**High targets, low performance**

The crests of youth unemployment – an estimated 40% in India – have become a major area of policy concern, making it a battlefront for the ruling Bharatiya Janata Party (BJP) government. While employers often complain about the ‘overqualification’ of young Indians, educators and youth advocates say the problem is inadequate training and upskilling that stifles employment growth.

In an attempt to bridge the gap, the government has launched the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), aimed at upskilling youth and adult workers. The Ministry of Skill Development and Entrepreneurship (MSDE) claims that training has increased under the PMKVY. However, a recent study by C N Ashwath Narayan, a professor at the Indian Institute of Management (IIM) Bangalore and CEO of Skilling Trends, found that only 72% of 38,883 trainees surveyed were ‘satisfied’ with their training.

Narayan’s study, released in March, found that recipients of training had expressed dissatisfaction with training delivery, poor trainer-employee interaction, and inadequate training material. Almost 30% of those surveyed were not satisfied with training material.

**How the PMKVY scheme works**

The Pradhan Mantri Kaushal Vikas Yojana (PMKVY) was launched by the Ministry of Skill Development and Entrepreneurship in 2015. The scheme is designed to provide skill development training to Indian youth and adults. The training is available in various skill sets, and trainees can choose from a variety of courses.

The training is provided by registered training organisations (RTOs), which are selected by the Ministry of Skill Development and Entrepreneurship. The RTOs are responsible for providing training to the trainees and ensuring that the training meets the requirements of the PMKVY.

**Skills gap in the garment industry**

The PMKVY is designed to address the skills gap in several sectors, including the garment industry. The study found that the garment industry was facing a significant skills gap, with many workers lacking the necessary skills to perform their jobs.

The study also found that the garment industry was adopting the PMKVY in order to address the skills gap. However, the study also found that the training being provided under the PMKVY was not adequate to address the skills gap in the garment industry.

In order to address this issue, the study recommended that the government should provide more training to the garment industry, and that the training should be tailored to the specific needs of the industry.

**What’s the problem?**

The problem with the PMKVY is that the training being provided is not adequate to address the skills gap in the garment industry. The training is not tailored to the specific needs of the industry, and the training material is not relevant to the skills required by the garment industry.

**Conclusion**

The PMKVY is a good start, but more needs to be done to address the skills gap in the garment industry. The government should provide more training to the industry, and the training should be tailored to the specific needs of the industry. This will help to ensure that the skills being provided are relevant to the skills required by the industry, and that the training is effective in addressing the skills gap.

**Source:** C N Ashwath Narayan, Professor at IIM Bangalore and CEO of Skilling Trends.