

Skilling India: Empowering the Workforce



India is paving the way towards becoming the Skill Capital of the world. With one of the youngest populations in the world, India can realise its demographic dividend through a workforce that is trained in 'employable' skills and is industry-ready. Significant progress has been made, with the employable percentage of final-year and pre-final-year students increased from 33.9% in 2014 to 51.3% in 2024. As India continues its journey towards becoming the skill capital of the world, various ambitious programs and policies are steering the nation towards a skilled, employable, and future-ready workforce.

This sets the stage to discuss various government schemes and initiatives aimed at bolstering skill development and bridging the employability gap among India's burgeoning young population.

Prime Minister's Internship Scheme 2024

One of the main initiatives aimed at skilling youth is the Prime Minister's Internship Scheme. The Prime Minister's Internship Scheme for 2024-25 aims to provide extensive internship opportunities to one

crore youth over the next five years in India's top 500 companies. Announced in the Budget 2024-25, this initiative offers 12-month internships to help young people gain hands-on experience in real-life business environments, bridging the gap between academic learning and industry needs.

A Pilot Project launched on 3 October, 2024 aims to 1.25 lakh internships for the Financial Year 2024-25, with top companies identified based on their CSR expenditure. The scheme operates independently from existing skill development programs and emphasizes enhancing employability through practical experience. The portal of the scheme will be opening for candidates on 12th Oct 2024.

Eligibility

The Prime Minister's Internship Scheme offers a 12-month internship aimed at providing young individuals with real-world job experience. The key eligibility criteria include:

Age: Applicants must be between 21 and 24 years old, Indian nationals, not employed full-time, and not engaged in full-time education. Those enrolled in online or distance learning programs are eligible to apply.

Educational Qualifications: Candidates must have completed High School, Higher Secondary School, hold certificates from ITI, diplomas from Polytechnic Institutes, or hold undergraduate degrees such as BA, B.Sc., B.Com, BCA, BBA, or B.Pharma etc

The Prime Minister's Internship Scheme offers comprehensive support and benefits under a Direct Benefit Transfer (DBT) model. Key highlights include:

Monthly Assistance: Interns receive ₹5,000 per month for 12 months. Of this, ₹500 is contributed by the company through its CSR funds, and ₹4,500 is transferred by the government to the intern's Aadhaar-linked bank account.

Grant for Incidentals: A one-time grant for incidentals of 6,000 will be disbursed to each intern by the government through Direct Benefit Transfer, upon the intern's joining at the internship location.

Training Costs: Expenditures associated with the training of interns under the Scheme, would be borne by the company from its CSR funds, as per the extant rules.

Insurance Coverage: Insurance coverage shall be provided to each individual intern under insurance schemes of the Government of India, Pradhan Mantri Jeevan Jyoti Bima Yojana and Pradhan Mantri Suraksha Bima Yojana, for which premium amount shall be provided by Government. In addition, the company may also provide additional accidental insurance coverage to the interns.

PM INTERNSHIP SCHEME 2024

Empowering Youth for a Viksit Bharat
A Visionary Initiative to Skill 1 Crore Youth

Launch Date: October 3, 2024

Internship Opportunities:
1 crore youth across 500 top companies

Monthly Stipend:
₹5,000 for selected interns

Portal Opening for Candidates:
October 12, 2024

Sectors Covered:
Manufacturing, Services, and more



This initiative focuses on enhancing employability through direct industry exposure and practical job experience.

Other Initiatives

Other Recent initiatives by the Ministry of Skill Development and Entrepreneurship (MSDE) include the 'Swiggy Skills' initiative in collaboration with Swiggy, aiming to provide skilling and employment for 2.4 lakh delivery partners. The STRIVE Project focuses on entrepreneurship and mentoring in ITIs and NSTIs. The PM-JANMAN initiative targets skilling and uplifting vulnerable tribal groups. Capacity building efforts include a programme for Fair Price Shop Owners, training 3000 participants in entrepreneurship. Under SANKALP, marginalized communities receive support for entrepreneurship. The Rashtriya Udyamita Vikas Pariyojana supports PM-SVANidhi beneficiaries with training and mentoring. Additionally, MSDE supports entrepreneurship development among jail inmates and organized the Bijnor Kaushal Mahotsav, creating jobs for local youth. Initiatives also focus on women empowerment, with training in aspirational districts, and a MoU has been signed with Visa to upskill 20,000 youth in tourism. Lastly, a Skill India Centre was established at Rashtrapati Bhawan for skilling in-house staff.

UNION BUDGET 2024-25
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Employment & Skilling

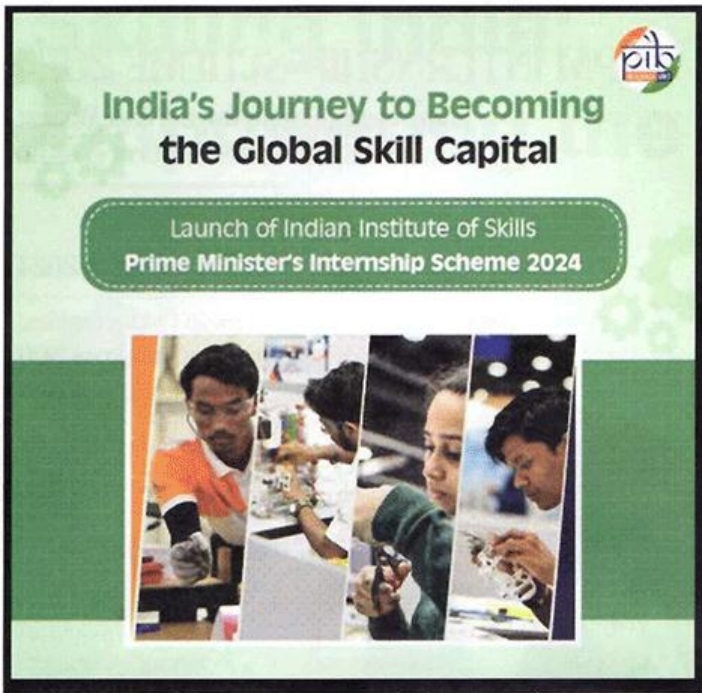
Prime Minister's Package: Boost to Skilling

Skilling Programme and Upgradation of Industrial Training Institutes

- 1,000 ITIs to be upgraded in hub & spoke arrangements in 5 years
- Focus on outcome and quality in collaboration with states and industry

Internship in Top Companies

- One crore youth to be skilled by India's top companies in five years
- 12-month Prime Minister's internship with monthly allowance of ₹ 5,000



These recent initiatives by MSDE demonstrate a strong commitment to enhancing skill development and entrepreneurship across diverse sectors in India.

Key Initiatives

The Ministry of Skill Development and Entrepreneurship (MSDE) has spearheaded multiple initiatives under the **Skill India Mission** to enhance employability and skill development. Key programs include the

- **Pradhan Mantri Kaushal Vikas Yojana (PMKVY)**, offering short-term skill training.
- **Pradhan Mantri Kaushal Kendras (PMKK)**, it standardize quality training across India.
- **Jan Shikshan Sansthan (JSS)** target non-literate and rural populations.
- **Pradhan Mantri YUVA Yojana** promotes entrepreneurship.
- **Skill India Digital (SID)** introduces AI-driven tools for job matching and continuous learning.
- **PM Vishwakarma Yojana** supports traditional artisans by modernizing their skills and integrating them into global markets, ensuring sustainable livelihoods.

Together, these initiatives are shaping a more skilled and employable workforce in India.

Latest Achievements

Some of the key achievements/ initiatives by this Ministry during the month of July, 2024 are as under:

- **Skill Loan Scheme:** The Hon'ble Minister of State (I/C), Ministry of Skill Development and Entrepreneurship (MSDE), Shri Jayant Chaudhary launched the revised Model Skill Loan Scheme on 25th July, 2024 with the objective of providing easy access to advanced-level skill courses, which potentially pose a significant financial barrier for many deserving students and candidates to gain futuristic and in-demand industry skills. Under the new Model Skill Loan Scheme, the maximum eligible loan amount has been increased from Rs. 1.5 lakh to Rs. 7.5 lakh.
- **World Youth Skills Day:** The Hon'ble Minister of State (I/C), MSDE, Shri Jayant Chaudhary, attended an open house, "Kaushal Samwaad", to celebrate World Youth Skills Day, which is recognised globally by the United Nations. The day also commemorated the 10th year celebrations of the Skill India Mission.
- **Apprenticeship Training Status:** The apprentices engaged during the current financial year 2024-25 stand at 2,77,036 as of 31st July 2024. The total number of apprentices undergoing training as of 31st July 2024 stands at 7.46 lakh. The total number of establishments engaging/engaged apprentices till 31st July 2024 stands at 47,311.
- **DBT Status:** The number of apprentices participating through DBT is increasing steadily and there is an increase from July 2023 (1,72,537) till July 2024





(5,49,812). During the period (April to July), GoI share of stipend amounting to Rs 122.36 Crore has been disbursed to apprentices through DBT.

The Launch of Indian Institute of Skills (IIS)

Another cornerstone of India's skill development efforts is the Indian Institute of Skills. The vision behind setting up IIS is to build world-class skill training centres by learning from and imbibing best practices from internationally renowned existing skill institutions.

An Indian Institute of Skills was inaugurated by Prime Minister Narendra Modi in Mumbai recently. IIS is designed to cultivate an industry-ready workforce for Industry 4.0, offering training in areas like factory automation, digital manufacturing, mechatronics, artificial intelligence (AI), data analytics, and additive manufacturing. These skills are essential for both the services and manufacturing sectors, as well as emerging industries such as electric vehicles (EVs) and robotics.

In addition to core programs, IIS offers short-term courses in collaboration with industry partners like Fanuc India for industrial robotics and Taj Skyline for culinary training. The combination of cutting-edge curriculum and strong industry ties positions IIS as a premier institution for skill development.

Skilling India at Global Standards

India's efforts in skilling at global standards are

reflected through strategic initiatives such as the Skill India International Centers (SIIC) and partnerships facilitated through Government-to-Government (G2G) Memorandums of Understanding (MoUs). The establishment of 30 SIICs, as announced in the FY24 interim budget, marks a significant step towards enhancing India's global skilling footprint. Currently operational centers in Varanasi and SDI Bhubaneswar exemplify this initiative's early success, with plans finalized for seven more centers in the first phase.

Additionally, India has forged MoUs with prominent countries including Australia, Denmark, France, Germany, Japan, Qatar, UAE, and the UK for cooperation in Information Exchange, Standard Setting, Mutual Recognition of Qualifications, etc. Such partnerships not only enhance the international mobility but also promote the recognition of Indian qualifications abroad. Moreover, the establishment of NSDC International Limited in 2021, for ethical and transparent international recruitment of skilled Indians, drives the Skill India International Mission with a focus on priority sectors such as Information Technology, Construction, and Hospitality. Efforts include capacity building through 20 NSDC-affiliated training centers and language training at 12 centers, contributing to the deployment of over 26,000 skilled candidates across multiple countries.

Partnering with Industry for Skilling

Industry connection is crucial to any large-scale skilling programme, enabling contemporary relevance and employability and ascertaining demand to absorb the newly skilled workforce. In cognisance of this, the Skill India mission actively collaborates with the industry through National Skill Development Council (NSDC)-driven partnerships for skill development, reskilling, and upskilling. Until March 2024 (starting date to be added), 131 projects have been undertaken





by NSDC, with 62 corporate organisations benefitting over 3.10 lakh persons across the country, including 42 aspirational districts.

Launched in 2021, the Skill Impact Bond leverages an innovative and results-based finance mechanism - Development Impact Bond⁹⁹ model to attract private sector funds and expertise for skill development, job placements, and retention. This initiative by NSDC and its coalition partners¹⁰⁰ targets training 50,000 youth, ensuring at least 60 per cent are female, through selected and monitored NSDC-affiliated training partners over four years. Between November 2021 and March 2024, 29,365 candidates have been enrolled over five cohorts, 23,464 have been certified, 19,209 have been placed and 13,853 reported job retentions. The program has reported 74 per cent women enrolment so far.

Further, the Directorate General of Training (DGT) has initiated several impactful collaborations under its Industry Partnerships framework, enhancing vocational training and industry readiness across diverse sectors. Through the Flexi MoU Scheme with prominent industry partners like Maruti Suzuki India Limited, NMDC Chhattisgarh, and Toyota Kirloskar Motor Pvt. Ltd., approximately 9,600 trainees have been trained since March 2019. The Dual System of Training (DST) provided firsthand workplace experience to over 37,865 trainees



from 978 ITIs during the 2022 session. Collaborations with tech giants including IBM, Microsoft, Cisco, Adobe, and Amazon Web Services have prepared more than 21.5 lakh trainees for Industry 4.0 between November 2019 and March 2024. Additionally, NSTIs have conducted skilling initiatives with ISRO, ONGC, Indian Railways, Naval Ship Repair Yard, Naval Ship Dockyard, and BHEL, training about 1,400 participants in FY24. DGT continues to upgrade NSTIs/ITIs infrastructure with partners like Dassault, Pidilite, Jaguar, Skoda, HAL, and Siemens, ensuring industry-relevant skills development across sectors.

The 2022-23 Annual Report of the Ministry of Skill Development & Entrepreneurship (MSDE) underscores the challenges in this sector, emphasizing the need for comprehensive improvements in the skilling and entrepreneurship ecosystem within the country.

The recent launch of the Skill India Digital platform aimed at achieving skilling, education, employment, and entrepreneurship ecosystem marks another step towards the “ease of acquiring skill” in India. The rise in the number of candidates undergoing skill development through the Government’s flagship programmes has underlined the thrust to ‘Skill India’. The across-the-board progress in skilling has manifested in India’s rising position in WorldSkills Competitions, held every two years.

Conclusion

In conclusion, the Indian government’s initiatives have laid a strong foundation for enhancing skilling and employment opportunities. With continued focus on building a dynamic, inclusive, and future-ready ecosystem, India is well-positioned to harness the potential of its human capital, creating sustainable livelihoods and fuelling national development.

Source: Press Information Bureau, Government of India.