

PMKVY

प्रधानमंत्री कौशल विकास योजना
PRADHAN MANTRI KAUSHAL VIKAS YOJANA

सरकारमेव जयते
GOVERNMENT OF INDIA
MINISTRY OF SKILL DEVELOPMENT
& ENTREPRENEURSHIP

N·S·D·C
National
Skill Development
Corporation
Transforming the skill landscape

GUIDELINES ON RECOGNITION OF PRIOR LEARNING UNDER PMKVY

Note: Revision to the RPL scheme guidelines are included in Addendum 1.0 and 2.0 at the end of this document

1. Background

- 1.1 Recognition of Prior Learning (RPL) is a platform to provide recognition to the informal learning or learning through work to get equal acceptance as the formal levels of education. It aims to appreciate prior learning irrespective of the medium of achieving it. In short, RPL is a process of assessment of an individual's prior learning to give due importance to learning as an outcome rather than learning as process.
- 1.2. To ensure that the candidates being assessed under RPL are also oriented to the standardized NSQF levels, QP-NOSs that would be followed under RPL will be same as the one followed under fresh training. Further, to ensure the acceptance of RPL in Indian market, various pilots have been conducted by different sector skill councils and NSDA and the learnings are incorporated while preparing the guidelines for RPL in the PMKVY.
- 1.3. Under PMKVY, special focus is given to RPL by recognizing prior competencies of the assessed candidates and provides a certificate and monetary reward on successful completion of assessments. Average monetary reward under RPL would **be around Rs.2,200 per candidate**. Following allocation has been done under RPL in the Pradhan Mantri Kaushal Vikas Yojana (PMKVY).

| For Recognition of Prior Learning (RPL) | | |
|--|---|----------------------|
| | Manufacturing, Plumbing &Construction, Healthcare, Beauty & Wellness sectors | Other sectors |
| Total Reward Amount | 2,500 | 2000 |
| Part of "Total Reward amount" (mentioned above) to be left with trainee | 500 | 300 |

- 1.4. It is mandated that following reward amount be left for the trainee. This will encourage the trainee to participate in the process of RPL. The reward amount left in the trainees account is a subset of the "total reward amount" (Rs. 2500 or Rs. 2000).

2. Targets

2.1 Targets to the following SSCs have been allocated in this quarter. The targets are a part of **Annexure 1** of this document:

| | | |
|---------------------------|-----------------------------------|-------------------------|
| Agriculture SSC | Domestic Worker SSC* | Healthcare SSC |
| Apparel SSC | Earthmoving & Infrastructure SSC* | Indian Plumbing SSC |
| Automotive SSC | Electronics SSC | Iron & Steel SSC |
| Beauty and Wellness SSC | Food Industry SSC | IT-ITeS SSC |
| BFSI SSC | Furniture & Fitting* | Leather SSC |
| Capital Goods SSC | Gems & Jewellery SSC | Life Sciences SSC |
| Construction SSC | Handicrafts SSC | Logistics SSC |
| Telecom SSC | Tourism and Hospitality SSC | Textiles & Handloom SSC |
| Media & Entertainment SSC | Power SSC | Rubber SSC |
| Mining SSC | Retailers Association's SSC | Security SSC |
| | | Sports' SSC* |

NOTE: *This SSC might participate in the latter half of this quarter basis their readiness

2.2. All SSCs and all job roles will participate under RPL in PMKVY. The SSCs can choose to only select certain job roles to participate. The same will be driven by SDMS.

3. Objective of RPL Pilot Phase

- 3.1. RPL will help in aligning the competencies of the un-recognized workers of the country with the standardized NSQF framework and provide the much needed recognition, enhancing the career/employability opportunities available to them.
- 3.2. The recognizable certification process of RPL will improve the visibility of the less aspirational/popular job roles amongst the youth of the country, as it will provide a sense of pride and social recognition.
- 3.3. To an extent possible, the RPL would focus on all job roles and special focus may be given to informal job roles depending on the sector by ensuring mobilization of the candidates across these job roles. Creation of more informal QP-NOSs under PMKVY will be encouraged to provide recognition to the informal/allied Job roles (example: Cobbler)
- 3.4. To identify the skill of an individual and appreciate the same under RPL in PMKVY
- 3.5. To recognize the skill levels of 10 Lakh people under PMKVY in multiple sectors.
- 3.6. To learn the different institutional models that could become standard models to be adopted for different traditional sectors and highly fragmented sectors like Agriculture, Handlooms and Handicrafts.
- 3.7. This will help in sustaining the Indian growth story and reap the benefits of demographic dividend.

4. First Phase of RPL under PMKVY

- 4.1. A target of 5.00 lakhs (It was decided that 5.00 lakh numbers should be allocated to 31 SSCs. Though the steering committee has approved 3.58 lakh numbers to be allocated to SSCs it was decided on 12th September that 5.00lakh numbers should be allocated in this phase to the SSCs) for Quarter 2 to be allocated across approved sector skill councils and Job roles.
- 4.2 All job roles of all SSCs will be participating under in the first phase of the Pilot. The SSC can select only certain job roles to participate on SDMS.
- 4.3 The proposed strategy for the pilot phase of RPL focuses on maximizing the out-reach of the scheme and motivating the enrolled candidates by providing them a certificate even with partial qualification (NOS Based Certificate). The SSCs may mandate full and/or NOS based certification.

5 Guidelines and Implementation Strategy

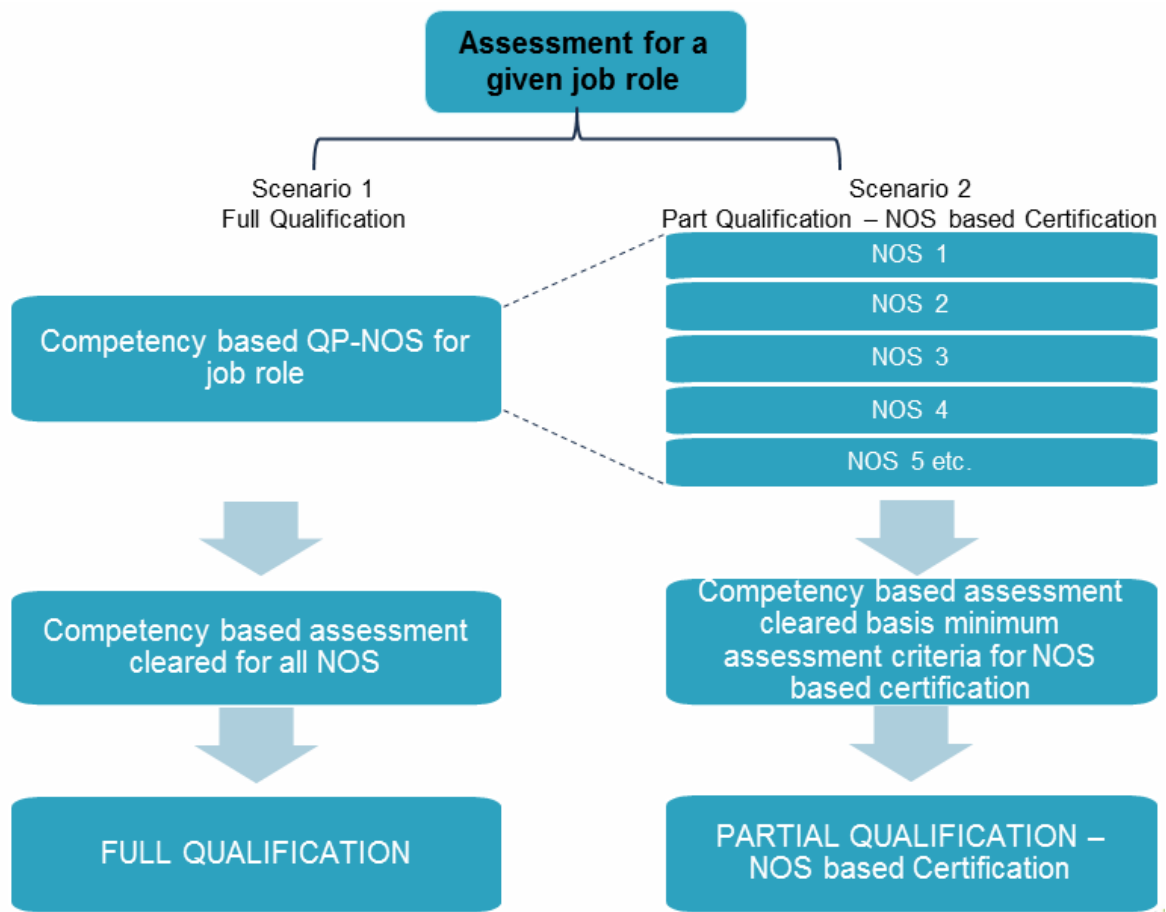
Under RPL, the candidate can be certified in two ways:

5.2 Full Qualification

In this scenario, a candidate enrolled under RPL is assessed as per the assessment criteria of the QP-NOS of the selected job role. If the candidate clears competency based assessment under the designated Job Role, candidate is awarded a “Full Qualification” Certificate.

- 5.3 **Partial Qualification – NOS Based Certification** Under this scenario, a candidate enrolled under RPL is assessed as per the same QP-NOS. The SSCs have to define the minimum assessment criteria that the trainee has to attain for the QP-NOS in order to get NOS based certificate.

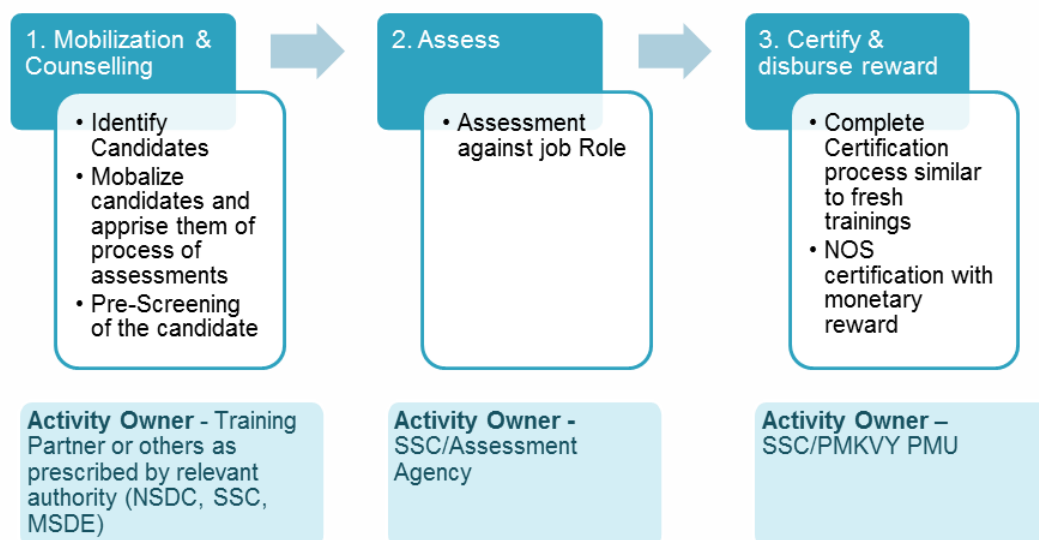
5.4 A pictorial representation of the process is below:



6 Detailed Strategy

6.1 RPL is a three step process

- 6.1.1 Mobilization & Counselling
- 6.1.2 Assessment
- 6.1.3 Certification & Reward Disbursement



7 Mobilization & Counselling

- 7.1 The Training Partner (TP) or any other authority as prescribed by the Steering Committee will identify and counsel candidates eligible for RPL through mobilization camps & advertisements etc. The mobilized candidates can **be counselled, oriented about the standardized NSQF framework and basis their existing competency will be mapped against the suitable level of the concerned Job role for assessments.**
- 7.2 Candidates may be mobilized with the help of SSC's Industry (clusters) connect, associations and MSME connect. These will be in the form of Kaushal Melas, Registration camps in clusters and active marketing through local media such as Radio, Newspapers and hoardings.
- 7.3 TPs will also be required to provide orientation training to candidates covering the following aspects. This training will form as a part of pre-screening and bridge orientation of a candidate :
 - 7.3.1 What is PMKVY?
 - 7.3.2 Information about the Skill Mission and NSQF
 - 7.3.3 Benefits and process of PMKVY to the candidate
 - 7.3.4 Who/what is NSDC and a SSC?
 - 7.3.5 What is RPL and the need for it
 - 7.3.6 What is a QP?
 - 7.3.7 What is NOS?
 - 7.3.8 Orientation on Assessment Criteria
 - 7.3.9 What is the process of assessment and run through mock assessment questions
 - 7.3.10 Who is a Training Partner?

8 Pre-screening of candidates

- 8.1 Pre-screening guidance, counseling and support will be provided to the candidates by the TP. SSCs will be required to establish a pre-screening criteria for their sector and make it available online. The Training Partners will be mandated to pre-screen the candidate basis of these criteria before the candidate undergoes assessment.

9 Assessment

- 9.1 The candidates enrolled will be assessed by the Assessment Agency affiliated with the Sector Skill Council on the basis of assessment criteria decided by Sector Skill Council (SSC). The candidate will need to pass in the minimum assessment criteria of a particular QP decided by the SSC.
- 9.2 Assessment is very critical for the success of whole RPL process. There are possibly three ways through which a candidate can undergo the assessment process:
 - 9.2.1 Stand alone assessment- Candidate approaches the assessment centre on her/his own and gets her/himself assessed
 - 9.2.2 Worksite assessment- Assessment of the existing employees is carried out at the shop floor
 - 9.2.3 Assessment at Training centre- Assessment is carried out at the Training Centre.

9.3 Typically, SSC are required to give instructions to assess the candidates more through Practical Knowledge and demonstration eg:

9.4 The assessment could include a theory and practical component with a 20:80 weightage respectively. This will be the prerogative of the SSC basis the sector and participating QP.

9.4.1 Theory assessment will be a Multiple Choice Question paper consisting of at least 20 questions.

9.4.2 Practical assessment will include the assessee actually demonstrating skills on the basis of the QP as required in the job role.

9.5 The guidelines for the assessor to conduct the assessments are:

9.5.1 Assessments have to be conducted in local languages wherever possible.

9.5.2 The assessment should be carried out in accordance with the assessment criteria.

9.5.3 Language, communication and expression used in assessment should be understandable and appropriate, to the candidate.

9.5.4 Questions based on practical assessment of the skills should be simple, direct and comprehensible.

9.5.5 In order to assess the proficiency of the subject knowledge, the candidate will take test developed by Assessment Agency keeping in view the literacy level of the candidate. (in certain sectors a written test may not be needed eg- Handlooms)

9.5.6 While assessing, the assessment agency will also review the evidence submitted by the candidate i.e. confirm the identity of the candidate, physical verification of the documentation provided.

10 Certification & Reward Disbursement

10.1 Successfully assessed candidates with a valid Aadhaar or alternate ID (as per process) will be eligible for either “Full Qualification” or “Partial Qualification – NOS based Certification” as described above under *Overall Approach of RPL. The reward in both cases will be the same (as per Sector, QP and NSQF Level)*

10.2 Certified candidates with valid bank details will be processed for reward money by NSDC.

11 Key Stakeholders in RPL and their Roles

The main players around which this framework should be developed to benefit the apprentices and establish qualitative measures for accreditation of assessors, workplace and use of reliable assessment tools are as follows:

11.1 Learners/Potential Candidates:

Learners are the actors that reflect on prior learning, recognize and describe their achievements and provide evidence for the learning. They require advice and guidance

in process of identification of their informal and non-formal learning and providing evidence for the same.

11.2 Sector skill Councils (SSC):

Sector Skill Councils are industry-led bodies, who would be responsible for the defining the skilling needs, concept, processes, certification, and accreditation of their respective industry sectors. Under RPL, all SSCs and Job roles are eligible but the SSCs can restrict the number of Job roles depending upon the requirement of the industry and interest of the mobilized candidates.

11.3 Mobilisers and Training Providers:

Training Providers are the SSC affiliated bodies which shall mobilize the candidates, help in uploading the details of the interested and eligible candidates on SDMS. TPs need to ensure smooth functioning of the process from enrolment to disbursement of reward money on successful completion of the assessments of the candidates as per their present level of experience and against the identified NOSs and QPs. The Training Providers may work with the local NGOs for mobilisation of the candidates who could act as Mobilisers. The local NGOs could also be enrolled as Training Provider provided the fulfilment of criteria as Training Provider.

Pre Screening and orientation will be done by the training provider

11.4 Assessment Bodies:

In order to ensure fairness in the quality of assessments, a third party evaluation of the candidates shall be carried out by the SSC affiliated assessment bodies on the basis of the assessment criteria developed by SSCs for the different job roles.

11.5 Assessors:

Assessment bodies need to ensure that the assessments are being carried out by a certified assessor who has ability to conduct NOS-based assessments and is aware of the PMKVY scheme and is guiding principles.

11.6 Parliamentary Monitoring Committees:

Parliamentary Committees will play a pivotal role in successful execution of RPL process by:

11.6.1 Facilitating and attending the Kaushal Melas and registration camps

11.6.2 Spreading awareness about the NSQF

11.6.3 Suggesting various institutional arrangements that could include Govt Machinery to cover more job roles especially from informal sectors

11.6.4 Spreading awareness about the parameters of the scheme.

12 Post Assessment and Certification

Certified Candidate can benefit in the following ways:

12.1 Fully Certified for the QP

- 12.1.1 Monetary reward as per sector, QP and NSQF level will be provided in the trainees/candidates bank account
- 12.1.2 Candidate can progress and train under higher level job roles
- 12.1.3 May Widen career mobility and possibility of higher wages
- 12.1.4 Respect among peer group
- 12.1.5 Financial inclusion by opening of bank account

12.2 NOS Certified

- 12.2.1 Monetary reward as per sector, QP and NSQF level will be provided in the trainees/candidates bank account.
- 12.2.2 Bridge training towards QP certification.
- 12.2.3 Educated about the gaps in his/her skills
- 12.2.4 Widen career mobility and possibility of higher wages
- 12.2.5 Respect among peer group.
- 12.2.6 Financial inclusion by opening of bank account

12.3 Not – Certified Candidate

- 12.3.1 Benefit from full training under PMKVY

13 Monitoring of RPL

- 13.1 There will be weekly tracking of the progress of assessment and certification by MSDE through SDMS. SDMS will provision for the following for assessed and certified candidates on a self-declaration basis:

| Fields | | | |
|--------------------------|------------------------------------|---------------------|------------------------------------|
| NSDC Registration Number | First Name of Father Guardian | Trainer ID | Job Role |
| Centre ID | Pre Training Status | Batch Start Date | Course Duration in Days |
| Salutation | No of years of previous experience | Batch End Date | Course Duration in Hours Per Day |
| First Name Candidate | Contact no of Trainee | Assessment Date | Payment Mode |
| Enrolment number | Education Level | Course Fee | Provide NEFT Cheque Receipt Number |
| Gender | Technical Education | Fee Paid By Trainee | Bank Transfer Date |
| Caste Category | Trainee Address | Assessment Fee | Enrolled For Scheme |
| Religion | Trainee State | Receipt Number | Email Address of Trainee |
| Date of Birth | Trainee District | Training Status | Type of Disability |
| Guardian Type | Sector Skill Council | Funding Partner | |

14 Prospective Learnings from RPL

- 14.1 Estimation of Level of Awareness about the QP-NOSs amongst the aspirants.
- 14.2 Estimation about the aspiration of QP-NOSs among the prospective candidates and better understanding of the sector-wise demand for RPL
- 14.3 Inputs for the development of the final implementation strategy of RPL

Annexure-1

- SSC-wise target for RPL is given as under:

| SSC | Final Target for RPL |
|--------------------------------------|----------------------|
| Agriculture SSC | 70,000 |
| Apparel SSC | 30,000 |
| Automotive SSC | 10,800 |
| Beauty and Wellness SSC | 25,000 |
| BFSI SSC | 12,500 |
| Capital Goods SSC | 4,200 |
| Construction SSC | 30,800 |
| Domestic Worker SSC | 4,200 |
| Earthmoving & Infrastructure SSC | 4,200 |
| Electronics SSC | 25,000 |
| Food Industry SSC | 14,100 |
| Furniture & Fitting | 4,100 |
| Gems & Jewellery SSC | 25,000 |
| Handicrafts SSC | 4,200 |
| Healthcare SSC | 12,500 |
| Indian Plumbing SSC | 12,500 |
| Iron & Steel SSC | 4,100 |
| IT-ITeS SSC | 20,000 |
| Leather SSC | 20,000 |
| Life Sciences SSC | 12,500 |
| Logistics SSC | 20,800 |
| Media & Entertainment SSC | 5,200 |
| Mining SSC | 10,000 |
| Power SSC | 4,200 |
| Retailers Association's SSC | 30,000 |
| Rubber SSC | 4,200 |
| Security SSC | 20,800 |
| Sports' SSC | 4,100 |
| Telecom SSC | 25,000 |
| Textiles & Handloom SSC | 10,000 |
| Tourism and Hospitality Services SSC | 20,000 |
| Total | 5,00,000 |

Addendum-1.0

Third Meeting of Steering Committee of Pradhan Mantri Kaushal Vikas Yojana (PMKVY) was held under the Chairmanship of Secretary (SDE) at 3.30 p.m. on 4th December, 2015 at 2nd Floor, Shivaji Stadium Annexe Building, New Delhi.

Following agenda items relevant to RPL under PMKVY were discussed:

Agenda item 2.1 : Performance of RPL under PMKVY with focus on enrolments and targets achieved

Agenda item 4.2 : Recommended changes under Recognition of Prior Learning (RPL)

Agenda item 4.7 : Assessment criteria (NOS/QP pass percentage)

Additionally, following item from Additional Agenda Points for Steering Committee were discussed:

Agenda item 1: Approval for changes in Recognition of Prior Learning (RPL) Guidelines

The proposal to revise the RPL guidelines was accepted by the Committee with a change in the criteria for issuing the certificates. The following revised guidelines were approved including the change:

The assessment criteria for RPL will remain the same as that for fresh trainings which is given below:

| NSQF Level | Technical | Non- Technical |
|-------------|-----------|----------------|
| 1, 2 & 3 | 50% | 50% |
| 4 and Above | 70% | 60% |

However the students who score ranging from 25% to percentages as indicated above in the table corresponding to NSQF levels, will be provided only a marksheets for the NOS passed, and Not the Certificate. This marksheets will also lead to a monetary reward.

Monetary Reward: The entire reward money will flow into the trainee's account. Same process as followed under fresh training will be followed for RPL for monetary reward transfer.

The **revised assessment fee** for RPL is as follows :

- ❖ **Service level QPs : Rs 600**
- ❖ **Manufacturing level QPs : Rs 800**

It was also noted that cash flow issues for the Training Providers would be addressed by considering payment of assessment fees to the SSCs and Assessment Agencies, post completion of training rather than in advance.

Addendum-2.0

As per Order no F. No. G-1/15/2014-MSDE dated 15.03.2016 issued by Ministry of Skill Development and Entrepreneurship RPL guidelines are revised as follows:

The proposal for direct money transfer to Training Partner under Recognition of Prior Learning (RPL) component of PMKVY Scheme has been considered and following decisions have been taken:

- (1) The differential pay-out for the unorganized and organized sectors Job roles will be as per the slabs mentioned below

For organized sector - Job Role:

- The assessment agency may double up and take the role of the training partner in this sector

Table 1:

| Process Flow | Mobilization, Bank Account Opening, Aadhaar Enrolment | Orientation | Assessment | Pay-out | Total |
|---------------|---|-------------|-------------------|---------|----------|
| Stakeholder | Training Partner on SDMS | | Assessment Agency | Student | |
| Service | Rs. 500 | | Rs. 600 | Rs. 500 | Rs. 1600 |
| Manufacturing | Rs. 500 | | Rs. 800 | Rs. 500 | Rs. 1800 |

For un-organized sector - Job Role:

- The training partner and assessment agency play a distinct role in this sector.

Table 2:

| Process Flow | Mobilization, Bank Account Opening, Aadhaar Enrolment | Orientation | Assessment | Pay-out | Total |
|---------------|---|-------------|-------------------|---------|----------|
| Stakeholder | Training Partner on SDMS | | Assessment Agency | Student | |
| Service | Rs. 1500 | | Rs. 600 | Rs. 500 | Rs. 2600 |
| Manufacturing | Rs 1500 | | Rs 800 | Rs 500 | Rs. 2800 |

- (2) From the total payout, on successful completion of RPL, the mandatory trainee pay-out (Rs. 500) will be transferred to the trainee's account while the balance amount will be transferred to the account of the registered trainer partner on SDMS.

- (3) For some sectors, the role of the training partner may be minimized and instead the assessment agency can double up as training partner on SDMS by undertaking all the roles of training partner which include but are not limited to mobilization, orientation and batch uploads on SDMS.

Disclaimer: Addendum 1.0 and 2.0 are required to be read in conjunction and the decision/changes proposed therein override the respective sections in the RPL Scheme Guidelines. Everything else in the RPL scheme guidelines as mentioned in this document holds valid.