



# A Study Of Government Initiatives For Skill Development In Construction Sector

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## ARTICLE INFO

## ABSTRACT

Government initiatives for skill enhancement in the construction sector are crucial for several reasons. Firstly, the construction industry plays a significant role in a nation's infrastructure development and economic growth. Skilled workers are essential to ensure that projects are completed efficiently, safely, and to the required standards. Secondly, investing in skill enhancement programs helps address the skills gap within the industry, ensuring that there is a sufficient supply of qualified workers to meet the demand. This not only benefits the construction companies by improving productivity and quality but also creates employment opportunities for individuals seeking to enter or advance within the sector. Additionally, government initiatives can promote innovation and the adoption of new technologies, leading to a more competitive and sustainable construction industry in the long term. Overall, government support for skill enhancement in the construction sector is vital for fostering its growth, driving economic development, and improving societal well-being. Studying government initiatives for skill development in the construction sector is important as it directly impacts economic growth, infrastructure development, and employment generation. By equipping individuals with relevant skills and certifications through programs like the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), governments can enhance workforce competency, improve construction quality and safety standards, and foster innovation in the sector. Moreover, a skilled workforce contributes to increased productivity, cost-effectiveness, and sustainability in construction projects, catalyzing overall socio-economic development and fulfilling the growing demand for infrastructure in a rapidly evolving global landscape.

**Keywords:** Government, Skill Development, Construction, PMKVY

## Introduction:

Skill development for construction workers is vital to enhancing the quality, safety, and efficiency of construction projects. It involves equipping workers with the technical expertise, knowledge, and practical abilities required to carry out various tasks in the construction industry effectively. These skills encompass a wide range of disciplines, including but not limited to carpentry, masonry, plumbing, electrical work, welding, and machinery operation. Construction workers' skill development ensures they possess the proficiency to execute their assigned tasks with precision and competence. This includes understanding construction plans, using specialized tools and equipment, and implementing best practices to achieve desired outcomes. Skilled workers are better equipped to handle complex construction challenges, leading to improved project timelines, cost-efficiency, and quality standards.

Training and upskilling programs play a crucial role in enhancing safety standards within the construction sector. By educating workers on safety protocols, hazard identification, and proper use of personal protective equipment (PPE), skill development initiatives reduce the risk of accidents and injuries on construction sites. A well-trained workforce is essential for maintaining a secure working environment, minimizing workplace incidents, and ensuring compliance with occupational health and safety regulations. Skill development fosters career advancement opportunities for construction workers, empowering them to pursue higher-paying roles

and take on greater responsibilities within the industry. By acquiring specialized skills and certifications, workers can differentiate themselves in the job market, increase their earning potential, and contribute to personal and professional growth. Moreover, investing in the skill development of construction workers promotes long-term sustainability in the industry by nurturing a skilled labor force capable of meeting the evolving demands of modern construction projects and driving continuous innovation and excellence.

### Government Initiative:

**Pradhan Mantri Kaushal Vikas Yojana:** At the beginning of 2015, the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) was initiated with the purpose of encouraging and promoting the development of skills throughout the nation. This was accomplished by offering free skill training for a limited period of time and providing financial incentives to young people who achieved skill certification. The overarching goal is to improve the employability of young people as well as the level of industry. The training of 19.85 lakh individuals took place during the pilot phase of the program in 2015–2016. As a result of the successful implementation of the pilot PMKVY program in 2015–2016, the PMKVY program for 2016–20 was established. This was accomplished by expanding the program in terms of both sector and geography, as well as by increasing its alignment with other government initiatives such as Make in India, Digital India, Swachh Bharat, among others. A total budgetary outlay of Rs 12000 Crores has been allocated for the Scheme, which is in accordance with the Common Cost Norms.

### Impact:

The impact of schemes like the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) on construction workers has been significant. Firstly, these schemes provide construction workers with access to skill development training, enabling them to acquire new competencies and improve their proficiency in various construction-related tasks such as masonry, carpentry, plumbing, and electrical work. This leads to increased productivity and efficiency in construction projects, as skilled workers are better equipped to carry out their responsibilities effectively. Offering certification upon completion of training programs, schemes like PMKVY enhance the employability of construction workers. Certified workers are more likely to secure formal employment opportunities in the construction industry, as employers value their demonstrated skills and qualifications. This, in turn, contributes to the economic empowerment of construction workers and their families, lifting them out of poverty and improving their standard of living. Furthermore, skill development schemes for construction workers promote safety and adherence to quality standards on construction sites. Trained workers are more aware of safety protocols and best practices, reducing the risk of accidents and injuries. Additionally, their enhanced technical skills enable them to produce higher-quality work, leading to the construction of safer and more durable infrastructure.

Under the direction of the National Skill Development Corporation (NSDC), which is one of its own Public Private Partnership Organizations in India, the Construction Skill Development Council of India (CSDCI) was established with the purpose of fostering the development of skills. This organization, which serves as an apex "Sector Skill Council" for the Construction Industry, also functions as a "Awarding Body" under the auspices of the National Council for Vocational Education and Training (NCVET), the National Skill Development Corporation (NSDC), and the Ministry of Skill Development and Entrepreneurship (MoSDE). The Construction Skill Development Council of India (CSDCI) is responsible for developing skills, fostering employability, and facilitating employment opportunities. These activities contribute to the development of a sustainable economic activity, in addition to achieving the goal of making India a "Skill Capital of the World," as envisioned by our Prime Minister Shri Narendra Modi.

### Review of Literature:

1. **Thekkumkara, & Sivakumar, T. (2021).** In the research paper titled "Pradhan Mantri Kaushal Vikas Yojana (PMKVY): Implications for skills training and employment of persons with mental illness". PMKVY is the flagship initiative for providing skill training to young people in the country who are currently without jobs. PWMI between the ages of 18 and 35 can benefit from the program by gaining skills and employment opportunities. They are required to communicate with the PMKVY center that is located in their area.
2. **Nehru, R. (2022).** In the research paper titled "An Impact Analysis of Pradhan Mantri Kaushal Vikas Yojana (PMKVY): Opportunities to Improve". The research shows that trainees who have participated in PMKVY trainings have not had beneficial impacts on their employment and wages. Respondents reported that their training certificates did not aid in getting employment. Recognizing and accepting skill and vocational education programs by potential employers is a hurdle. Vocational qualifications lack equivalency and have not been notified for employment. There is a significant discrepancy between official statements and employer and trainee perceptions. Many responders have expressed concerns about enhancing performance post-training. Feedback suggests a lack of skill upgradation quality, potentially due to infrastructure, teachers, and updated curriculum to meet job demands. Respondents expressed concern about insufficient skilling in market-demanded technology for some work roles. The curriculum may need

periodic revisions to meet market demands. Trainings should coincide with apprenticeships and offer live internships in relevant fields to enhance skills.

3. **Tripathi, D. M. (2021).** In the research paper titled "Effectiveness of Pradhan Mantri Koushal Vikas Yojna in Bridging the Skill Gap of Workforce in India". This study aims to evaluate the government's measures to equip Indian youth, addressing the need for essential skills in both organized and unorganized sectors. In the initial analysis, researchers projected the human resource needs until 2022 to support employment in 22 important industries. Second, the researcher analyzed employment needs in all Indian states and union territories. Approximately 12 million youth contribute to the demographic dividend of the country annually. This young generation needs skilled occupations. Only 2% of the population received formal training.
4. **Ahmed, S., & Sobuz, H. R. (2017).** In the research paper titled "Analysis of skilled worker criteria of construction industry". The study involved a thorough literature review and questionnaire survey. Important data was gathered through a questionnaire survey. A study found 9 significant skilled worker criteria among two groups. One batch of questionnaires was evaluated in 5 ways, while the other group was analyzed in 2 ways. A total of 87 questionnaires were issued to construction workers nationwide, with 71 returned. Almost half of workers are uninformed of construction safety measures, leading to frequent accidents. Some workers are aware of regulations and guidelines but do not follow them. To address the problem, the authority should provide sufficient training. The authority should provide introductions to safety, health, hygiene, risk management, and other essential construction issues.
5. **Okoro & Agumba (2017).** In the research paper titled "Identifying determinants of construction worker performance on construction sites: A literature review". Effective management and incentives boost productivity. Despite long hours and exhaustion, workers may remain motivated to complete tasks. Poor management, working conditions, and reduced financial incentives can lead to lower worker motivation and productivity. Regular maintenance and repair of tools and equipment, along with qualified managers and supervisors, can enhance worker performance by stimulating and communicating requirements.

### Research Methodology:

#### Data Analysis:

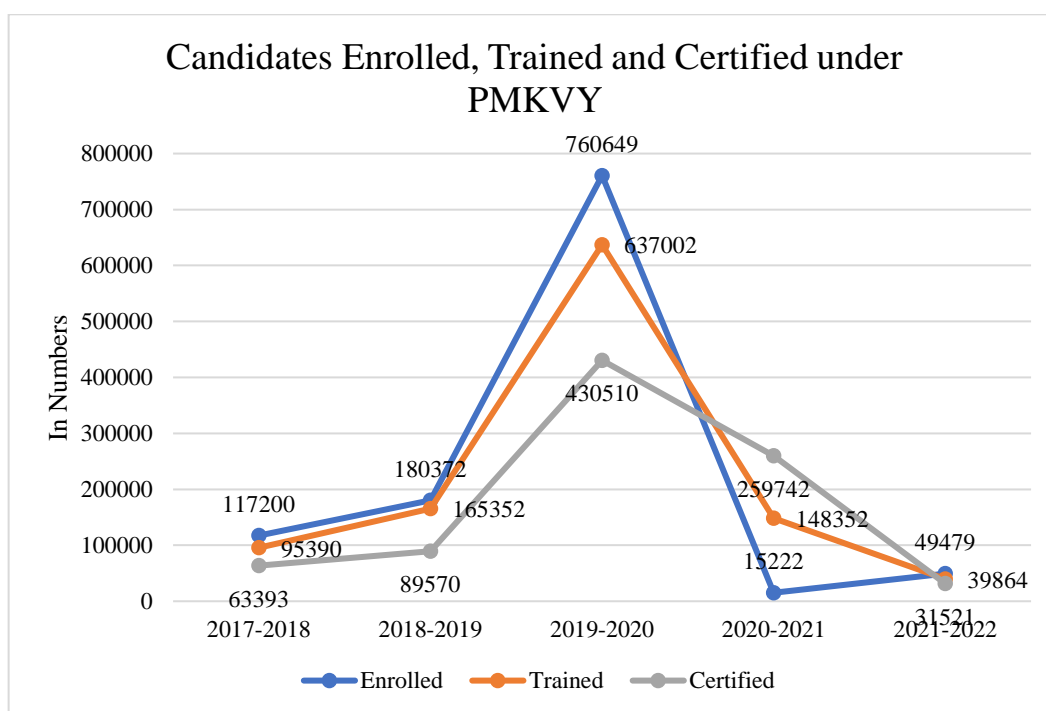
**Objective-1: To study the benefits of Pradhan Mantri Kaushal Vikas Yojana for five years in Maharashtra state.**

Number of Candidates Enrolled, Trained and Certified under Pradhan Mantri Kaushal Vikas Yojana (PMKVY) in Maharashtra (2015-2016 to 2022-2023)			
Year	Enrolled	Trained	Certified
2017-2018	117200	95390	63393
2018-2019	180372	165352	89570
2019-2020	760649	637002	430510
2020-2021	15222	148352	259742
2021-2022	49479	39864	31521

Source: Lok Sabha Unstarred Question No. 1330, dated on 25.07.2022.

The data from 2017-2018 to 2021-2022 reveals an overall increasing trend in the number of candidates enrolled, trained, and certified under the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) in Maharashtra. In 2017-2018, there were 117,200 candidates enrolled, 95,390 trained, and 63,393 certified. Over the following years, there was a significant surge in enrollment, reaching 760,649 in 2019-2020. This increase in enrollment reflects a growing awareness and participation in skill development programs among the population. Correspondingly, the number of trained candidates also rose, reaching 637,002 in 2019-2020, indicating the effectiveness of the program in providing vocational training. However, the number of certified candidates in 2019-2020 was 430,510, indicating a gap between training and certification that needs attention for improved program efficiency.

Subsequently, there is a noticeable decline in enrollment, training, and certification numbers in 2020-2021 and 2021-2022 compared to the peak in 2019-2020. This decline could be attributed to various factors such as the COVID-19 pandemic, which may have disrupted training activities and affected candidate participation. Despite this dip, the numbers still remain substantial, suggesting continued interest and investment in skill development initiatives. Overall, the trend highlights the importance of consistent efforts to promote skill development and ensure alignment between training and certification to maximize the benefits of PMKVY in Maharashtra.

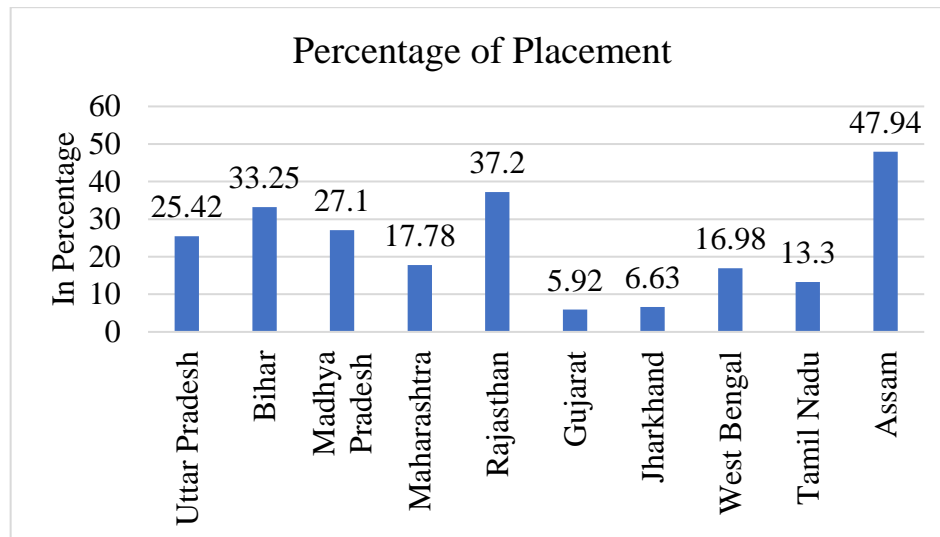


**Objective-2: To study the beneficiary of Pradhan Mantri Kaushal Vikas Yojana of top 10 states in India.**

State-wise Number of Candidates Trained and Placed under Pradhan Mantri Kaushal Vikas Yojana (PMKVY 2.0) in India			
States/UTs	2021-2022		
	Trained	Placed	Percentage of Placement
Uttar Pradesh	69015	17547	25.42
Bihar	47643	15841	33.25
Madhya Pradesh	46672	12649	27.10
Maharashtra	39864	7089	17.78
Rajasthan	38511	14328	37.20
Gujarat	35001	2073	5.92
Jharkhand	34316	2276	6.63
West Bengal	31406	5333	16.98
Tamil Nadu	29057	3865	13.30
Assam	24517	11754	47.94

Source: Lok Sabha Unstarred Question No. 2314, 3238, 11, 3592, 259

The trend in the percentage of placement under Pradhan Mantri Kaushal Vikas Yojana (PMKVY 2.0) across different states and union territories in India during 2021-2022 varies considerably. Assam stands out with the highest percentage of placement at 47.94%, indicating a relatively successful outcome in matching trained candidates with employment opportunities. On the other hand, states like Gujarat and Jharkhand exhibit significantly lower placement percentages, at 5.92% and 6.63% respectively. These figures suggest challenges in effectively transitioning trained individuals into suitable jobs in these regions. Overall, the trend underscores the importance of evaluating and addressing factors influencing employment outcomes, such as local economic conditions, industry demand, and the quality of training programs, to enhance the effectiveness of PMKVY 2.0 across all states and union territories in India.



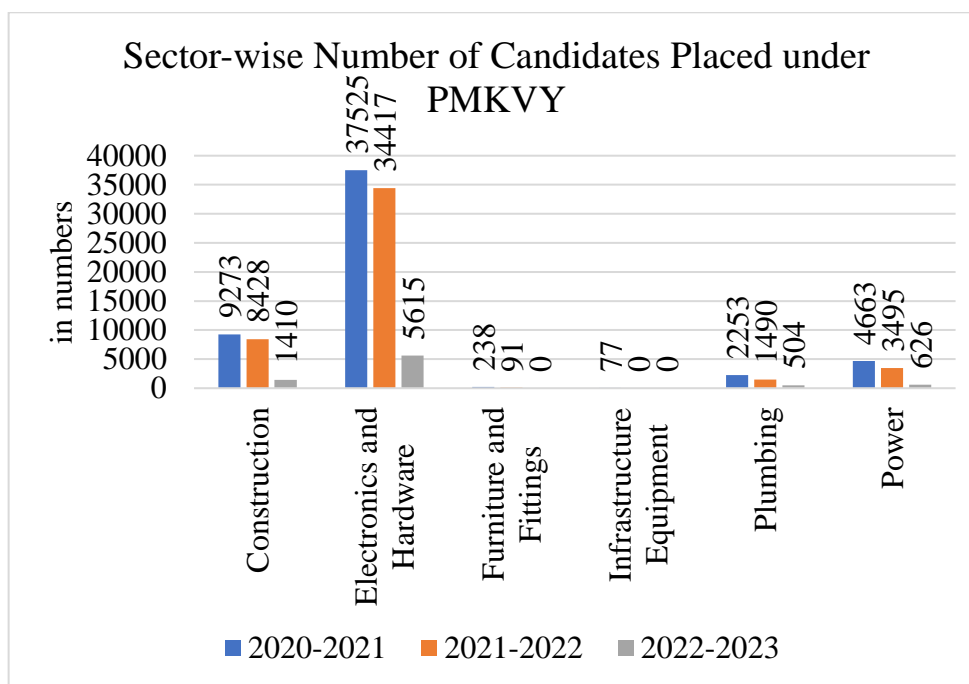
**Objective-3: To study the advantage of Pradhan Mantri Kaushal Vikas Yojna for Construction sector.**

Sector-wise Number of Candidates Placed under Pradhan Mantri Kaushal Vikas Yojana (PMKVY) in India			
Sector	2020-2021	2021-2022	2022-2023
Construction	9273	8428	1410
Electronics and Hardware	37525	34417	5615
Furniture and Fittings	238	91	NA
Infrastructure Equipment	77	NA	NA
Plumbing	2253	1490	504
Power	4663	3495	626
Total	54029	47921	8155

Source: Lok Sabha Starred Question No. 259, dated on 07.08.2023

The data presents the number of candidates placed under various sectors of the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) in India over three consecutive years: 2020-2021, 2021-2022, and 2022-2023. In 2020-2021, the total number of candidates placed was 54,029, with the highest number of placements in the Electronics and Hardware sector (37,525), followed by Power (4,663) and Construction (9,273). Other sectors like Plumbing (2,253) and Furniture and Fittings (238) also contributed to placements. Moving to 2021-2022, the total placements decreased to 47,921, with reductions observed in almost all sectors compared to the previous year. Electronics and Hardware continued to dominate with 34,417 placements, followed by Power (3,495) and Construction (8,428). The data also indicates a significant decrease in placements in sectors like Plumbing and Furniture and Fittings. For 2022-2023, only partial data is available, indicating a total of 8,155 placements across all sectors. Notably, placements in Electronics and Hardware (5,615) continue to lead, followed by Construction (1,410) and Power (626). However, data for other sectors is not available (NA), indicating either negligible placements or incomplete reporting.





### Conclusion:

The Pradhan Mantri Kaushal Vikas Yojana (PMKVY) has been instrumental in fostering skill development within the construction sector in India. Through its various training programs, PMKVY aims to equip individuals with industry-relevant skills that are in high demand. Specifically tailored courses within PMKVY cater to different segments of the construction industry, such as masonry, carpentry, plumbing, electrical work, and more. By providing comprehensive training, certification, and placement assistance, PMKVY not only addresses the skills gap within the construction sector but also empowers individuals with the expertise needed to pursue lucrative career opportunities. Furthermore, PMKVY's emphasis on quality training standards ensures that skilled workers contribute effectively to the growth and development of the construction industry, thus supporting the broader goals of economic progress and infrastructure development in the country.

In conclusion, the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) has demonstrated significant benefits for skill development in Maharashtra over the past five years, with a notable increase in enrollment and training, albeit accompanied by a slight decline in certification numbers in recent years possibly due to external factors like the COVID-19 pandemic. Additionally, while the program has shown varying levels of success across different states in India, there is a clear need for further evaluation and improvement, particularly in states with lower placement percentages like Gujarat and Jharkhand. Furthermore, the construction sector has emerged as a key beneficiary of PMKVY, albeit experiencing fluctuations in placements over the years alongside other sectors. Overall, continued efforts to enhance program efficiency, address regional disparities, and adapt to changing socio-economic conditions will be crucial for maximizing the advantages of PMKVY across sectors and regions in India.

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