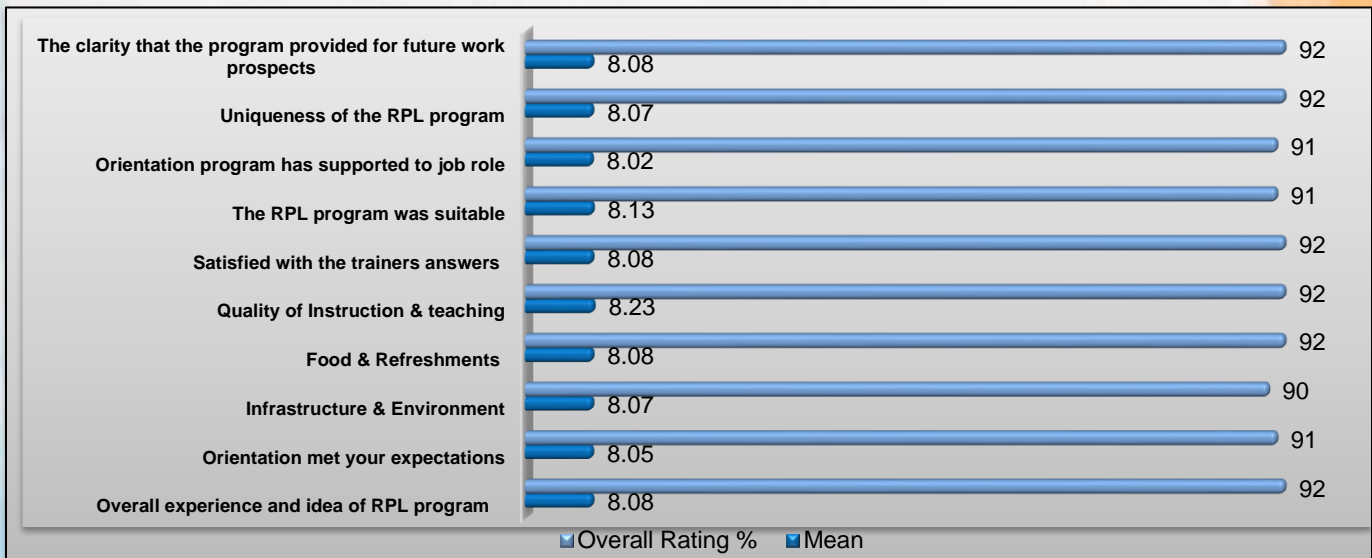


Figure 17: RPL Program Aspects Liked by Beneficiaries, (%)

At an overall level, the beneficiaries gave an average rating of more than 8 out of 10 for all the aspects of the training program. They liked the overall experience and idea of the training program. They found the program to be suitable and relevant to their current occupation. They felt that the program did benefit them for their future.

RPL Program: Aspects Liked by Beneficiaries

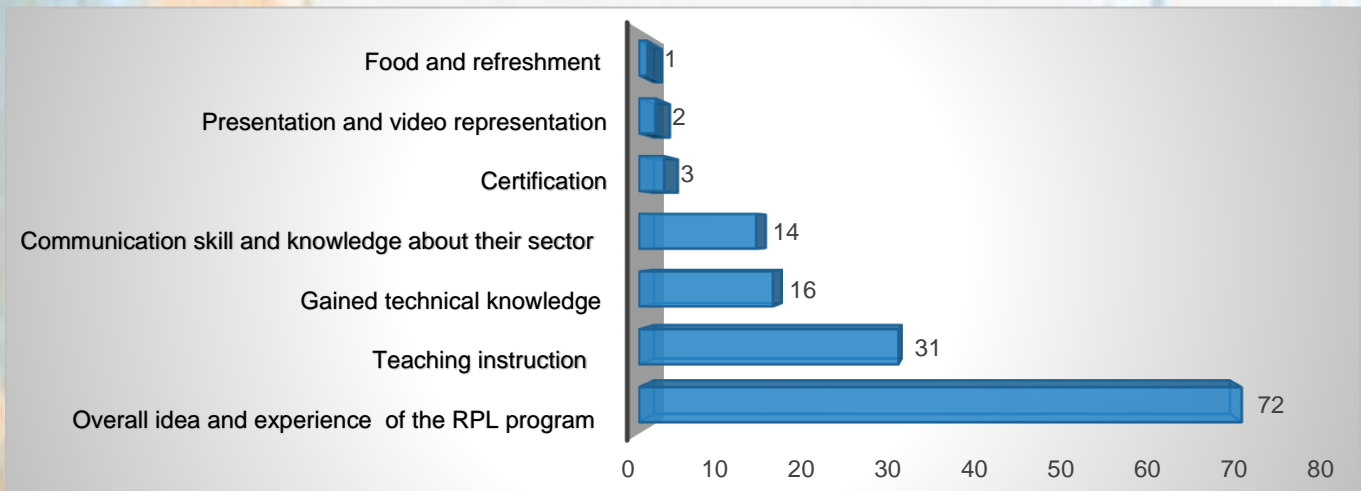


Figure 18: Overall Aspects Liked by Beneficiaries, (%)

The total overall experience was liked by many of the beneficiaries. Quality of teaching was most liked by 34%. The other factors that were liked the most was that they got to learn new skills and techniques (16%) and that they acquired more knowledge about their own sector (14%).

RPL Program: Aspects Disliked by Beneficiaries

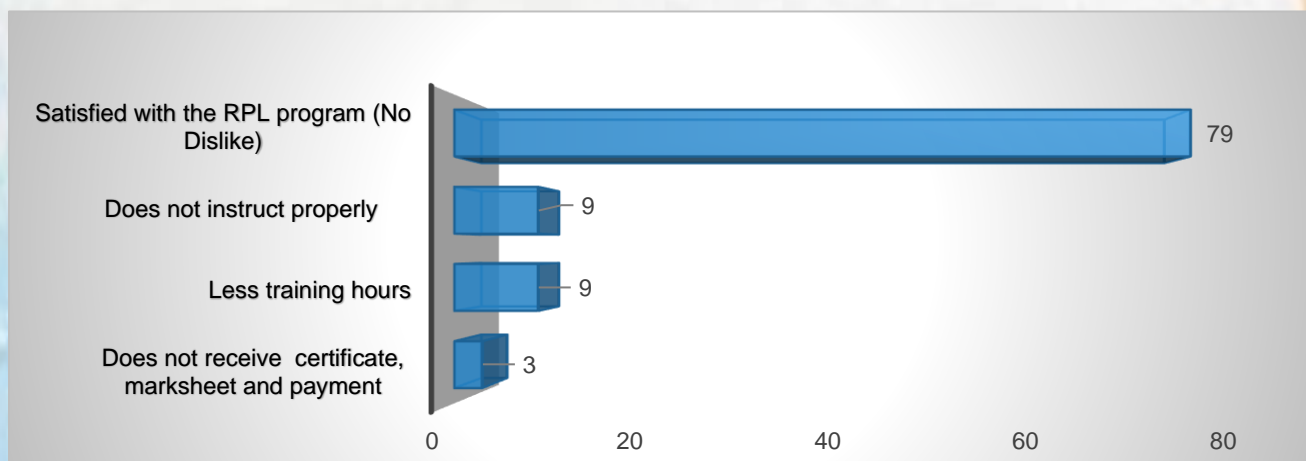
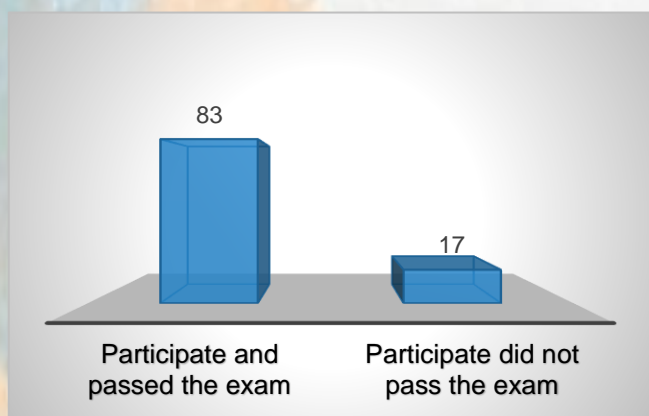


Figure 19: Overall aspects disliked by beneficiaries, (%)

At an overall level, (79%) most of the beneficiaries liked the training program and had no dislikes. Just a few of the beneficiaries felt that the trainers did not guide properly (9%).

Participation in the Exam

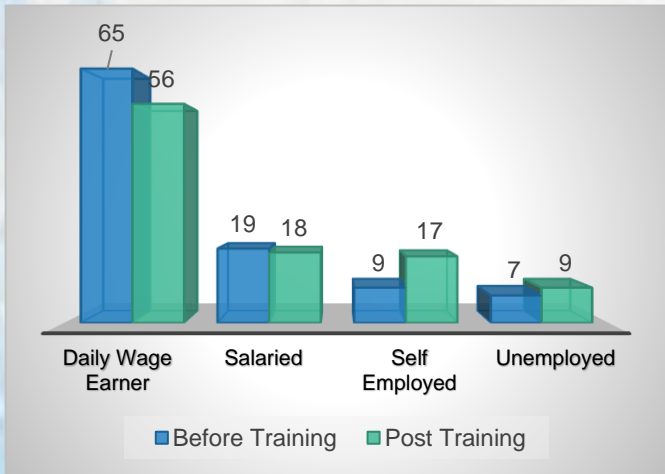


At an overall level, more than 90% of the beneficiaries who took part in the program had given the exam and passed.

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

RPL Program: Impact on Candidate (Post-Training)

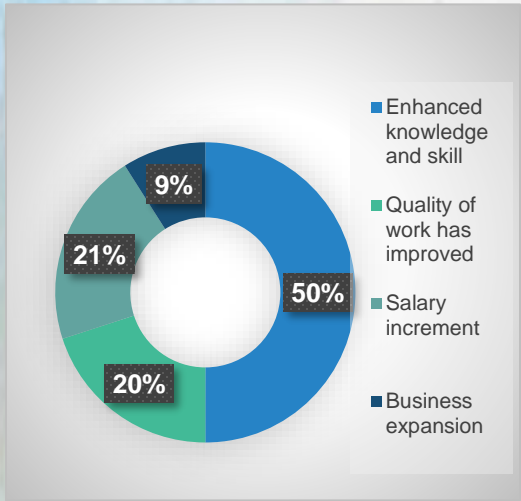
Occupation Status – Before & Post Training



At an overall level, because of the Covid Situation in India, the beneficiaries did not have work for some period, but many of those who had been unemployed, they got a job due to their certification and training.

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

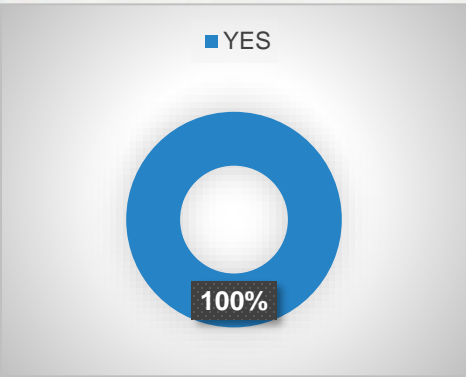
Percentage of the Beneficiaries Who Liked the Orientation



At an overall level, 50% of the beneficiaries claimed that the program enhanced their knowledge and skills, while 21% claimed that their salaries increased post the training and 20% claimed that their quality of work improved. 9% stated that their business increased post the training program as they started getting more recognition due to the certificate received.

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

Skill and Knowledge Enhancement post Training



All the beneficiaries acknowledged that their skill and knowledge was enhanced post training.

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

RPL Program: Increase in Salary/Income of Beneficiaries

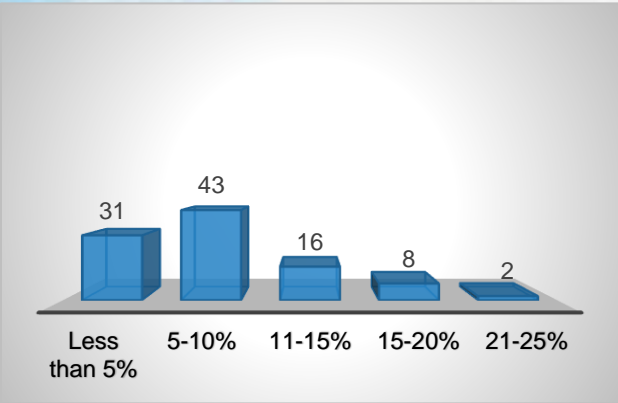
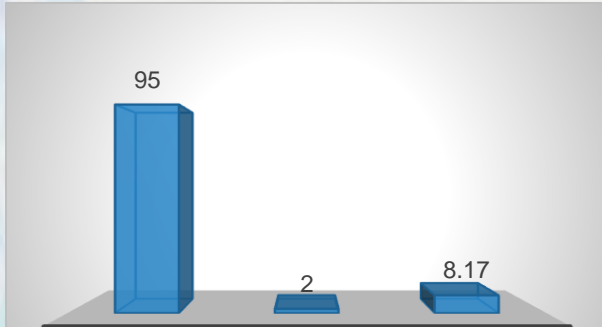


Figure 24: Increase In Income of Beneficiaries After Attending the RPL Program, (%)

At an overall level, almost 69% of the beneficiaries claimed that their salary/ remuneration increased by more than 5%, post obtaining training and certification. The trend was the same across the states where the training took place.

RPL Program - Placement Assistance



At an overall level, on asking how they will rate the placement assistance that was provided to them the beneficiaries gave an average rating of 8.17 out of 10. This was common across genders and states and communities who were interviewed.

Figure 25: 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: Impact on Beneficiaries Life

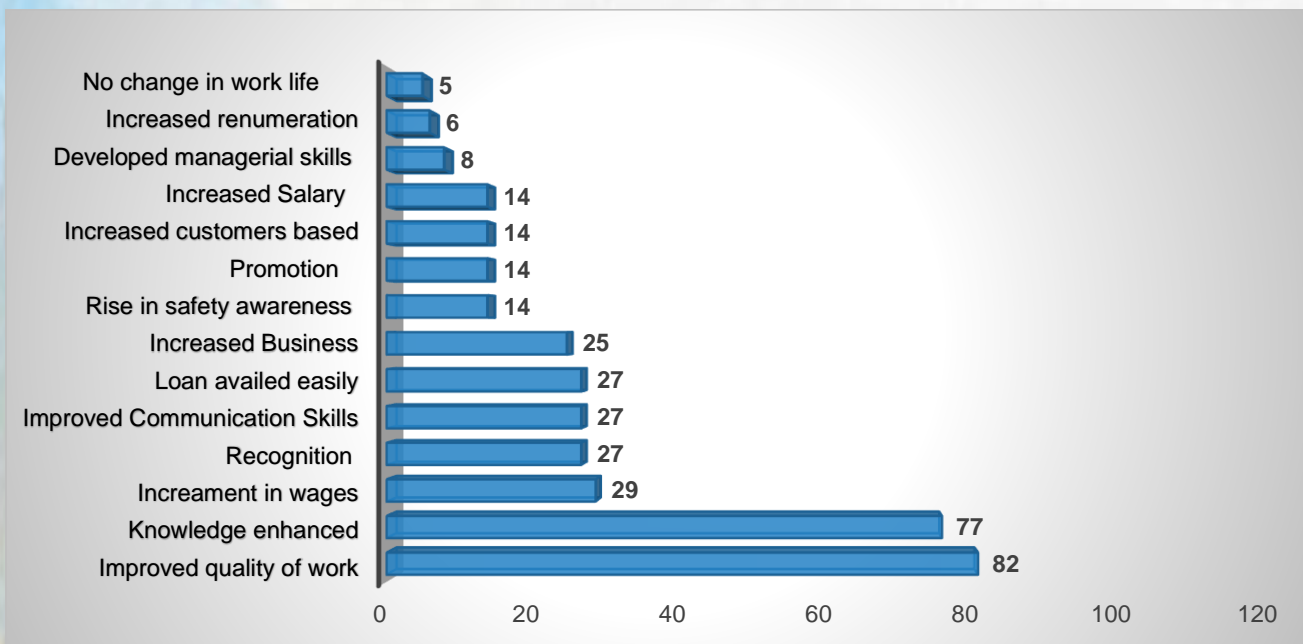


Figure 26: Impact of RPL Program on Beneficiaries Life, (%)

At an overall level, improvement in quality of work and increase in knowledge of their own work were the two major reasons of the training program stated by the beneficiaries with 82% and 77% of them stating the same.

RPL Program - Most Important Impact on life

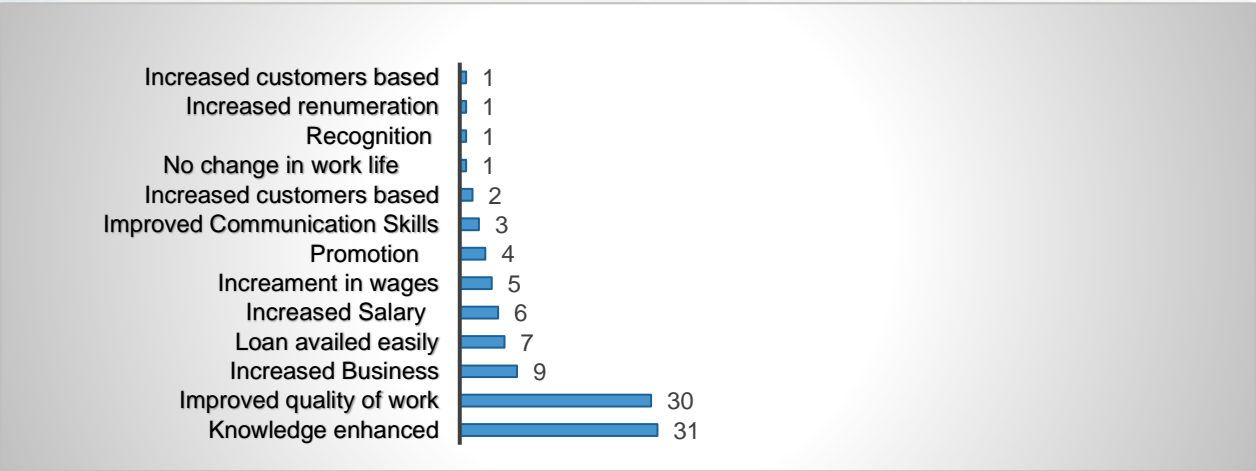
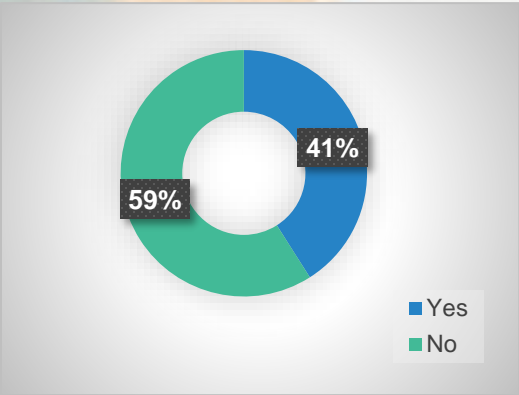


Figure 27: Most Important Impact of RPL Program on Beneficiaries Life, (%)

At an overall level, the most important impact, the beneficiaries stated of the training program was that their quality of work improved (30%) and their knowledge about their own work increased (31%). Some even stated that their business also increased (9%).

Benefits of RPL Program for Target Beneficiaries

RPL Program - Kaushal Bima for Beneficiaries



At an overall level, on asking whether they were provided with Kaushal Bima, 41% of the beneficiaries confirmed that they had been provided with the same.

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

RPL Program: Beneficiaries Application & Purpose for Mudra Loan

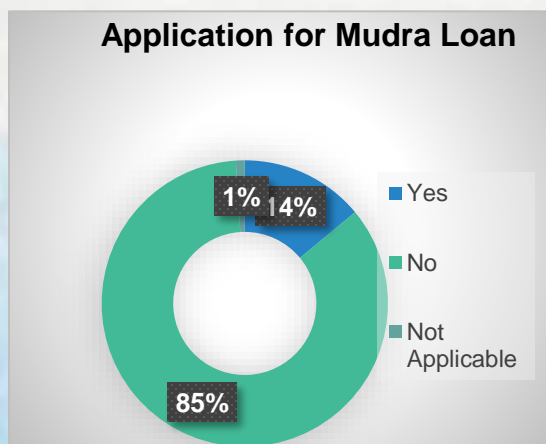


Figure 29: Beneficiaries Who Applied for Mudra Loan (Overall), (%)

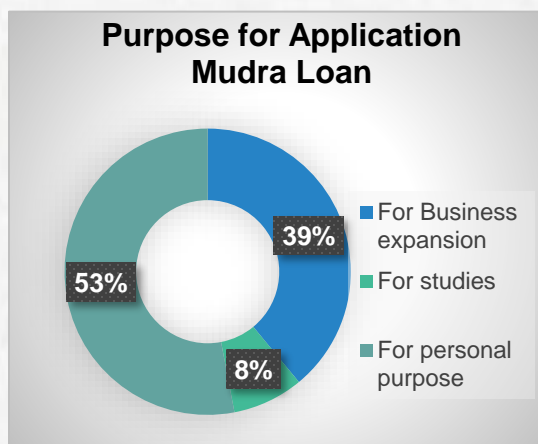
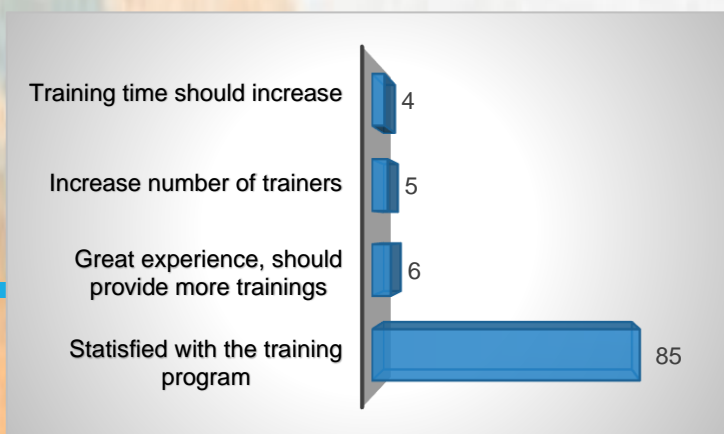


Figure 30: Purpose for Application Mudra Loan (Overall), (%)

- At an overall level, 13% of the beneficiaries claimed that they had applied for a Mudra loan.
- At an overall level, 39% of those who had taken a loan took it for business expansion while 53% took it for personal purpose and 8% took a loan for further studies. For taking a loan for business the most was in Tripura with 66% claiming to have taken a loan for business expansion.

Suggestions for RPL Program by Beneficiaries



At an overall level, there were not too many suggestions from the beneficiaries for the improvement of the program, except a few who stated that the number of hours should increase (4%) and a few stated that

the number of trainers should increase (5%).

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

RPL Program: Impact on Communities

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

- **Population** – The RPL program positively impacted the community population such as women, youth, people with disabilities, or minorities. The RPL program helps the large set of unorganized employees to recognize their skills with certificates and encourages them to achieve better opportunities for the job role.
 - In the painting and coating sector, maximum people are working as a freelance worker in painting industries it is the largest unorganized market, that does not recognize for their skills. Therefore, the RPL program helps the employees to be recognized for their work and skills. The continuous upgrades in technology emerge the need for learning new techniques and technology after training and candidate found improvement in their quality of work and start working with the upgraded technology which increases the productivity.
 - The Youth developed new skills and gained technical knowledge through the RPL program which makes them industry and future ready.
 - The RPL program recognized disabled people's skills and increased their employment opportunities by providing them with a government-issued certificate.

This certification allows customers to have more confidence in their clients and opens more business opportunities.

- The minority caste upgrades their skills which opens new doors of opportunity and encourages others to learn new skills by enrolling in an RPL program or other government program to upgrade their skills because they are given preference in the workplace
- **Behavior** - It was observed that people's communication skills and manner of dealing with clients have improved. The soft skills training helps the beneficiaries to learn how to deal with clients and grow their work.
- **Trade And Work** – It has been observed that people are becoming more knowledgeable about their domain, and technological knowledge (dust-free technology, texture painting, and so on) is allowing them to improve the quality and productivity of their work.
- **Opportunities** – It is an analysis that candidates who participate in the RPL training program have better job opportunities because their skills have been upgraded and they have been recognized with a certificate, which allows them to be given preference in jobs opportunities.

RPL Program As per Project Implementation Agency Analysis

According to Project Implementing Agencies (PIAs) and Sector Skill Councils (SSCs)

Analysis, these are the following brief about the RPL program:

- Training partner used to reach out to the trainees' field visits, door to door surveys, pamphlets, unmovable & movable hoardings, newspaper advertisement, social media awareness camp, word of mouth, and local Panchayat leaders to mobilize the right profile of candidates. Training partners motivate the candidate to enrolment thought value & benefits of the program are explained, Past project completion outcomes are advertised along with placement records, and candidates who have completed training earlier are invited to express their achievements post-training.
- The drop-out percentage is between 10%-12% of potential candidates after counseling. The dropout can be linked to many factors, the most common of which is the project not

of their concern, project candidate eligibility not adequate, wages loss suffered by participants while undergoing training, and family & work commitment.

- The remote areas are mainly targeted through various local governments and private bodies. After then they set up their mobilization camps and offer facilities for trainees such as video viewing, refreshment, drinking water, first aid kits, CCTV camera some area, clean toilet facilities, adequate chairs and tables, and proper ventilation in the room. Additionally, COVID safety kits are provided to the candidate.
- As per PIAs, trainers experience the trainers 3 years depending on the job role. And the ratio between trainer and trainees is 1:30 candidates, with one trainer who trained 30 candidates, as these candidates are already well experienced and knowledgeable, the ratio is good enough to conduct an orientation session.
- RPL training session is generally 12 hours for orientation comprised of the domain, soft skills, assessment, and basic sufficient as these target beneficiaries are experts in their work domain. These sessions also cover, digital literacy, financial advocacy, Covid precautions, entrepreneurship, and productivity improvement, etc.
- The amount of timing is adequate because the target beneficiaries are experts in their field. After covering the domain, the orientation session focuses on other aspects of work and technology/techniques.
- The training program contains is adequate and as per industry standards is well aligned with QP/NOS and NSQF levels. Also included more digital learning & digital accessibility.
- Most painters in India are freelance painters linked to painting contractors on a project basis. The skill certification certainly improves their chances of getting assignments with painting contractors.
- Some of the difficulties faced in conducting the training programs sensitive areas in some of the areas, there is no network for smartphones – video calls and WhatsApp-based reporting get affected.
- This sector is around 90% unorganized workforce. The impact of the Recognition of Prior Learning program helps the candidate to be recognized for their skills and with increasing numbers of service providers like Urban Company in metros and Tier II towns, the prospects of certified candidates finding employment increases.

- RPL is a sufficient solution to address the issue of informal employment. And some of the programs such as State Skill Missions, Social Justice Departments in Backward, and Scheduled Caste Finance Development do initiate sector specific the RPL for upskilling.
- SSCs with their domain expertise should continue to oversee implementation through training partners and coordinate assessment to ensure certification meets industry standards.
- The overall recommendation to the management body is to reach the greatest number of target audiences and to cover more applicators in painting and coating industry, the program should aim to upskill, certification should be valid for three years, and they should upskill again and extend certificate validity.

RPL Program: Impact on Individual Candidate

Case Study - 1

Shiva Prasad is an Uttar Pradesh native who has been working as a freelance painter for the past 14 years. He has an experienced employee, and the only issue he has is with the new painting and coating techniques and machines. He learns about PMKVY from a friend and an organization that distributes thought pamphlets, among other things.

He enrolls in this program to learn new skills and techniques that will aid him in future projects. In this training program, he learns new technology for painting and design in this industry. He is confident, and he has received a certificate from the Indian government that allows him to be given preference for work over untrained candidates. And helps in getting preference in getting work over the untrained candidate.

He is grateful to NSDC and PMKVY, and he is confident that he had learned new skills and techniques because of this training program.

Case Study – 2

Jitendra is a Varanasi native. His family consists of three people. For the past few years, he was working as a helper painter and financially supports his family. He to know about the PMKVY paint RPL program from the camps and participated in the training program for job role assistance decorative painter. As a result, he decided to enroll in this training program.

He learned about the working skills required to become a proper and skilled lead painter. After attaining the training program, he moved towards the city and work outside their hometown which also gets benefited from the training and certificate. The trainer helps us to understand the different values and aspects of our job sector.

He raises his wages by improving the quality of his work. He expresses his gratitude to NSDC and PMKVY for assisting him in developing his skills and providing financial support to his family.



Figure 30: candidate trained in assistant decorative painter under RPL program

CONCLUSION AND RECOMMENDATION

Impact on direct beneficiaries

Tangible benefits:

- It has been observed that the majority of candidates (69%) benefit from the training program their wages rise. The majority of beneficiaries improved their skills and their salaries and wage increase around 5-10% margin for some trainees, allowing them to improve their financial situation.
- They also provide job kits to all the trainers and guide them about the safety measurement. Because of the training program most of the beneficiaries recognize their skills formally through government certificate, which helps them attract better opportunities.

Intangible benefits:

- Every trainer claims that their knowledge has improved after the training program. And the vast majority of candidates claim that their work quality has improved and their managerial skills also.
- The training program help the beneficiaries to recognized through the certificate and get preference over the non-skilled candidate for the work and opportunities.
- The training program provide knowledge about the government schemes such as Kaushal Bima scheme for accidental safety and a Mudra loan for financial independency.

Overall Impact of RPL Program

Overall RPL program helps the beneficiaries to know more about their domain and rise in productivity and quality of work. For painters, PCSC try to make aspirational by training them in specialized painting areas like automotive and marine painting where they earn better and have a career path rather than being daily wage painters. They upskilled the workers who are skilled or semi-skilled and also make industry ready.

The findings show that the skill development training provided was beneficial and enabled most workers to improve their skill levels, decision-making skills, confidence, and employment opportunities, all of which could be important factors in their economic and social upliftment.

Recommendation

Painting and Coating Skill Council (PCSC) assists in the development of skilled candidates in painting areas. The Indian government recognizes the importance of vocational education and supports it by providing funding for skill-based training centres and colleges. Skills-based training and placement opportunities in a variety of industries are becoming more widely known among the youth.

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

- Increase the time duration of the training program.
- Link the Aadhar card with the candidate id and ensure proper person is the beneficiary.
- More presentations and sector-related videos should provide in a regional language.
- Provide job and business opportunities.
- More tools should be made available at the time of training for workers to get hands on experience.

