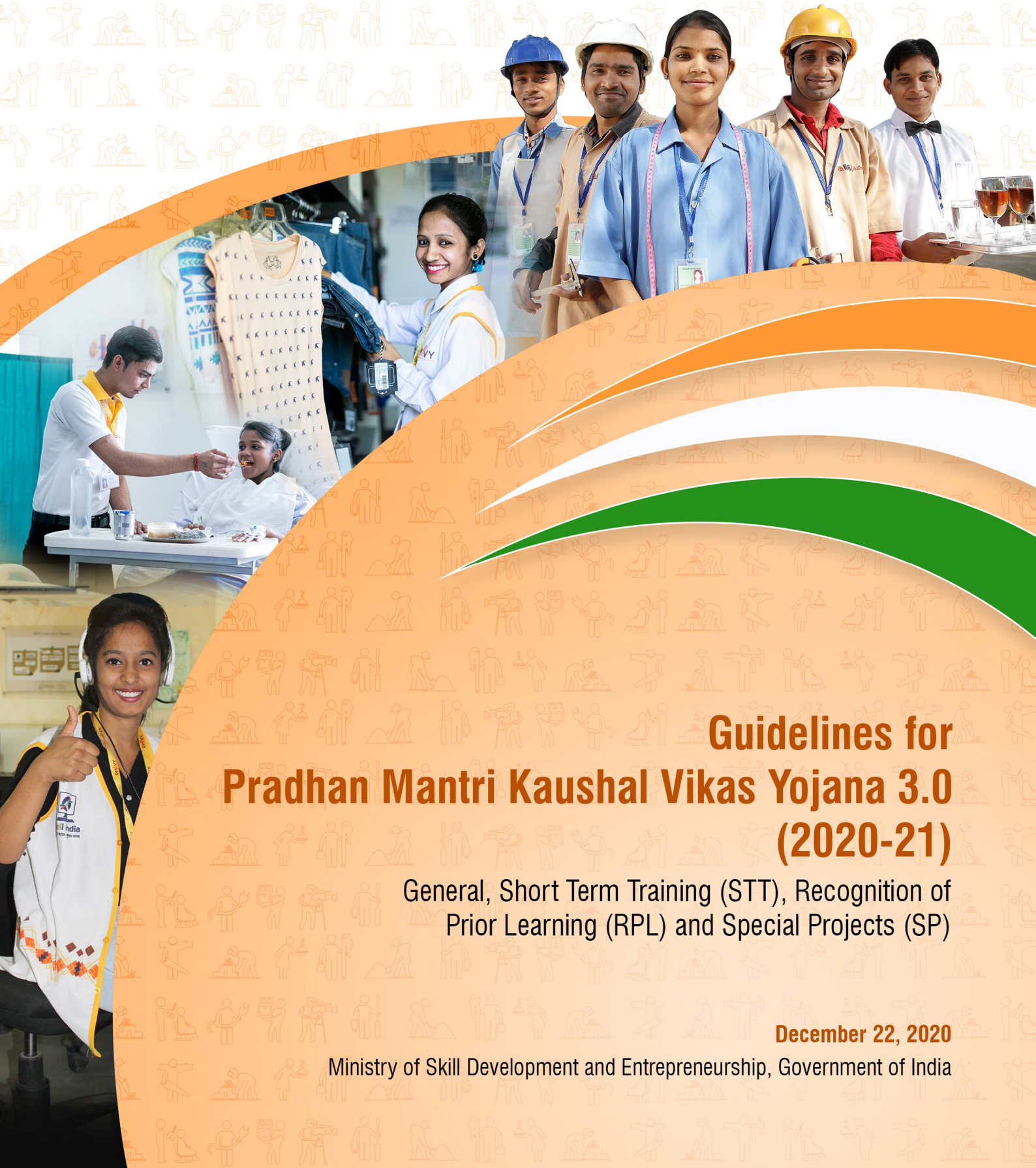
PMKVY
प्रधानमंत्री कौशल विकास योजना

सत्यमेव जयते
GOVERNMENT OF INDIA
MINISTRY OF SKILL DEVELOPMENT
& ENTREPRENEURSHIP

Skill India
कौशल भारत-कुशल भारत



Guidelines for Pradhan Mantri Kaushal Vikas Yojana 3.0 (2020-21)

General, Short Term Training (STT), Recognition of Prior Learning (RPL) and Special Projects (SP)

December 22, 2020

Ministry of Skill Development and Entrepreneurship, Government of India

“ *Relevant* रहने का मंत्र है–*Skill, Re-Skill* और *Upskill*
ये मंत्र जानना, समझना, और इसका पालन करना,
हम सभी के जीवन में बहुत महत्वपूर्ण है। ”

नरेन्द्र मोदी

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Abbreviations and Acronyms

AA	-	Assessment Agency
A&C	-	Assessment and Certification
ASEEM	-	Aatmanirbhar Skilled Employee Employer Mapping
BICE	-	Best-in-class Employer
CoE	-	Centre of Excellence
CSCM	-	Centrally Sponsored Centrally Managed
CSSM	-	Centrally Sponsored State Managed
DAP	-	Demand Aggregation Portal
DAY-NRLM	-	Deendayal Antyodaya Yojana - National Rural Livelihoods Mission
DAY-NULM	-	Deendayal Antyodaya Yojana - National Urban Livelihoods Mission
DBT	-	Direct Benefit Transfer
DGT	-	Directorate General of Training
DSC	-	District Skill Committee
DM	-	District Magistrate
GFR	-	General Financial Rules
GoI	-	Government of India
IIE	-	Indian Institute of Entrepreneurship
ITI	-	Industrial Training Institute
MGNREGA	-	Mahatma Gandhi National Employment Guarantee Act
MHA	-	Ministry of Home Affairs
MIS	-	Management Information System
MoE	-	Ministry of Education
MoHFW	-	Ministry of Health and Family Welfare
MLA	-	Member of Legislative Assembly
MP	-	Member of Parliament
MSDE	-	Ministry of Skill Development and Entrepreneurship
MUDRA	-	Micro Units Development and Refinance Agency Ltd
NAPS	-	National Apprenticeship Promotion Scheme
NER	-	North-East Region
NCVET	-	National Council for Vocational Education and Training
NCVT	-	National Council for Vocational Training
NIESBUD	-	National Institute for Entrepreneurship and Small Business Development
NOS	-	National Occupational Standards
NSDA	-	National Skill Development Agency
NSDC	-	National Skill Development Corporation

NSDF	-	National Skill Development Fund
NSQF	-	National Skills Qualification Framework
NSTI	-	National Skill Training Institute
PFMS	-	Public Financial Management System
PIA	-	Project Implementing Agency
PMKVY	-	Pradhan Mantri Kaushal Vikas Yojana
PMMY	-	Pradhan Mantri MUDRA Yojana
PMU	-	Project Management Unit
PwD	-	Persons with Disability
QP	-	Qualification Pack
RDSDE	-	Regional Directorate of Skill Development & Entrepreneurship
RPL	-	Recognition of Prior Learning
SC	-	Schedule Caste
SIP	-	Skill India Portal
SSDM	-	State Skill Development Mission
SOP	-	Standard Operating Procedure
SP	-	Special Projects
SSC	-	Sector Skill Council
ST	-	Schedule Tribe
STT	-	Short Term Training
SECC	-	Socio Economic and Caste Census
TC	-	Training Centre
ToT	-	Training of Trainers
ToA	-	Training of Assessors
TP	-	Training Providers
UC	-	Utilization Certificate
UT	-	Union Territory

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1.

Pradhan Mantri Kaushal Vikas Yojana 3.0 (2020-21) - General

1. Introduction

1.1 The first version of Pradhan Mantri Kaushal Vikas Yojana (PMKVY) scheme was launched in 2015 to encourage and promote skill development in the country by providing free short duration skill training and incentivizing this by providing monetary rewards to youth for skill certification. The overall idea was to boost employability of youth corresponding to the industrial demand.

1.2 After the successful implementation of PMKVY (2015-16) and learnings from the past, PMKVY 2.0 (2016-20) was launched by scaling up sectors, geographies and by greater alignment with other missions / programs of Government of India such as 'Make in India', 'Digital India' and 'Swachh Bharat Mission'. PMKVY 2.0 is being implemented since 15th July 2016 and was scheduled to be completed by 31st March 2020. The scheme has been extended for one year for skilling of migrant workers.

1.3 Based on the learnings of PMKVY 2.0 and to reorient the scheme to be in sync with the present scenario of policy changes and changing priority in different sectors, it is decided to speed up the implementation of PMKVY 3.0. The scheme shall be implemented in two phases: 1st phase shall be implemented on pilot basis during the year 2020-21 known as PMKVY 3.0 (2020-21). The scheme shall initiate the creation of implementation framework for the second phase (2021-2026) of the scheme. This Guideline document is meant for the first phase of PMKVY 3.0 (2020-21).

1.4 The scheme shall supplement the support of various schemes being run by the Central and State Governments, including but not limited to, National Apprenticeship Promotion Scheme (NAPS), MUDRA loans under Pradhan Mantri MUDRA Yojana (PMMY), Deendayal Antyodaya Yojana-National Rural Livelihoods Mission (DAY-NRLM) / Deendayal Antyodaya Yojana-National Urban Livelihoods Mission (DAY-NULM), Mahatma Gandhi National Employment Guarantee Act (MGNREGA) and other similar programs that have goals similar to PMKVY 3.0 for generation of livelihood opportunities for the candidates trained under the scheme.

1.5 A comprehensive mapping of the schemes being run by Central / State Governments shall be done, in order to create a mechanism for better convergence, in a phased manner, with PMKVY 3.0. This will ensure a greater linkage of the schemes with the skills ecosystem.

2. Objectives of PMKVY 3.0 (2020-21)

The objectives of the scheme are to:

2.1 Create an ecosystem for the youth to make informed choices on the available skilling avenues.

2.2 Provide support to youth for skill training and certification.

2.3 Promote sustainable Skill Centres for greater participation of private sector.

2.4 Benefit 8 lakh youth over the scheme period (2020-21).

3. Approach to roll out of PMKVY 3.0

3.1 The basic premise for the scheme is to create skilled and certified workforce, who not only contribute towards the growth of India but also drive the country into becoming the global skills capital. To achieve this more holistically, significant core and peripheral reforms have been envisaged for the implementation approach for the scheme. With the limited window available for implementation, the focus of the scheme shall be to create detailed framework for the new provisions and pilot them for larger roll out in the second phase of the scheme.

3.2 The core principles of the scheme shall be as follows:

3.2.1 Trainee / learner-centric from the earlier training provider-driven model.

3.2.2 Planning from below, with District-level plans being the fundamental instruments for implementation.

3.2.3 Enhance the role of State / UTs in entire implementation process of the scheme. Strengthening District Skill Committees (DSCs), State Skill Development Missions (SSDMs) /State Directorate of Technical Education or Skill Development through handholding, strategic and funding support.

3.2.4 Create a pool of certified trainers for which direct funding shall be provided for the Training of Trainers (ToT) programs.

3.2.5 Major focus on up-skilling / re-skilling with a focus on future skills (industry 4.0) courses to increase productivity of existing workforce.

3.2.6 Focus on Online / Digital mode of Training for wider coverage.

3.2.7 Introduce significant reforms in assessment ecosystem which would include Common Assessment Centres (CACs) and the use of online assessments tools.

3.2.8 Large scale grass-root publicity (including Booklet and Pamphlet distribution) Media Campaigns /Awareness Programs shall be undertaken.

3.3 To support the scheme to achieve its objectives, the following support structure has been planned:

3.3.1 Initiate creation of nodal skill information and service centres at the district level.

3.3.2 Create awareness about skill development training and mobilizing youth to take up-skill training and become employable to earn their livelihood.

3.3.3 Skill gap survey and analysis on a continuous basis to address the industry needs and contemporary market demand.

3.3.4 Encourage further standardisation through the complete training process and create a registry of skills.

3.3.5 Strive to create state-of-the-art and sustainable skill Training Centres.

3.3.6 Encourage Sector Skill Councils (SSCs) to create Centres of Excellence (CoE).

3.3.7 Private sector participation in the PMKVY 3.0 to be further encouraged with a greater focus on training in industries.

3.3.8 Greater cross utilization of available infrastructure with Universities / Colleges / ITIs /Polytechnics / Schools.

3.3.9 Initiate coordination with Ministry of Education (MoE) for phase-wise introduction of vocational courses in schools.

3.3.10 Broad-based process convergence of multiple skill development schemes of the Central Ministries with this scheme in a phased manner.

3.3.11 Preferential target allocation shall be done for Aspirational, Left-wing Extremism (LWE), North Eastern Regions (NER), Hilly Regions and any other focused districts / regions as identified by the Government of India.

3.3.12 Providing monetary reward to youth post skill certification.

3.3.13 Provision of add-on bridge courses and language courses for making scheme compatible internationally, to provide international employment opportunities to the Indian youth.

4. Training Target

4.1 PMKVY 3.0, being a demand-driven scheme, training target may be dynamically fixed as per recommendations of Steering Committee. Based on the experiences from PMKVY 2.0 (2016-20), the tentative training target is as under:

Table 1: Training Target under PMKVY 3.0

Sl. No.	Types of Training under PMKVY	No of Candidates (in lakh)
1	PMKVY Short Term Training (STT)	2.20
2	PMKVY Recognition of Prior Learning (RPL)	5.80
	Total (1& 2)	**8.00**

Note: Costs have been calculated as per Common Cost Norms wherever applicable.

5. Implementation Structure

5.1 This scheme will have two components:

5.1.1 Centrally Sponsored Centrally Managed (CSCM) known as the Central Component to be implemented by the National Skill Development Corporation (NSDC).

5.1.2 Centrally Sponsored State Managed (CSSM) known as the State Component to be implemented by the State Skill Development Missions (SSDMs) / respective Departments of the States / UTs.

5.2 Total target of the scheme will be divided approximately in the ratio of 75:25 between Central and State Components respectively. However, States having performed well and willing to take higher targets shall be allocated accordingly based on assessment of their performance.

5.3 The Steering Committee of the scheme is empowered for taking appropriate decisions in the matters of dynamic fixation of targets, without affecting the overall financial outlay. Steering Committee can reallocate the target, if the situation so warrants under CSCM / CSSM component at any time in any appropriate ratio. This will generate competitiveness among States towards effective implementation of Skill India initiatives of the Government.

6. Implementation Strategy

6.1 The scheme envisages working more closely with the State and District machineries through SSDMs and DSCs. DSCs would be playing a pivotal role under the guidance of SSDMs in PMKVY 3.0. In addition to mobilization, counselling and batch-formation, DSCs would also be involved in monitoring and supervision of the scheme at the district level, coordinating with nodal and other ITIs for implementation of STT, provide post-training support including handholding for placements / self-employment, verification of placements and grievance redressal. Table 2 outlines the roles

Table 2: Roles and responsibilities of Key Stakeholders in PMKVY 3.0

Sl. No.	Scope of Work	CSCM	CSSM
1	Skill Gap Study	NSDC / SSDM /SSCs / DSC	NSDC / SSDM / SSC / DSC
2	Target Allocation	MSDE / NSDC	MSDE / SSDM
3	Mobilization (Kaushal Mela + Awareness and Advocacy + Publicity)	DSC / SSDM / State Government	DSC / SSDM / State Government
4	Counselling of Candidates (Identifying training needs)	DSC / SSDM / State Government / Training Provider	DSC / SSDM / State Government
5	Formation of training batches	DSC /SSDM / State Government / Training Provider	DSC / SSDM / State Government / Training Provider
6	Appointing / Selecting Training Providers	NSDC	SSDM
7	Training of the Candidates	Training Provider	Training Provider
8	Payments to Training Providers	NSDC	SSDM
9	Assessment and Certification	SSC / Any other NCVET approved awarding body	SSC / Any other NCVET approved awarding body
10	Monitoring and Supervision of Training Quality.	**Main:** NSDC / SSC	**Main:** SSDM / DSC
		Support: SSDM / DSC	**Support:** NSDC / SSC
11	Post Training Support (Rozgar Mela / Placement Linkages /Self -employment schemes linkages / Apprenticeships)	**Main:** TP / SSDM / DSC	**Main:** TP / SSDM / DSC
		Support: NSDC / SSC	**Support:** NSDC / SSC
12	Handholding Support after Placements / Self-employment	DSC / SSDM	DSC / SSDM
13	Verification of Placements	**Main:** NSDC	SSDM / DSC
		Support: SSDM / DSC	
14	Grievance Redressal	NSDC/DSC	SSDM/ DSC

Note 1: SSDMs are the nodal agency for implementation of Skill Development initiatives in the States/UTs.

Note 2: SSCs are autonomous Industry Bodies which play a vital role in bridging the gap between skilling demand and supply.

and responsibilities as identified for various stakeholders during the training lifecycle.

6.2 The handholding and mentoring shall be provided by institutions such as Directorate General of Training (DGT), National Skill Development Corporation (NSDC), Sector Skill Councils (SSCs), National Institute for Entrepreneurship and Small Business Development (NIESBUD), and Indian Institute of Entrepreneurship (IIE).

6.3 Strategic support in areas such as Information Technology (IT) interventions, capacity building of SSDMs, empanelment of Training Providers, curriculum development and any other need-based support for smooth implementation of the scheme will be provided by NSDC.

National Skill Training Institutes (NSTIs) may also be utilized for Training of Trainers (ToT) of Short-Term Training (STT) trainers. A reformed assessment and certification system shall be built under the scheme which will be done through unified regulatory framework of National Council of Vocational Education and Training (NCVET).

6.4 A PMU shall be set up at MSDE for supporting MSDE in the implementation of PMKVY 3.0. The cost for setting up of PMU may be retained out of the Administrative Expenditure of CSCM component.

6.5 Academic Institutions, Industry Bodies, Government ITIs or any other institution as identified and empanelled by NCVET may be added to the pool of assessment and certification bodies to maintain a robust and smooth process of accreditation and certification.

6.6 Efforts shall be made for capacity enhancement of SSCs through:

- 6.6.1 Setting up regional Centres of Excellence (CoEs) by SSCs
- 6.6.2 State level chapters of SSCs
- 6.6.3 Round the year ToTs by the SSCs
- 6.6.4 Coordination with 33 NSTIs for ToT and developing CoEs

6.7 Post-training linkages with Apprenticeship (registration support on apprenticeship portal).

6.8 The overall administrative expenditure shall be earmarked for DSC / SSDM / NSDC. The components of the administrative expenditure as a percentage of the overall funds are as follows:

6.8.1	Administrative expenditure:	6% of total scheme outlay
6.8.2	Awareness and Mobilization expenditure:	3% of total scheme outlay
6.8.3	Post-placement expenditure:	2% of total scheme outlay

Table 3: Division of expenditure between DSC / SSDM / SSC

Funds Flow	CSCM (75% of total outlay)	CSSM (25% of total outlay)
Awareness: 3% of scheme outlay	2% to DSC	2% to DSC
	1% to MSDE / NSDC	1% to SSDM
Post-training Incentive: 2% of outlay	1% to DSC	1% to DSC
	1% to NSDC	1% to SSDM
Administrative /Monitoring expenditure: 6% of outlay	2% to DSC	2% to DSC
	4% to MSDE / NSDC	4% to SSDM

6.9 Recognition of Prior Learning (RPL) to be implemented by both NSDC and SSDM. Special focus shall be on RPL on Demand, RPL through SSC and SSDM. RPL Guidelines shall be revised accordingly.

6.10 PMKVY 3.0 shall also aim for phase-wise introduction of vocational courses in school curriculum in coordination with Ministry of Education (MoE) through technical support under the scheme.

Note 4: DSC's role is central to the implementation of PMKVY 3.0. The SSDMs may provide support to DSCs with additional handholding by NSDC, if required. In case DSC is not able to perform its role, NSDC / SSDMs may extend support of Training Providers to carry out activities under PMKVY 3.0.

7. Financial Management

7.1 The General Financial Rules (GFR) shall be followed by SSDM and NSDC in regards to PMKVY 3.0. NSDC and SSDM shall adhere to the Guidelines regarding expenditure and submission of Utilization Certificates (UCs). Funds under the scheme will be transacted under Public Financial Management System (PFMS) platform. Direct monetary rewards as paid to the candidates shall be done through PFMS linking with Direct Benefit Transfer (DBT) Bharat Portal. The detail mechanism has been mentioned at *Annexure 1*.

8. Convergence

8.1 To remove duplication, lack of standardisation, varied norms for enrolment and training PMKVY 3.0 (2020-21) seeks convergence with other skill development schemes of all Central Ministries and States / UTs in a phased manner. This convergence may happen in the following way:

8.1.1 **Phase 1:** NSQF alignment of more than 3,000 job roles, implementation of Common Cost Norms, and establishment of a unified regulator through NCVET. This is an ongoing process and already significant convergence has been achieved.

8.1.2 **Phase 2:** Creation of a common database through Skill India Portal (SIP), Training Centre (TC) quality regulation through SIP, implementation of SIP for accreditation and certification, and integration with State Management Information System (MIS). Application Programming Interface (API) integration with National Council of Vocational Training MIS portal and Apprenticeship Portal shall also be done. The process has already started.

8.1.3 **Phase 3:** Initiate the Aadhaar-based selection of trainees through Skill India Portal for all skilling schemes. Further the registration, selection and enrolment procedure for skilling programs under Central Ministries shall be done through a common single portal / App.

9. Administrative Structure of the Scheme

9.1 **Steering Committee:** A Steering Committee shall be constituted by MSDE, at the apex level, for broad policy direction, framing operational Guidelines, and dynamic fixation of targets with corresponding reallocation of funds between CSCM and CSSM and between STT, RPL and Special Projects beyond the powers of the Executive Committee, periodic review, monitoring and mid-course correction.

9.2 **Executive Committee:** An Executive Committee shall be constituted for overseeing the regular functioning of the scheme, recommending to Steering Committee any policy or operational corrections for improving the implementation of PMKVY 3.0, reviewing and approving of proposals in accordance with the Guidelines or any other functions as deemed fit by Steering Committee.

9.3 **Composition of Steering Committee and Executive Committee:** Steering Committee shall be chaired by the Secretary, MSDE. Executive Committee shall be chaired by the Additional /Joint Secretary, MSDE. The detailed composition of both the Committees are as per *Annexure 2*.

10. Components of the Scheme

10.1 Under the proposed scheme, skill training will be imparted into three categories, namely:

10.1.1 **Short Term Training (STT):** The training under the STT courses generally range between 200-600 hours (2 to 6 months). The courses are National Skills Qualification Framework (NSQF) aligned and imparted at accredited & affiliated Training Centres. School / college dropouts or unemployed youth of Indian nationality shall benefit from the scheme. Successfully certified candidates shall be provided placement /entrepreneurship / apprenticeship assistance.

10.1.2 **Recognition of Prior Learning (RPL):** RPL enables Indian youth to obtain industry-relevant skill certification. Individuals with prior learning experience or skills can register themselves and get assessed and certified under the RPL component of the scheme. RPL mainly focuses on the individuals engaged in unregulated sectors. The duration of the training / orientation under RPL ranges between 12-80 hours.

10.1.3 **Special Projects:** This component is meant for projects that require some deviation from the terms and conditions of Short-Term Training under PMKVY depending on special needs in terms of geography, demography and social groups. Special Projects component envisages training in special areas and / or premises of Government institutions, Corporates or Industry bodies, and trainings pertaining to special job roles that are not defined under the available Qualification Packs (QPs) / National Occupational Standards (NOSs). Financial outlay and physical target for the Special Projects will be the part of STT component of scheme.

11. Modes of Training

11.1 The modes of training that may be adopted under PMKVY 3.0 are:

11.1.1 100% classroom-based approach: Both theory and practical shall be conducted physically at PMKVY 3.0 affiliated Training Centres.

11.1.2 Blended approach: Theory portion of course may be delivered through digital / online mode and the practical portion to be delivered at the affiliated Training Centre, by using the physical training infrastructure.

12. Features under PMKVY 3.0

12.1 The scheme will be aligned with Common Cost Norms and National Skill Qualification Framework (NSQF). The amendment in these will be effective after approval from Steering Committee constituted under the scheme.

12.2 Payment to Training Providers will be broken into tranches namely 30% on commencement of training batches, 40% on successful certification and 30% on placement verification subject to revisions by Common Cost Norms committee. Other incentives like boarding & lodging, post-placement support, conveyance and other support will be as per Common Cost Norms.

12.3 A candidate may enroll not more than twice for training under PMKVY in the same sector (the second time to be for a higher NSQF aligned job role only), or, for a fresh training of a different course in the scheme, provided there is a six month gap between the certification date of the first course and batch start date of the subsequent course. The payout against such candidates (which include payouts to candidates, PIAs and SSCs) shall only be given for enrolment, for a maximum of two job roles.

12.4 A special research cell shall be created at NSDC for continuous matching of demand and supply and strengthening the Aatmanirbhar Skilled Employee-Employer Mapping (ASEEM) portal.

12.5 SSCs or other suitable institutions shall be encouraged to create Centres of Excellence (CoE) which shall act as the master training and resource centre for that sector. The plan is to set up at least one CoE for each sector.

12.6 Further, a phase-wise introduction of vocational courses in schools shall be initiated

in coordination with MoE. This component shall be implemented for classes 9 to 12, aimed to expose students to avenues of skill development for vocational training roles.

12.7 MSDE shall coordinate with Central Ministries and State Governments for recognition of NSQF certification as a pre-requisite for hiring of contractual employees and also mandating the vendors / contractors to hire NSQF certified workforce, as a part of their contract.

13. Branding

13.1 Branding is an important aspect of communicating the scheme. All the Training Centres need to brand their respective centres with collaterals for promotional activities in accordance with these Guidelines. The Training Centres shall also promote activities conducted at their centres on various social media platforms. The Branding and Communications Guidelines of the scheme shall be issued separately.

14. IT Support

14.1 NSDC shall provide the IT and technical support for the implementation of both Central and State component of the scheme. Broadly, there are three stages of the training, i.e. pre-training (centre accreditation, target allocation, candidate registration and enrolment), training and post-training (placement, placement tracking). Since each of these activities would require support from multiple stakeholders, the IT architecture would be designed to support the scheme.

2.

Pradhan Mantri Kaushal Vikas Yojana 3.0 (2020-21) - Short Term Training

1. Introduction

1.1 The Short-Term Training (STT) shall be implemented under both Central and State component of the scheme. STT shall have provision for both fresh skilling for trainees, who are first time learners and re-skilling for the trainees / existing workforce, who have already undergone formal / informal skilling and need additional skill sets.

1.2 Apart from providing training according to the National Skills Qualification Framework (NSQF), additional training shall also be imparted in English, Employability & Entrepreneurship (EEE) modules. Process shall be initiated for imparting add-on bridge courses and language courses for making schemes compatible to international standards and requirements. This will enhance the potential for international employment of the Indian youth. Duration of the training shall vary as per job role.

1.3 It is also envisaged that the scheme shall promote fee-based courses in higher level skills and courses that are NSQF level 5 and above. Review of the courses under PMKVY 3.0 shall be carried out for introducing fees in popular courses with higher industry demand and above average wages. However, PMKVY 3.0 would continue to support weaker and marginalized sections of youth.

2. Target Beneficiaries

2.1 This scheme is applicable to any candidate of Indian nationality who:

2.1.1 Is aged between 15-45 years.

2.1.2 Possesses an Aadhaar card and an Aadhaar-linked bank account.

2.1.3 Fulfils other criteria for the respective job role as defined by the awarding body.

3. Target and Job Role Allocation

3.1 Total Short-Term Training target of the scheme will be divided approximately in the ratio of 75:25 between Centrally Sponsored Centrally Managed (CSCM) and Centrally Sponsored State Managed (CSSM). The job role identification for both CSCM & CSSM component shall be done as following:

3.1.1 **Centrally Sponsored Centrally Managed (CSCM) component of PMKVY 3.0 (2020-21)**: For the CSCM component of PMKVY 3.0, which will be implemented by National Skill Development Corporation (NSDC), the Government would allocate targets district-wise for training to be taken up in each district under STT. Of this initially, each Pradhan Mantri Kaushal Kendra

(PMKK) training centre in a district, would be allocated a target of 120** for maximum 3 job roles and minimum 2 job roles. Subsequently, target allocation would be done through a transparent Request for Proposal (RFP) mechanism.

[**If, remaining targets in a district (left after allocation of 120 to a PMKK) is less than 60 then it shall be distributed to PMKK and if it is more than or equal to 60 then the distribution of target will happen via RFP route]

3.1.2 **Centrally Sponsored State Managed (CSSM) component of PMKVY 3.0 (2020-21)**: For the CSSM component of PMKVY 3.0, which will be implemented by State Skill Development Missions (SSDMs) of the States / UTs, the targets would be given to SSDMs state-wise. SSDMs will have the flexibility to allocate district-wise target as per transparent methodology, based on demands received from DSCs. If the SSDMs / DSCs fail to identify the job roles within the specified time, the balance allocation shall be made based on method prescribed for CSCM.

4. Identifying the Skill Gap

4.1 A skill gap study in the short-term shall be initiated by NSDC / SSC in coordination with industries and SSDM / DSC, to identify the manpower requirements in the various sectors of the economy and the skill-sets required for the respective job roles.

4.2 A District-level Skill Development Plan (DSDP) shall be prepared by the DSCs under the guidance of SSDMs. SSDMs will compile the DSDPs to create a State-level Skill Development Plan (SSDP), which shall be shared with MSDE.

4.3 A composite National Skill Development Plan (NSDP) shall be prepared basis the State Skill Development Plans and the skill-gap study by NSDC / SSC. A comprehensive job role matrix as a part of NSDP shall form the basis of demand-based target allocation.

4.4 However, since the period is short, in case the SSDMs / DSCs are unable to arrive at district-level skill development plan, then the estimates given by NSDC and SSCs may be used.

5. Selection / Empanelment of Training Providers

5.1 The selection and empanelment of Training Providers and Training Centres shall be done in line with target allocation methodology. NSDC and SSDM shall be responsible for selection and empanelment of Training Providers / Training Centres for the CSCM and CSSM, respectively.

5.2 Training Centres empanelled under PMKVY 3.0 shall be allocated the targets. No further subletting of the targets shall be allowed under the scheme.

5.3 These allocations shall be done with the objective to promote self-sustainability in the Training Centres in the medium and long term. PMKKs and ITIs shall be the preferred vehicle for implementation of the training programs at district / block-level. Amongst other training partners, preference would be given to partners who have invested in fixed assets and are seen to be committed for participation in the scheme for long-term.

5.4 Specific proposals may be invited for implementation of future skills (industry 4.0 skills) / re-skilling / up-skilling. In these proposals, partial payment by candidates, corporations, and other sources may be allowed. These proposals can be shortlisted by NSDC / SSDMs and should be approved by PMKVY 3.0 Executive Committee (in case of NSDC) or State Empowered Committee (in case of SSDM).

5.5 A transparent selection process should be followed by NSDC / SSDM while selecting Training Providers.

5.6 Selection and allocation of training targets to PMKKs, Government ITIs, institutions owned by the Central or State Governments, Government universities and Government colleges may be done without undergoing an open request for proposal process. Executive Committee of PMKVY 3.0 may issue the requisite Guidelines for allocation of targets to such institutions and / or Approval of Executive Committee of PMKVY3.0 may be made mandatory on case-to-case basis.

5.7 Sub-contracting, sub-letting, franchisee arrangement of any kind for the targets allocated is not allowed for any Training Provider. The training infrastructure used by the Training Provider including building and equipment should be owned or rented by the Training Providers. Also, key staff such as centre managers and trainers should be on the payrolls of the Training Providers. The NSDC / SSDM will be empowered to take actions on any Training Providers who are found violating this provision of the Guidelines. These actions may include target revocation, financial penalties, and blacklisting of Training Provider for the entire scheme duration. No further correspondence shall be tenable in this matter.

5.8 A concurrent monitoring mechanism shall be put in place to periodically monitor the progress of these centres and unlocking of the assigned target shall be done if the defined performance criteria are met.

6. Centre Accreditation and Affiliation

6.1 Training Centres / Training Providers shall be empanelled through a digital platform. Verification of availability of premises and trainers would be carried out through the process as defined in the centre accreditation and affiliation Guidelines. DSC's support may be sought for field verification.

6.2 High standard of monitoring of Training Centres will be ascertained. Quarterly progress report, geo-tagging, audit, etc. will be carried out. Penalties, blacklisting, will be imposed against the Training Providers in case of discrepancy and non-compliance to Guidelines.

6.3 Through Skill India Portal, automatic on-boarding of the following entities as Training Provider shall be initiated under PMKVY 3.0:

a) Government ITIs

b) Pvt. ITIs with grading 3.0 & above in participation with Industries

c) NSTI / NIESBUD / IIE

d) Government Institutions / Institutions Identified by the State

e) Training Providers meeting the accreditation and affiliation protocols and in receipt of Letter of Recommendation by SSDM.

6.4 Active participation shall be encouraged by universities and colleges to participate in the skill development programs. Targets for training under PMKVY 3.0 may be directly given to Government Universities / Government Colleges.

6.5 Reputed industrial establishments and NGOs having a long-standing track record of quality training program implementation shall also be on-boarded on a case-to-case basis for providing training.

6.6 Applicants who create permanent structures for trainings and have appropriate faculty shall be given long term targets. In addition, focus would be to on-board those Training Providers, who show commitment of being a part of the skill development movement, for a long haul,

through evidence of ownership / long lease of infrastructure created for providing training.

6.7 The quality of the training staff is of utmost importance. The training and certification of trainers shall be given utmost attention.

6.8 Creation of hub and spoke models at District-level shall be encouraged under the scheme. State of art Training Centres through PMKKs, have already been established / are under establishment at District level. PMKKs are envisaged as hubs of skill development with smaller centres at block level acting as spokes to these hubs.

6.9 The scheme also proposes feedback-based rating mechanism along with existing Grading (SMART rating) received during accreditation and affiliation of Training Centres. This mechanism of rating will help identify the most preferred Training Centres in the long run. Under recalibrated rating system, empanelled PMKVY Training Centres would receive feedback based on following mechanism:

6.9.1 Feedback on Training Centres from candidates regarding training delivery, infrastructure, quality of trainers and support provided for gainful employment.

6.9.2 Feedback from industry / placement partners regarding job readiness (technical and soft skills) of placed candidates.

7. Mobilisation of candidates

7.1 PMKVY 3.0 is a trainee-centric need-based and demand driven scheme. The focus of the scheme shall be on unemployed / drop-out youth of age
15-45 years.

7.2 Registrations, enrolment and selection of the candidate will be done through common digital platform. NSDC shall develop and maintain a platform for this purpose. This platform shall be integrated with Skill India Portal so that post registration lifecycle of the candidate is mapped coherently.

7.3 DSCs and SSDMs would be roped in for mobilization under both Central and State components of the schemes.

7.4 DSCs / SSDM may utilize the services of existing field functionaries such as Banking Correspondents, Asha Workers and Nehru Yuva Kendra Volunteers from other ministries and department.

7.5 Other traditional and innovative methods of information dissemination may be employed by DSCs / SSDMs.

7.6 In case, the DSCs are not able to mobilize and register adequate number of training aspirants (at least 1.5 time of district-level target) within 30 days of target allocation to TP, the mobilization and registration activity may be carried out by the Training Providers themselves to meet the given target.

8. Counselling

8.1 One of the major impediments of skill development in India is the lack of aspirations among the youth for skilling. It is important that prevailing information asymmetry is removed, and unbiased counselling is provided so that needy and motivated youth are encouraged to join the skilling movement. Hence, multi-layered information / counselling eco-system are proposed in PMKVY 3.0. This structure shall include the following:

8.1.1 **Online Information / Counselling Platform** – Relevant information regarding the job roles / sectors, online psychometric test, livelihood opportunities post training, career progression profiles, information on Training Centres including the rating of

the centres and options for registration shall be made available through this portal.

8.1.2 **Through Counselling Helpline** – An information desk / counselling helpdesk shall be created which will be voice / chat based.

8.1.3 **Through District-level skill information centre –** For a better outreach, district level skill information / service centres under the aegis of DSCs shall be created (at least one in each district to start with, where an existing institution would be equipped to act as a counselling centre) where prospective beneficiaries can get necessary information regarding skill gaps / requirements in various sectors, location of the training centres, present employment opportunity, market relevant job roles and avail counselling sessions.

8.1.4 All the above activities shall be supplemented by an extensive media campaign to sensitize and create awareness.

9. Registration of Candidates and Formation of Batches

9.1 PMKVY 3.0 (2020-21) is trainee-centric scheme and therefore, candidates shall be encouraged to self-register on a portal / app on the choice of the job role and Training Centre. However, in case that is not possible DSCs / SSDM / TP shall enable them for registration.

9.2 Once the counselling of the candidate is complete, the candidate will provide preferences for trades / courses out of the identified list for the district / state. The candidate shall also provide the preference for district / place of training. Aadhaar will be mandatory for this registration.

9.3 Post-registration, in case of Target Allocation process 1, DSCs will prepare a long list of candidates, which shall not be less than 1.5 times the target allocated to district. Once the Training Provider is identified under this model, this list of registered candidates shall be shared with Training Providers for further short-listing and enrolment.

9.4 In case adequate candidates for batch formation for a Job Role / Training Centre are not available for registration, the Training Provider can mobilize, counsel and register for the shortfall number.

9.5 In case of demand-based target allocation or Target Allocation process 2, the identification of Training Providers is dependent on the job roles demanded at district-level. Here, the long list of candidates whose preferred job roles are not covered under Target Allocation process 1, shall be prepared and shared with NSDC / SSDM at the earliest for selection / identification of Training Providers, who in turn will short list candidates for batch-wise enrolment.

9.6 Each stakeholder mentioned above shall be facilitated for using IT-enabled platforms. Trainees, Training Providers, SSDM, DSCs, SSC and MSDE will be given a dedicated login credential to access the Skill India Portal. Entire candidate lifecycle from registration to placement would be captured and monitored under Skill India Portal.

9.7 It is envisaged that DSCs shall access the course information of not only PMKVY but also for all other skilling schemes operational in the district. A consolidated database will help DSCs to recommend the most suitable course to the candidate in case same is not available under PMKVY. This consolidated database shall also enable DSCs to get on-ground support through the IT system. The integrated Skill India Portal will provide unified and assimilated training information on real-time basis.

10. Training of candidates

10.1 Training shall be done in accordance to the following:

10.1.1 Job Roles which have been approved by NCVET and are compliant to NSQF.

10.1.2 Job Roles which are NSQF level 3, 4 and 5. Other NSQF level job roles may be considered basis approval from Executive Committee / Steering Committee. Any exceptions may be considered in case of PWD, special groups with the approval of the executive committee.

10.1.3 Job Roles aligned with the identified skill gaps captured in the skill gap study.

10.1.4 Job Roles having the potential of employment – wage and self.

10.1.5 The training hours will be as per the approved hours of NCVET. The approved training hours of the job role should be less than 600 hours excluding hours allocated for EEE. COVID-19 related modules also to be part of the training hours.

10.1.6 The model curriculum and content for the respective Qualification Packs (QPs), should be in place, and preferably developed by awarding bodies (including SSCs).

10.1.7 Add-on bridge courses and language courses for making schemes compatible internationally shall also be planned, to provide international employment opportunities to the Indian youth.

10.2 It is mandatory for the candidates to have an Aadhaar ID during the enrolment process. It is also mandatory for the students to maintain 70% attendance to be eligible to appear in the assessments.

10.3 All candidates must be provided with the participant handbook along with the induction kit.

10.4 Use of digital content to supplement classroom training shall be encouraged. NSDC shall curate the digital content on e-Skill India portal (https://eskillindia.org).

10.5 The training program shall be conducted as per the social distancing and hygiene Guidelines / Standard Operating Procedures (SOP) issued by Ministry of Health and Family Welfare (MoHFW) and Ministry of Home Affairs (MHA).

10.6 Details of the training program shall be communicated by the DSCs and the Training Provider to people's representatives such as Member of Parliament and Members of Legislative Assembly.

10.7 Additional support to improve the outcome of the scheme shall be provided to the candidates, including special groups in the form of:

10.7.1 One-time incentive to all certified candidates

10.7.2 Boarding and lodging cost support

10.7.3 Conveyance cost

10.7.4 Post Placement Stipend

10.7.5 Additional support to PwD candidates

10.7.6 Accidental insurance

10.7.7 Induction kit and participant handbook

10.7.8 Yearly incentive to Training Provider

10.7.9 One-time placement travel cost

10.7.10 Career progression support

10.7.11 Special Incentive for foreign placements

10.7.12 Post Placement Tracking Allowance

The detail on the above support is attached as *Annexure 3*.

Existing provisions under the Common Cost Norms shall also be followed, wherever applicable.

11. Training of Trainers and Assessors

11.1 To ensure the quality assurance in skill training under PMKVY 3.0, training and assessment shall be delivered through certified trainers and assessors only. These trainers and assessors shall be certified by awarding bodies through a training and assessment program outlined in the Training of Trainer and Training of Assessor Guidelines. Funding support shall be provided from the scheme.

12. Assessment and Certification of candidates

12.1 The assessment and certification process shall be strengthened and reformed in coordination with NCVET.

12.2 The skill assessment is the prime responsibility of the SSC / Awarding Bodies and is conducted by an empaneled third-party organization called as Assessment Agency (AA).

12.3 Following methods will be adopted to increase quality of assessments and transparency in assessments:

- 12.3.1 Assessment & Certification will be the responsibility of NCVET approved Awarding Bodies and Assessment Agencies.
- 12.3.2 Online assessment system and proctored assessment will be prioritized for theoretical and practical assessment (wherever possible).
- 12.3.3 As far as possible, endeavour will be made to establish Common Assessment Centres (CACs) to ensure quality and transparency during the assessment process. The CACs shall be responsible for hosting assessments as per the requirements laid out by the Awarding Body / SSCs.

12.4 Assessment fees – Assessment fees shall be funded under the scheme.

12.5 2nd chance shall be provided to unsuccessful candidates under STT who have > 70% attendance. Assessment fees for these candidates shall also be paid under the scheme.

12.6 Certificates shall be made available to the candidates in Digital Form.

13. Placement and Post Training Support

13.1 Facilitation of wage employment / self-employment / apprenticeship shall be provided to the certified candidates under the STT component of the scheme.

13.2 PMKKs shall act as nodal centres at districts for providing self-employment support. The schedule of activities related to placements shall be circulated to DSCs for wider publicity.

13.3 Training linked to captive placements (training and placement within the same industry) will be promoted under the scheme.

13.4 Training Partner shall work in coordination with DSC / SSDM for placement of the candidates. NSDC and SSC shall actively support in this process.

13.5 Rozgar Melas to be organized on regular interval at district and regional level by TP / DSCs / SSDMs / SSCs for placement and apprenticeship.

13.6 Post training linkages with apprenticeship (registration support on apprenticeship portal) for certified candidates shall be provided.

13.7 A three-month placement / self-employment monitoring shall be done by Training Providers, DSCs, SSDMs.

13.8 All certified candidates shall be on-boarded onto ASEEM portal seamlessly to make them available to potential employers at click of a mouse.

13.9 Post placement verification shall be done by NSDC & DSC for central component and SSDM & DSC for state component of the scheme. NSDC may seek support of SSDM, if required.

14. Monitoring and Supervision

14.1 Monitoring and Supervision shall be done at various levels to ensure quality outcome. SSDM and DSCs shall be roped in along with NSDC for concurrent and continuous monitoring & supervision of the scheme including post placement. Monitoring would be done via technology-driven interventions as well as physical inspections for transparency and scalability.

15. Grievance Redressal

15.1 A Grievance Redressal mechanism for Applicant, Training Partners and Assessors shall be set up with the appropriate authority at District / State / Central level for a time bound resolution of grievances.

16. Deployment of Staff

16.1 To ensure smooth implementation of the scheme in both CSCM and CSSM component, SSDMs through their respective State Government, DSCs through their respective District Administration and NSDC are required to put in place a dedicated functional team to oversee the execution and monitoring of scheme. NSDC / SSC shall also augment their capacity at state-level for handholding and support to SSDMs and DSCs.

17. Capacity Building

17.1 NSDC / SSDM shall play the key roles in building the capacity of the participating stakeholders through training sessions, IT-based webinars, refresher course, regional / zonal review meetings, ideas exchange and knowledge exchange.

3.

Pradhan Mantri Kaushal Vikas Yojana 3.0 (2020-21) - Recognition of Prior Learning (RPL)

1. Introduction

1.1 Recognition of Prior Learning is a skill certification component to enable a large number of Indian youth to take on industry-relevant skill certification which will help them to secure a better livelihood. Individuals with prior learning experience or skills can register themselves and get assessed and certified under the Recognition of Prior Learning (RPL) component of the scheme. RPL focuses mainly on individuals engaged in unregulated sectors.

1.2 Any revisions made to these Guidelines will be uploaded on the official website of PMKVY (www.pmkvyofficial.org). All stakeholders are advised to regularly check for amendments / changes, if any.

2. Objectives of Recognition of Prior Learning (RPL)

2.1 To actively contribute to existing skill development in India by establishing an outcome-driven implementation framework which evaluates and recognizes skills and knowledge acquired outside the classroom (informal learning or learning through work), helps people acquire a formal qualification that matches their knowledge and skills, and if required up-skills / re-skills (through bridge courses) and thereby contributes to improving their employability, lifelong learning, social inclusion, and self-esteem.

2.2 The objectives of RPL are primarily three-fold:

- 2.2.1 To align the competencies of the pre-existing workforce of the country to the standardized National Skills Qualification Framework (NSQF)
- 2.2.2 To enhance the employability and / or entrepreneurial opportunities of an individual, and
- 2.2.3 To provide opportunities for reducing inequalities based on privileging certain forms of knowledge over others

2.3 RPL under PMKVY 3.0 also seeks to:

- 2.3.1 Create value by making it aspirational both from the standpoint of the candidate and the employer. Upskilling / reskilling and inclusivity by certifying people are ways to make RPL aspirational.
- 2.3.2 Leverage technological interventions in programme delivery by providing standardized content on digital and financial literacy, online assessments, etc.
- 2.3.3 Forge strong links with industry by gauging industry requirements, factoring these requirements into RPL, and thereby creating industry acceptance for people going through an RPL program and being certified.

2.3.4 Deploy demand-based selective RPL models by restructuring and designing demand-based selective models for different sectors (organized / unorganized) and improve target allocation by targeting geographies and sectors based on skill gaps / industry surveys / requirements, etc.

3. Project Types, Eligibility and Stakeholders involved

3.1 **Project Types in RPL 3.0:** RPL project types predominantly talks about the RPL execution strategy with respect to target beneficiaries. Five types of RPL projects will be available in PMKVY 3.0.

3.1.1 **RPL Type 1 (Camps):** The salient features for this project type are:

3.1.1.1 This is proposed to be conducted for target beneficiaries in a location where workers of a sector are consolidated (such as industrial and / or traditional skill clusters).

3.1.1.2 Orientation hours proposed is 12 hours.

3.1.1.3 Bridge Course, up to additional 68 hours, based on need and relevance can be added over and above the 12 hours of orientation.

3.1.1.4 Target Allocation will be implemented through RFP mode.

3.1.1.5 This will cover both CSCM and CSSM components.

3.1.1.6 PIA Cost and Tranches: Rs. 2,000/- with payment in 2 tranches.

3.1.1.7 Candidates going for this RPL type will receive an RPL kit.

3.1.1.8 A certified trainer will provide the orientation

3.1.1.9 The following can be Project Implementing Agencies (PIAs):

i Private and public expert bodies in the sector recommended by the SSCs, Non-government organizations (NGOs), cluster-based associations such as cooperatives (for example, agriculture, industry associations, etc).

ii Central and state government ministries, their institutions.

iii Central / state universities, skill universities, Government ITIs, KVKs, etc.

iv Training Providers in response to demand aggregation by District Skill Committees, State Skill Development Missions, SSCs, and Demand Portal.

3.1.1.10 Some examples of RPL in camp mode are:

i Automotive cluster of Mumbai-Pune, garment manufacturing cluster of Tiruppur district (Tamil Nadu), footwear cluster of Agra, farmer community, etc.

ii RPL at designated centres / camps for geographically scattered workers who need to be mobilized.

3.1.2 **RPL Type 2 (Employer Premises):** The salient features of this project type are:

3.1.2.1 This type of RPL is conducted on site at the employer's premises.

3.1.2.2 Orientation hours proposed is 12 hours. In case of employees not being available for 12 hours, a 4-hour, one day RPL, may be offered with discounted pay-outs.

3.1.2.3 Bridge Course, up to additional 68 hours, based on need and relevance can be added over and above the 12 hours of orientation.

3.1.2.4 Target Allocation will be implemented through RFP mode.

3.1.2.5 This will cover both CSCM and CSSM components.

3.1.2.6 PIA Cost and Tranches: Rs.1,700/- (for 12 hours) and Rs. 1,200/- (for 4 hours) with payment made in 2 tranches.

3.1.2.7 Candidates going for this RPL type will receive an RPL kit.

3.1.2.8 A certified trainer will provide the orientation

3.1.2.9 The following can be Project Implementing Agencies (PIAs):

i Registered employers / industry

ii SSC recommended industry associations, bodies, and institutions

iii Training Providers in response to demand aggregation by District Skill Committees (DSCs), State Skill Development Missions (SSDMs), Sector Skill Councils (SSCs) and Demand Aggregation Portal (DAP)

3.1.3 **RPL Type 3 (RPL by Demand):** The salient features for this project type are:

3.1.3.1 This type involves RPL at designated Pradhan Mantri Kaushal Kendra (PMKK)/ PMKVY centers.

3.1.3.2 Any individual or District Skill Committees (DSCs) can request for RPL at the available centre for a job role.

3.1.3.3 Orientation hours proposed is 12 hours.

3.1.3.4 This type will not have a bridge Course.

3.1.3.5 Target Allocation will be based on demand generated through Demand Aggregation Portal (DAP) at NSDC or by District Skill Committees (DSCs).

3.1.3.6 This will cover both the CSCM and CSSM components.

3.1.3.7 PIA Cost and Tranches: Rs. 1,400/- with payment made in 2 tranches.

3.1.3.8 Candidates going for this RPL type will receive an RPL kit.

3.1.3.9 A certified trainer will provide the orientation.

3.1.3.10 Project Implementing Agencies (PIAs): PMKKs / PMKVY which have been allocated Short Term Training (STT) targets in PMKVY 3.0 will be eligible.

3.1.4 **RPL Type 4 (RPL with Best-in-Class Employers (BICE)-Large Corporations / Industry and Medium Scale Enterprises):** This type of RPL entails:

3.1.4.1 Best-in-Class employer in both large and medium enterprise as per SSC criteria will be selected.

3.1.4.2 Employees of Best-In-Class employers from all the sectors shall be certified.

3.1.4.3 Senior employees such as supervisors / managers shall act as 'Employer -Assessors' in this mode.

3.1.4.4 There is no orientation module in this type. It only has assessment.

3.1.4.5 This type will not have a bridge course.

3.1.4.6 This will cover the CSCM component.

3.1.4.7 PIA cost and tranches: Rs. 1,200/- with payment made in 1 tranche.

3.1.4.8 Candidates going for this RPL type will not receive an RPL kit.

3.1.4.9 The following can be Project Implementing Agencies (PIAs):

i Sector Skill Councils (SSCs)

ii SSC recommended industry bodies / associations

iii Best in Class employer for its own employees

3.1.5 **RPL Type 5 (Online RPL):** This type of demand based RPL is:

3.1.5.1 Open to all skill seekers, who wish to take an online exam and get certified.

3.1.5.2 This applies to specific job roles where theory and practical are both amenable to be conducted online.

3.1.5.3 Proctoring is executed through video links and other tools, and there is no physical proctoring.

3.1.5.4 There is no orientation module in this type.

3.1.5.5 This type will not have a bridge course.

3.1.5.6 Target Allocation will be based on demand generated through Demand Aggregation Portal at NSDC.

3.1.5.7 This will cover only the CSCM component.

3.1.5.8 PIA cost and tranches: Rs. 1,200/- with payment made in 1 tranche.

3.1.5.9 Candidates going for this RPL type will not receive an RPL kit.

3.1.5.10 The following can be Project Implementing Agencies (PIAs):

- SSCs (for example, IT-ITES offering industry certificates)

3.1.5.11 The collective names / demand from demand portal can go to SSCs which then forms a batch on SIP. The candidates will be remotely proctored, assessed and will then be provided a certificate.

3.1.6 For all the five project types under RPL 3.0 these would be common elements: Kaushal Bima (3 years accident insurance), Skill Card, Assessment by SSC, Reward Money, reassessment module, study material to be provided by Training Provider, Monthly Performance Report submission by TP, penalty grid, revocation matrix, passing criteria, branding guidelines, term sheet signing process.

3.1.7 For a summary of the five project types *Annexure 4: Summary of Project Types* can be referred to.

3.2 Key Stakeholders in RPL under PMKVY 3.0

Table 1: Key Stakeholders in RPL

Ministry of Skill Development & Entrepreneurship (MSDE)	• Provides the funding for the scheme. • Provides the necessary policy decisions for implementing the RPL scheme. • Works as the grievance redressal for the RPL related queries from State Government and other Central Government Ministries.
National Skill Development Corporation	• The project implementing body of RPL from policy implementation to fund disbursement and quality check. • Manages the flow of RPL right from coming of proposal to closure of the execution.
Training Provider (TP) / / Project Implementing Agency(PIA)	• The proposing entity which is responsible for overall execution and implementation of the RPL project. • Receives financial payout for the project. • Legal entity that signs term sheet with NSDC.
RPL Facilitator Organization	• Responsible for conducting on-ground mobilization, counselling, pre-screening, and orientation/bridge course of the beneficiaries to function as extended arm of the Training Provider (TP). This is applicable generally if the TP does not have inherent capacity to train like SSDMs, SSCs, and Government departments. • Facilitator organizations will be tracked by Skill India Portal.
Trainers	• Trainers who are qualified as per the standards defined by SSC or any other approved awarding body, to provide orientation under PMKVY on the lines of NSQF. • Mandatory orientation to be given by ToT certified trainers. • Exception may be provided by the PMKVY 3.0 Executive Committee, if required.

Assessors	• Assessors who are qualified as per the standards defined by SSC or any other approved awarding body, to undertake assessments under PMKVY on the lines of NSQF. • Apart from certified assessors from SSCs, assessment by 'Employer Assessor' for Best-in-Class industries in RPL BICE (Type 4) and directly by remote proctoring in case of 'Online Certification' (RPL Type 5) will be allowed.
Sector Skill Council	• PIA in RPL types 4 and 5 and primary drivers for these RPL types. • Validate orientation and bridge course content. • Conduct ToT programs for RPL Facilitator Organizations whose trainers are not certified. • Assign Assessment Agencies to batches. • Approve the result submitted by assessor and verified by AAs. • Collect evidence for neutral and free fair assessment. • Certify candidates. • Notify the eligible job roles for RPL type 5. • Monitoring RPL project implementation.
Assessment Agency (AA)	• AAs will conduct assessments of beneficiaries. • The AA shall be an independent third party (neither the PIA nor RPL Facilitator Organization).
Demand Aggregation Portal (DAP)	• For mobilizing the candidates based on availability of RPL centers in the vicinity a Demand Aggregation Portal would be used primarily for RPL by Demand (Type 4) and Online RPL (Type 5).
Skill India Portal (SIP)	• This is a Management Information System for PMKVY which is an online repository of integrated database relating to value chain of RPL program initiating from registration to certification process.
District Skill Committees (DSCs)	• DSCs as defined in PMKVY 3.0 Guidelines. • In addition to mobilization, counselling, and batch formation, DSCs would also be involved in monitoring and supervision at the district-level.
State Skill Development Mission (SSDM)	• SSDMs / respective Departments in States / UTs will review the district-level skill development plan prepared by DSCs. • SSDMs / respective Departments will aggregate skill gap from all districts and share the consolidated skill development plan with MSDE.
Kaushal Mitras	• Kaushal Mitras are village / field level functionaries who would assist in identifying, preliminary counselling and handholding of the beneficiaries who need skill development program.
PMKVY 3.0 Screening Committee (SC)	• The PMKVY 3.0 SC conducts the screening of RPL proposals as per the Guidelines and provides its recommendations for suitability of proposal and number of targets to be allocated.
Project Sanction Mail and Acknowledgement	• This is a tangible document signed by PIA while awarding the RPL execution targets.
PMKVY 3.0 Executive Committee	• The PMKVY 3.0 Executive Committee (EC) accords final approval to RPL proposals as per the Guidelines and merit of the proposal. • The PMKVY 3.0 EC conducts screening of RPL proposals presented in and recommended by the PMKVY Screening Committee.

3.3 Eligibility Criteria

3.3.1 Who can go for RPL?

3.3.1.1 RPL is applicable for any candidate of Indian nationality who:

3.3.1.1.1 Is of age between 18-45 years.

3.3.1.1.2 Has prior experience in the job role for which they want RPL certification and as specified by the SSCs for those job roles.

3.3.1.1.3 Possesses an Aadhaar card and Aadhaar linked bank account.

3.3.1.1.4 Fulfils other criteria related to work experience, as defined by the SSCs for the respective job roles.

3.3.1.2 If target beneficiaries belong to higher age groups than those specified in point 1, the Project Implementing Agency (PIA) would have to get this approved during the sanction from the PMKVY 3.0 Executive Committee / State level Empowered Committee.

3.3.2 Who can become a Project Implementing Agency (PIA)?

3.3.2.1 RPL Implementation Agency refers to the proposing entity for RPL project, which is responsible for the overall execution and implementation of the RPL:

3.3.2.1.1 Any legal entity such as private companies, non-profit organizations, NGOs, industrial associations, cooperatives, etc. which have been working in the sector and have been recognised for such work. Recognition would include state and national level awards, SSC recommendation, etc.

3.3.2.1.2 Best-in-Class employers as determined by SSC criteria.

3.3.2.1.3 Central and state government ministries, departments, associations, etc.

3.3.2.1.4 Any department / organization registered with any State / UTs Government under the union of India

3.3.2.1.5 Specific eligibility criteria as notified by Ministry of Skill Development and Entrepreneurship (MSDE) be defined / altered time to time.

3.3.2.1.6 SSCs will not be encouraged to become PIAs in RPL except RPL Type 4 and 5.

3.3.2.1.7 Assessment Agencies will not be permitted as PIA under RPL in PMKVY.

3.3.2.2 In order to be eligible to apply as a PIA, an entity should be:

3.3.2.2.1 Any form of corporate entity or legal entity.

3.3.2.2.2 Has been incorporated for more than 03 years at the time project proposal is submitted to NSDC with at least 1 year of experience in the proposed sector(s), and

3.3.2.2.3 Should have an average annual turnover of last 3 financial years that is at least 25% of the total project cost proposed.

3.3.2.2.4 The PIA may propose a maximum of two projects, included rejected proposals, across all available sectors in a given financial year.

3.3.2.2.5 The PIA should have a positive net worth for the last two consecutive financial years.

3.3.2.2.6 Minimum three months gap from the date of return of proposal to resubmission of a returned or rejected proposal.

3.3.2.2.7 The conditions may be exempted in case of Government / semi-Government organizations.

4. Project Sanction

4.1 Coverage of Beneficiaries: PMKVY RPL target is 5.80 lakh and will be divided in the ratio of 75:25 between the central and state components. Based on demand / performance, the ratio of State component may be increased / decreased.

4.2 Identification and selection of RPL projects

4.2.1 The identification of projects for RPL shall be done as follows:

4.2.1.1 MSDE will allocate targets for states for Central and State component of RPL, based on objective parameters.

4.2.1.2 **Central Component:** The implementation of the project shall be done through NSDC for the entire central component target of a state. NSDC will identify projects as per assessment done by SSC / NSDC / self demand by candidates on Portal / SSDM / DSC. SSDM and DSCs will be free to suggest projects under the Central component, based on local demand, and same may be included by NSDC for implementation if found otherwise to be fit and suitable.

4.2.1.3 **State Component:** The state component of the target shall be implemented by SSDMs. They shall identify suitable projects with the help of DSCs having such a demand and shall implement it as State component. PMKVY 3.0 State level Empowered Committee to sanction such projects. Selection of most suitable RPL Implementation Agencies (PIAs) to be done in transparent and competitive manner.

4.3 NSDC shall further through RFP process identify PIAs for implementation of entire projects under CSCM Component.

4.4 SSDM shall implement projects under CSSM component either through an RFP process or through NSDC empanelled PIAs with the approval of PMKVY 3.0 State level Empowered Committee.

4.5 The projects with bridge courses either in CSCM / CSSM component shall be approved by the PMKVY 3.0 Executive Committee at MSDE.

4.6 RPL under PMKVY 3.0 should be focused on job roles of NSQF level 3,4 or 5.

4.7 Proposal Review

4.7.1 For CSCM component: PMKVY 3.0 Executive Committee (EC) at MSDE shall be the apex committee for smooth implementation and monitoring of RPL under the central component. For overall target allocation, the recommendations of the RFP evaluation committee will be approved by the EC.

4.7.2 For CSSM component: A State Screening Committee shall be formed by SSDM / Nodal Skill Development Department in the State / UT chaired by Mission Director or any other officer of equivalent or higher rank for implementing of RPL under the state component. The recommendations of the State Screening Committee shall be approved by the State level Empowered Committee.

5. Project Finance

5.1 Four types of pay-outs have been covered in the total project cost:

5.1.1 Pay-out to PIA

5.1.2 Pay-out to SSC

5.1.3 Pay-out for Kaushal Bima

5.1.4 Pay-out to the Candidate

5.2 The indicative project cost per candidate is given in the table 2:

Table 2: Indicative Project Cost per Candidate. - In Rs. per Candidate

Sl. No.	Particulars		Project Type 1 - *Camps*	Project Type 2 - *Employer Premises*	Project Type 3 - *RPL by Demand*	Project Type 4 - *BICE*	Project Type 5 - *Online RPL*
1	**Pay-out to PIA**						
1.a	12 hours Orientation		Rs. 2,000/-	Rs. 1,700/-	Rs. 1,400/-	NA	NA
1.b	4 hours Orientation		NA	Rs. 1,200/-	NA	NA	NA
1.c	Pay-out for Bridge course		*As per Common Norms, if approved as per Guidelines (not applicable for project types 3, 4 and 5.*				
2	**Pay-out for Kaushal Bima**		** The Total Cost has been calculated after considering the maximum orientation cost, average assessment cost of Rs.975/- and not the bridge course cost. For all RPL project types, the insurance payout is not a part of the PIA payout.*				
	Kaushal Bima (3 years insurance under Pradhan Mantri Suraksha Bima Yojana-PMSBY)		Rs. 76.7/-	Rs. 76.7/-	Rs. 76.7/-	Rs. 76.7/-	Rs. 76.7/-
3	**Pay-out to Candidate**						
3.a	Reward Money		Rs.500/-	Rs. 500/-	Rs. 500/-	Rs. 500/-	Rs. 500/-
4	**Pay-out to SSC**	**As per Common Norms, in line with the matrix given below**				**Rs. 1,200**	**Rs. 1,200**
	NSQF Level	**Common Norms Category**		**Category 1**	**Category 2**	**Category 3**	
	10	Senior Level / Specialized, Executive level		Rs. 1,125/-	Rs. 937.5/-	Rs. 750/-	
	9						
	8						
	7	Mid-Level / Administrative Employment		Rs. 975/-	Rs. 825/-	Rs. 675/-	
	6						
	5						
	4	Entry level / Operational Employment		Rs. 900/-	Rs. 750/-	Rs. 600/-	
	3						
	2	Pre- employment (For schools) / Non – Organizational		Rs. 525/-	Rs. 450/-	Rs. 375/-	
	1						
5	**Total Cost per Candidate (1+2+3)**	**Rs. 3,551.7/-**		**Rs. 3,251.7/-**	**Rs. 2,951.7/-**	**Rs. 1,776.7/-**	**Rs. 1,776.7/-**

5.3 The pay-out for bridge courses would be as per Common Norms for the hours of bridge, subject to a maximum of 68 hours.

5.4 In projects where utilization of Government-owned infrastructure, equipment, trainers supported by other projects or Government agencies is involved, project cost will be discounted.

5.5 Pay-outs will be directly transferred to the RPL PIA's bank account (DBT) on the completion of the following milestones:

5.5.1 **Tranche 1:** 80% payment on result approval by the SSC. 100% for RPL 4 and 5 post successful certification of candidates and submission / upload of relevant documents.

5.5.2 **Tranche 2:** 20% payment upon submission / uploading of Monthly Performance Report (MPR) and submission of proof for certificate handover, with or without the distribution ceremony.

5.6 **Pay-out to the SSC:** The assessment pay-out will be provided for overseeing and facilitating final assessments, as per the NSQF level of job roles as given in the PMKVY 3.0 Guidelines.

5.7 **Pay-out for Kaushal Bima:** Every certified candidate will be provided with 3-year accidental insurance of Rs. 2 lakh.

5.8 **Pay-out to Candidates / Reward for Certification:** Every certified candidate will get a reward of Rs. 500/- for clearing the exam as encouragement. The pay-out to candidates will be processed centrally and will be transferred directly to the bank account of the candidate.

5.9 Candidates may choose to enrol for the second time in a different job role / related job role / higher job role, under RPL, during the duration of the scheme. The pay-out against such candidates (which includes pay-out to candidates, PIAs and SSCs) shall only be given for enrolment for a maximum of two job roles, only if there is a six-month gap between the certification date of the first job role enrolled for and the subsequent enrolment date under RPL (or the batch start date).

6. RPL Process

6.1 Process Overview:

6.1.1 The overall RPL process comprises of five steps, as specified below. While this is general process for RPL types 1, 2, and 3, the Guidelines need to be referred to for project types 4 and 5.

6.2 For RPL project types 4 and 5:

6.2.1 Kindly refer to the Guidelines of RPL by Best-in-Class employers on the PMKVY portal for details.

6.2.2 Type 5 online RPL will also follow the same model for Demand Aggregation. However, the candidates will be assigned to concerned SSCs which will create a batch and then carry out remotely proctored assessment.

6.3 Five-Step RPL Process

6.3.1 **Step 1: Mobilization:** Mobilization of candidates shall be driven through following modes:

i TP itself

ii DSCs / SSDM / SSC / Demand Portal

ii Online Demand Aggregation Portal created by NSDC (only for types 3 and 5) for CSCM.

6.3.2 Pre-registration of candidates is mandatory for enrolment in the program.

6.3.3 Candidates mobilized should strictly follow the overall eligibility criteria as specified in the Guidelines. PIAs must ensure candidate's willingness to participate in the RPL program.

6.3.4 RPL by Demand, Type 3, will use the Demand Aggregation Portal (DAP) capturing the direct demand for RPL certification by interested candidates. Candidates here have the option of choosing the location of a PMKK centre and specific job role on which they wish to take the training.

6.3.5 Online RPL, Type 5, direct demand for RPL certification by interested candidates shall be captured through Demand Aggregation Portal. SSCs will conduct remotely proctored online assessment for candidates.

6.3.6 **Step 2: Pre-Screening and Counselling:** For all RPL project types, the following pre-screening and counselling instructions should be adopted:

6.3.6.1 PIAs shall engage SSC / Awarding Body approved trainers who have completed the Training of Trainers (ToT) programme, for counselling and pre-screening of candidates.

6.3.6.2 PIAs are to evaluate the existing skill sets and experience of the candidates based on pre-screening format set by respective SSCs for each job role and a self-assessment test.

6.3.6.3 Potential candidates must be counselled by the PIA / trainer in the following areas:

i A brief about MSDE, Skill India programme, and RPL processes.

ii Eligibility criteria for appearing for RPL certification.

iii The benefits of RPL certification and how to avail those benefits.

iv Possible Career Progression (vertical and horizontal).

v Employment opportunity (both wage and self) with learned skill.

6.3.6.4 In addition to this, the Induction Video on RPL under PMKVY should be shown to the candidates at this stage.

6.3.6.5 After counselling, the RPL facilitator would need to conduct a robust and thorough pre-screening of the candidates to ascertain which job role matches with their prior knowledge and experience most, and to identify knowledge gaps, if any. The pre-screening process is divided into following two parts:

i **PART 1:** The collection of supporting documentation and evidence from the candidate - SSCs to specify the personal information required and the supporting documentation that may be available for the job role.

ii **PART 2:** Candidate self-assessment for assessing the previous knowledge of the candidate.

6.3.6.6 Candidates shall be enrolled under the scheme upon completion of counselling, pre-screening and registration. At the time of enrolment, it is mandatory for candidates to have valid Aadhaar and active bank accounts. If a candidate does not have an Aadhaar number and / or a bank account, the PIA is required

to facilitate the same prior to the enrolment of candidate under the scheme.

6.3.7 **Step 3: Orientation**: The following orientation Guidelines shall be adopted for all RPL project types

6.3.7.1 Minimum Duration of Orientation (12 Hours and 4 Hours)

i PIA shall ensure that each enrolled candidate mandatorily undergoes a basic module of 12 hours of orientation.

ii This orientation must be delivered in a classroom setting. The PIA shall arrange the necessary training infrastructure and required laboratory / equipment at the RPL location, as per the requirements defined by respective Sector Skill Council (SSC) for the identified job roles.

iii Orientation content will be designed by the TP, industry experts and vetted by the SSC.

Table 3: Orientation Activities (12 Hours)

Sl. No.	Name of the Activity	Minimum Duration
1.	Domain Training (clarification of any doubts / gaps a candidate may have with respect to the job role)	6 Hours
2.	Soft Skills and Entrepreneurship tips specific to the Job Role	4 Hours
3.	Familiarization with Assessment Process and Terms	2 Hours

6.3.7.2 **Bridge Course Option for Upskilling:** In addition to the 12 hours of Orientation, a PIA may also propose a bridge course for RPL Type 1 and 2 to be imparted to target beneficiaries, as deemed appropriate. Given below are the salient features of bridge course:

i Bridge course duration will be upto 68 hours and will be an addition to the standard 12 hours of the orientation module. The Executive Committee may increase the total duration beyond 80 hours for a specific project.

ii The proposed bridge course may be, but not necessarily based on both core NOSs and Non-Core NOSs of the job role. PIAs may undertake customized content subject to the approval of the Executive Committee.

iii The content for bridge courses will need to be validated by the SSC. The additional topics and sub-topics that will be covered in the bridge course need to be aligned with skill gaps and demand / requirement of target audience, as substantiated in the project proposal.

iv If approved, pay-out to PIA for the bridge course will be in accordance with Common Norms. The same shall be over and above the base RPL (12-hour orientation) pay-out to PIA per candidate.

v Where on-the-job-training with employers / industry is weaved into the bridge course the pay-out for the bridge will remain the same to promote OJT / industry exposure for candidates.

6.3.7.3 **RPL Kit:** For RPL Types 1, 2 and 3, the PIA shall provide an RPL Kit that will mandatorily have the following items:

i 01 Standard PMKVY T-shirt (For males) / Jacket or T-shirt (For females and Transgender) [*Females and transgender will be allowed to opt either for T-shirt or Jacket]

ii 01 Standard PMKVY Cap

iii Study material for that the job role

iv Job role related items such as tools, items which can be useful at workplace, etc. (this is optional).

6.3.8 **Step 4: Final Assessment:** For all Project Types, the following assessment Guidelines shall be adopted.

6.3.8.1 The scores of self-assessment and online training modules (if taken) will be available to the candidate and monitors during visit.

6.3.8.2 Assessments under RPL shall be conducted in a manner like the Short-Term Training component of PMKVY (2020-2021) in accordance with the NSQF.

6.3.8.3 Common Assessment Centre (CAC) s are proposed under PMKVY 3.0 to ensure quality and transparency during the assessment process with emphasis on online assessment system for theoretical and practical assessment (as far as possible, endeavour will be made) shall be planned. Such initiatives will further increase the overall credibility of certification. Every CAC will be available with the necessary tools and infrastructure for conducting assessment of the job roles.

6.3.8.4 It is the responsibility of PIA to make sure that the equipment specified by SSC is available for assessment. The same should be checked by the assessor and monitors.

6.3.8.5 Online assessments will be promoted wherever possible.

6.3.8.6 The following may be added to the pool of assessment and certification process in consultation with NCVET to maintain a robust and smooth process of accreditation and certification:

i Academic Institutions

ii Industry Bodies

iii Government ITIs / NSTIs / RDSDEs / State Directorate

6.3.8.7 Marks scored in the Core NOSs of a QP shall be given 70% weightage in the total score. The remaining 30% weightage shall be from the Non-Core NOSs.

i **For example:** A QP has five NOSs (three Core and two Non-Core). A candidate scores 240 marks out of 300 in the three Core NOS, and 160 out of 200 in the two Non-Core NOSs. The total score of the candidate will be (240 / 300 x 70) + (160 / 200 x 30) = 80 out of 100.

6.3.8.8 The pass percentage for a QP basis the NSQF levels is outlined in the table below.

Table 4.1: Pass percentage for a QP based on the NSQF Levels

NSQF Level	Percentage required for passing a QP
1, 2, and 3	50%
4 and above	70%

6.3.8.9 Candidates, who achieve greater than or equal to the pass percentage for a QP, shall be awarded the Skill Certificate, marksheet, and a pay-out of Rs. 500/-. Certified candidates will also receive a grade (A / B / C) on the Skill Certificate (Kindly refer table 4.2 for the grading criteria).

Table 4.2: Grades provided on Skill Certificate

Grade	Score Range
NSQF Level 1, 2, and 3	
A	85% and above
B	> 70% to < 85%
C	50% to 70%
NSQF Level 4 and above	
A	85% and above
B	70% to < 85%

6.3.8.10 Candidates who score less than 30% of the total score, shall receive only the marksheet and be encouraged to undergo Short Term Training under PMKVY.

6.3.8.11 Only those candidates who have valid Aadhaar and an Aadhaar linked bank account shall be issued the Skill Certificate / marksheet / pay-out, as applicable, in accordance with criteria mentioned.

6.3.8.12 Capturing high quality pictures and videos, attendance sheets, and other documents as a proof of training are to be retained by the PIA for at least one year after the closure of the project.

6.3.8.13 Towards the end of final assessment, the PIA shall ensure candidates fill up the Candidate Feedback Form available in regional languages. These forms should be confidential and the process for the same will be developed.

6.3.9 **Step 5: Certification:** For all project types, the following instructions shall be adopted in relation to certification and pay-out Guidelines.

6.3.9.1 SSCs need to quickly validate and approve the results uploaded by the CACs / AAs of the final assessment within a specified timeline.

6.3.9.2 It is the responsibility of the TP to ensure that candidates receive their RPL certificates, along with the RPL skill card and marksheet.

6.3.9.3 Candidates will be provided skill certificate / marksheet / Pay-out (Rs. 500/-) based on their eligibility.

6.3.9.4 The pay-out of Rs. 500/- will be directly deposited to the candidate's bank account. Only candidates with valid bank account details are to be considered for processing of the pay-out amount.

6.3.9.5 PIAs need to ensure that accurate bank details of candidates are captured on SIP upon enrolment.

6.3.9.6 All RPL certified candidates shall receive accident insurance of three years. A unique policy number of the accident insurance is mentioned on the certificate that is to be awarded to respective certified candidates.

6.3.9.7 Candidates eligible for the Skill Certificate shall also be provided grades (A / B / C) as per table 4.2.

6.3.9.8 High resolution pictures and videos needs to be taken for the Certificate and marksheet distribution ceremony, including the batch-wise photos of candidates. PIAs need to upload images and videos on a portal designated by NSDC.

6.3.10 **Step 6: Reassessment**

6.3.10.1 A failed or a dropped out candidate can undergo a reassessment. A second chance for undergoing assessment shall be provided to unsuccessful candidates. Reassessments will be carried out as per PMKVY Guidelines and will be paid by the TP.

7. Branding and Publicity

7.1 Branding will be undertaken in accordance with the PMKVY Branding and Communication Guidelines. Any deviation from the norms may result in cancellation of project or penalty as decided by the MSDE / NSDC / SSDM.

7.2 NSDC / SSDM / SSC shall publicize and promote RPL program at National and State level. DSC/PIA shall be responsible for promotion of RPL projects at local level, through the following medium:

7.2.1 ***Print Media:*** Advertisements in local newspapers, photo opportunities, and press release.

7.2.2 ***Outdoor Advertising:*** Wall Paintings, installation of outdoor hoardings, and posters in populated areas.

7.2.3 ***Electronic Media:*** SMS, WhatsApp, pictures and videos on Facebook, YouTube, Twitter, and NSDC / PMKVY / SSC / Trade Associations websites, local and community radio stations.

7.3 The PIA will be responsible for the arrangement of necessary collaterals for branding and communication in accordance with the PMKVY Branding and Communication Guidelines.

8. Monitoring Framework

8.1 **Monitoring Framework and Quality Evaluation**

8.1.1 If the project does not start within a month after project approval, it will be automatically cancelled.

8.1.2 The project will be evaluated against certain time milestones and if the progress is not satisfactory, one or all of the following will be adopted, as per Penalty Matrix:

8.1.2.1 Revocation of targets.

8.1.2.2 Deduction from pay-outs as monetary penalization.

8.1.2.3 Closure of the project.

8.1.3 NSDC, SSDM, and DSC will be actively involved in the monitoring of projects.

8.1.4 Monitoring and Evaluation will have specific emphasis on ensuring quality in assessment and making RPL certification aspirational in the country.

8.1.5 Monitoring parameters would also include the provision of infrastructure, the availability of tools and equipment during orientation and assessment (as validated by the SSC), the provision of mandatory kits to all participants, the provision of study material to all participants, etc.

8.1.6 All the trainings conducted under are to be supported by a biometric attendance system unless mentioned otherwise during approval.

8.1.7 The implementation of the training project by a PIA will be subject to monitoring under the PMKVY scheme. The PIA must be willing to declare the accounts and bank statements (pertaining to the project) to the Government and / or Government / NSDC empanelled auditors at any time during and after completion of the project.

8.1.8 The training programs of PIAs will be evaluated through onsite monitoring and random physical verification visits by DSC / SSC / SSDM / NSDC.

8.1.9 SSCs may be involved in monitoring of ongoing training programs at various stages of implementation.

8.1.10 The implementing agency / coordinating agency will be required to submit the progress reports in the given formats from time to time.

9. Grievance Redressal Mechanism

9.1 A Grievance Redressal mechanism shall be created for PMKVY 3.0 wherein DSC shall play the role at District level for both Central and State component with escalation matrix to include NSDC for Central component and SSDM for State component. The final escalation of the unresolved queries shall be to MSDE. A detailed SOP shall be released separately for the same.

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Pradhan Mantri Kaushal Vikas Yojana 3.0 (2020-21) – Special Projects

1. Overview of Special Projects under PMKVY 3.0

1.1 The objective of Special Projects of PMKVY 3.0 (2020-21) is to undertake project-based skilling interventions, primarily to meet the skilling needs of marginalized or vulnerable groups (to mean hereafter such as Scheduled Castes and Tribes, transgender, persons with disabilities, women, economically backward people, any other category which identifies as marginalized/vulnerable and is recognized by Government of India and State governments) and those of difficult/remote geographies, hard to reach areas (such as LWE, aspirational districts, J&K, Ladakh, North East states, Island territories) which may not meet all the parameters as laid down in the Guidelines of Short Term Training (STT) of PMKVY 3.0 due to special circumstances.

1.2 Special Projects also envisages of covering short-term skilling initiatives undertaken by reputed industry bodies offering captive placements opportunities; projects with innovative strategies; projects offering local livelihood through creative market linked entrepreneurship, and/or projects assuring international placements.

1.3 By its very intent, the projects falling under the Special Projects of PMKVY 3.0 are required to be dynamic in approach and need to go beyond the routine short-term skilling to enhance the all-round competency and adeptness to the marginalized sections of the country.

1.4 The targets under Special Projects will constitute 12% in Centrally Sponsored Centrally Managed (CSCM) component of the total allocated targets under Short-Term Training (STT) of PMKVY 3.0. Such projects will be approved by PMKVY 3.0 Executive Committee.

1.5 During PMKVY 2.0, states were also permitted to utilize 15% of their targets towards Special Projects. Similarly, in PMKVY 3.0, MSDE permit States to implement 15% of their STT targets as per these Special Projects guidelines, within the state STT budget. Such projects will be approved at the State level by State Empowered Committee.

2. Type of projects to be taken up under Special Projects of PMKVY 3.0

2.1 Projects targeting marginalized and vulnerable groups

2.1.1 The target group may include groups as mentioned in Section 1.1 above. Special focus may also be given to rural artisans, women, jail inmates, inmates of juvenile homes, members of the transgender and beggars communities, with an aim to

provide income generation opportunity and ease their entry into the mainstream society.

2.1.2 Project proposals from organizations primarily Non-Government Organizations (NGOs), Organizations of Persons with Disabilities (DPOs), various Development Agencies working for Particularly Vulnerable Tribal Groups (PVTGs), and similar other organizations, who are already working and have established some model for supporting these groups. These organization in course of their work with vulnerable/marginalized communities should have skilled them, leading to economic upliftment. Such organizations would be expected to have been awarded or recognized for their work by the State Governments, Government of India or international organizations linked to UN, etc. Further, recognized organizations/NGOs/Government bodies under the Ministry of Tribal Affairs (MoTA) and Ministry of Social Justice and Empowerment (MoSJE), who have niche in training the marginalized communities, tribal forest areas shall also be considered as Special Projects Implementing Agency (SPIA).

2.2 Project proposals submitted by industry bodies, Sector Skill Councils (SSCs) sponsored organizations or reputed industry associations at the national/state-level, committing 90% captive placement shall be a SPIA for their projects. Training will be conducted within the premises of SPIA or premises hired by them.

2.3 Project proposals through Government organizations, would include Central and State Government including Union Territories (UTs), their ministries/departments, institutions, organizations, autonomous bodies, Public Sector Undertakings (PSUs) and similar agencies shall be considered under Special Projects. Government organizations would be permitted to submit proposals for skilling in their respective domains including skill trainings in institutional settings like jails, juvenile homes, police stations, and similar other institutions. The Government organizations can opt to become a SPIA themselves or implement the project through Training Providers (TPs) as SPIAs. However, the overall responsibility of the project will remain with the concerned Government Department / organization. The selection of TPs in such cases should be done through a competitive and transparent process.

2.4 Targeting difficult geographies such as tribal areas, LWE, Aspirational districts, which have very remote access shall be considered under Special Projects.

2.5 Micro-entrepreneurship projects, which provide end-to-end linkages from skilling to market-connect/self-employment opportunities for local artisans and candidates belonging to the marginalized communities, and have an established model of promoting entrepreneurship for such groups, could include setting-up training-cum-production centre, and employing certified candidates in such centres, or providing candidates support to produce goods and market them, shall be considered as Special Projects.

2.6 Projects involving job roles, which are not there in Short Term Training (STT) of PMKVY 3.0 shall be considered under Special Projects provided that, they are catering to uplift the standard of living of the marginalized communities/special groups. However, non-PMKVY confirming job roles will not be the sole criterion for considering as a Special Projects. Exceptional projects may also be considered by the PMKVY 3.0 Executive Committee/State Empowered Committee on merit for such job roles catering to the need of a specific local culture or economy.

2.7 To train the marginalized communities or backward-societies, any other type of proposals may be considered with the approval of Executive Committee/State Empowered Committee.

2.8 Organizations providing international placements or innovative skill projects will also be permitted under Special Projects.

3. Type of Organizations, Who Can Apply

3.1 ***Specialist Organizations*:** Such organizations could be NGOs, research labs, educational or financial institutions and other expert organizations, who are experienced and specialize in working with and skilling of marginalized communities or specialize in working in proposed difficult geographies.

3.2 ***Captive Placement*:** Corporate, Industry bodies, associations, and Sector Skill Councils (SSCs) on behalf of/by aggregating demand from industry clusters sponsored organization with assurance of providing 90% captive placement/placement.

3.3 ***Government organizations/departments*:** With the domain support of Government schemes and institutional settings, Ministries, Government departments or organizations or private training institutions on behalf of government departments, can propose for training programs.

3.4 Organizations already providing/proposing innovative models of skilling linked to entrepreneurship and those providing international placements.

3.5 Entities or Training Providers, who have skilling as their primary business and/or, which are already skilling in Short Term Training (STT) of PMKVY 3.0 can implement programs on behalf of and under ownership of various ministries and government departments. Similarly, SSCs are encouraged to implement the programs through industry bodies/ associations for captive placements.

4. Permissible Flexibility

4.1 Special Projects shall follow the STT Guidelines of PMKVY 3.0. However, some Special Projects may not fit to the strict Guidelines of PMKVY 3.0 STT and flexibility may be required. Thus, relaxations may be permitted by the PMKVY 3.0 Executive Committee/ State Empowered Committee on the merit of the projects.

4.2 Particularly, the modalities relating mobilization, counselling, registration, enrolment, training, assessment, certification and placement of candidates, monetary benefits to candidates, duration of training programs, inclusion of soft skills, digital literacy, etc., EEE module, will be as per STT Guidelines of PMKVY 3.0, unless an exception is approved for a project by PMKVY 3.0 Executive Committee/State Empowered Committee.

4.3 **Infrastructure**

4.3.1 All Training Centres (TCs) should apply and qualify the process of Skill Management and Accreditation of Training Centres (SMART), for accreditation and affiliation under PMKVY 3.0.

4.3.2 Certain relaxation in terms of lower space available/not meeting exact space specifications in the infrastructure of TCs may be provided as per the need of the project or as decided by the PMKVY 3.0 Executive Committee/State Empowered Committee.

4.3.3 However, all TCs should have the mandatory equipment and machineries as specified by the respective Sector Skill Councils (SSCs).

4.4 **Unique identification of the Candidate**

4.4.1 Additional IDs may be permitted by PMKVY EC in exceptional cases such as jail inmates. The permissible id and/or authorized signatory will be approved by the PMKVY 3.0 Executive Committee/State Empowered Committee.

4.5 **Trainer**

4.5.1 Flexibility in terms of required qualification for trainers and relaxations in terms of Training of Trainers (ToT) may be extended in cases, where the PMKVY 3.0 Executive Committee/State Empowered Committee decides that trainers are qualified enough and do not require any such ToT. Any relaxation or flexibility is to be vetted and certified by the concerned SSCs.

4.6 **Assessment**

4.6.1 Awarding bodies permitted under PMKVY 3.0 will be able to do assessment in Special Projects.

4.7 **Additional Benefits to Candidates**

4.7.1 Additional services such as conveyance, boarding & lodging and transportation may be extended by the PMKVY 3.0 Executive Committee/State Empowered Committee for a project beyond the criteria laid down under the Guidelines of Short-Term Training (STT) of PMKVY 3.0.

4.8 **Teaching Methodology (Pedagogy)**

4.8.1 Flexibility may be provided in pedagogy (promoting innovative ways of training/ using attractive aids during training, other ways would be permitted on merit basis).

5. Process for Special Projects

5.1 The overall process for Special Projects of PMKVY 3.0 comprises of the following steps, as specified below. Steps from mobilization to placement remain the same as laid down in the Guidelines for Short Term Training (STT) of PMKVY 3.0.

5.1.1 Submission of projects and its approval.

5.1.2 Mobilization and Training

5.1.3 Assessment and Certification

5.1.4 Placement

5.1.5 Post-placement support

6. Target Beneficiary

6.1 The candidates must fulfil other criteria, as defined by the Sector Skill Councils (SSCs) for the respective job roles. Relaxations in required qualifications may be proposed by the SSCs and approved by PMKVY 3.0 Executive Committee/State Empowered Committee, if deemed fit.

6.2 In case of projects under captive placement, candidates should not be an employee (either regular or contractual or outsourced staff) of any company or organization.

7. Curriculum and Standards

7.1 All job roles are required to be aligned with National Skill Qualification Framework (NSQF). SPIAs are required to follow the course curriculum as prescribed by the concerned SSCs/awarding body for the job role.

7.2 In case the SPIA wants to train under a new job role, they may connect with SSCs at their level before applying for Special Projects under PMKVY 3.0. The applications for Special Projects of PMKVY 3.0 will be accepted only after the job roles are approved by National Skill Qualification Committee (NSQC), and course/curriculum is ready.

8. Project Cost

8.1 Pay-outs will be as per Common Cost Norms and in line with the Guidelines of Short-Term Training (STT) of PMKVY 3.0.

8.2 In case of Government infrastructure or Government arranged infrastructure being used for training, the expenditure to be incurred should be reduced as per the Guidelines of PMKVY 3.0.

8.3 In case of projects approved on captive placements, the entire third tranche will become due on achievement of the specified placement percentage and there will be no pro-rata payment. No other incentives payment based on placement percentage will accrue for these projects.

9. Receipt of Project Proposal, Evaluation and Approval

9.1 There will be two target allocation routes, project-based route and RFP route.

9.1.1 **Project-based route -** Targets shall be directly allocated to Ministries, reputed

government organizations, SSCs/industries/ association for captive placements and ScPwD. There proposals shall be evaluated at NSDC and further approved by PMKVY 3.0 Executive Committee for the CSCM component and State Empowered Committee for CSSM component.

9.1.2 **RFP route -** Online RFP route will be adopted to invite, screen, and evaluate project proposals for training of focused group or in special areas as identified by implementing agencies (NSDC/SSDMs) (if not included in 9.1.1.) with the approval of PMKVY 3.0 Executive Committee/State Empowered Committee.

10. Registration and Enrolment of Candidates

After creation of projects, SPIA will be able to enrol candidates for training. SPIA is expected to conduct mobilization and counselling of candidates prior to enrolment. A manual is available on the Skill India Portal (SIP) website (https://skillindia.nsdcindia.org) for understanding the process. SPIAs shall be responsible for entering details of the candidates on Skill India Portal (SIP).

11. Monitoring

11.1 Implementation of training by an SPIA will be subjected to the monitoring STT Guidelines of PMKVY 3.0.

11.2 Projects, which do not commence within three months from the date of approval, will be automatically cancelled.

11.3 The project will be evaluated against certain time milestones and if the progress is not satisfactory, one or all of the following will be adopted as per the Penalty matrix:

11.3.1 Revocation of targets,

11.3.2 Deduction from pay-outs as a monetary penalization,

11.3.3 Closure of the project.

11.4 The SPIAs will abide by all monitoring and audit related instructions.

12. Branding and Communication

12.1 SPIA shall abide by the Guidelines of branding and communication collaterals of PMKVY 3.0. Any addition/alteration to the said Guidelines shall require prior approval of the branding team of PMKVY 3.0. Any deviation from the norms may result in cancellation of the project or penalty, as decided by the NSDC / SSDMs.

12.2 All the latest communication and branding collaterals will be exclusively available on the website PMKVY (https://pmkvyofficial.org).

13. Impact Assessment

13.1 NSDC/SSDM may empanel external impact assessment agencies, which will conduct the baseline and end-line survey of the approved projects. The cost for impact assessment will be deducted from the project cost of the SPIA. Report submitted by the agency will be used to assess the impact of the project and future allocation of targets, if any.

Annexure 1

Detailed mechanism for Financial Management

1. The Central Component CSCM (Centrally Sponsored Centrally Managed) of PMKVY 3.0 (2020-21) to be implemented through National Skill Development Corporation (NSDC) by availing of an interest free grant from National Skill Development Fund (NSDF). The grant will be given to NSDC from the fund.
2. The Centrally Sponsored State Managed (CSSM) under PMKVY 3.0 will be met out of budgetary grant.
3. The fund flow mechanisms to the States/UTs under the State Component CSSM (Centrally Sponsored State Managed) shall continue to remain same under the defined head of the Budget provision.
4. A Committee shall be formed in the Ministry which shall be headed by Secretary (MSDE) for overseeing the release and usage of funds to NSDC from NSDF. AS&FA (MSDE) to be part of the Committee and any fund to be released to NSDC from NSDF for implementation of the scheme should be done with the concurrence of this Committee with AS&FA (MSDE) appraising, in the same manner as for Government expenditure.
5. The grant given to NSDC from NSDF would be replenished in next 3 years from the budget of the MSDE. However, replenishment of this grant will not be taken as a reason for claiming budgetary augmentation by the Ministry.
6. The unspent balance of PMKVY 2.0, if any, may be utilized for PMKVY 3.0. In order to meet remaining liabilities of PMKVY 2.0, if any, funds of PMKVY 3.0 may be made available in the form of grant from NSDF. Taking into fact that there would not be any fund available in the current budget of the MSDE to meet the fund requirement of the CSSM component of PMKVY 3.0, the NSDF grant may be used to meet part of the current liabilities of PMKVY 2.0 relating to CSCM, and utilize the resultant savings to meet the CSSM liability of PMKVY 3.0.
7. The existing Steering Committee constituted for the Scheme are empowered for taking appropriate decision in matters relating to broad policy direction, dynamic fixation of targets and any deviation in scheme concept note/guidelines, without affecting the financial provisions.
8. Regarding setting up of PMU and hiring of manpower, DoE's OM No. 7(2)/E.Coord/2020 dated 04.09.2020 should strictly be adhered.

Annexure 2

Composition of Steering Committee and Executive Committee

Steering Committee (SC)

Details of SC Members	Roles to be played in SC
Secretary, Ministry of Skill Development and Entrepreneurship (MSDE)	Chairman
Additional/Joint Secretary (Skill Development), Ministry of Skill Development and Entrepreneurship (MSDE)	Member Secretary
Officers not below the rank of Joint Secretary, Department of Expenditure, Ministry of Finance, Govt. Of India	Member
Additional Secretary & Financial Advisor, Ministry of Skill Development and Entrepreneurship (MSDE)	Member
MD & CEO, National Skill Development Corporation (NSDC)	Member
Officers not below the rank of Joint Secretary from two different Central Ministries*	Members
Officers not below the rank of Principal Secretary, Skill Development (or equivalent) from two States*	Members
Chairman of two SSCs**	Members
Special Invitees as decided by the Chairman, Steering Committee	

*On rotational basis (nominated by Secretary, MSDE)

** On rotational basis (nominated by CEO, NSDC)

Executive Committee (EC)

Details of EC Members	Roles to be played in EC
Additional/Joint Secretary, Ministry of Skill Development and Entrepreneurship (MSDE)	Chairman
Chief Program Officer, NSDC	Member 1
Director/Joint Director, MSDE	Member Secretary
Head, NSDC, Monitoring & MIS, PMKVY	Member 3
Head, NSDC, SSC Governance	Member 4
Chief Financial Officer, NSDC or his representative	Member 5
Head, NSDC, RPL & Special Projects	Member 6

Annexure 3

Additional Support under PMKVY 3.0 (2020-21)

Sl. No.	Particulars	Coverage	Paid directly to	Amount (in Rs.)	
1	Cost for STT	All candidates	Training Provider	As per Common Cost Norms	
2	Assessment and Certification	All candidates	SSCs	As per Common Cost Norms/PMKVY 2.0 Norms	
3	One-time incentive for successfully certified candidates	All candidates	Candidate	Rs. 500/- per candidate	
4	Cost for Boarding and Lodging	For Deprived group (D1, D5, D6, D7 category – as mentioned in the Socio Economic and Caste Census 2011)*, Women, PwD, Transgender (Only in the case of the centre for training is outside the district)	Training Provider	As per Common Cost Norms	
5	Conveyance Cost	For Deprived group (D1, D5, D6, D7 category – as mentioned in the Socio Economic and Caste Census 2011)*, Women, PwD, Transgender.	Candidate	For Conveyance outside the Home District (In case of Boarding and Lodging support is not availed)	Rs. 1,500/- per month.
				For conveyance within the home district Candidate	Rs 1,000/- per month.

Sl. No.	Particulars	Coverage	Paid directly to	Amount (in Rs.)		
6	One-time Placement Travel Cost to candidates	For Deprived group (D1, D5, D6, D7 category – as mentioned in the Socio Economic and Caste Census 2011)*, Women, PwD, Transgender	Candidate	One-time travel cost up to a maximum of Rs. 4,500/- per candidate		
7	Post Placement Stipend	For Women, PwD, Transgender and Deprived group (D1, D5, D6, D7 category – as mentioned in the Socio Economic and Caste Census 2011)*	Candidate	Rs. 1,500/- per month per candidate.		
				Placement within domicile of district.	Male	1 month
					Female	2 months
				Placement outside of the domicile of district.	Male	2 months
					Female	3 months
8	Career progression support	For Women, PwD, Transgender and Deprived group (D1, D5, D6, D7 category – as mentioned in the Socio Economic and Caste Census 2011)*	Training Provider	Rs. 5,000/- per candidate for every Candidate who gets Rs 15,000/- per month job and holds the job for 3 months within 1 year of training		
9	Special incentive for Foreign Placements	All candidates	Training Provider	Rs. 10,000/- per candidate		
10	Additional Support to PwD Candidates	All PwD candidates	Training Provider	Rs. 5,000/- towards assistive devices, aid and appliances		
11	Post Placement Tracking Allowance	All candidates	Training Provider	Rs. 50/- per candidate		
12	Induction Kit, Participant's Handbook	All candidates	Vendor / Training Provider	As per prevalent rates		
13	Accidental Insurance	All candidates	Insurance company	As per prevalent rates		
14	Training of Trainers (ToT Fee)	Trainer	SSCs	As per ToT/ToA Guidelines/SSC rates		
15	Training of Assessors (ToA) Fee	Assessor	SSCs	As per ToT/ToA Guidelines/SSC rates		

Note7: Existing provisions under the Common Cost Norms shall also be followed wherever applicable.

SECC Deprivation Category

*(Source is SECC website https://secc.gov.in/reportlistContent)

Category Name	Criteria
D1.	Households with one or less room, kuccha walls and kuccha roof
D2.	No adult member in household between age 18 and 59
D3.	Female headed household with no adult male member between the age of16 and 59
D4.	Households with differently abled member with no other able-bodied adult member
D5.	SC/ST Households
D6.	Households with no literate adult above the age of 25 years
D7.	Landless households deriving a major part of their income through manual labour

Note: Definition of 'Special Group' - In the context of PMKVY 3.0, 'Special Group' consists of deprived categories such as D1, D5, D6, D7 as mentioned in the Socio Economic and Caste Census 2011 (refer to annexure 3 of the PMKVY 3.0 Guidelines), Women, PwD, and Transgender who will be entitled to avail additional support under PMKVY 3.0.

Annexure 4

Summary of Project Types

RPL Type	Orientation Hours	Bridge Course (Yes / No)	Target allocation	CSCM / CSSM	PIA Cost / #Tranches	Who are eligible to apply for Target Allocation	RPL Kit (Yes / No)
RPL at Camps	12	Yes	Via RFP	Both	Rs. 2,000/- / 2	• Private and public expert bodies in the sector recommended by the SSCs, Non-Government organizations (NGOs), cluster-based associations such as cooperatives (for example, agriculture, industry associations, etc.) • Central and State Government ministries, their institutions. • Central / state universities, skill universities, Government ITIs, KVKs, etc. • Training Providers in response to demand aggregation by District Skill Committees, State Skill Development Missions, SSCs and Demand Portal.	Yes

RPL Type	Orientation Hours	Bridge Course (Yes / No)	Target allocation	CSCM / CSSM	PIA Cost / #Tranches	Who are eligible to apply for Target Allocation	RPL Kit (Yes / No)
Employer Premises	12 and 4	Yes	Via RFP	Both	Rs.1,700/- (for 12 hrs) 1200 (for 4 hrs) / 2	• Registered employers / industry • SSC recommended industry associations, bodies, and institutions • Training Providers in response to demand aggregation by District Skill Committees, State Skill Development Missions, SSCs and Demand Portal	Yes
RPL by Demand - Through Demand Aggregation Portal (DAP) and District Allotment	12	No	Allocation based on demand generated through DAP Direct candidate demand collected through DAP and allocated to designated PMKK centres (ii) The district demand under RPL CSCM designated PMKK / PMKVY centres	Both	Rs. 1,400/- / 2	• Designated Pradhan Mantri Kaushal Kendra (PMKK) centers • PMKKs with approved job roles will be considered to become PIA	Yes

RPL Type	Orientation Hours	Bridge Course (Yes / No)	Target allocation	CSCM / CSSM	PIA Cost / #Tranches	Who are eligible to apply for Target Allocation	RPL Kit (Yes / No)
RPL BICE-Best-in-Class Employers (BICE)-Large Corporations / industry and Medium Scale Enterprises	0	No	Allocation based on demand	CSCM only	Rs. 1,200/- (includes assessment cost) / 1	• SSCs • SSC recommended industry bodies / associations • Best-in-Class Employer for its own employees	No
Online RPL	0	No	Allocation based on demand generated through DAP	CSCM only	Rs.1,200/- (includes assessment cost) / 1	• SSCs (for example, IT-ITes offering industry certificates)	No
All Types	Kaushal Bima, RPL Card, Assessment by SSC, Reward Money, Reassessment module, Study Material, Monthly Performance Report, Penalty Grid, Revocation Matrix, Passing Criteria, Branding guideline, Term sheet signing process						

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सत्यमेव जयते
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