

Recognition of Prior Learning

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Under the Government of India's Skill India Mission (SIM), MSDE delivers skill, re-skill and up-skill training through an extensive network of skill development centres under various schemes, viz. Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Jan Shikshan Sansthan (JSS), National Apprenticeship Promotion Scheme (NAPS) and Craftsmen Training Scheme (CTS) through Industrial Training Institutes (ITIs), to all the sections of the society across the country. The SIM aims at enabling the youth of India to get future-ready, equipped with industry-relevant skills.

To ensure that the skills imparted are aligned with the industry requirements and thereby provide apprenticeship and job opportunities, MSDE has inter-alia taken the following specific steps across the country:

- National Council for Vocational Education and Training (NCVET) has been set up as an overarching regulator establishing regulations and standards to ensure quality in the Technical and Vocational Education and Training (TVET) space. NCVET recognises the industry bodies as the Awarding Bodies (ABs) and/or Assessment Agencies (AAs).
- The Awarding Bodies are expected to develop the qualifications as per the industry demand and map them with the identified occupations as per the National Classification of Occupations, 2015 and obtain industry validations. NCVET has approved 10209 qualifications as per the industry requirements, out of which 2975 qualifications are valid and active, and 7234 qualifications are archived.
- Directorate General of Training (DGT) is implementing Flexi MoU Scheme and Dual System of Training (DST) in collaboration with industries to provide training to ITI students in real industrial environment.
- DGT has signed MoU with IT Tech companies like IBM, Microsoft, Autodesk, AWS, Shell, etc. to ensure industry linkages for the institutes at the state and regional levels. These partnerships facilitate the provision of technical and professional skills training in modern technologies.
- Under PMKVY, the new age/future skills job-roles have been specially aligned with Industry 4.0 requirements in areas like AI/ML, Robotics, Mechatronics, Drone Technology, etc. for upcoming market demand and industry requirements.
- DGT has introduced new age /future skills courses under CTS to provide training in emerging areas such as 5G Network, AI Programming , Cyber Security, Drone Technology , Internet of Things, etc.
- Two (02) Indian Institute of Skills (IIS) have been established at Ahmedabad and Mumbai, in Public Private Partnership (PPP) mode, with an aim to align industry-ready workforce to emerging economic opportunities.
- National Education Policy (NEP), 2020 envisages greater integration of vocational education with mainstream education and promotes seamless mobility between academic and vocational pathways. In line with this vision, the Apprenticeship Embedded Degree Programme (AEDP), developed in collaboration with UGC and AICTE, enables students enrolled in degree and diploma programmes to undertake

apprenticeship training as an integral part of their curriculum. The programme enhances employability, promotes outcome-based learning, strengthens industry-academia linkages and facilitates acquisition of industry-relevant skills.

- Rozgar Melas and PM National Apprenticeship Melas organized by the Ministry have facilitated the placements opportunities to the certified candidates across the country.

The skill development programmes of the Government are designed and implemented to bridge identified skill gaps across the sectors. To align the training programs as per the market needs, 36 SSCs led by industry leaders in the respective sectors have been set up which are mandated to identify the skill development needs of respective sectors as well as to determine skill competency standards. The Ministry aligns skill development programmes with emerging industry requirements through continuous engagement with industry, Sector Skill Councils (SSCs), employers and other stakeholders. Skill Gap Studies and District Skill Development Plans (DSDPs) are undertaken to assess local and regional demand for skilled manpower. The findings of these assessments are utilized for planning and implementation of training programmes aligned with industry demand and evolving workforce requirements. Qualification Packs and National Occupational Standards are periodically reviewed and updated to reflect changing industry requirements. The evolving skill requirements are aligned with the needs of the sectors like electronics, electric vehicles, renewable energy, healthcare and logistics.

Government-backed apprenticeship initiatives under NAPS have contributed to improving employment outcomes by providing industry-relevant, on-the-job training and practical workplace experience to youth across sectors. Apprenticeship training under NAPS equips apprentices with practical workplace experience and industry-relevant skills that improve their employability and readiness for employment. However, as per the provisions of the Apprentices Act, 1961, there is no statutory obligation on employers to offer regular employment to apprentices after completion of apprenticeship training. Collaboration with Sector Skill Councils (SSCs), industry associations, establishments and other stakeholders is prioritized under NAPS to ensure that apprenticeship opportunities are aligned with the skill requirements of various sectors and to bridge the demand-supply gap in the labour market. Apprenticeship training is industry-led and conducted at the workplace, enabling establishments to develop a skilled workforce in accordance with their operational requirements. SSCs facilitate industry engagement, promotion of apprenticeship training, sectoral outreach and implementation of Optional Trades, including in emerging and high-growth sectors.

As per the independent third-party impact evaluation of the PMKVY 4.0 conducted by Arun Jaitley National Institute of Financial Management (AJNIFM), 48.9% of Recognition of Prior Learning (RPL) candidates reported an increase in income following training and certification. A third-party evaluation conducted by the AJNIFM reported positive outcomes in terms of training quality, employability and industry participation, and observed that around 72% of apprentices were offered full-time employment upon completion of apprenticeship training. The evaluation also reported high levels of satisfaction among apprentices and establishments, indicating that apprenticeship training is facilitating a smoother transition from training to employment and supporting availability of industry-ready manpower across sectors.

This information was given by the Minister of State (Independent Charge), Ministry of Skill Development and Entrepreneurship (MSDE), Shri Jayant Chaudhary in a written reply in the Rajya Sabha today.

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