

## A Study on Skill-India Programme and Employment in the City of Bhopal

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### ABSTRACT

*Skill and employment are the motivating force of economic growth and social expansion of every country. Worldwide, around more than 1 billion people are struggling to have an improved standard of living. Today, globalised world demands for skilled manpower to convert growth opportunities into job and stable income. Skill development and employment is integral for India's future, as our country is transforming into diversified and internationally competitive economy.*

*Since skill and employment are interconnected, but there still exists a huge gap between formal education and work requirement. It calls for a robust step on supply side i.e. on the part of workforce, to guarantee sustained employability for the youth of India. Initiatives should be taken to transform the youth skilfully both in quality and quantity. For this very purpose 'The Skill India mission' has been launched.*

*This study attempts to examine the problems while developing skilled youth through various initiatives taken by government, programmes conducted through public and private partnership (PPP), for which primary as well as secondary data was collected. The study also discusses about skills imparted through educational programme, requirement of additional sector and various impediments faced in implementation of this programme. Hence, the paper will highlight the challenging issues and outcomes of skill development and will measure the efficiency of PMKKs especially the Placement aspects in Bhopal city.*

**Keywords-***Skill-India Programme, Skill-Development, NSDC, Employment, MSDE*

### INTRODUCTION

A nation becomes developed not with the diverse people having different cultural, lingual or caste background but with the skills and competencies of people with which they become human capital of that nation. The ever dynamic market requires highly skilled and innovative entrepreneurs, who are capable enough to face the challenging situations which a country is facing due to constant development in technologies and globalisation. Skill development thus is a expertise phenomenon that is acquired or developed through continuous training, wide experience and hard work. Therefore, in order to fulfil the present demand of skill among people across country, an initiative was introduced by the Hon'ble Prime Minister in 2015 with aim to provide skill to 40 crore of youth till the year 2022. The requirement of skill development was first realized by during the 11<sup>th</sup> five-year plan which provided an outline to tackle the problem of skill development. The 12<sup>th</sup> five-

year plan supervised by government had inadequate connection as per market demand, resulted in a success to some extent but its outcomes were not able to match the expected figures. Therefore, 'Skill India and Entrepreneurship' launched in the year 2015 became movement as a 'War on Poverty'. Skill India mission is not mainly to fill pocket but to bring a sense of confidence among the poor but the need is to focus on value addition and to stimulate growth of entrepreneurship.

## LITERATURE REVIEW

Previously, several studies on the skill India and employment have taken place; visions and various initiative have also been suggested by researchers. Here are some of the short description of the researches done on skill India:

**Saini Vandana**, (April, 2015) in her research study, '**Skill development in India: needs, challenges and way forwards**' tries to understand current skill competence of India, hindrances in implementations of skill initiatives in India and their solution. The research also discusses possible remedies for the obstacles in between. The study concludes that to strengthen the workforce of India and skill employability, a proper one-time solution is need for the hour rather than solving it in intervals.

**Okada Aya (2012)** in their paper, '**Skills Development for Youth in India: Challenges and Opportunities**' aimed to study, the current position of learning, development of skills and employability of young Indians along with problems faced by skill development system of India. The paper deliberates the recent steps initiated by government (of Karnataka) for young people to the world of work. It suggested some remedial measures which are increasing investment in education and training of youth, ITIs should emphasize on youth skill development, focusing more on providing base level knowledge and training of informal sector.

**Kumar Yathish and Ramya K R (3 may-June 2017)** in their research work on '**Economic Prosperity through Skill India: A study of key success factors and challenges**' studied the skill development programs which have achieved success and the challenges which the young crowd come across in joining the skill oriented programs initiated by the government .It is based on primary and secondary data .The research paper suggests to encourage self-entrepreneurship schemes of the government and to create awareness among youth to take a stand for themselves.

**Sharma Lavina and Nagendra Asha** (December 2016) in their research paper '**Skill Development in India: Challenges and Opportunities**' have shown the present educational system and also the challenges and opportunities in the path of skill India. Most importantly they studied skill impartment system in various countries like China and Singapore and compared it with India. It concludes that India needs to get more Participation from Public Private Partnership (PPP) and utilize its demographic advantage.

## OBJECTIVE OF THE STUDY-

1. To study Skill India schemes.
2. To study government initiatives for skill and employment.
3. To understand various challenges in implementation of Skill India Programme.
4. To analyse data of selected PMKKs in Bhopal

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5. To provide suggestions for remedial measures.

### SIGNIFICANCE OF STUDY-

This research paper will benefit several entities in the following ways:

**Regulatory Authority (NSDC)** National Skill Development Corporation would get informed about the hindrances coming in implementing the schemes made by it.

**Government** As the completion aim of skill India mission is the year 2022 and result is much below as per the target. Hence, the study of challenges will help government to take significant measures and will be able to allocate the fund wherever required.

**Youth** Both certified and uncertified people will get to know the gap in the skill and employment and will try to work ahead accordingly.

**Future Researchers** The study will benefit the future researchers as it will provide a basis and guidance to curious candidates for their further research.

### RESEARCH METHODOLOGY-

This is formulative research paper for which A Pilot study has been conducted using interview method and observation method in two PMKKs of Bhopal, Madhya Pradesh and to build up the conceptual base a review of secondary sources like government reports, newspaper, news channels etc. has also been done on the functioning of the PMKKs. An Initial interview was conducted with the concerned authorities of selected PMKKs for a qualitative study and secondary data was collected with an intention of fact finding. This research paper ends with the research question/objective/hypothesis formulation.

### LIMITATION OF THE STUDY-

The data is collected from only two out of five PMKKs of Bhopal which could be subject to biasness as the centers didn't provide the books of accounts and didn't allow meeting the trainees so that actual problems faced by the recipient could be found. It is based purely on the communication held with the concerned authorities available in the Kendra.

### SKILL INDIA AND EMPLOYMENT

Today in the race of becoming global power India is competing with economies having highly skilled workforce like China, U.S, and Japan etc. In order to tackle the employment based skills is the need of the hour. As the country is transforming from primary to tertiary sector based economy there is great demand skilled labor. Most of the Indian workforce possesses outdated and irrelevant skills. India aims to become five trillion economies by year 2024, which is not possible without suitable skilled and employable workforce.

Organization for Economic Co-operation and Development (OECD) data shows the shortage of skill in India-“India's young and inspirational population has been regarded as a savior and driver of future economic growth.” India's dream of Make in India, Digital India, Smart city all are interconnected with skill and employment. It links our education system to skill and labor market.



**DISCUSSION**

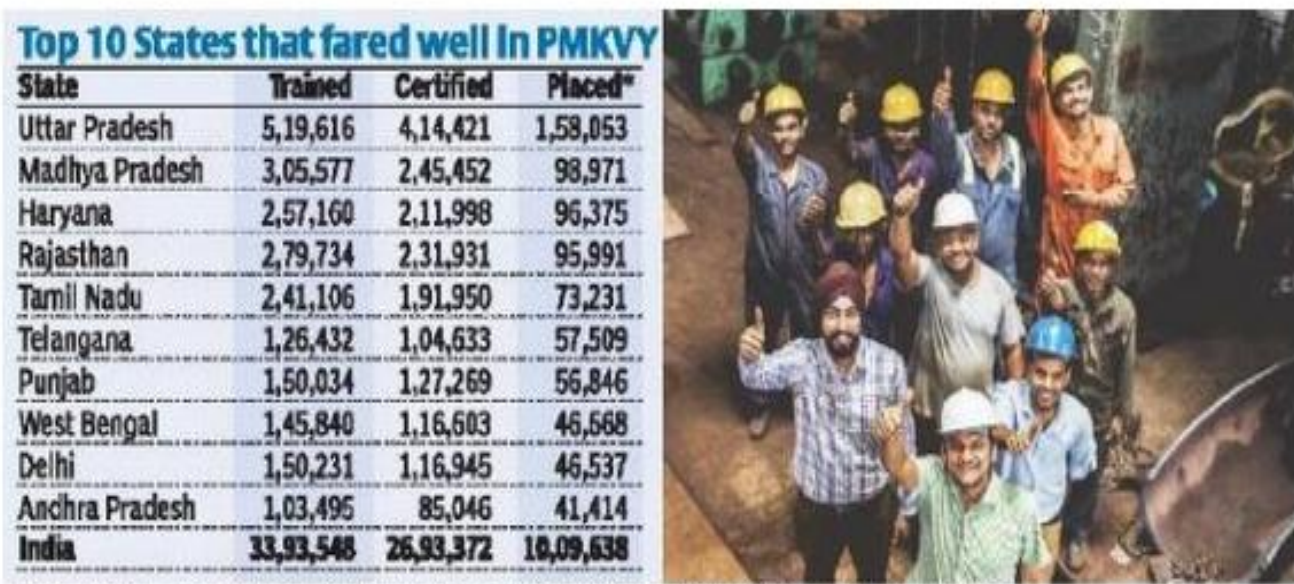
**1. SCHEMES LAUNCHED BY GOVERNMENT**

Government has taken various initiatives for development and promotion of skill and employment. Some of the major schemes launched by government are as follows:

**1.1 Pradhan Mantri Kaushal Vikas Yojna (PMKVY)**

The ministry of skill development (MSDE) has launched a leading scheme of PMKVY with the objective of enrolling a large number of Indian youth in skill certification scheme that will enable them to take up industry relevant skill training and help securing a better livelihood. The scheme was approved on March 2015 by Union cabinet and also permitted to continue till 2020.

**Chart No. 1.1**  
**Chart Showing Trained and Placed Candidates under PMKVY of Top Ten States**



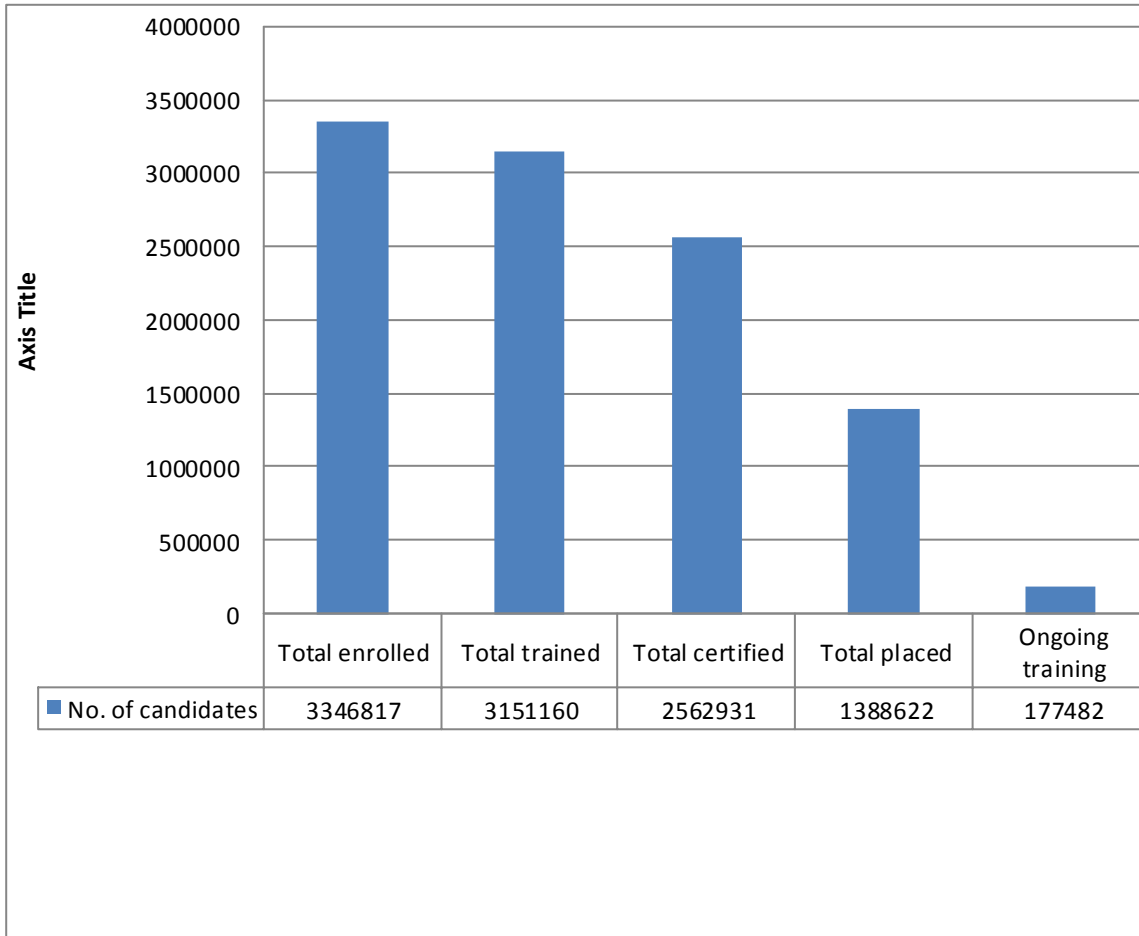
\*Placement figure as on 30.11.2018 is with respect to 18.42 lakh certified candidates 90 days prior to August 31, 2018

The flagship scheme of skill India PMKVY (Pradhan Mantri Kaushal Vikas Yojna) shows a positive effect on the Northern states. The statistical data clarifies that over 10.09lacs people out of 33.93lacs under PMKVY are placed. The aim of skill India oriented programme PMKVY is to provide skills to 1crore people of overall population for four years (2016-2020). Pradhan Mantri Kaushal Vikas Yojna (PMKVY) consists of various vocational training courses which helps the candidates to develop the skills and gain expertise on different technical jobs.

The following data shows the statistical data of PMKVY placement under PMKVY in India.

**Chart No. 1.2**

**Chart Showing Enrollment and Placement under PMKVY Short term courses in India as on 22 Oct 2019**



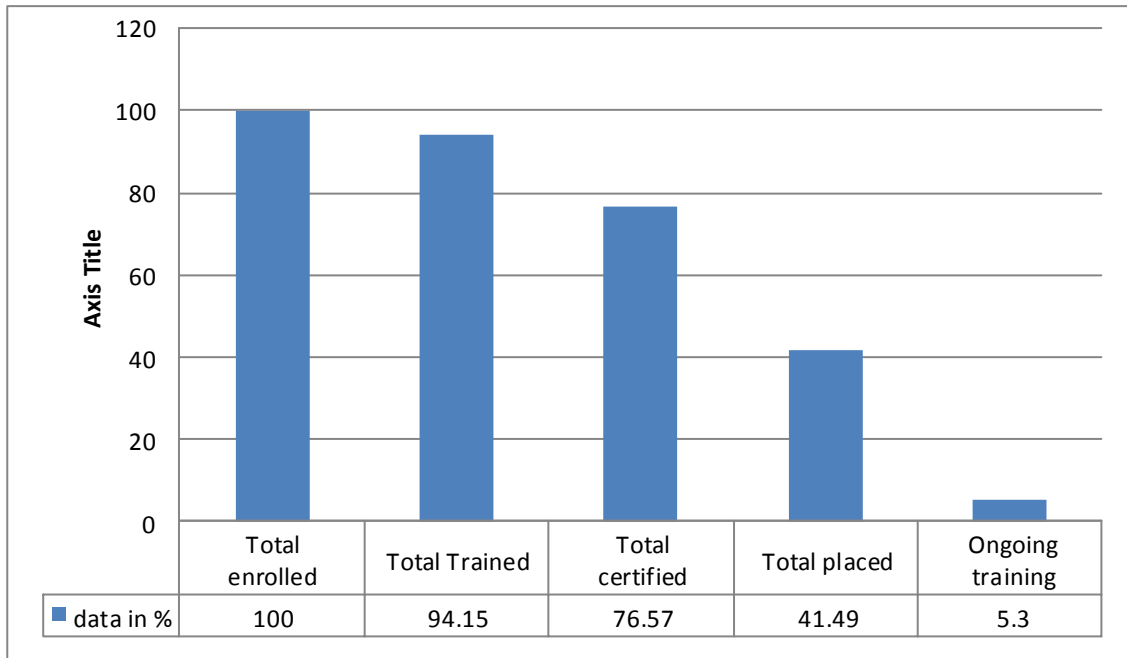
Source: pmkvyofficial.org

To get a clearer picture, the data from the above chart was used to calculate percentage change in different performance parameters of the candidates of PMKVY in relation to the number of candidates enrolled in India.

**Chart 1.3**

**Chart Showing Percentage of status of Candidates in Respect to the Number Enrolled**

From the above calculation it is visible that percentage of trained and certified are approximately 95% and 77% respectively which is quite a positive sign for the scheme launched for imparting training to the unskilled youth but the placement under PMKVY is just 41.49% (in relation to total enrolled candidates) up to the year 2019. The number of enrolled candidates is although very high but the outcome of such skill development is not so satisfactory.

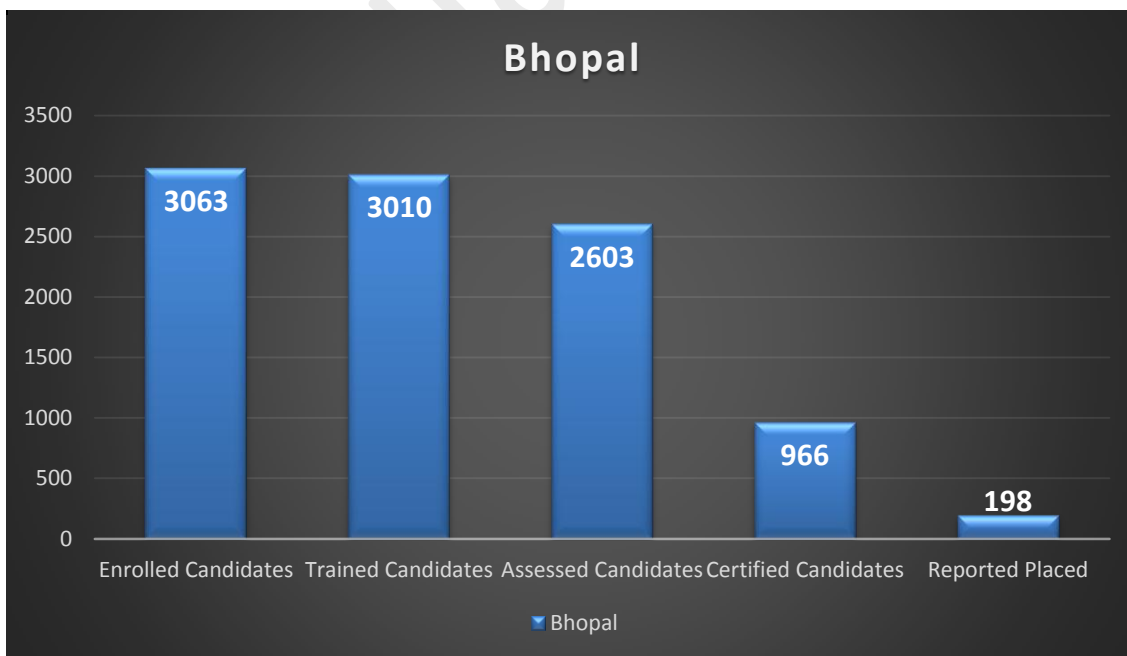


Source: pmkvyofficial.org

**PMKVY 3.0**

PMKVY 3.0 is programme is released for the session 2020-23 for the PMKVY students. Data has been released by the government of India. Following data has been taken from the official website of PMKVY for the state capital Bhopal.

**Chart 1.4**  
**Chart Diagram Showing Data of PMKVY updated till 06 Jan 2023**



Source: pmkvyofficial.org

From the above calculation it is visible that percentage of trained and certified are approximately 98% and 32% respectively which is quite dissatisfactory for the PMKVY 3.0 programme released for the session 2020-23 for the PMKVY students, even the placement under PMKVY is just 0.06% (in relation to total enrolled candidates) up to 06 Jan 2023. The number of enrolled candidates is although very high but the outcome of such skill development is not at all satisfactory.

### 1.2 Pradhan Mantri Kaushal Kendra

The ministry focuses on providing employment to the skilled workers through placements in several sectors and industries. For this purpose, skill centers have been built across country and also tie up with several institutions have been made. These skill centers are known as Pradhan Mantri Kaushal Kendra (PMKK). PMKK are basically the approved training centers of government where various skill development schemes are operated. It is built up as a model skill center in every district. The objective of this training center is to create standard institution which demonstrates aspiration worth for skill development training that is purely competency-based.

### 1.3 Technical Intern Training Program

TITP is a program initiative which upholds international alliance through relocation of skills, technology and knowledge among participating countries. This scheme gives training to workers for a decided period (3-5years) in Japan.

### 1.4 Skill Acquisition And Knowledge Awareness For Livelihood Promotion (SANKALP)

SANKALP is an ambitious project Launched by MSDE to strengthen institutional mechanism both at national and state level. To enhance the best skill level ecosystem, the ministries have taken following steps-

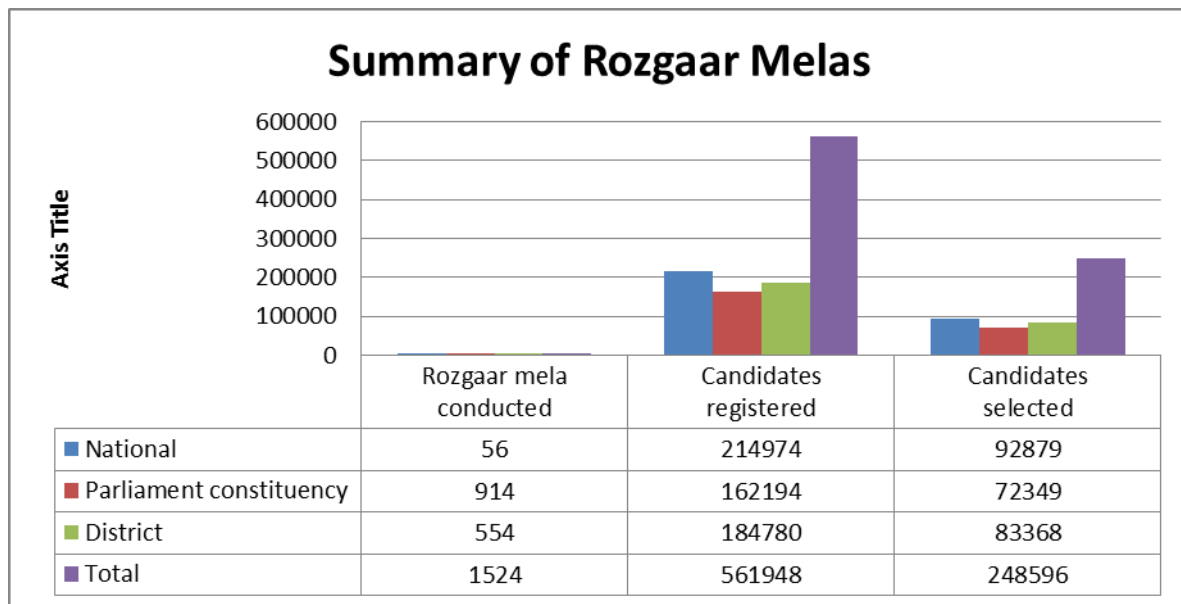
NATIONAL	STATE
Institutional development and strengthening with quality assurance	Incentivize innovation to enhance access for socially excluded group
Entrepreneurship development through expanding skill with the help of PPP.	Setup seabed survey data model (SSDM) and strengthen them to ensure convergence
	To promote skill development programme as per local needs
	Skill India portal has been developed to capture and converge skill data at district level.

## 2 INITIATIVES BY GOVERNMENT

2.1 *Rozgaar Mela* is the event organised under NSDC where the employers and job seekers meet at one place for fulfilment of needs of both. In Rozgaar mela not only the trained people under the

schemes but also the people who are not trained under schemes but are seeking jobs can also attend to know about certain employment opportunities available in the market. The chart below represents the outcomes of Rozgaar Melas conducted at various levels from April 2018-February 2020.

**Chart 2.1**  
**Chart Showing summary of Rozgaar Melas**



Source: <https://nsdcindia.org/rozgarmela>

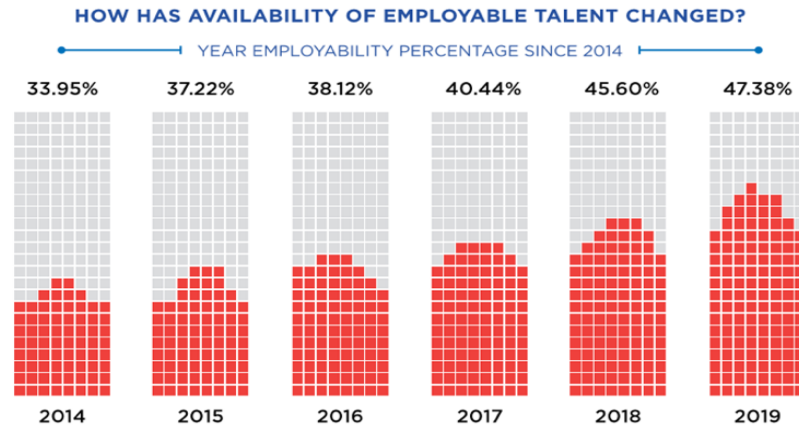
- 2.2 A mega counseling program *Skill Saathi* has been started to provide guidance to skilled youth
- 2.3 To disperse the increasing 'skill gap' in India Ministry of Skill Development and Entrepreneurship (MSDE) with the help of world economic forum (WEF) has started the *Closing Gap Skill Task Force*.
- 2.4 *Grading system* has been brought to grade up its training centers.
- 2.5 *Special funds* were allocated National Sustainable Development Strategies (NSDS) so that it can provide loan to training institutes (at a lower tax rate).
- 2.6 In order to bring improvement at a ground level approximately 719 *PM Skill Training Centers* have been setup out of which 515 are at parliamentary constituency and district level.
- 2.7 At the state level, to combat challenges and to promote skills '*Aspiration Skill Mission*' is launched to strengthen at ground level.

### 3. CHALLENGES

**3.1 Employability:** At present India is considered as one of the youngest country having enough workforces, but from the data of Ministry of Labor and Employment there is continuous decline from 594 Lakhs in 1994-2004 to 4.93 Lakhs by 2014-2015 in employment generation.



Approximately 13 Crores Indians are denied of education, unemployed/partially employed, another 19.2 Crores will pass out from primary and secondary educational institutes in next 10 years; therefore, there is approximation that till 2027-2028 there will be 33 Crores unemployed youths. On the other hand, a report by Nomita Das on India Skills Report shows an increase in employability with a new benchmark of 47.38% in the year 2019 which showed an increase of 4% from the year 2018.



*Source: India Skills Report 2019*

**3.2 Dignity of Labor:** The mechanism followed to get children, dropouts and uncertified people, both in rural and urban area, to training institutes is not clear. Moreover, people seek such kind of jobs which brings respect to them in society, so Indian mindset doesn't allow people to take training for menial jobs. Usually Indian's prefer administrative jobs or above class 4 jobs for themselves or their family as it brings more respect to them in society. Technical jobs like plumber, electrician are not considered as dignified jobs.

**3.3 Outdated Education System:** Present education system focuses more on text book based knowledge or information rather than getting practical knowledge for skill development,

**3.4 Lack of Coordination:** Poor coordination among Ministries of Human resource development (MHRD) and Ministry of skill development and entrepreneurship (MOSDE) has created hurdles in its implementation of policies and programs.

**3.5 Infrastructure Gap:** crisis in institutes has been observed. Such as unavailability of proficient teachers, lack of computer and science labs; library etc in primary education institutes (in rural areas) keeps the student away from gaining practical knowledge.

**3.6 Progress Report:** Lack of proper funds allocation for schemes due lack of proper progress report.

**3.7 Unawareness:** The main reason of unskilled workforce in India is unawareness in youth about the skill development schemes run by government.

**3.8 Gender and Wages Inequality:** Women are lagging behind due to gender and wages inequality. Also, some women are unable to work because of their family members who don't allow them to go out and work for example housewives.

**3.9 Lack of Communication Skills** the deficiency of vocational education and proper communication skills, Youths are unable to sell their ideas and present themselves.

**3.10 Lack of financial resources** Approximately 93% of Micro, small and medium enterprises (MSME) sectors doesn't have enough financial resources for investing in training programs. Approximately 90 % of Indian Startup Company windup within a time span of 3-4 years because of the startup is unable to provide proper salaries to their employees due to financial instability.

**3.11 Lack of data** Due to lack of proper data, government is unable to decide the adequate number of training institutes in the concerned rural areas.

**3.12 Malpractices** Bureaucracy, red-tapism and corruption are hindering the interaction between skill institutions and industries.

**3.13 Lack of Transparency** There is lack of transparency in various PMKKs with regards to the beneficiaries and the support they are provided with.

## DATA ANALYSIS

To conduct an empirical study a survey had to be done with the PMKKs in the city of Bhopal. The list of total PMKKs in the city of Bhopal was obtained from the official website of PMKVY. It was decided to select two PMKKs on the basis of highest and lowest number of courses running in the respective PMKK and to analyze the impact of training to enrolled candidates on their placement. The list of all PMKK centers in Bhopal given in the official website of PMKVY is provided below:

**Table 1.2.1**  
**List of PMKKs of Bhopal (Madhya Pradesh)**

Sr No.	TC Name	TP Name	Sector	Job Role
1	Access Edutech Bhopal	Access Edutech private ltd	Person with disability	Domestic data entry operator
2	AISECT PMKK Bhopal	AISECT skills mission	Capital goods	Manual/ shielded metal arc welder
3	AISECT PMKK Bhopal	AISECT skills mission	Construction	Assistant electrician
4	AISECT PMKK Bhopal	AISECT skills mission	Green jobs	Solar PV installer (surya mitra)
5	AISECT PMKK Bhopal	AISECT skills mission	IT-TES	Domestic data entry operator
6	AISECT PMKK Bhopal	AISECT skills mission	Retail	Retail sales associates
7	AISECT PMKK Bhopal	AISECT skills mission	Telecom	Handset repair engineer
8	ASTC Bairagarh	Directorate of	Apparel	Self-employed tailor

	Bhopal	Indian Army Veterans		
9	ASTC Bairagarh Bhopal	Directorate of Indian Army Veterans	Beauty and wellness	Beauty therapist
10	Regent Software Bhopal	Regent Software	Person with disability	Domestic data entry operator
11	Regent Software Bhopal	Regent Software	Person with disability	Trainee associate
12	Shri vinayak Bhopal 2	Shri Vinayak Creative fashions pvt ltd	Health care	General duty assistant
13	Shri vinayak Bhopal 2	Shri Vinayak Creative fashions pvt ltd	Telecom	Handset repair engineer
14	Ummeid ek nayi udaan Shiksha Avam Jan kalyan samiti rajat Bhopal	Ummed Ek Nayi Udaan Shikha Avam Jan kalyan samiti	Person with disability	Customer care executive (telecom call centers)

Source: pmkvyofficial.org

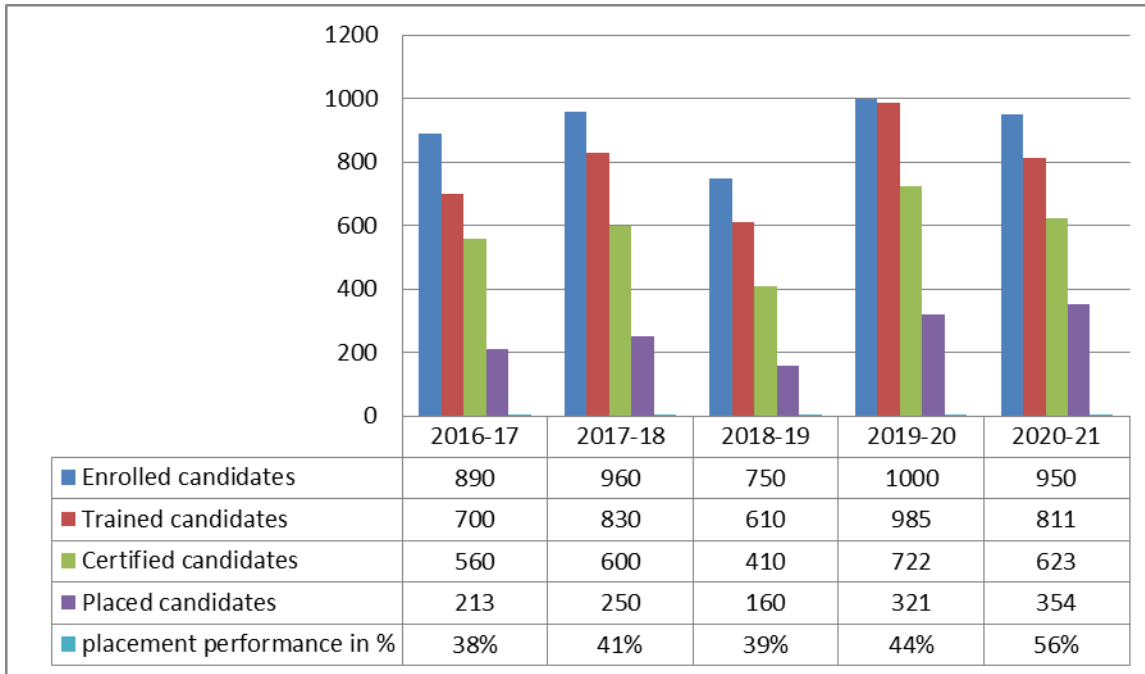
For the study two PMKK centers in Bhopal were selected on the basis of centre running higher number of courses and centers running lesser number of courses. Out of the 14 courses running in five different PMKKs in Bhopal, All India Society for Electronics & Computer Technology, (AISECT), which itself is running 6 courses; was found fit for the first selection. The PMKK running lesser number of courses were two- Access Edutech Bhopal and UMMEID: Ek Nayi Udaan, So UMMEID was selected through random selection.

**PMKK (All India Society for Electronics & Computer Technology) AISECT**

AISECT is located in Scope Campus Bhopal. It is the centre running highest number of courses i.e. 6 courses out of a total of 14 courses running in Bhopal which are domestic data entry operator, assistant electrician, Arc welder, Retail sales associate, Solar PV installer (Suryamitra) and hand-set repair engineer. All these skills fall under various sector that are construction, capital goods retail, green jobs and IT-etc. It offers on the spot registration and also enrolls the candidate online. All courses are free of cost and Students are provided t-shirts, bags and books as well. Its placement network comprises of several companies like Magnum group, Yardman, Dish, Reliance, etc. It trains people which fall under the age category of 18 years to 35 years. Trainers are available from 10 am to 6pm. The minimum qualification for a candidate is 10<sup>th</sup> pass. Talking about the Infrastructure it has total 6 class rooms and 6 labs including 1 workshop as well. All the courses are completed in 90 days except arc welding which takes time duration of 120 days to complete. After the completion of training one exam is conducted and if the candidate passes the exam he/she gets a certificate and gets placed after interview.

The limit of 1 batch is 30 candidates and after 30 applications for a course are received the institution sends the list to NSDC Delhi from where the candidates get enrolled and the skill course classes begin.

**DATA ANALYSIS OF AISECT PMKK**  
**CHART SHOWING THE TARGET ALLOCATED AND PLACEMENT PERFORMANCE AT AISECT PMKK**



The target allocation was collected primarily from the PMKK and the data of placement performance was retrieved from pmkvofficial.org website.

From the above data we can see that there is noticeable difference between enrolled candidates and placement performance. On an average of 5 years the placement performance of PMKK AISECT is 40%.

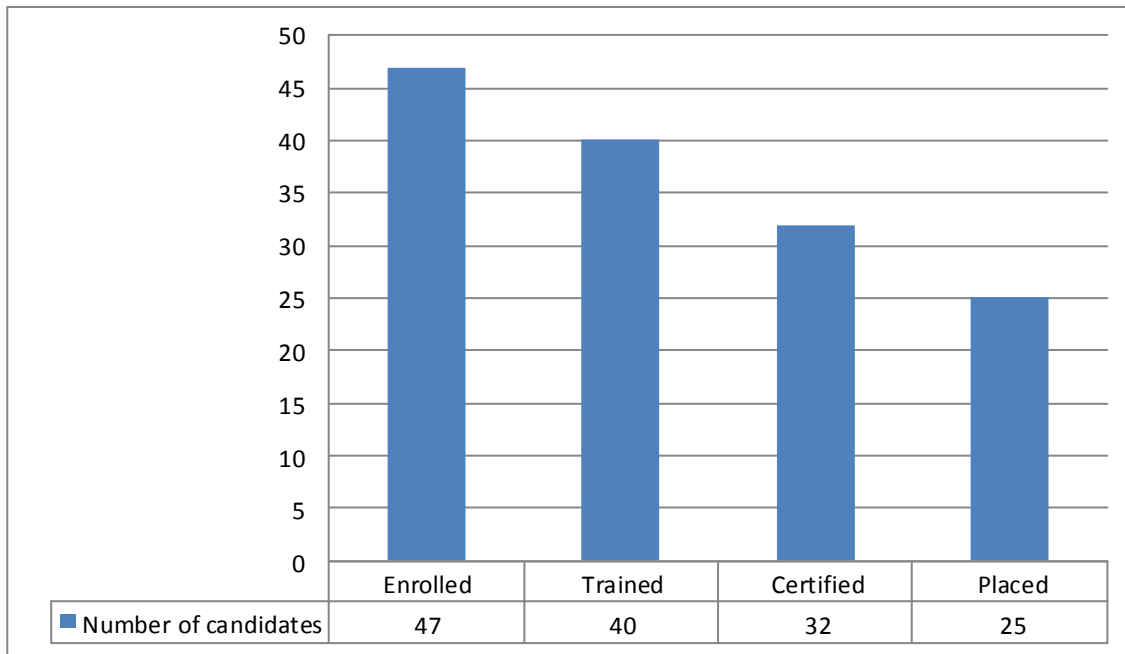
**ANALYSIS 2**

***PMKK UMMEID***

This center is located near Rajat Nagar Bhopal. This center is mainly setup to empower and enhance skills and employability of physically challenged people. It trains the students and provides certificate of Customer Care Executive. The qualification for a trainer is minimum 3 years of experience in the concerned field where he/she applied for and post-graduation degree as well.



**CHART SHOWING ENROLLED AND PLACED CANDIDATES OF PMKK UMMEID AS ON SEP 2021**



During the last 2 batches out of the total enrolled 40 students were trained in which 32 cleared the exams and 25 of them got placed.

The percentage of placed candidates in comparison to trained candidates is 62.5 %, whereas if we compare placed candidates with certified the percentage goes up to 78.12 % which is quite higher as compared to the national percentage of 54.18% and the state (M.P.) percentage of 54.27%.

**FINDINGS-**

1. There is no impact of high number of courses in PMKK on its placement. On the comparison of AISECT and UMMEID PMKK it has been inferred that lesser number of courses keeps the focus of training on fewer candidates only which results into better placements as 78.12 % in UMMEID PMKK.
2. PMKK UMMEID is performing better than PMKK AISECT as it gives a higher placement performance i.e. 78.12% and 38% respectively. On an average Bhopal PMKKs are providing 57.96% placement which is higher than the placement percentage of India i.e. 54.18%.
3. One of the factor of higher placement in UMMEID PMKK is the low Teacher-student ratio of 1:20 in UMMEID PMKK which is 1:30 (higher) in AISECT PMKK.

**RESEARCH QUESTION FOR FUTURE STUDY**

Based on the pilot study done in the city of Bhopal as per the data available on the websites of PMKVY the gap has been identified. It has been found that there are a number of factors that may

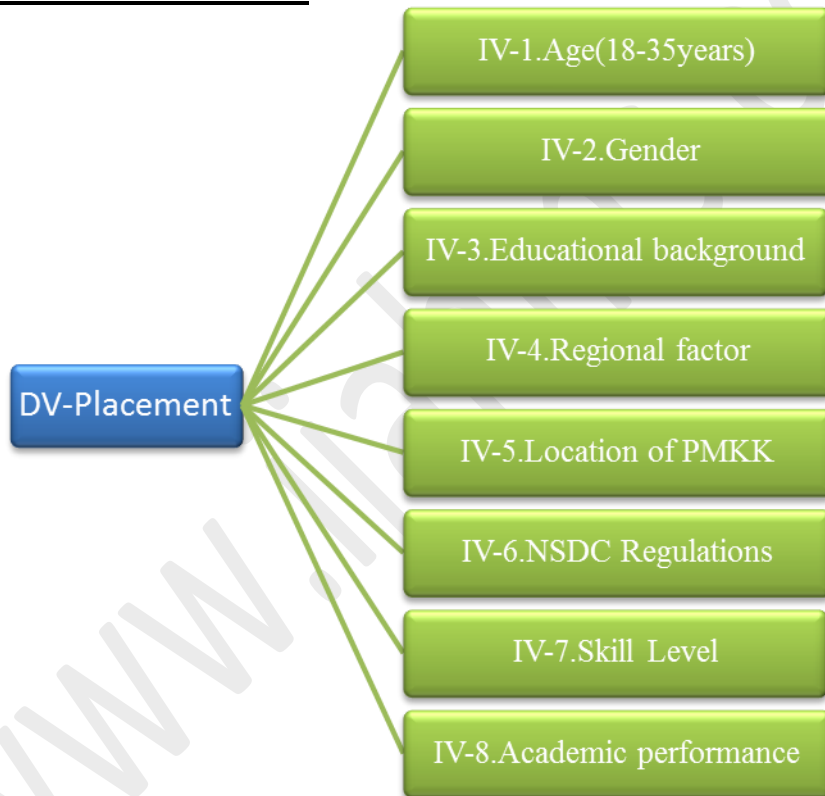
affect the placement of the candidates under training and thus requires a detailed study of identified variable and their impact on placement of candidates. The research question framed for the purpose of future study is:

*“Placement of PMKK candidates depends on a number of variables.”*

### DIRECTIONS FOR FUTURE RESEARCH

The study will be descriptive in nature. Administration of questionnaire to the PMKK candidates in four main urban centers of Madhya Pradesh. A multiple regression model will be run in order to assess the relative strength of Dependent Variable.

### IDENTIFIED VARIABLES



### HYPOTHESES FOR FUTURE STUDY

- H1. Age is positively associated with Placement(dv).
- H2. Gender is positively associated with Placement(dv).
- H3. Educational background is positively associated with Placement(dv).
- H4. Regional factor is positively associated with Placement(dv)
- H5. Location of PMKK is positively associated with Placement(dv).
- H6. NSDC Regulation is positively associated with Placement(dv)
- H7. Skill level is positively associated with Placement(dv).
- H8. Academic performance is positively associated with Placement(dv).

## CONCLUSION

Skill India movement has taken a big leap from the year of its inception and has generated huge amount of employment among Indian youth. The paper has highlighted all possible challenges and has suggested measures to eradicate the challenges and create more employment opportunities to the citizens of India. There is dire need to bring transformation and revolution in skill India mission once again. Apart from this, it is primarily a programme for its citizens, so for the success of this mission, mutual cooperation between government, skill providers and citizens is needed. There is need of awareness in few sectors for skill development because skill development raises efficient level of workforce and also raises employability of youth, who feel eliminated from education and job. There is a need of clear record keeping and supervision on various skill centers for better results. Therefore, if you have not been the part of skill India in its 4 years of completion, it's high time now to be its part.

Skill India has achieved major milestone in empowering the skills within the youth of this country but there are a few challenges which are needed to be addressed and recommendations are needed to be implemented with focus on quality rather quantity. The best indicator of efficient performance of PMKK is measured by one important indicator i.e. placement provided by it. Higher number of courses offered by PMKK Bhopal does not result in higher number of placement. There are various socio-economic factors effecting placements. The government initiatives can be strengthened based on the future study suggested in this paper.

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