

TRACER STUDY FOR

VARIOUS SHORT TERM TRAINING PASS-OUT UNDER DIFFERENT SCHEMES IN MIZORAM

Under

Ministry of Skill Development & Entrepreneurship,
Government of India



SANKALP

MINISTRY OF SKILL DEVELOPMENT
& ENTREPRENEURSHIP

Funded under SANKALP Project by
Department of Labour Employment, Skill
Development & Entrepreneurship (LESDE),
Government of Mizoram, Aizawl

SUBMITTED BY
STATE INSTITUTE OF RURAL DEVELOPMENT & PANCHAYATI RAJ (SIRD&PR)
MIZORAM, AIZAWL
MAY, 2023

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FINAL REPORT

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& Entrepreneurship (LESDE),
Govt. of Mizoram, Aizawl**

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Irene Zohlimpuii Chongthu
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TABLE OF CONTENTS

Chapter	Title	Page
	List of Figures	<i>v</i>
	List of Tables	<i>vi</i>
	Acronym	<i>viii</i>
	Executive Summary	<i>ix</i>
1	Introduction	1
<i>1.1</i>	<i>Assignment</i>	2
<i>1.2</i>	<i>Objectives of the study</i>	2
<i>1.3</i>	<i>Purpose of the study</i>	2
<i>1.4</i>	<i>Methodology</i>	3
<i>1.5</i>	<i>Distribution of sample respondents by Trades and Centre</i>	4
<i>1.6</i>	<i>Limitations of the study</i>	5
	SECTION-A: PMKVY	6
A-1	Background of Skill Development Schemes under Pradhan Mantri Kaushal Vikas Yojana (PMKVY)	7
A-2	Profile of Nodal Department and Training Providers	8
<i>A-2.1</i>	<i>Profile of the Training Providers</i>	10
A-3	Summary of the Respondents	11
<i>A-3.1</i>	<i>Distribution of PMKVY Respondents</i>	11
<i>A-3.2</i>	<i>Gender Distribution</i>	12
<i>A-3.3</i>	<i>Socio-economic conditions of the respondents</i>	12
<i>A-3.4</i>	<i>Trainings period of the respondents</i>	14
<i>A-3.5</i>	<i>Reasons for training</i>	15
<i>A-3.6</i>	<i>Overall Satisfaction level of the Graduate on the training attended</i>	16
<i>A-3.7</i>	<i>Respondent's suggestions for improvement of trainings</i>	17
A-4	Labour Market outcome	18
<i>A-4.1</i>	<i>Status of Employment</i>	18
<i>A-4.2</i>	<i>Trade-wise Employment status</i>	18
<i>A-4.3</i>	<i>Gender and Employment</i>	21
<i>A-4.4</i>	<i>Time taken to get employed</i>	21
<i>A-4.5</i>	<i>Relation of Job and Training</i>	22
<i>A-4.6</i>	<i>Gender and Income Level</i>	23
<i>A-4.7</i>	<i>Comparison of Income Level before and after training</i>	23
<i>A-4.8</i>	<i>Job Satisfaction Level of Employed Certified Candidates</i>	24
<i>A-4.9</i>	<i>Reasons for Unemployment</i>	25
<i>A-4.10</i>	<i>Unemployed status and their aspirations</i>	26
	SECTION-B: DAY-NULM	27
B-1	Background of skill development schemes under Deendayal Antyodaya Yojana - National Urban Livelihoods Mission (DAY-NULM)	28
B-2	Profile of Nodal Department and Training Partners	29
B-3	Summary of the Respondents	31
<i>B-3.1</i>	<i>Distribution of DAY-NULM Respondents</i>	31
<i>B-3.2</i>	<i>Gender Distribution</i>	32
<i>B-3.3</i>	<i>Socio-economic conditions of the respondents</i>	32
<i>B-3.4</i>	<i>Trainings period of the respondents</i>	34

B-3.5	<i>Reasons for training</i>	35
B-3.6	<i>Overall Satisfaction level of the Graduate on the training attended</i>	36
B-3.7	<i>Respondent's suggestions for improvement of trainings</i>	37
B-4	Labour Market outcome	39
B-4.1	<i>Status of Employment</i>	39
B-4.2	<i>Trade-wise Employment status</i>	39
B-4.3	<i>Gender and Employment</i>	43
B-4.4	<i>Time taken to get employed</i>	43
B-4.5	<i>Relation of Job and Training</i>	44
B-4.6	<i>Gender and Income Level</i>	45
B-4.7	<i>Comparison of Income Level before and after training</i>	45
B-4.8	<i>Job Satisfaction Level of Employed Pass-outs</i>	47
B-4.9	<i>Reasons for Unemployment</i>	47
B-4.10	<i>Unemployed status and their aspirations</i>	48
	SECTION-C: DDU-GKY	49
C-1	Background of Skill Development Schemes under Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY)	50
C-2	Profile of Nodal Department and Training Partners	51
C-3	Summary of the Respondents	53
C-3.1	<i>Distribution of DDU-GKY Respondents</i>	53
C-3.2	<i>Gender Distribution</i>	53
C-3.3	<i>Socio-economic conditions of the respondents</i>	54
C-3.4	<i>Trainings period of the respondents</i>	55
C-3.5	<i>Reasons for training</i>	56
C-3.6	<i>Overall Satisfaction level of the Graduate on the training attended</i>	57
C-3.7	<i>Suggestions for Improvement of Training</i>	58
C-4	Labour Market outcome	59
C-4.1	<i>Status of Employment</i>	59
C-4.2	<i>Trade-wise Employment status</i>	59
C-4.3	<i>Gender and Employment</i>	60
C-4.4	<i>Time taken to get employed</i>	61
C-4.5	<i>Relation of Job and Training</i>	62
C-4.6	<i>Gender and Income Level</i>	62
C-4.7	<i>Comparison of Income Level before and after training</i>	63
C-4.8	<i>Job Satisfaction level of Graduates</i>	64
C-4.9	<i>Reasons for Unemployment</i>	64
	SECTION-D: Skill Training under Mizoram Youth Commission (MYC)	66
D-1	Background of Skill Training Programmes under Mizoram Youth Commission (MYC)	67
D-2	Training Centres in Mizoram	68
D-3	Summary of the Respondents	69
D-3.1	<i>Distribution of MYC Respondents</i>	69
D-3.2	<i>Gender Distribution of respondents</i>	69
D-3.3	<i>Socio-economic conditions of the respondents</i>	69
D-3.4	<i>Training period of the respondents</i>	71
D-3.5	<i>Reasons for training</i>	72

D-3.6	<i>Overall Satisfaction level</i>	72
D-3.7	<i>Respondent's suggestions for Improvement of Training</i>	73
D-4	Labour Market outcome	74
D-4.1	<i>Status of Employment</i>	74
D-4.2	<i>Trade-wise Employment status</i>	74
D-4.3	<i>Gender and Employment</i>	75
D-4.4	<i>Time taken to get employed</i>	75
D-4.5	<i>Relation of Job and Training</i>	76
D-4.6	<i>Gender and Income Level</i>	76
D-4.7	<i>Comparison of Income Level before and after training</i>	77
D-4.8	<i>Job Satisfaction Level of Employed Pass-outs</i>	78
D-4.9	<i>Reasons for Unemployment</i>	78
D-4.10	<i>Unemployed status and their aspirations</i>	79
2	Employers' Perception & comments from the Employers	80
2.1	<i>Employer's perspective on quality of Skill Development Programmes</i>	81
2.2	<i>Relevance of covered skills with labour market</i>	81
2.3	<i>Effectiveness on Personal Development and Soft Skills</i>	81
2.4	<i>Comment Summary from Employers</i>	82
3	Overall Data Compilation	83
3.1	<i>Distribution of Respondents</i>	83
3.2	<i>Gender Distribution</i>	85
3.3	<i>Socio-economic conditions of the respondents</i>	85
3.4	<i>Reasons for training</i>	86
3.5	<i>Overall Satisfaction level of the Passout on the training attended</i>	87
3.6	<i>Respondent's suggestions for improvement of trainings</i>	88
3.7	<i>Status of Employment</i>	89
3.8	<i>Trade-wise Employment status</i>	89
3.9	<i>Relation of Job and Training</i>	94
3.10	<i>Reasons for Unemployment</i>	95
3.11	<i>Unemployed status and their aspirations</i>	95
4	Success Stories	96
	<i>PMKVY</i>	96
	<i>DAY-NULM</i>	96
	<i>DDU-GKY</i>	97
	<i>Skill Training under MYC</i>	97
5	Conclusions	99
5.1	<i>Management</i>	99
5.2	<i>Record Keeping</i>	99
5.3	<i>Labour Market Performance</i>	99
5.4	<i>Employer's views</i>	99
5.5	<i>Satisfaction level of Pass-outs on Skill Development Programme</i>	99
6	Recommendations	100

LIST OF FIGURES

Fig. No.	Figure Caption	Page
<i>Fig 1.1</i>	<i>Scheme-wise Pass-out distribution</i>	4
<i>Fig A-2.1</i>	<i>Training Partner-wise count of Certified and Uncertified PMKVY Pass-outs</i>	10
<i>Fig A-3.1</i>	<i>Year-wise distribution of 'Reasons for training'</i>	15
<i>Fig A-3.2</i>	<i>Satisfaction level of PMKVY Pass-outs on Skill Development programme</i>	16
<i>Fig A-3.3</i>	<i>Course content and effectiveness of Skill Development Programmes under PMKVY</i>	16
<i>Fig A-4.1</i>	<i>Gender-wise employment status of Pass-outs under PMKVY</i>	21
<i>Fig A-4.2</i>	<i>Relation of Job and Training under PMKVY</i>	22
<i>Fig A-4.3</i>	<i>Gender-wise level of income of employed Pass-outs under PMKVY</i>	23
<i>Fig A-4.4</i>	<i>Job Satisfaction and Desire for Job change of employed Pass-outs under PMKVY</i>	25
<i>Fig B-3.1</i>	<i>Year-wise distribution of 'Reasons for training'</i>	36
<i>Fig B-3.2</i>	<i>Satisfaction level of DAY-NULM Pass-outs on Skill Development programme</i>	36
<i>Fig B-3.3</i>	<i>Course content and effectiveness of Skill Development Programmes under DAY-NULM</i>	37
<i>Fig B-4.1</i>	<i>Gender-wise employment status of Pass-outs under DAY-NULM</i>	43
<i>Fig B-4.2</i>	<i>Relation of Job and Training under DAY-NULM</i>	44
<i>Fig B-4.3</i>	<i>Gender-wise level of income of employed Pass-outs under DAY-NULM</i>	45
<i>Fig B-4.4</i>	<i>Job Satisfaction and Desire for Job change of employed Pass-outs under DAY-NULM</i>	47
<i>Fig C-3.1</i>	<i>Year-wise distribution of 'Reasons for training'</i>	57
<i>Fig C-3.2</i>	<i>Satisfaction level of DDU-GKY Pass-outs on Skill Development programme</i>	58
<i>Fig C-4.1</i>	<i>Gender-wise employment status of Pass-outs under DDU-GKY</i>	61
<i>Fig C-4.2</i>	<i>Relation of Job and Training under DDU-GKY</i>	62
<i>Fig C-4.3</i>	<i>Gender-wise level of income of employed Pass-outs under DDUGKY</i>	63
<i>Fig C-4.4</i>	<i>Job Satisfaction and Desire for Job change of employed Pass-outs under DDUGKY</i>	64
<i>Fig D-3.1</i>	<i>Year-wise distribution of 'Reasons for training'</i>	71
<i>Fig D-3.2</i>	<i>Satisfaction level of MYC Pass-outs on Skill Development programme</i>	71
<i>Fig D-4.1</i>	<i>Gender-wise employment status of Pass-outs under MYC</i>	74
<i>Fig D-4.2</i>	<i>Relation of Job and Training under MYC</i>	75
<i>Fig D-4.3</i>	<i>Gender-wise level of income of employed Pass-outs under MYC</i>	75
<i>Fig D-4.4</i>	<i>Job Satisfaction and Desire for Job change of employed Pass-outs under MYC</i>	77
<i>Fig 2.1</i>	<i>Employer's perspective on quality of programme</i>	80
<i>Fig 3.1</i>	<i>Year-wise distribution of 'Reasons for training'</i>	86
<i>Fig 3.2</i>	<i>Satisfaction level of Pass-outs on Skill Development programme</i>	86
<i>Fig 3.3</i>	<i>Course content and effectiveness of Skill Development Programmes</i>	87
<i>Fig 3.4</i>	<i>Relation of Job and Training under Skill Development Programmes</i>	93

LIST OF TABLES

Table No.	Table Caption	Page
<i>1.1</i>	<i>Skill covered and Implementing Agencies in Mizoram</i>	2
<i>1.2</i>	<i>Pass-outs under Schemes and sample size detail</i>	3
<i>A-2.1</i>	<i>Job-roles under PMKVY during 2017-2022</i>	8
<i>A-2.2</i>	<i>Training Providers under PMKVY</i>	9
<i>A-3.1</i>	<i>Job-role/trade-wise Distribution of PMKVY Respondents</i>	11
<i>A-3.2</i>	<i>PMKVY Respondent age and gender distribution based on geographic profile</i>	12
<i>A-3.3</i>	<i>PMKVY Male and Female distribution based on age group</i>	13
<i>A-3.4</i>	<i>Level of education detail of PMKVY respondents</i>	13
<i>A-3.5</i>	<i>Year-wise detail of training duration of PMKVY respondents</i>	14
<i>A-3.6</i>	<i>Suggestions for improvement on training quality by PMKVY respondents</i>	17
<i>A-4.1</i>	<i>Employment status of Pass-outs under PMKVY</i>	18
<i>A-4.2</i>	<i>Trade/Job Role-wise employment status of PMKVY Pass-outs</i>	19
<i>A-4.3</i>	<i>Time taken to get employed after completion of PMKVY Programme</i>	22
<i>A-4.4</i>	<i>Income level comparison - before and after PMKVY Skill Development Training</i>	23
<i>A-4.5</i>	<i>Reason for unemployment of Pass-outs of PMKVY</i>	25
<i>A-4.6</i>	<i>PMKVY Unemployed Pass-outs status and aspirations</i>	26
<i>B-2.1</i>	<i>DAY-NULM Job role covered and Pass-out distribution based on Urban Local Body</i>	29
<i>B-3.1</i>	<i>DAY-NULM Trade-wise number of Pass-outs and sample respondents</i>	31
<i>B-3.2</i>	<i>DAY-NULM Respondent age and gender distribution based on geographic profile</i>	33
<i>B-3.3</i>	<i>DAY-NULM Male and Female distribution based on age group</i>	33
<i>B-3.4</i>	<i>Level of education detail of DAY-NULM respondents</i>	34
<i>B-3.5</i>	<i>Year-wise detail of training duration of DAY-NULM respondents</i>	35
<i>B-3.6</i>	<i>Suggestions for improvement on the training quality by DAY-NULM respondents</i>	38
<i>B-4.1</i>	<i>Employment status of Pass-outs under DAY-NULM</i>	39
<i>B-4.2</i>	<i>Trade/Job Role-wise employment status of DAY-NULM Pass-outs</i>	40
<i>B-4.3</i>	<i>Time taken to get employed after completion of DAY-NULM Programme</i>	44
<i>B-4.4</i>	<i>Income level comparison - before and after DAY-NULM Skill Development Training</i>	46
<i>B-4.5</i>	<i>Reason for unemployment of Pass-outs of DAY-NULM</i>	47
<i>B-4.6</i>	<i>DAY-NULM Unemployed Pass-outs status and aspirations</i>	48
<i>C-2.1</i>	<i>Training Centres for DDU-GKY in Mizoram</i>	51
<i>C-3.1</i>	<i>DDU-GKY Trade-wise number of Respondents</i>	53
<i>C-3.2</i>	<i>Gender distribution of respondents under DDU-GKY</i>	54

C-3.3	<i>DDU-GKY Respondent age and gender distribution based on geographic profile</i>	54
C-3.4	<i>DDU-GKY Male and Female distribution based on age group</i>	55
C-3.5	<i>Level of education detail of DDU-GKY respondents</i>	55
C-3.6	<i>Year-wise detail of training duration of DDU-GKY respondents</i>	56
C-3.7	<i>Suggestions for improvement on the training quality by DDU-GKY respondents</i>	58
C-4.1	<i>DDU-GKY Respondent Employment Status</i>	59
C-4.2	<i>Trade/Job Role-wise employment status of DDU-GKY Pass-outs</i>	60
C-4.3	<i>Time taken to get employed after completion of DDU-GKY Programme</i>	61
C-4.4	<i>Income level comparison - before and after DDU-GKY Skill Development Training</i>	63
C-4.5	<i>Reason for unemployment of DDU-GKY Pass-outs</i>	64
D-2.1	<i>Job Roles and Training Centres for MYC in Mizoram</i>	67
D-3.1	<i>MYC Trade-wise number of Respondents</i>	68
D-3.2	<i>Gender distribution of respondents under MYC Skill Training</i>	68
D-3.3	<i>MYC Respondent age and gender distribution based on geographic profile</i>	69
D-3.4	<i>MYC Male and Female distribution based on Age Group</i>	69
D-3.5	<i>Level of education detail of MYC respondents</i>	70
D-3.6	<i>Year-wise detail of training duration of MYC respondents</i>	70
D-3.7	<i>Suggestions for improvement on the training quality by MYC respondents</i>	72
D-4.1	<i>MYC Respondent's Present Employment Status</i>	73
D-4.2	<i>Trade/Job Role-wise employment status of MYC Pass-outs</i>	73
D-4.3	<i>Time taken to get employed after completion of MYC Programme</i>	74
D-4.4	<i>Income level comparison - before and after MYC Skill Development Training</i>	76
D-4.5	<i>Reason for unemployment of Pass-outs of MYC</i>	78
D-4.6	<i>MYC Unemployed Pass-outs status and aspirations</i>	78
2.1	<i>Employers contacted for each Scheme</i>	79
2.2	<i>Employer's views on effectiveness of Skill Development Programmes on Personal Development and Soft Skills</i>	81
3.1	<i>Job-role/trade-wise Distribution of all Respondents</i>	82
3.2	<i>Overall Gender distribution of respondents</i>	84
3.3	<i>Respondent age and gender distribution based on geographic profile</i>	85
3.4	<i>Suggestions for improvement on the training quality by respondents</i>	87
3.5	<i>Employment status of Skill Development Training Pass-outs</i>	88
3.6	<i>Trade/Job Role-wise employment status of Pass-outs</i>	89
3.7	<i>Reason for unemployment of Pass-outs</i>	94
3.8	<i>Unemployed Pass-outs status and aspirations</i>	94

ACRONYM

SANKALP	- <i>Skills Acquisition and Knowledge Awareness for Livelihood Promotion</i>
MoU	- <i>Memorandum of Understanding</i>
NSDM	- <i>National Skill Development Mission</i>
PMKVY	- <i>Pradhan Mantri Kaushal Vikas Yojana</i>
DAY-NULM	- <i>Deendayal Antyodaya Yojana-National Urban Livelihoods Mission</i>
DDU-GKY	- <i>Deen Dayal Upadhyaya Grameen Kaushalya Yojana</i>
MYC	- <i>Mizoram Youth Commission</i>
TVET	- <i>Technical and Vocational Education and Training</i>
LESDE	- <i>Labour Employment, Skill Development and Entrepreneurship</i>
SIRD&PR	- <i>State Institute of Rural Development & Panchayati Raj</i>
UD&PA	- <i>Urban Development & Poverty Alleviation</i>

EXECUTIVE SUMMARY

SANKALP was established to assist the National Skill Development Mission (NSDM) in achieving its full potential. It aims to put the NSDM's sub-missions into motion while also putting into practice the Skill India Mission, such as the implementation of the National Skills Qualification Framework (NSQF), universalization, standardization of certification and assessments, achieving convergence, infusing quality into skill development programmes and making the programmes market-relevant.

The State Institute of Rural Development & Panchayati Raj (SIRDPR), Mizoram accepted the honored invitation from the Department of Labour, Employment, Skill Development & Entrepreneurship (LESDE), Government of Mizoram, to conduct Tracer Study for Skill Development Programme Pass-out under SANKALP in Mizoram to understand their career progression in the labour market; covering 4 Skill Development Schemes viz., Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Deendayal Antyodaya Yojana-National Urban Livelihoods Mission (DAY-NULM), Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) and Skill Training under Mizoram Youth Commission. The study aims to understand career progression of Pass-outs, provide feedback for TVET improvements, and analyse impact on Mizo youths.

Findings from the study

PMKVY

PMKVY has been implemented in Mizoram from 2017 by the Labour, Employment, Skill Development & Entrepreneurship Department, Govt. of Mizoram (LESDE). There are 42 Training Providers and 77 Training Centres with National Skill Development Corporation Accreditation and Affiliation. Mizoram is one of the frontrunners in the implementation of PMKVY 2.0. Currently 25 job-roles are undertaken by various Training Providers.

More time for practical classes, upgradation of equipment/facilities, and more hours for theory classes are the top recommendations from the pass-outs for improving the Programme. The majority of PMKVY respondents are still without a job, but 19.16% have their own business and are self-employed. Assistant Beauty Therapist respondents are 100% employed. The percentage of unemployed women is higher than the percentage of unemployed men. Major portion of the employed respondents got employed within 6

months after finishing the Skill Development Programme. 57.15% of permanently or temporarily employed respondents are working in jobs unrelated to the job-role they finished through PMKVY.

The lowest income group of respondents, reports a significant increase in their income following participation in the skill development programme. Most of the employed respondents are content with their current job. The most common reason for unemployment is that the respondents currently have other responsibilities that they need to tend to and could not go out looking/preparing themselves for jobs. 29.29% of the unemployed respondents are looking for self-employment alternatives while 10.06% of them are open to working as apprentices.

DAY-NULM

The Nodal Department for DAY-NULM in Mizoram is the Urban Development & Poverty Alleviation Department, which works with Training Partners and the District Urban Development Office to implement and monitor Skill Development Programmes. Currently there are 8 Training Partners for DAY-NULM in Mizoram. A total of 35 Job roles were covered during 2016-2022 in Mizoram. The most sought after Job Role is Sampling Tailor with 2261 Pass-outs while the Job role with least number of pass-out is Front Office Associate.

The main reason for undertaking the training is predominantly for self-employment. 97.19% of the pass-outs were satisfied with the course they attended under the Scheme. A small percentage of the respondents feel that the course content is not sufficient to provide them the knowledge and skill that they require. The main suggestion of the respondents for improvement of the Programme is to allot more time for practical class.

More than half of the respondents are unemployed and only 5.15% are working in full-time permanent jobs. Respondents of the trades Assistant Spa Therapist and Helper Carpenter - Shuttering and Scaffolding are 100% employed. The percentage of unemployed females is higher than that of males. Major percentage of the Pass-outs get employed within 6 months from the day of completing the Skill Development Programme. 37.14% of the respondents who are employed are working in Jobs which are related to the Job-role they got trained in under DAY-NULM. Respondents in the lowest level of income group show significant increase in their income after attending the Skill Development Programme.

About seven percent of the employed respondents want to change the job they are currently working in. The most common reason for unemployment is that the respondents currently have other responsibilities that they need to tend to and could not go out looking/preparing themselves for jobs. 45.69% of unemployed respondents are looking for self-employment opportunities but 23.22% require financial assistance. 22.10% are willing to join apprenticeship jobs.

DDU-GKY

In Mizoram, DDU-GKY is implemented by Mizoram State Rural Livelihoods Mission (MzSRLM). There are 9 Training Partners who carry out the implementation of skill development programmes in the State, covering a total of 12 trades. Domestic Data Entry Operator has the highest number of pass-outs while General House Housekeeper has the least number of pass-outs. The main reason for joining the Skill Development Programmes is for self-employment. 93.99% of graduates were satisfied with the course they completed under DDU-GKY. More time for practical classes is the top recommendation for improving the Programme, as stated by 93.44% of the respondents. 18.03% of respondents believe that equipment and facilities in the training centres need to be upgraded.

More than half of the respondents are unemployed. The trade with the highest percentage of employed respondent is Retail Sales Associate while respondents under trades/job-roles such as Airline Cabin Crew, Driver LMV and Self-Employed Tailor are all unemployed. There are slightly more females working in temporary jobs than males; and males have higher percentage of Jobless respondents than females. Most graduates who completed the skill development programme find employment within six months of their graduation.

Among the respondents who are either permanently or temporarily employed, 73.91% of them are employed in jobs that are related to the job-role they received training for under DDU-GKY. In most income levels, there are twice as males than females among the permanent or temporary employed respondents. The income level of respondents who were already employed before the training experiences substantial increase in their income especially those who had income level below 6000. Most of the employed pass-outs are satisfied with their current job. The most common reason for unemployment is that there are no suitable jobs available.

MYC Skill Training

Mizoram Youth Commission was established as per 'The Mizoram Youth Commission Act, 2008' with its headquarter in Aizawl. The main function of the Commission is to guide, assist, promote and develop the welfare of the Youth of the State and perform such functions as the Government may assign from time to time. In this context, MYC had conducted Skill Trainings during 2019-2021 which was specially tailor-made for migrant workers. The skill training programmes were conducted in different districts of Mizoram by MYC funded by World Bank. 5 skill development programmes conducted by 2 Training Centres covering 3 Job-roles is included for this tracer study. Nail Technician with Eyelash Extension makes up majority of the respondents.

The main reason for undertaking the training is predominantly for self-employment. Most of the respondents are satisfied on the training as a whole. More time for practical classes is the top recommendation for improving the Programme. 53.9% of respondents believe that the equipment and facilities at the training centres need to be upgraded.

More than one-sixth are working in permanent or temporary jobs while 22.36% are self-employed. There are no trade/job-role which has 100% unemployed respondents. 'Employability and Entrepreneurship Skills' have the highest employed rate. The percentage of unemployed females is higher than that of males. Among the respondents who are permanently or temporarily employed, majority of the Pass-outs get employed after 12 months from the day of completing the Skill Development Programme. Only 1 of the employed respondents is working in a Temporary Job which is related to the Job-role he/she got trained in under MYC. Respondents in the lowest level of income group show significant increase in their income after attending the Skill Development Programme. 8.33% of the respondents want to change the job they are currently working in while 33.33% has no desire to change their job.

The most common reason for unemployment is that the respondents currently have other responsibilities that they need to tend to and 31.82% are unemployed as they are still pursuing higher education or other trainings. None of the unemployed respondents are registered in Employment Exchange. 13.64% are willing to join apprenticeship jobs.

Summarized Recommendations

- i Record keeping needs to be improved.*

- ii *Digital records may be maintained by the Nodal Department/Implementing Agency through website, Google Form, Google Drive, Google Sheets etc.*
- iii *The faculties or trainers may undergo mandatory training once a year or every two years on skill, personal development and management.*
- iv *Care may be taken that only certified and qualified trainers are employed by the training centers to impart training.*
- v *Training facilities available at the training centers may be inspected every year to ensure adequacy of training facilities.*
- vi *More practical classes may be introduced in the courses to enhance practical knowledge.*
- vii *Training feedback from trainees may be collected after each course and reviewed by the Nodal Department/Implementing Agency from time to time.*
- viii *Trades/Job-roles which are gender neutral in nature maybe selected more.*
- ix *More initiatives on generating Awareness and publicizing Success Stories on the Skill Development Programmes may be done through media and in schools.*
- x *More emphasis and initiative may be taken in ensuring job placement for the pass-outs.*

1. INTRODUCTION

The “Skill India” strategy is being driven by the Ministry of Skill Development and Entrepreneurship (MSDE), which was established in November 2014 to coordinate already existing Skill Training Programmes and combine their scope and quality. The National Skill Development Mission (NSDM) was established by MSDE to develop an end-to-end implementation framework which presents possibilities for quality short and long term skill development, resulting in fruitful employment and career advancement that matches trainees' goals. NSDM has identified seven sub-missions in crucial areas which require immediate attention. The identified sub missions include Institutional Training, Infrastructure, Convergence, Trainers, Overseas Employment, Sustainable Livelihoods and Leveraging Public Infrastructure. SANKALP was setup to assist National Skill Development Mission (NSDM) in achieving its full potential once NSDM was launched. The idea behind SANKALP is to put the NSDM's sub-missions into motion while also putting into practice the Skill India Mission. Implementation of National Skills Qualification Framework (NSQF), universalization, standardization of certification and assessments, achieving convergence, infusing quality into skill development programmes and making the programmes market-relevant while ensuring private participation are some of the ongoing issues that SANKALP addresses.

Several Departments under Government of Mizoram have taken up the Nodal role in implementing the Schemes covered under SANKALP. The study covers 4 Skill Development Schemes viz., Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Deendayal Antyodaya Yojana-National Urban Livelihoods Mission (DAY-NULM), Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) and Skill Training under Mizoram Youth Commission. Below are the Schemes covered and their corresponding Nodal Departments under Government of Mizoram.

Table 1.1: Skill covered and Implementing Agencies in Mizoram

S.No	Scheme	Nodal Department	Funded by
1	Pradhan Mantri Kaushal Vikas Yojana (PMKVY)	Labour, Employment, Skill Development & Entrepreneurship Department	Ministry of Skill Development & Entrepreneurship
2	Deendayal Antyodaya Yojana- National Urban Livelihoods Mission (DAY-NULM)	Urban Development & Poverty Alleviation Department	Ministry of Housing and Urban Affairs
3	Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY)	Mizoram State Rural Livelihood Mission	Ministry of Rural Development
4	Skill Training Programmes under MYC	Mizoram Youth Commission	World Bank

1.1 Assignment

With the invitation from the Department of Labour, Employment, Skill Development & Entrepreneurship (LESDE), Government of Mizoram, the State Institute of Rural Development & Panchayati Raj (SIRDPR), Mizoram conducted Tracer Study for Skill Development Programme Pass-out under **SANKALP** in Mizoram to understand their career progression in the labour market.

The field survey was done during the month of March and April 2023 and the report was submitted to LESDE on May 2023. As stated before, the study covers four (4) major Skill Development Programmes implemented in the State. The Pass-outs from 2016-2022 are selected and all trades implemented in the Schemes are covered.

1.2 Objectives of the study

The main objectives of this tracer study are:-

- i To understand the career progression of the Pass-outs in the labour market
- ii To provide feedback for improvements in Technical and Vocational Education and Training (TVET)
- iii To analyse the impact of various features of TVET in Mizo youths.

1.3 Purpose of the study

The main purpose of this tracer study is to assess the impact of Skill Development programmes in terms of relevance, effectiveness, efficiency and sustainability; to assess

pass-out’s satisfaction level on various Skill Development Programmes run by Implementing Agencies under Government of Mizoram and to obtain the views of employers on the impact, quality and relevance of the Skill Development Programmes.

1.4 Methodology

The tracer study consists of four (4) Skill Development Schemes, each implemented by separate Nodal Departments/Implementing Agencies in Mizoram. Hence request for the Pass-out data was made separately to each department. Once the Pass-out data was received by SIRD&PR, it was analyzed and consolidated Trade/Job-role-wise and then Training Center-wise so that all trades and training centers will be covered while sampling. The data collection was done using Google Form questionnaires which were overseen and conducted by the Field Invigilators face to face. The questionnaire includes the personal profile of the pass-out, educational qualification, detail of Skill Development Programme attended, impact of the Skill Development Programme and Success stories (if any). Responses from the employers were also collected on a separate questionnaire, which mainly focus on their views on the effectiveness of the Skill Development Programme on the Pass-out.

1.4.1 Sample Size & Selection Process

The sample size was determined using three metrics - population size of Pass-outs, Confidence level and Margin of error. The tracer study covers samples from 1161 Pass-outs. The detail of total number of Pass-outs and sample collected for each Scheme is mentioned in the table below.

Table 1.2: Pass-outs under Schemes and sample size detail

S.No	Scheme	Total Pass-out (2016-2022)	Sample collected
1	Pradhan Mantri Kaushal Vikas Yojana (PMKVY)	13708	475
2	Deendayal Antyodaya Yojana-National Urban Livelihoods Mission (DAY-NULM)	10363	427
3	Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY)	1617	183
4	Skill Training Programmes under MYC	100	76
	TOTAL	25788	1161

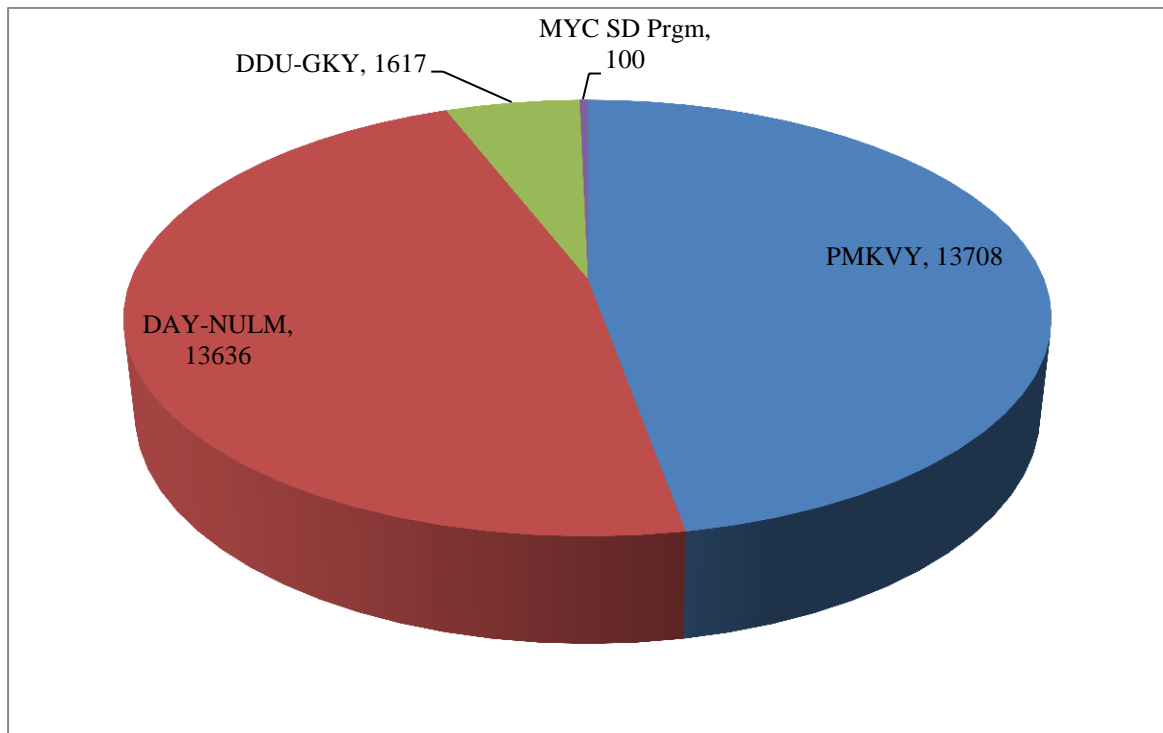
Source: Data furnished by Nodal Department/Agency of Schemes covered and Field Survey March & April, 2023

For all trades under each Scheme, a minimum of 5 samples were collected. Under PMKVY and DDU-GKY there are some trades which have very less number of graduates for which the number of sample to be collected based on the sample size calculation is less than 5. For these trades, the sample size is fixed at 5. Still some Pass-outs could not be contacted thus resulting in sample size of less than 5 for few trades/job-roles. Besides this, data collected for employers is 46 making the total sample collected size to be 1207.

1.5 Distribution of sample respondents by Trades and Centre

Among the schemes covered, the total number of pass-outs is highest for Pradhan Mantri Kaushal Vikas Yojana (PMKVY), making up 53.16% of the total pass-outs. Skill Training under MYC is an on-demand basis programme introduced for migrant workers during COVID-19 pandemic and thus has the least amount of pass-outs constituting 0.38% of the total pass-outs. For this study, the respondents were bifurcated based on the trades/job-roles so as to evenly cover the pass-outs as per the total pass-outs available per trade/job-role.

Fig 1.1: Scheme-wise Pass-out distribution



Source: Data furnished by Nodal Department/Agency of Schemes covered

1.6 Limitations of the study

- i Data collection of the graduates took longer than expected as some of the Nodal Departments/Implementing Agencies had to collect data from their training providers as per the requirement of the survey. Hence, the time available for data analysis and report preparation becomes quite less.
- ii Some of the Pass-outs could not be contacted in the phone number provided as they were not using the same phone number anymore. Selected sample had to be reworked a few times.

Section - A

Pradhan Mantri Kaushal Vikas Yojana

(PMKVY)

A-1. BACKGROUND OF SKILL DEVELOPMENT SCHEMES UNDER PRADHAN MANTRI KAUSHAL VIKAS YOJANA (PMKVY)

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE) implemented by National Skill Development Corporation. The objective of this Skill Certification Scheme is to enable large number of Indian youth to take up industry-relevant skill training that will help them in securing a better livelihood. Individuals with prior learning experience or skills will also be assessed and certified under Recognition of Prior Learning (RPL).

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. 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. 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 is implemented in two phases: 1st phase was implemented on pilot basis during the year 2020-21 known as PMKVY 3.0 (2020-21). The scheme initiates the creation of implementation framework for the 2nd phase (2021-2026) of the scheme. The objectives of the scheme are:

- i Create an ecosystem for the youth to make informed choices on the available skilling avenues.
- ii Provide support to youth for skill training and certification.
- iii Promote sustainable Skill Centres for greater participation of private sector.
- iv Benefit 8 lakh youth over the scheme period (2020-21).

A-2. PROFILE OF NODAL DEPARTMENT AND TRAINING PROVIDERS

PMKVY has been implemented in Mizoram from the year 2017. The Nodal Department for the State is Labour, Employment, Skill Development & Entrepreneurship Department, Govt. of Mizoram (LESDE). The Nodal Department has advertised Expression of Interest (EoI) for Training Providers and after thorough examination of the candidate, selection of the empanelled Training Providers was done Mizoram State PMKVY Committee. Till date, there are 42 nos of Training Providers (TP) and 77 nos of Training Centres (TC) who has National Skill Development Corporation Accreditation and Affiliation. Mizoram is one of the front runner in the implementation of PMKVY and ranked first in the implementation of PMKVY 2.0 in terms of enrolment and placement. There are 25 nos., of job-roles undertaken by various Training Providers.

Table A-2.1: Job-roles under PMKVY during 2017-2022

Sl. No	Job Role
1	Self Employed Tailor
2	Mobile Phone Hardware Repair Technician
3	F & B Service: Steward
4	Automotive Service Technician Level 3
5	Beauty Therapist
6	Asst. Beauty Therapist
7	General Duty Assistant
8	Mason General
9	Fashion Designer
10	Room Attendant
11	Meet and Greet Officer
12	Assistant Electrician
13	Retail Sales Associate
14	Organic grower
15	Assistant Spa Therapist
16	Field Technician - Computers & Peripherals
17	Field Technician - Other Home Appliances
18	Plumber General
19	Commercial Vehicle Driver Level 4
20	Front Office Executive
21	Gardener
22	Fitter - Fabrication
23	Associate - Customer Care (Non-Voice)
24	Banana farmer
25	Bar Bender & Steel Fixer

Source: Data furnished by Department of LESDE, Govt. of Mizoram

Table A-2.2: Training Providers under PMKVY

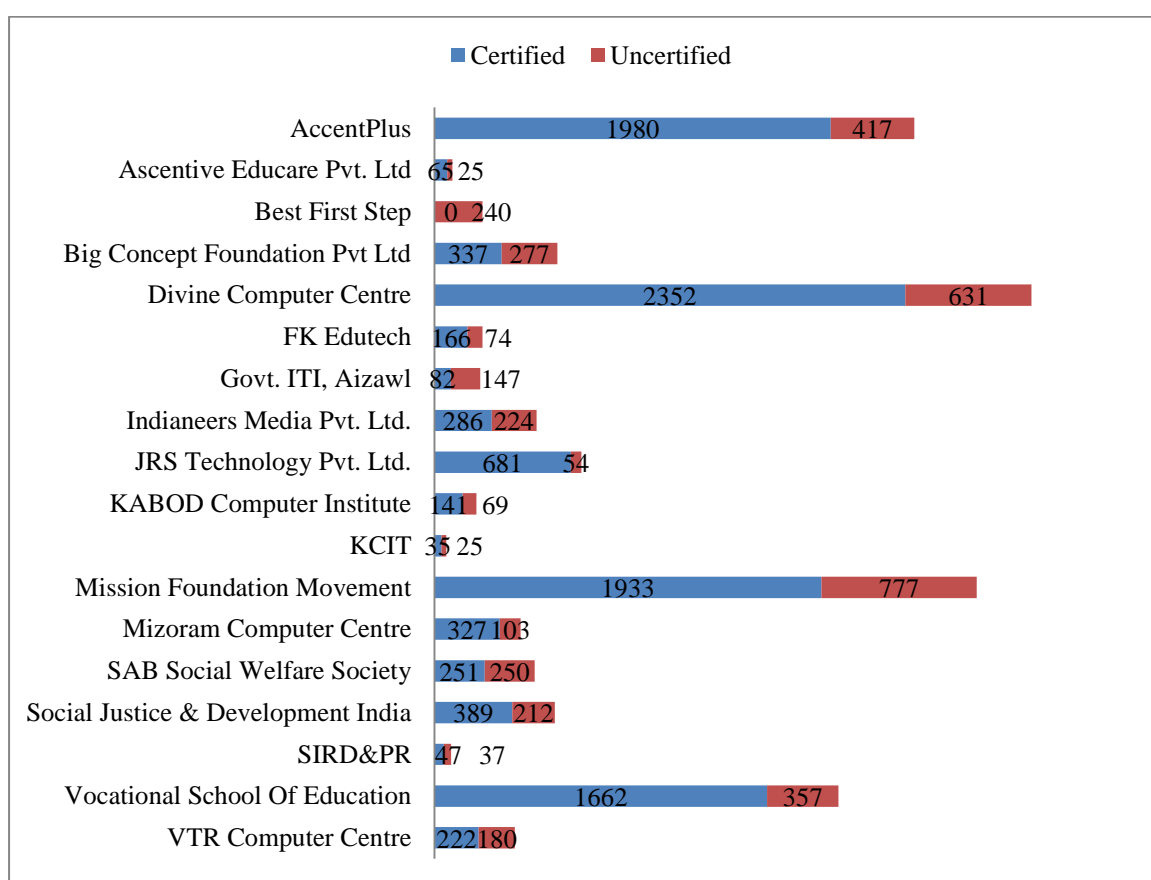
S.No	Name of the Training Provider		
	PMKVY 2.0	PMKVY 3.0 (STT)	PMKVY 3.0 (RPL)
1	ACCENTPLUS	ACCENTPLUS	Big Concepts Foundation Pvt. Ltd.
2	Ascensive Educare Pvt. Ltd.	Divine Computer Centre	Divine Computer Centre
3	Best First Steps	Mizoram Computer Centre	J R S Technology Private Limited
4	Big Concepts Foundation Pvt. Ltd.	Mission Foundation Movement	KABOD Computer Institute
5	Divine Computer Centre	Social Justice & Development India	Mizoram Computer Centre
6	FK Edutech	Vocational School Of Education	Mission Foundation Movement
7	Govt. I.T.I, Aizawl	VTR Computer Centre	Skills Art And Beyond Social Welfare Society
8	Indianeers Media Private Limited		State Institute of Rural Development & Panchayati Raj
9	J R S Technology Private Limited		Vocational School of Education
10	KABOD Computer Institute		VTR Computer Centre
11	Kawlhring Computer Institute of Technology		
12	Mission Foundation Movement		
13	Mizoram Computer Centre		
14	Skills Art and Beyond Social Welfare Society		
15	Social Justice & Development India		
16	State Institute of Rural Development & Panchayati Raj		
17	Vocational School of Education		
18	VTR Computer Centre		

Source: Data furnished by Department of LESDE, Govt. of Mizoram

A-2.1 PROFILE OF THE TRAINING PROVIDERS

Under PMKVY, there are a total of 42 Training Providers who have their own Training Centres. These Training Providers impart Skill Development Programmes on 25 Job-roles which fall under PMKVY 2.0, 3.0 (STT) and 3.0 (RPL). The detail of candidates trained by the Training Providers is as shown in the figure below. A total of 10, 956 candidates were certified on various job roles under PMKVY 2.0, 3.0 (STT) and 3.0 (RPL) during 2017 to 2022.

Fig A-2.1: Training Partner-wise count of Certified and Uncertified PMKVY Pass-outs



Source: Data furnished by Department of LESDE, Govt. of Mizoram

A-3. SUMMARY OF THE RESPONDENTS

A-3.1 Distribution of PMKVY Respondents

Response is collected from 475 Certified Candidates. The Certified Candidates are disbursed across all 11 districts of Mizoram. A total of 24 Job-Roles were covered by the Training Providers during 2017 - 2022. The distribution of Certified Candidates and total samples collected for the trade/job-role is given below. Self-employed Tailor is the most sought-after Job-Role, attracting 5994 certified candidates. Assistant Beauty Therapist and Associate - Customer Care (Non-Voice) have the fewest certified candidates, each with a total of 30. The average number of Certified Candidates during the studied timeframe is 571.13 per trade.

Table A-3.1: Job-role/trade-wise Distribution of PMKVY Respondents

S. No	Job Role	Total Candidate Certified	Total Sample Collected
1	Asst. Beauty Therapist	30	1
2	Assistant Electrician	184	6
3	Assistant Spa Therapist	60	2
4	Associate - Customer Care (Non-Voice)	30	5
5	Automotive Service Technician Level 3	835	29
6	Banana farmer	396	11
7	Beauty Therapist	1056	31
8	Commercial Vehicle Driver Level 4	59	5
9	F & B Service: Steward	624	22
10	Fashion Designer	419	13
11	Field Technician - Computers & Peripherals	190	6
12	Field Technician - Other Home Appliances	71	6
13	Fitter - Fabrication	58	5
14	Front Office Executive	180	5
15	Gardener	120	5
16	General Duty Assistant	690	26
17	Mason General	402	13
18	Meet and Greet Officer	183	5
19	Mobile Phone Hardware Repair Technician	885	30
20	Organic grower	50	5
21	Plumber General	53	5
22	Retail Sales Associate	838	23
23	Room Attendant	300	11
24	Self Employed Tailor	5994	205
	TOTAL	13707	475

Source: Data furnished by Department of LESDE, Govt. of Mizoram and Field Survey March & April, 2023

A-3.2 Gender Distribution

The total samples collected consist of 320 (67.3%) female and 155 (32.6%) males. According to the nature of the work associated with each Job-Role, the respondents' gender distribution appeared to differ. Job roles like Asst. Beauty Therapist, Fashion Designer and Meet and Greet Officer has 100% female respondents while Automotive Service Technician Level 3, Assistant Electrician, Organic grower, Field Technician - Computers & Peripherals, Field Technician - Other Home Appliances, Plumber General, Commercial Vehicle Driver Level 4 and Fitter - Fabrication has 100% male respondents.. In general, there are twice as many female respondents as male respondents.

A-3.3 Socio-economic conditions of the respondents

Geographic & Gender Profile: 44% of responders are from rural areas, while 56% are from urban areas. The respondents' average age is 29.56 with female respondents' average ages being 30.45 and male respondents' average ages being 27.72. The age of the responder ranges from 17 to 58 with 17 being the youngest age and 58 being the oldest age.

Table A-3.2: PMKVY Respondent age and gender distribution based on geographic profile

S. No	Detail	Urban	Rural	Overall
1	Respondent urban and rural distribution	266 (56.00%)	209 (44.00%)	475
2	Male Respondents	85 (54.84% of males)	70 (45.16% of males)	155
3	Maximum and Minimum age of Male Respondents	Minimum: 18 Maximum: 49	Minimum: 19 Maximum: 60	
4	Female Respondents	181 (56.56% of females)	139 (43.44% of females)	320
5	Maximum and Minimum age of Female Respondents	Minimum: 18 Maximum: 50	Minimum: 18 Maximum: 55	

Source: Field Survey March & April, 2023

According to the aforementioned table, the ratio of male to female Certified Candidates in urban areas is 54.84:56.56, while it is 45.16:43.44 in rural areas.

This indicates that a higher percentage of women are taking advantage of skill development programmes in urban areas while higher percentages of men are observed in rural areas.

Age Group: The age group of 26 to 35 has the highest percentage of respondents (50.73%), followed by the age group of 25 or younger (31.15%), which has the second-highest percentage of respondents. Together, these two age groups account for 81.80% of all respondents. Only 14.53% and 3.59% of respondents, respectively, are between the ages of 36 and 45 and 46 or older.

Table A-3.3: PMKVY Male and Female distribution based on age group

Age Group	Male		Female		Total	
	Number	% from age group total	Number	% from age group total	Number	% from total respondents
<= 25	60	40.54%	88	59.46%	148	31.15%
26 - 35	80	33.19%	161	66.81%	241	50.73%
36 - 45	12	17.39%	57	82.61%	69	14.53%
>= 46	3	17.65%	14	82.35%	17	3.59%

Source: Field Survey March & April, 2023

Educational background: The majority of the certified responders have an educational qualification of 10th Standard with lower percentage having an educational qualification of Graduate and above. 70.53% of the certified respondents passed both classes X and XII. The percentage of females to males is higher in all level of education except Graduate where there is equal percentage.

Table A-3.4: Level of education detail of PMKVY respondents

Level of Education	Male		Female		Total	
	Count	% from level total	Count	% from level total	Count	% from total respondents
Below Class X	30	31.25%	66	68.75%	96	20.21%
Passed Class X	53	27.89%	137	72.11%	190	40.00%
Passed Class XII	51	35.17%	94	64.83%	145	30.53%
Graduate	16	50.00%	16	50.00%	32	6.74%
Post-Graduate & Above	5	41.67%	7	58.33%	12	2.52%

Source: Field Survey March & April, 2023

A-3.4 Trainings period of the respondents

The training period of the courses covered are divided into four groups. 60.24% of the respondents attended the skill development course with duration of 4 - 8 months, followed by course duration of 2-3 months comprising 37.05 % of the total respondents. The least percentage of respondents attended skill development course with duration 1 month or less.

During the years 2016 and 2022, the most number of respondents attended the course duration of 4-8 months but while in 2019, majority of the respondents attended the course with 2-3 months duration.

Table A-3.5: Year-wise detail of training duration of PMKVY respondents

Graduated Year & Particulars	Training Duration				Total	
	<i>1 month or less</i>	<i>2 - 3 months</i>	<i>4 - 8 months</i>	<i>8 - 12 months</i>		
2016	Count	0	4	72	0	76
	% within Year	0%	5.36%	94.74%	0%	
	% within Total Respondent	0%	0.84%	15.16%	0%	
2017	Count	3	19	35	0	57
	% within Year	5.26%	33.33%	61.40%	0.00%	
	% within Total Respondent	0.63%	4.00%	7.37%	0.00%	
2018	Count	1	7	29	0	37
	% within Year	2.70%	18.92%	78.38%	0.00%	
	% within Total Respondent	0.21%	1.47%	6.11%	0.00%	
2019	Count	2	74	49	0	125
	% within Year	1.60%	59.20%	39.20%	0.00%	
	% within Total Respondent	0.42%	15.58%	10.32%	0.00%	
2020	Count	2	46	58	0	106
	% within Year	1.89%	43.40%	54.72%	0.00%	
	% within Total Respondent	0.42%	9.68%	12.21%	0.00%	
2021	Count	2	12	26	0	40
	% within Year	5.00%	30.00%	65.00%	0.00%	
	% within Total Respondent	0.42%	2.53%	5.47%	0.00%	

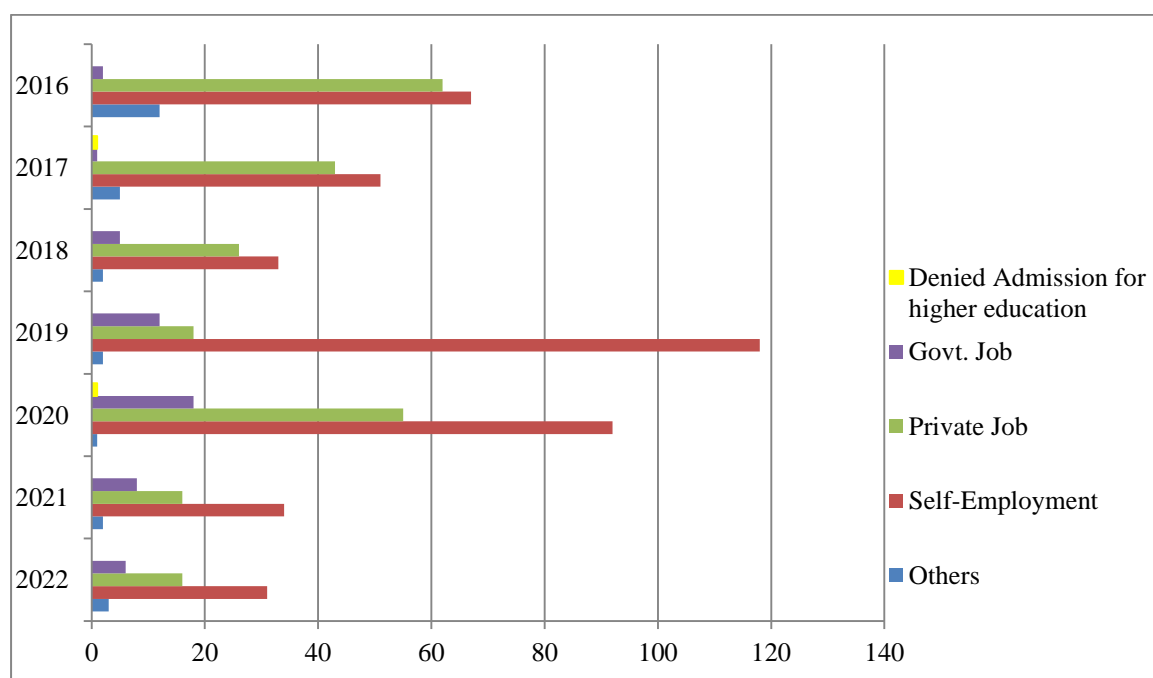
	Count	3	14	17	0	34
2022	% within Year	8.82%	41.18%	50.00%	0.00%	
	% within Total Respondent	0.63%	2.95%	3.58%	0.00%	
Total	Count	13	176	286	0	475
	% within Total Respondent	2.74%	37.05%	60.21%	0.00%	

Source: Field Survey March & April, 2023

A-3.5 Reasons for training

This question designed allowed the responders to select from a variety of answers. Since many respondents select more than one reason for training, the total reason selected by them exceeds the total number of respondents. The main reason for undertaking the training is predominantly for self-employment. The second reason for attending the training is for getting jobs in private firms. From the graph, it can be deduced that the COVID-19 pandemic (2019–2022) has inspired the candidates to enroll in skill development programmes in order to pursue self-employment. In comparison to the other accessible reasons, the rate of self-employment as a reason for attending the training programmes becomes relatively high.

Fig A-3.1: Year-wise distribution of 'Reasons for training'

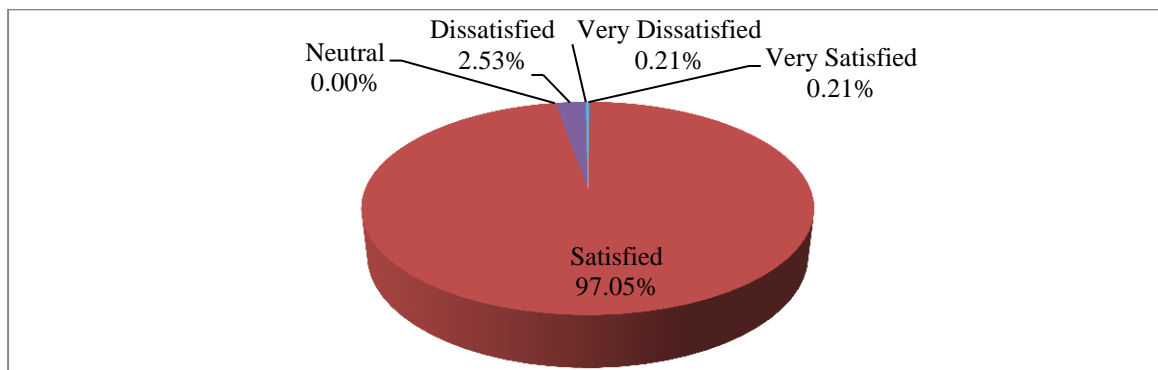


Source: Field Survey March & April, 2023

A-3.6 Overall Satisfaction level of the Graduate on the training attended

The training that the Certified Candidates had taken as part of the PMKVY Scheme was largely satisfactory. 97.05% of the Certified Candidates were satisfied with the course they attended under the Scheme. Only a very small percentage i.e., 2.53% and 0.21% of the Certified Candidates respectively were dissatisfied and very dissatisfied with the skill development programme they attended under PMKVY.

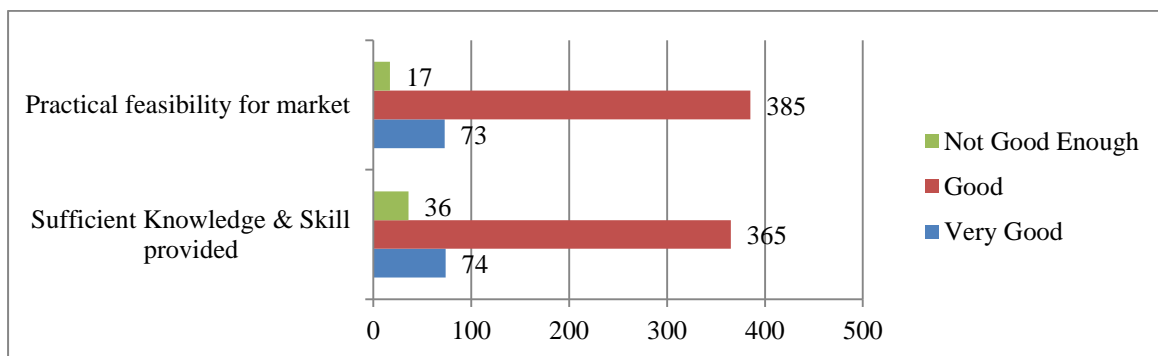
Fig A-3.2: Satisfaction level of PMKVY Pass-outs on Skill Development programme



Source: Field Survey March & April, 2023

In terms of course content and practical feasibility of the programmes, 7.57% feel that the course content is insufficient to give them the knowledge and skills they require and 3.57% states that the course design is not practically feasible for developing the necessary skills for the labour market.

Fig A-3.3: Course content and effectiveness of Skill Development Programmes under PMKVY



Source: Field Survey March & April, 2023

A-3.7 Respondent’s suggestions for improvement of trainings

Suggestions for improvement on how the Skill Development Programmes were conducted were given by the respondents. Since respondents are allowed to give multiple suggestions, the total count of suggestions is more than the total count of respondents.

More time for practical classes is the top recommendation for improving the Programme as 81.47% of the respondents gave this suggestion. 27.37% of the respondents feel that there is need for upgradation of equipments/facilities in the training centres. Only 19.58% of the respondents feel that more hours should be allotted for theory classes.

Additionally, suggestions for the teachers were also made. While 0.84% of respondents believed that the quality of the teachers needed to be improved and 1.89% of respondents felt that teachers' punctuality and regularity need to be improved.

Table A-3.6: Suggestions for improvement on the training quality by PMKVY respondents

Suggestions	Count	Percentage from total respondents
More hours be allotted for practical class	387	81.47%
More hours be allotted for theory class	93	19.58%
Upgradation of equipment/ facilities	130	27.37%
Teachers may observe regularity and punctuality	9	1.89%
The quality of teachers need to be improved	4	0.84%
Total suggested points	623	

Source: Field Survey March & April, 2023

A-4. LABOUR MARKET OUTCOME

The employment status of the Certified Candidates from Skill Development Programmes under PMKVY is highlighted in this chapter. The detail will be presented based on the Job Role/Trade and on the basis of gender of the respondent. Depending on the main livelihood activities of the local people and the facilities available in the vicinity, the performance of a trade with regards to employment can vary from City to City, District to District and from State to State.

A-4.1 Status of Employment

Based on whether the responder was employed as of the day the data was collected, the total employment status of the Certified Candidates is determined. The majority of respondents (71.16%) are still without a job; however 19.16% of them have their own business and are considered self-employed. 7.79% of people are currently employed in temporary positions with scant to no job security assurance. Among them, 1.26% is part-time workers who are still looking for full-time employment. Only 1.05% is employed in permanent jobs, all of which are full-time jobs and 0.84% of the respondents are working in apprentice jobs.

Table A-4.1: Employment status of Pass-outs under PMKVY

Employment Status		Count	Percentage from total respondents
Permanently employed	<i>Part-time</i>	0	0.00%
	<i>Full-time</i>	5	1.05%
Temporarily employed	<i>Part-time</i>	6	1.26%
	<i>Full-time</i>	31	6.53%
Self-employed		91	19.16%
Apprenticeship		4	0.84%
Unemployed		338	71.16%

Source: Field Survey March & April, 2023

A-4.2 Trade-wise Employment status

The employment status by trade/job position makes it evident which trades perform well in terms of hiring Pass-outs and which trades do not within the State. *Banana farmers, beauty therapists, front desk executives, meet and greet officers, and retail sales associate* respondents all reported being completely jobless. Only one

respondent is available for *Asst. Beauty Therapist* who is self-employed. However, this cannot be considered as 100% employed for the trade as one data is not sufficient. In addition to the trades already listed, *Field Technician - Other Home Appliances* has 80% or more responders that are unemployed. At least 80% of responders from the *Gardener* and *Plumber General* categories work for themselves.

Table A-4.2: Trade/Job Role-wise employment status of PMKVY Pass-outs

Trade/Job-Role		Permanently Employed	Temporarily Employed	Self - Employed	Apprentice	Unemployed
Asst. Beauty Therapist	Count	0	0	1	0	0
	% from Job-role	0%	0%	NA	0%	0%
	% from Overall	0%	0%	0.21%	0%	0%
Assistant Electrician	Count	1	2	3	0	0
	% from Job-role	16.67%	33.33%	50.00%	0%	0%
	% from Overall	0.21%	0.42%	0.63%	0%	0%
Assistant Spa Therapist	Count	1	0	1	0	0
	% from Job-role	50.00%	0%	50.00%	0%	0%
	% from Overall	0.21%	0%	0.21%	0%	0%
Associate - Customer Care (Non-Voice)	Count	0	0	2	0	3
	% from Job-role	0%	0%	40.00%	0%	60.00%
	% from Overall	0%	0%	0.42%	0%	0.63%
Automotive Service Technician Level 3	Count	1	4	8	1	15
	% from Job-role	3.45%	13.79%	27.59%	3.45%	51.72%
	% from Overall	0.21%	0.84%	1.68%	0.21%	3.16%
Banana farmer	Count	0	0	0	0	11
	% from Job-role	0%	0%	0%	0%	100%
	% from Overall	0%	0%	0%	0%	2.32%
Beauty Therapist	Count	0	0	0	0	31
	% from Job-role	0%	0%	0%	0%	100%
	% from Overall	0%	0%	0%	0%	6.53%
Commercial Vehicle Driver Level 4	Count	1	2	0	0	2
	% from Job-role	20.00%	40.00%	0%	0%	40.00%
	% from Overall	0.21%	0.42%	0%	0%	0.42%
F & B Service: Steward	Count	0	1	7	1	13
	% from Job-role	0%	4.55%	31.82%	4.55%	59.10%
	% from Overall	0%	0.21%	1.47%	0.21%	2.74%

Fashion Designer	<i>Count</i>	0	4	5	0	4
	<i>% from Job-role</i>	0%	30.77%	38.46%	0%	30.77%
	<i>% from Overall</i>	0%	0.84%	1.05%	0%	0.84%
Field Technician - Computers & Peripherals	<i>Count</i>	0	2	1	0	3
	<i>% from Job-role</i>	0%	33.33%	16.67%	0%	50.00%
	<i>% from Overall</i>	0%	0.42%	0.21%	0%	0.47%
Field Technician - Other Home Appliances	<i>Count</i>	0	0	1	0	5
	<i>% from Job-role</i>	0%	0%	16.67%	0%	83.33%
	<i>% from Overall</i>	0%	0%	0.21%	0%	1.05%
Fitter - Fabrication	<i>Count</i>	0	0	2	0	3
	<i>% from Job-role</i>	0%	0%	40.00%	0%	60.00%
	<i>% from Overall</i>	0%	0%	0.42%	0%	0.63%
Front Office Executive	<i>Count</i>	0	0	0	0	5
	<i>% from Job-role</i>	0%	0%	0%	0%	100%
	<i>% from Overall</i>	0%	0%	0%	0%	1.05%
Gardener	<i>Count</i>	0	0	4	0	1
	<i>% from Job-role</i>	0%	0%	80.00%	0%	20.00%
	<i>% from Overall</i>	0%	0%	0.84%	0%	0.21%
General Duty Assistant	<i>Count</i>	0	11	3	0	12
	<i>% from Job-role</i>	0%	42.31%	11.54%	0%	46.15%
	<i>% from Overall</i>	0%	2.32%	0.63%	0%	2.53%
Mason General	<i>Count</i>	0	1	3	0	9
	<i>% from Job-role</i>	0%	7.69%	23.08%	0%	69.23%
	<i>% from Overall</i>	0%	0.21%	0.63%	0%	1.89%
Meet and Greet Officer	<i>Count</i>	0	0	0	0	5
	<i>% from Job-role</i>	0%	0%	0%	0%	100%
	<i>% from Overall</i>	0%	0%	0%	0%	1.05%
Mobile Phone Hardware Repair Technician	<i>Count</i>	1	3	6	0	20
	<i>% from Job-role</i>	3.33%	10.00%	20.00%	0%	66.67%
	<i>% from Overall</i>	0.21%	0.63%	1.26%	0%	4.21%
Organic grower	<i>Count</i>	0	1	2	0	2
	<i>% from Job-role</i>	0%	20.00%	40.00%	0%	40.00%
	<i>% from Overall</i>	0%	0.21%	0.42%	0%	0.42%
Plumber General	<i>Count</i>	0	0	4	0	1
	<i>% from Job-role</i>	0%	0%	80.00%	0%	20.00%
	<i>% from Overall</i>	0%	0%	0.84%	0%	0.21%
Retail Sales Associate	<i>Count</i>	0	0	0	0	23
	<i>% from Job-role</i>	0%	0%	0%	0%	100%
	<i>% from Overall</i>	0%	0%	0%	0%	4.84%

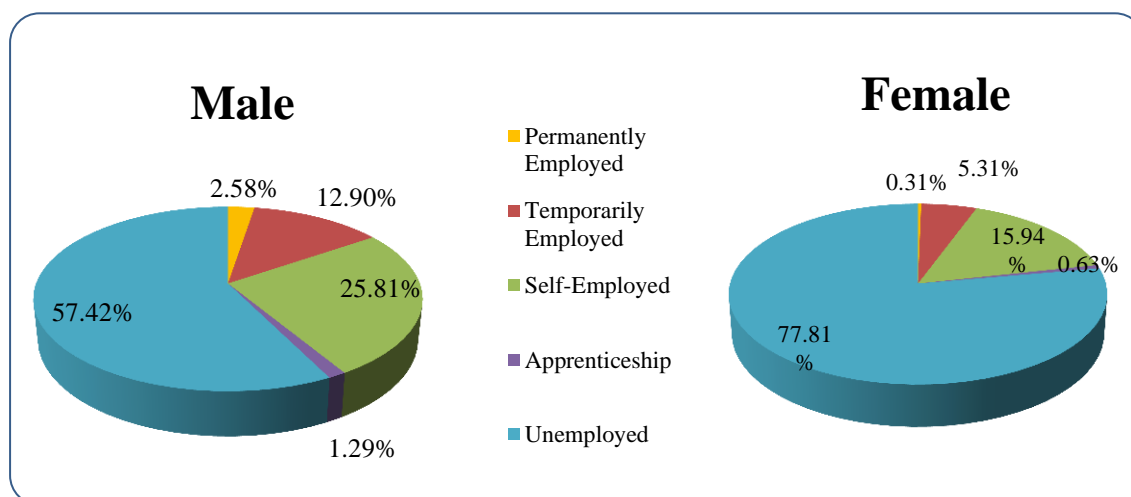
Room Attendant	<i>Count</i>	0	0	2	0	9
	<i>% from Job-role</i>	0%	0%	18.18%	0%	81.82%
	<i>% from Overall</i>	0%	0%	0.42%	0%	1.89%
Self Employed Tailor	<i>Count</i>	0	6	36	2	161
	<i>% from Job-role</i>	0%	2.93%	17.56%	0.98%	78.54%
	<i>% from Overall</i>	0%	1.26%	7.58%	0.42%	33.89%

Source: Field Survey March & April, 2023

A-4.3 Gender and Employment

The percentage of unemployed women is larger than the percentage of unemployed men. Only 0.31% of female respondents and 2.58% of male respondents, respectively, are permanently employed. In contrast, Males are far better in self-employment where 25.81% are self-employed while 15.94% of female respondents are only self-employed.

Fig A-4.1: Gender-wise employment status of Pass-outs under PMKVY



Source: Field Survey March & April, 2023

A-4.4 Time taken to get employed

Most Certified Candidates find employment within six months after finishing the Skill Development Programme. While just 9.52% of the respondents find work within 7 to 12 months of the program's completion and after. The ratio of men to women has remained relatively constant over time.

Table A-4.3: Time taken to get employed after completion of PMKVY Programme

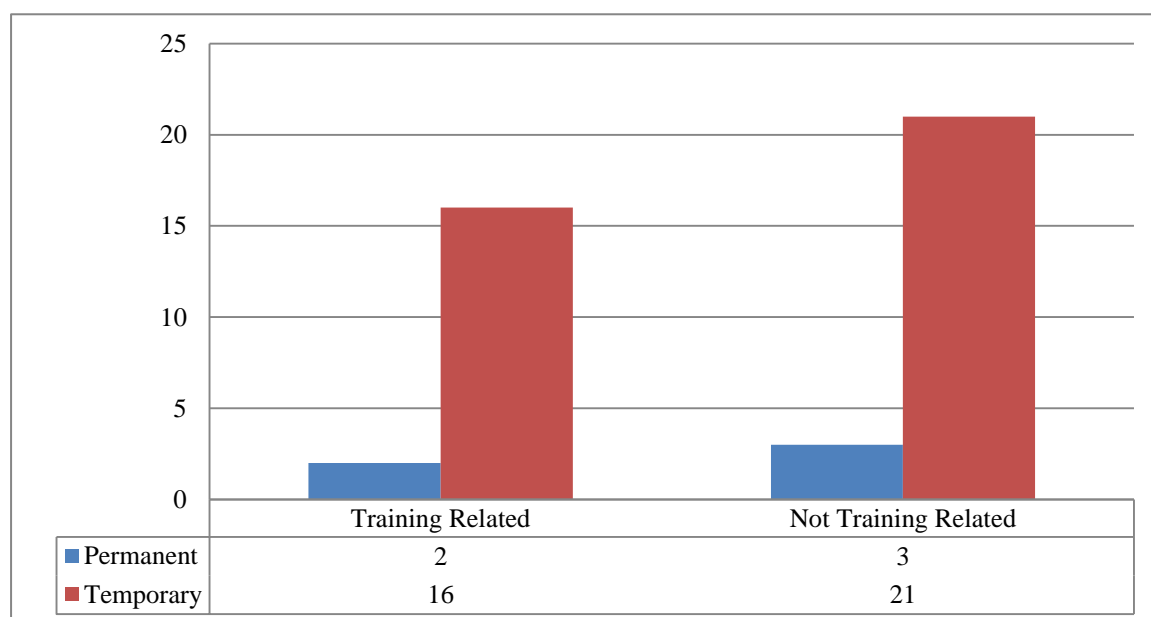
Time taken to get employed		Male	Female	Total
6 months or less	<i>Count</i>	18	16	34
	<i>% from Category Total</i>	52.94%	47.06%	
	<i>% from Employed Total</i>	42.86%	38.09%	80.96%
7 to 12 months	<i>Count</i>	4	0	4
	<i>% from Category Total</i>	100%	0.00%	
	<i>% from Employed Total</i>	9.52%	0.00%	9.52%
More than 12 months	<i>Count</i>	2	2	4
	<i>% from Category Total</i>	50.00%	50.00%	
	<i>% from Employed Total</i>	4.76%	4.76%	9.52%
Total		24	18	42

Source: Field Survey March & April, 2023

A-4.5 Relation of Job and Training

A total of 42.85% of permanently or temporarily employed respondents reported having a job that is related to the job-role they were trained under PMKVY. The remaining 57.15% of permanently or temporarily employed respondents are working in jobs unrelated to the job-role they finished through PMKVY; 5 of these respondents have permanent jobs, while 37 have temporary jobs.

Fig A-4.2: Relation of Job and Training under PMKVY

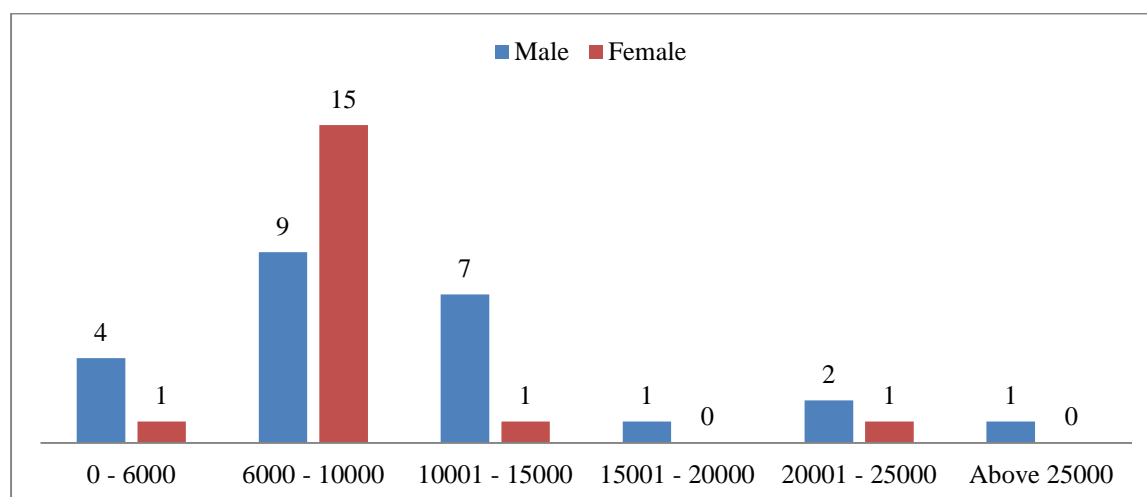


Source: Field Survey March & April, 2023

A-4.6 Gender and Income Level

The income level of 6000 - 10000 is dominated by females comprising 62.50% of the total 24 employed certified candidates. More number of males are employed in jobs having income below 6000 and above 10000.

Fig A-4.3: Gender-wise level of income of employed Pass-outs under PMKVY



Source: Field Survey March & April, 2023

A-4.7 Comparison of Income Level before and after training

After participating in skill development programmes, employed respondent's income levels mostly remained the same. The lowest income group of respondents, however, reports a significant increase in their income following participation in the skill development programme.

Table A-4.4: Income level comparison - before and after PMKVY Skill Development Training

Income Level		Count	% of respondents whose income level has increased and decreased	Trend identified
Before	After			
0 - 6000	0 - 6000	4	Increase: 84.62%	Significant Increase
	6001 - 10000	18		
	10001 - 15000	3	No change: 15.38%	
	15001 - 20000	0		
	20001 - 25000	1	Decrease: 0.00%	
	Above 25000	0		

6001 - 10000	0 - 6000	1	Increase: 0.00%	Slight decrease for 1 respondent
	6001 - 10000	6		
	10001 - 15000	0	No change: 85.71%	
	15001 - 20000	0		
	20001 - 25000	0	Decrease: 14.29%	
	Above 25000	0		
10001 - 15000	0 - 6000	0	Increase: 0.00%	No change
	6001 - 10000	0		
	10001 - 15000	5	No change: 100%	
	15001 - 20000	0		
	20001 - 25000	0	Decrease: 0.00%	
	Above 25000	0		
15001 - 20000	0 - 6000	0	Increase: 0.00%	No change
	6001 - 10000	0		
	10001 - 15000	0	No change: 100%	
	15001 - 20000	1		
	20001 - 25000	0	Decrease: 0.00%	
	Above 25000	0		
20001 - 25000	0 - 6000	0	Increase: 0.00%	No change
	6001 - 10000	0		
	10001 - 15000	0	No change: 100%	
	15001 - 20000	0		
	20001 - 25000	2	Decrease: 0.00%	
	Above 25000	0		
Above 25000	0 - 6000	0	Increase: 0.00%	No change
	6001 - 10000	0		
	10001 - 15000	0	No change: 100%	
	15001 - 20000	0		
	20001 - 25000	0	Decrease: 0.00%	
	Above 25000	1		

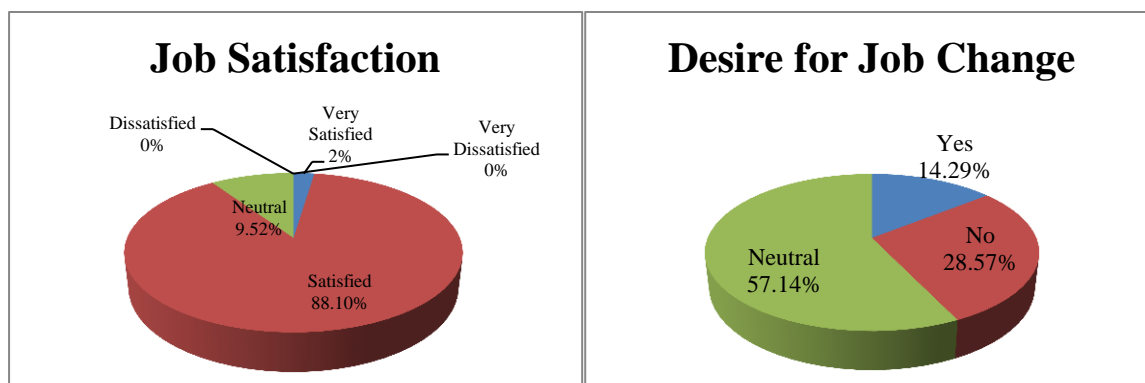
Source: Field Survey March & April, 2023

A-4.8 Job Satisfaction Level of Employed Certified Candidates

Most of the employed respondents are content with their current job. 9.52% of respondents say they are neutral, and no respondent is neither very dissatisfied nor

dissatisfied with their current job. However, the desire for a job change metric reveals that 14.29% of respondents wish to leave their current job. A significant portion of respondents (57.14%) neither have the desire to change jobs nor to stay in their current jobs/positions.

Fig A-4.4: Job Satisfaction and Desire for Job change of employed Pass-outs under PMKVY



Source: Field Survey March & April, 2023

A-4.9 Reasons for Unemployment

Out of the 475 responders that are PMKVY Certified Candidates, 336 are unemployed. The most common reason for unemployment is that the respondents currently have other responsibilities that they need to tend to and could not go out looking/preparing themselves for jobs. One respondent brought up the issue of the job site's distance. For 31.95% of the unemployed Certified Candidates, there are currently no suitable employments available; and for 12.72%, they are unemployed as they are still pursuing education or other trainings.

Table A-4.5: Reason for unemployment of Pass-outs of PMKVY

Reason for unemployment	Count of unemployed Pass-out	% from total unemployed
Not interested to find a job	5	1.48%
Pay is too low	5	1.48%
No suitable job available	108	31.95%
Job site is too far away	1	0.29%
Pursue higher education/training	43	12.72%
Other responsibilities	174	51.48%

Source: Field Survey March & April, 2023

A-4.10 Unemployed status and their aspirations

As reported earlier, 336 certified candidates are unemployed. Majority of the certified respondents are still looking for jobs, although some are struggling financially, while others are unaware of job forums and news. Only 1.48% of the certified unemployed candidates have an Employment Exchange registration. 11.54% of them need financial support, while 29.29% of them are looking for self-employment alternatives. 10.06% of respondents are open to working as apprentices.

Table A-4.6: PMKVY Unemployed Pass-outs status and aspirations

	Count	% of unemployed
Registered in Employment Exchange	5	1.48%
Want self-employment opportunities	99	29.29%
Need financial assistance through Government Schemes	39	11.54%
Average amount of financial assistance required	Rs. 98,667	
Looking for apprenticeship training	34	10.06%

Source: Field Survey March & April, 2023

Section - B

***Deendayal Antyodaya Yojana-National
Urban Livelihoods Mission***

(DAY-NULM)

B-1. BACKGROUND OF SKILL DEVELOPMENT SCHEMES UNDER DEENDAYAL ANTYODAYA YOJANA - NATIONAL URBAN LIVELIHOODS MISSION (DAY-NULM)

Due to the multifaceted nature of urban poverty, it is important to simultaneously address occupational, residential, and social vulnerabilities faced by the poor in cities and towns, with a special attention paid to the most vulnerable groups, in order to have a significant impact on the ground. Programmes like Pradhan Mantri Awas Yojana (Urban) address concerns of residential vulnerability. By providing possibilities for skill development leading to market-based employment and assisting people in setting up self-employment initiatives, the other two vulnerabilities—occupational and social—can be effectively handled. Programmes for reducing urban poverty must be built around the development of skills and simple credit availability. The Deendayal Antyodaya Yojana-National Urban Livelihoods Mission (DAY-NULM), a mission-mode approach to urban livelihoods, was created in response to this setting.

The core belief of Deendayal Antyodaya Yojana-National Urban Livelihoods Mission (DAY-NULM) is that the poor are entrepreneurial and have innate desire to come out of poverty. Besides motivating the urban poor to form their own institutions, DAY-NULM strive for skills training of the urban poor for market-based jobs and self-employment, facilitating easy access to credit. It places a very high emphasis on convergence with schemes/programmes of the relevant line Ministries/Departments and programmes of state governments dealing with skills, livelihoods, entrepreneurship development, health, education, social assistance, etc. It also aims at developing partnership with the private sector in providing skill training, employment and operation of shelter for homeless.

B-2. PROFILE OF NODAL DEPARTMENT AND TRAINING PARTNERS

The Nodal Department for DAY-NULM in Mizoram is Urban Development & Poverty Alleviation Department. The Governing Council Committee under National Urban Livelihood Mission was constituted in 2014 with the Chief Minister of Mizoram as the Chairman. The Nodal Department empanels Training Partners under the scheme. These training partners have Training Centres who perform the actual Skill Development Training Programmes. The District Urban Development Office (DUDO) monitors the Skill Development Programmes in their respective districts and handles all record keeping activities as well. The Training Partners for DAY-NULM are:-

- ❖ Social Justice & Development India (SJ&DI)
- ❖ Ascensive Educare Pvt. Ltd.
- ❖ Kabod Inc. Pvt. Ltd.
- ❖ Divine Skill Training Centre
- ❖ Elisha Enterprises
- ❖ VTR Computer Centre
- ❖ Medhavi Foundation
- ❖ Mission Foundation Movement

Table B-2.1: DAY-NULM Job role covered and Pass-out distribution based on Urban Local Body

S.No	Urban Local Body	No. of Job Roles covered	No. of Pass-outs
1	Aizawl ULB	31	3116
2	Lunglei ULB	13	1127
3	Siaha ULB	16	1465
4	Champhai ULB	15	722
5	Kolasib ULB	8	757
6	Lawngtlai ULB	11	659
7	Mamit ULB	6	401
8	Serchhip ULB	15	1669
9	Hnahthial ULB	1	30
10	Khawzawl ULB	9	216
11	Saitual ULB	6	201

Source: Data furnished by Department of UD&PA, Govt. of Mizoram

A total of 35 Job roles were covered during 2016-2022 across all 11 Urban Local Bodies combined. As can be seen from the above table, Aizawl ULB covered the most number of Job Roles and thus has the most number of Pass-outs. Hnahthial ULB located in one of the newly formed districts in Mizoram covered only 1 Job role having 30 pass-outs.

B-3. SUMMARY OF THE RESPONDENTS

B-3.1 Distribution of DAY-NULM Respondents

The pass-outs are disbursed across all 11 districts of Mizoram. A total of 35 trades were covered by the Training Partners during 2016-2022. The distribution of total pass-outs and total respondents selected for the trade/job role is given below. The most sought after Job Role is Sampling Tailor with 2261 Pass-outs while the Job role with least number of pass-out is Front Office Associate. The average number of pass-outs during the studied timeframe is 296 per trade.

Table B-3.1: DAY-NULM Trade-wise number of Pass-outs and sample respondents

S.No	Trade/Job Role	Total Pass-out	Total Sample collected
1	Assistant Beautician	86	6
2	Assistant Electrician	135	6
3	Assistant Spa Therapist	17	5
4	Automotive Service Technician (Two and Three Wheelers)	315	11
5	Baking Technician/Operative	425	16
6	Beauty Therapist	945	33
7	Commis Chef	24	5
8	Construction Electrician - LV	179	6
9	Craft Baker	109	6
10	Domestic Data Entry Operator	1140	45
11	Fashion Designer	169	6
12	Field Technician Computing And Peripherals	252	9
13	Field Technician Networking And Storage	205	7
14	Food & Beverage Service - Steward	605	21
15	Front Office Associate	3	3
16	Front Office Trainee	25	5
17	General Duty Assistant	824	25
18	Hair Stylist	198	7
19	Hand Embroidery	125	5
20	Handset Repair Engineer	101	5
21	Handset Repair Engineer - 2	84	5
22	Helper Carpenter - Shuttering and Scaffolding	19	5
23	Installer Frameless Glass Doors/Windows	18	6
24	Light Motor Vehicle Driver Level 3	589	21
25	Plumber (General)	48	4
26	Sakhta Saaz (paper mache)	19	5

27	Sampling Tailor	2261	87
28	Self Employed Tailor	794	22
29	Senior Beauty Therapist	30	5
30	Spa Therapist	164	5
31	Squash and Juice Processing Technician	36	5
32	Street Food Vendor - Standalone	133	5
33	Tower Technician	16	5
34	Two Wheeler Service Technician	12	5
35	Unarmed Security Guard	259	10
	TOTAL	10363	427

Source: Data furnished by Department of UD&PA, Govt. of Mizoram and Field Survey March & April, 2023

B-3.2 Gender Distribution

The sample collection consists of 283 (66.3%) female and 144 (33.7%) males. Gender distribution of the respondents seemed to vary based on the nature of work related with the job role. For instance, Job roles like Fashion Designing and Self Employed Tailor has 100% female respondents while Automotive Service Technician and Light Motor Vehicle Driver Level 3 has 100% male respondents. At the same time job roles like Domestic Data Entry Operator has 20 female and 25 male respondents. Overall, there are twice as females than men among the respondents.

B-3.3 Socio-economic conditions of the respondents

Geographic & Gender Profile: 60.95% of the respondents are from urban area and the remaining 39.35% are from rural area. The average age of the respondents is 30.74 with the average age of female respondents being 30.07 and average age of male respondents being 32.06. The youngest of the respondents is 17 years old and the oldest is 60 years old.

Table B-3.2: DAY-NULM Respondent age and gender distribution based on geographic profile

S.No	Detail	Urban	Rural	Overall
1	Respondent urban and rural distribution	259 (60.95%)	168 (39.35%)	427
2	Male Respondents	97 (67.36% of males)	46 (32.64% of males)	144
3	Maximum and Minimum age of Male Respondents	Minimum: 19 Maximum: 54	Minimum: 19 Maximum: 60	
4	Female Respondents	162 (57.24% of females)	121 (42.76% of females)	283
5	Maximum and Minimum age of Female Respondents	Minimum: 17 Maximum: 54	Minimum: 18 Maximum: 55	

Source: Field Survey March & April, 2023

From the above table it can be inferred that in the urban area the Male to Female ratio of Pass-outs is 37.45:62.55 whereas in the rural areas the ratio is 27.54:72.46. This means that more percentage of females are availing the skill development programme in the rural areas as compared to the urban areas.

Age Group: Maximum number of respondents is in the age group of 26-35 comprising 45.90% with the second highest number of respondents in the age group of 25 years or below comprising 32.79% of the respondents. These two age groups collectively form 78.69% of the total respondents. Respondents in the age group of 46 years or more form only 5.15% of the respondents.

Table B-3.3: DAY-NULM Male and Female distribution based on age group

Age Group	Male		Female		Total	
	Count	% from age group total	Count	% from age group total	Count	% from total respondents
<= 25	46	32.86%	94	67.14%	140	32.79%
26 - 35	68	34.69%	128	65.31%	196	45.90%
36 - 45	22	31.89%	47	68.11%	69	16.16%
>= 46	8	36.36%	14	63.64%	22	5.15%

Source: Field Survey March & April, 2023

Educational background: The highest percentage of respondents passed Class XII with a

little lesser percentage of them having passed Class X. The combined number of respondents who passed Class X and Class XII constitutes 57.38% of the respondents. The percentage of females to males is higher in all level of education except in Post-Graduate and above.

Table B-3.4: Level of education detail of DAY-NULM respondents

Level of Education	Male		Female		Total	
	Count	% from level total	Count	% from level total	Count	% from total respondents
Below Class X	25	32.47%	52	67.53%	77	18.03%
Passed Class X	36	29.51%	86	70.49%	122	28.57%
Passed Class XII	41	33.33%	82	66.67%	123	28.81%
Graduate	33	37.08%	56	62.92%	89	20.84%
Post-Graduate & Above	9	56.25%	7	43.75%	16	3.75%

Source: Field Survey March & April, 2023

B-3.4 Trainings period of the respondents

The training period of the courses covered are divided into four groups. 55.27% of the respondents attended the skill development course with duration of 3 - 6 months, followed by course duration of 3 months or less comprising 41.69% of the total respondents. The least percentage of respondents attended skill development course with duration of 8 - 12 months.

During the years 2016 and 2020, the most number of respondents for that given year attended the course with 3 months or less duration. In the rest of the years, the most number of respondents attended the course duration which spans from 3 - 6 months. Respondents who attended 6 - 8 months course or 8 - 12 months course are very less with the former averaging 1.68% of the respondents per year; and the latter averaging 1.34% of the respondents per year.

Table B-3.5: Year-wise detail of training duration of DAY-NULM respondents

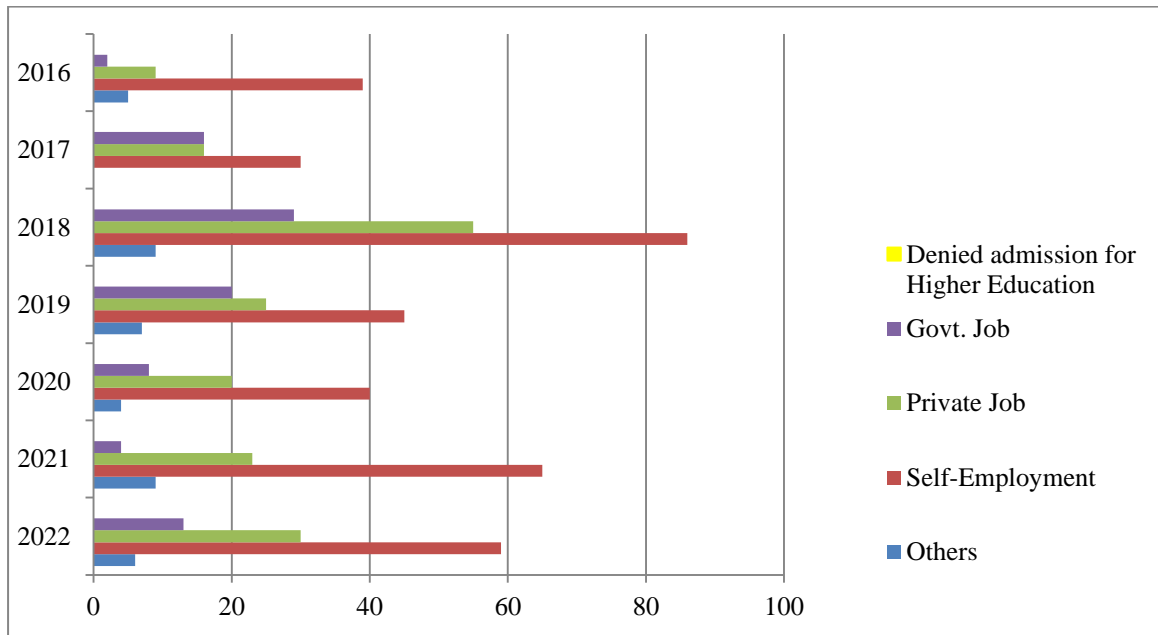
Graduated Year & Particulars	Training Duration				Total	
	3 months or less	3 - 6 months	6 - 8 months	8 - 12 months		
2016	Count	22	15	1	3	41
	% within Year	53.65%	36.59%	2.44%	7.32%	
	% within Total Respondent	5.15%	3.51%	0.23%	0.70%	
2017	Count	12	18	0	0	30
	% within Year	40%	60%	0%	0%	
	% within Total Respondent	2.81%	4.22%	0%	0%	
2018	Count	34	65	4	0	103
	% within Year	33.00%	63.12%	3.88%	0%	
	% within Total Respondent	7.96%	15.22%	0.94%	0%	
2019	Count	23	37	0	0	60
	% within Year	38.33%	61.67%	0%	0%	
	% within Total Respondent	5.39%	8.67%	0%	0%	
2020	Count	25	22	0	1	48
	% within Year	52.08%	45.83%	0%	2.08%	
	% within Total Respondent	5.85%	5.15%	0%	0.23%	
2021	Count	31	40	3	0	74
	% within Year	41.90%	54.05%	4.05%	0%	
	% within Total Respondent	7.26%	9.37%	0.70%	0%	
2022	Count	31	39	1	0	71
	% within Year	43.67%	54.93%	1.40%	0%	
	% within Total Respondent	7.26%	9.13%	0.23%	0%	
Total	Count	178	236	9	4	427
	% within Total Respondent	41.69%	55.27%	2.11%	0.94%	

Source: Field Survey March & April, 2023

B-3.5 Reasons for training

The respondents could choose multiple reasons for this question. Hence the total reason chosen by them is more than the total number of respondents since many of the respondents choose more than one reason for training. The main reason for undertaking the training is predominantly for self-employment. The second reason for attending the training is for getting jobs in private firms. It could be inferred from the chart that immediately after the COVID-19 pandemic (2021), the percentage of trainees who attended the training with the goal of self-employment becomes comparatively high with respect to other probable reasons.

Fig B-3.1: Year-wise distribution of 'Reasons for training'

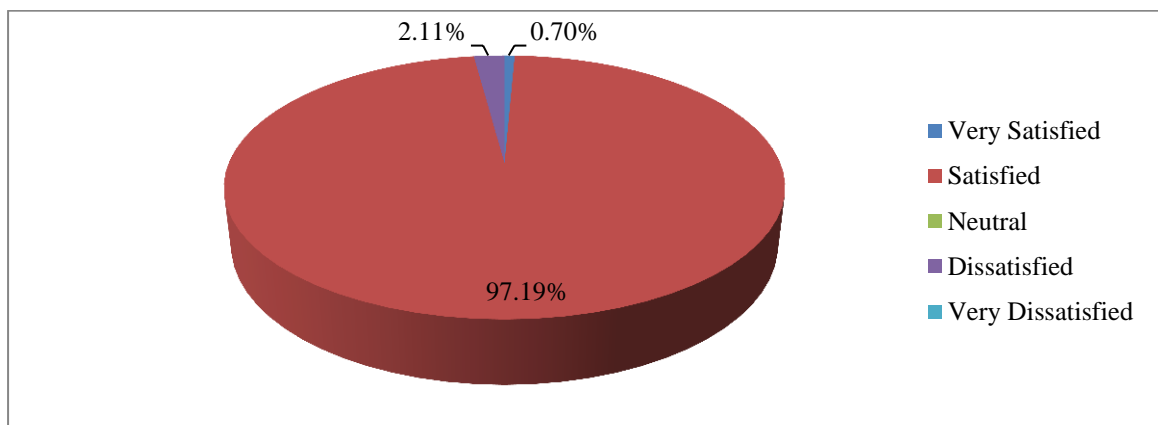


Source: Field Survey March & April, 2023

B-3.6 Overall Satisfaction level of the Graduate on the training attended

The pass-outs were mostly satisfied with the training they had attended under DAY-NULM Scheme. 97.19% of the pass-outs were satisfied with the course they attended under the Scheme. While there are no pass-outs who were neutral or very dissatisfied, 2.11% of the respondents were dissatisfied with the training course. A miniscule section of the respondents (0.70%) were very satisfied with the skill development programme they attended under DAY-NULM.

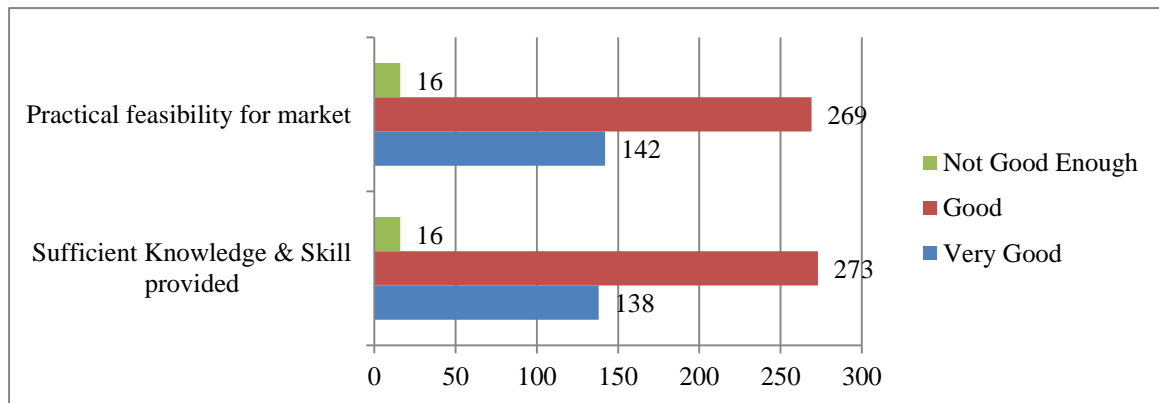
Fig B-3.2: Satisfaction level of DAY-NULM Pass-outs on Skill Development programme



Source: Field Survey March & April, 2023

In terms of course content and practical feasibility of the programmes in developing the required skill for the labour market, 3.75% feel that the course content is not sufficient to provide them the knowledge and skill that they require.

Fig B-3.3: Course content and effectiveness of Skill Development Programmes under DAY-NULM



Source: Field Survey March & April, 2023

B-3.7 Respondent’s suggestions for improvement of trainings

Suggestions for improvement on how the Skill Development Programmes were conducted were given by the respondents. Since respondents are allowed to give multiple suggestions, the total count of suggestions is more than the total count of respondents.

The main suggestion for improvement of the Programme is to allot more time for practical class as 85.95% of the respondents gave this suggestion. 20.61% of the respondents feel that there is need for upgradation of equipments/facilities in the training centres. Only 3.28% of the respondents feel that more hours should be allotted for theory classes.

Suggestions were also given regarding the teachers. 3.98% of the respondents feel that there is need for improvement in punctuality and regularity of the teachers while 1.87% felt that the quality of the teachers needed to be improved.

*Table B-3.6: Suggestions for improvement on the training quality by DAY-NULM
respondents*

Suggestions	Count	Percentage from total respondents
More hours be allotted for practical class	367	85.95%
More hours be allotted for theory class	14	3.28%
Upgradation of equipment/ facilities	88	20.61%
Teachers may observe regularity and punctuality	17	3.98%
The quality of teachers need to be improved	8	1.87%
Total suggested points	494	

Source: Field Survey March & April, 2023

B-4. LABOUR MARKET OUTCOME

The employment status of the Pass-outs from Skill Development Programmes under DAY-NULM is highlighted in this chapter. The detail will be presented based on the Job Role/Trade and on the basis of gender of the respondent. Depending on the main livelihood activities of the local people and the facilities available in the vicinity, the performance of a trade with regards to employment can vary from City to City, District to District and from State to State.

B-4.1 Status of Employment

The overall employment status of the Pass-outs is based on whether the respondent is currently employed as on the date of collection of data. Majority of the respondents (63.53%) are still unemployed while 20.37% of the respondents started their own business and are categorized as self-employed. 11.24% are currently working in temporary jobs with little to no guarantee on job security. Among these, 0.7% are working as part-time employees and are still on the lookout for full-time jobs. Only 5.15% are employed in permanent jobs, all of which are full-time jobs and 1.21% of the respondents are working in apprentice jobs.

Table B-4.1: Employment status of Pass-outs under DAY-NULM

Employment Status		Count	Percentage from total respondents
Permanently employed	<i>Part-time</i>	0	0.00%
	<i>Full-time</i>	22	5.15%
Temporarily employed	<i>Part-time</i>	3	0.70%
	<i>Full-time</i>	45	10.54%
Self-employed		87	20.38%
Apprenticeship		3	0.70%
Unemployed		267	62.53%

Source: Field Survey March & April, 2023

B-4.2 Trade-wise Employment status

The trade/Job-role-wise employment status clearly shows which trades perform well with respect to employment of the Pass-out and which trades does not within the State. Respondents of the trades Field Technician Networking and Storage, Front Office Associate, Hand Embroidery, Sakhta Saaz (paper mache) and Squash and Juice

Processing Technician are 100% unemployed. Conversely, respondents of the trades Assistant Spa Therapist and Helper Carpenter - Shuttering and Scaffolding are 100% employed (self-employed). Besides the trades mentioned above, six trades viz., Assistant Beautician, Commis Chef, Light Motor Vehicle Driver Level 3, Self Employed Tailor, Street Food Vendor - Standalone and Two-Wheeler Service Technician are having 80% or more unemployed respondents. 80% or more of the respondents from Construction Electrician - LV, Front Office Trainee, Handset Repair Engineer - 2 and Tower Technician are employed either as Permanent, Temporary or Self.

Table B-4.2: Trade/Job Role-wise employment status of DAY-NULM Pass-outs

Trade/Job-Role		Permanently Employed	Temporarily Employed	Self - Employed	Apprentice	Unemployed
Assistant Beautician	<i>Count</i>	0	1	0	0	5
	<i>% from Job-role</i>	0%	16.67%	0%	0%	83.33%
	<i>% from Overall</i>	0%	0.02%	0%	0%	1.17%
Assistant Electrician	<i>Count</i>	0	3	0	1	2
	<i>% from Job-role</i>	0%	50.00%	0%	16.67%	33.22%
	<i>% from Overall</i>	0%	0.70%	0%	0.02%	0.47%
Assistant Spa Therapist	<i>Count</i>	0	0	5	0	0
	<i>% from Job-role</i>	0%	0%	100%	0%	0%
	<i>% from Overall</i>	0%	0%	1.17%	0%	0%
Automotive Service Technician (2 and 3 Wheelers)	<i>Count</i>	0	1	6	1	3
	<i>% from Job-role</i>	0%	9.09%	54.55%	9.09%	27.27%
	<i>% from Overall</i>	0%	0.02%	1.41%	0.02%	0.70%
Baking Technician/Operative	<i>Count</i>	2	1	5	0	8
	<i>% from Job-role</i>	12.50%	6.25%	31.25%	0%	50.00%
	<i>% from Overall</i>	0.47%	0.02%	1.17%	0%	1.87%
Beauty Therapist	<i>Count</i>	0	0	7	1	25
	<i>% from Job-role</i>	0%	0%	21.21%	3.03%	75.76%
	<i>% from Overall</i>	0%	0%	1.64%	0.02%	5.85%
Commis Chef	<i>Count</i>	0	0	1	0	4
	<i>% from Job-role</i>	0%	0%	20.00%	0%	80.00%
	<i>% from Overall</i>	0%	0%	0.02%	0%	0.94%

Construction Electrician - LV	Count % from Job-role % from Overall	0 0% 0%	0 0% 0%	5 83.33% 1.17%	0 0% 0%	1 16.67% 0.02%
Craft Baker	Count % from Job-role % from Overall	1 16.67% 0.02%	0 0% 0%	3 50.00% 0.70%	0 0% 0%	2 33.22% 0.47%
Domestic Data Entry Operator	Count % from Job-role % from Overall	8 17.78% 1.87%	9 20.00% 2.11%	5 11.11% 1.17%	0 0% 0%	23 51.11% 5.39%
Fashion Designer	Count % from Job-role % from Overall	0 0% 0%	1 16.67% 0.02%	3 50.00% 0.70%	0 0% 0%	2 33.22% 0.47%
Field Technician Computing And Peripherals	Count % from Job-role % from Overall	4 44.44% 0.94%	1 11.11% 0.02%	0 0% 0%	0 0% 0%	4 44.44% 0.94%
Field Technician Networking And Storage	Count % from Job-role % from Overall	0 0% 0%	0 0% 0%	0 0% 0%	0 0% 0%	7 100% 1.64%
Food & Beverage Service - Steward	Count % from Job-role % from Overall	1 4.76% 0.02%	4 19.05% 0.94%	3 14.28% 0.70%	0 0% 0%	13 61.90% 3.04%
Front Office Associate	Count % from Job-role % from Overall	0 0% 0%	0 0% 0%	0 0% 0%	0 0% 0%	3 100% 0.70%
Front Office Trainee	Count % from Job-role % from Overall	0 0% 0%	4 80.00% 0.94%	0 0% 0%	0 0% 0%	1 20.00% 0.02%
General Duty Assistant	Count % from Job-role % from Overall	0 0% 0%	9 36.00% 2.11%	1 4.00% 0.02%	0 0% 0%	15 60.00% 3.51%
Hair Stylist	Count % from Job-role % from Overall	0 0% 0%	0 0% 0%	3 42.86% 0.70%	0 0% 0%	4 57.14% 0.94%
Hand Embroidery	Count % from Job-role % from Overall	0 0% 0%	0 0% 0%	0 0% 0%	0 0% 0%	5 100% 1.17%
Handset Repair Engineer	Count % from Job-role % from Overall	0 0% 0%	1 20.00% 0.02%	1 20.00% 0.02%	0 0% 0%	3 60.00% 0.70%

Handset Repair Engineer - 2	Count % from Job-role % from Overall	3 60.00% 0.70%	1 20.00% 0.02%	0 0% 0%	0 0% 0%	1 20.00% 0.02%
Helper Carpenter - Shuttering and Scaffolding	Count % from Job-role % from Overall	0 0% 0%	0 0% 0%	5 100% 1.17%	0 0% 0%	0 0% 0%
Installer Frameless Glass Doors/Windows	Count % from Job-role % from Overall	0 0% 0%	2 33.22% 0.47%	1 16.67% 0.02%	0 0% 0%	3 50.00% 0.70%
Light Motor Vehicle Driver Level 3	Count % from Job-role % from Overall	2 9.52% 0.47%	0 0% 0%	0 0% 0%	0 0% 0%	19 90.48% 4.45%
Plumber (General)	Count % from Job-role % from Overall	0 0% 0%	1 25.00% 0.02%	1 25.00% 0.02%	0 0% 0%	2 50.00% 0.47%
Sakhta Saaz (paper mache)	Count % from Job-role % from Overall	0 0% 0%	0 0% 0%	0 0% 0%	0 0% 0%	5 100% 1.17%
Sampling Tailor	Count % from Job-role % from Overall	0 0% 0%	5 5.75% 1.17%	19 21.84% 4.45%	0 0% 0%	63 72.41% 14.75%
Self Employed Tailor	Count % from Job-role % from Overall	0 0% 0%	1 4.55% 0.02%	3 13.64% 0.70%	0 0% 0%	18 81.82% 4.22%
Senior Beauty Therapist	Count % from Job-role % from Overall	0 0% 0%	1 20.00% 0.02%	1 20.00% 0.02%	0 0% 0%	3 60.00% 0.70%
Spa Therapist	Count % from Job-role % from Overall	0 0% 0%	0 0% 0%	2 33.22% 0.47%	0 0% 0%	3 60.00% 0.70%
Squash and Juice Processing Technician	Count % from Job-role % from Overall	0 0% 0%	0 0% 0%	0 0% 0%	0 0% 0%	5 100% 1.17%
Street Food Vendor - Standalone	Count % from Job-role % from Overall	0 0% 0%	0 0% 0%	1 20.00% 0.02%	0 0% 0%	4 80.00% 0.94%
Tower Technician	Count % from Job-role % from Overall	1 20.00% 0.02%	0 0% 0%	3 60.00% 0.70%	0 0% 0%	1 20.00% 0.02%
Two-Wheeler Service Technician	Count % from Job-role % from Overall	0 0% 0%	0 0% 0%	1 20.00% 0.02%	0 0% 0%	4 80.00% 0.94%

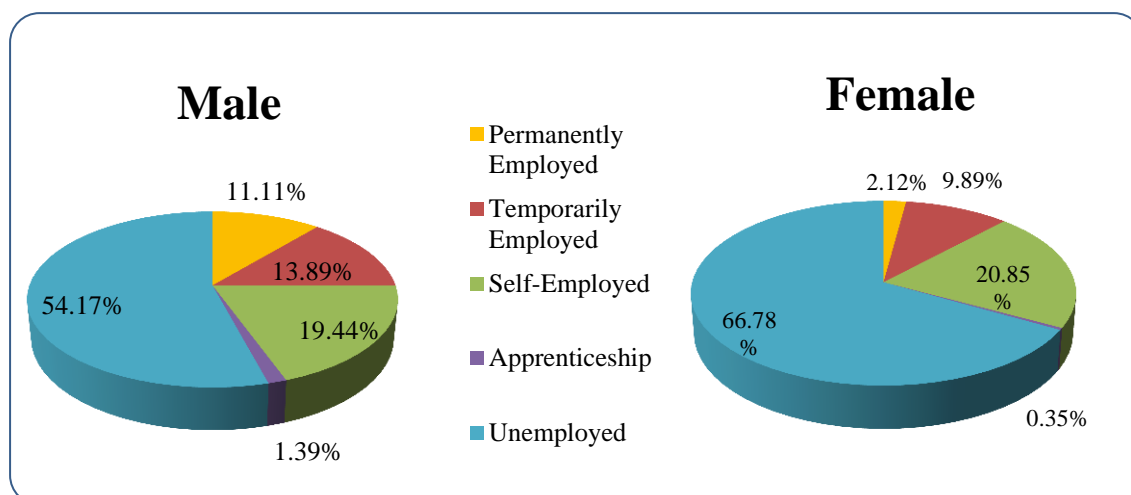
Unarmed Security Guard	<i>Count</i>	0	2	2	0	6
	<i>% from Job-role</i>	0%	20.00%	20.00%	0%	60.00%
	<i>% from Overall</i>	0%	0.47%	0.47%	0%	1.41%

Source: Field Survey March & April, 2023

B-4.3 Gender and Employment

Based on gender, the percentage of unemployed females is higher than that of males. 11.11% of the male respondents are Permanently Employed while the female counterpart for Permanently Employed is only 2.12%. Females fare little better in self-employment where 20.85% are self-employed while 19.44% of male respondents are self-employed.

Fig B-4.1: Gender-wise employment status of Pass-outs under DAY-NULM



Source: Field Survey March & April, 2023

B-4.4 Time taken to get employed

Majority of the Pass-outs get employed within 6 months from the day of completing the Skill Development Programme. While only 2.86% of the respondents get employed during 7 to 12 months, 21.43% of them get employed after 12 months from completion of the programme. In all timeframes, the percentage of male and female is quite the same.

Table B-4.3: Time taken to get employed after completion of DAY-NULM Programme

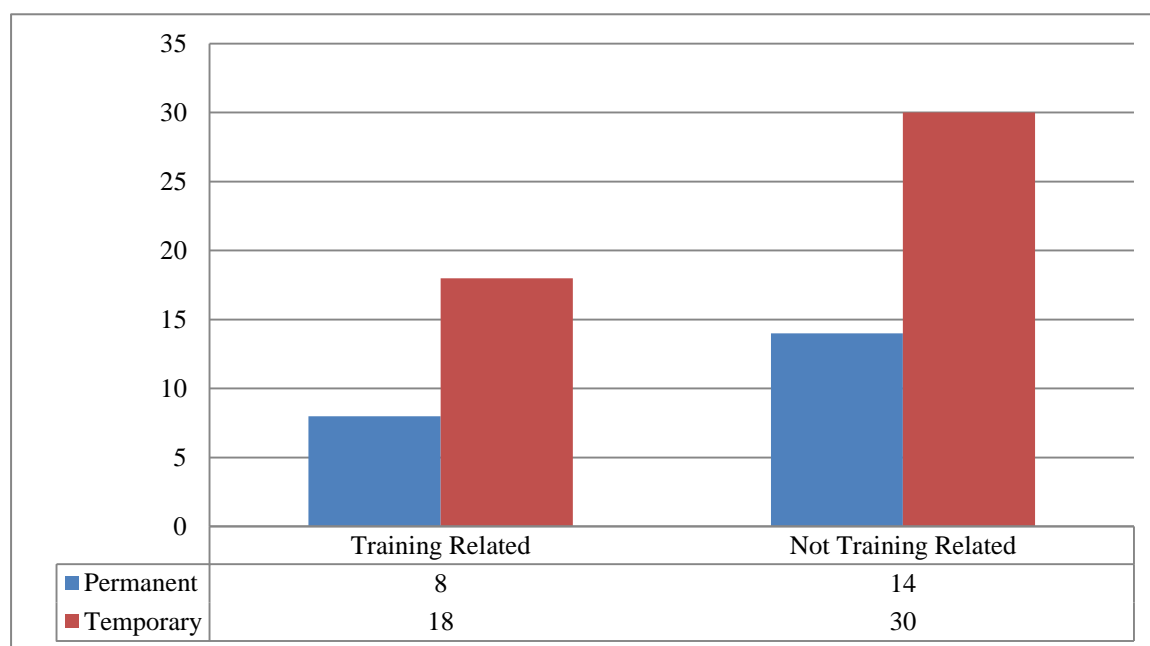
Time taken to get employed		Male	Female	Total
6 months or less	<i>Count</i>	27	26	53
	<i>% from Category Total</i>	50.94%	49.06%	
	<i>% from Employed Total</i>	38.57%	37.14%	75.71%
7 to 12 months	<i>Count</i>	1	1	2
	<i>% from Category Total</i>	50.00%	50.00%	
	<i>% from Employed Total</i>	1.43%	1.43%	2.86%
More than 12 months	<i>Count</i>	8	7	15
	<i>% from Category Total</i>	53.33%	46.67%	
	<i>% from Employed Total</i>	11.43%	10.00%	21.43%
Total		36	34	70

Source: Field Survey March & April, 2023

B-4.5 Relation of Job and Training

Respondents who are employed and working in Jobs which are related to the Job-role that got trained in under DAY-NULM are 37.14%. Among the remaining 62.86% who are employed in Jobs which are not related to the Job-role they completed under DAY-NULM, 14 of them are currently employed in Permanent Jobs while 30 of them are employed in Temporary Jobs.

Fig B-4.2: Relation of Job and Training under DAY-NULM

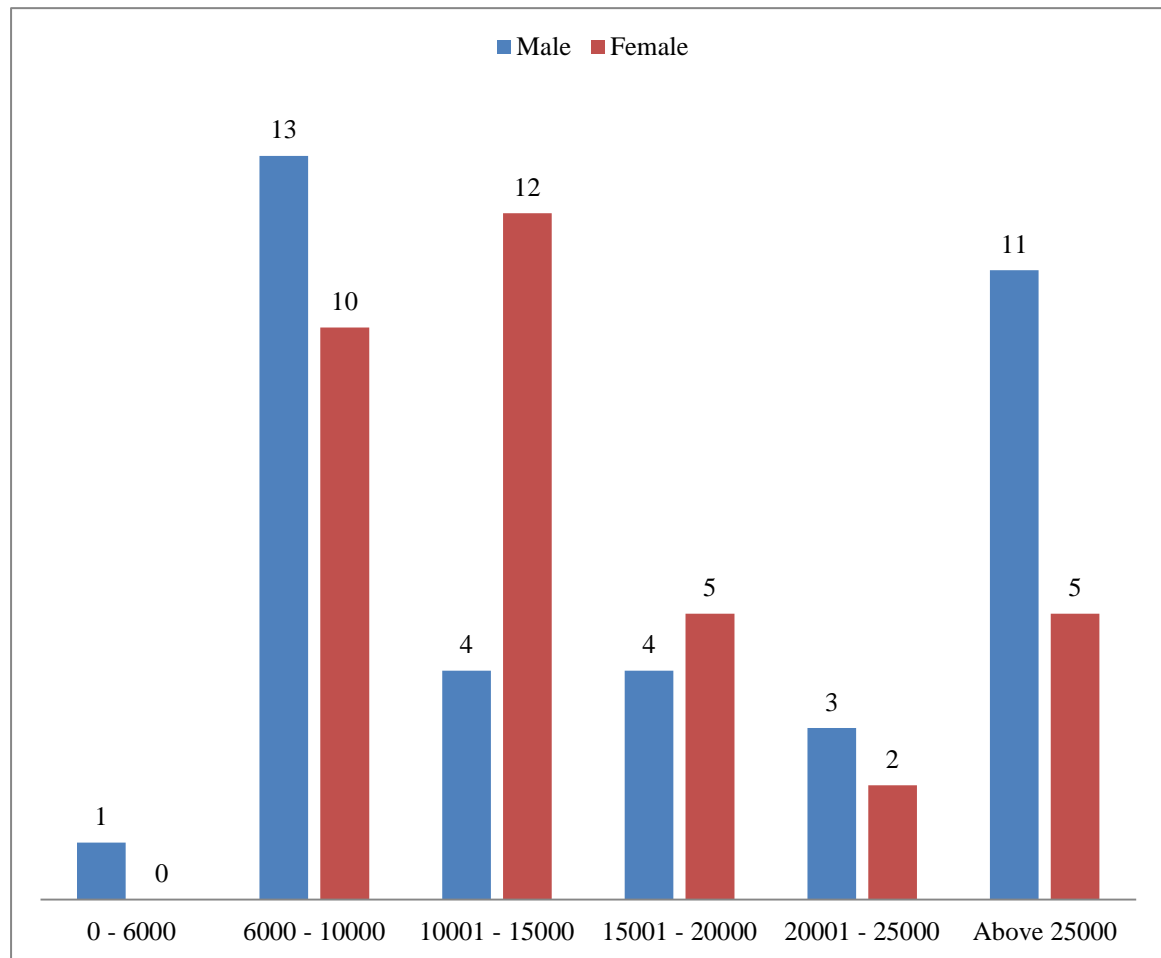


Source: Field Survey March & April, 2023

B-4.6 Gender and Income Level

More number of males are employed in jobs having income below 10000 and above 20000. The income level of 10001 - 20000 is dominated by females comprising 68% of the total 25 employed Pass-outs.

Fig B-4.3: Gender-wise level of income of employed Pass-outs under DAY-NULM



Source: Field Survey March & April, 2023

B-4.7 Comparison of Income Level before and after training

The income level of employed respondents basically remains the same after the Skill Development Programmes. However, respondents in the lowest level of income group show significant increase in their income after attending the Skill Development Programme.

*Table B-4.4: Income level comparison - before and after DAY-NULM Skill
Development Training*

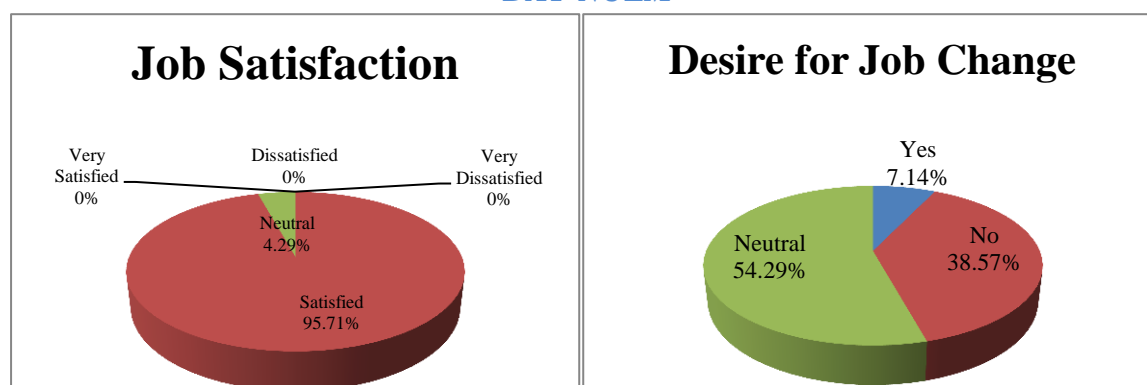
Income Level		Count	% of respondents whose income level has increased and decreased	Trend identified
Before	After			
0 - 6000	0 - 6000	1	Increase: 97.30%	Significant Increase
	6001 - 10000	16		
	10001 - 15000	12	No change: 2.70%	
	15001 - 20000	1		
	20001 - 25000	2	Decrease: 0.00%	
	Above 25000	5		
6001 - 10000	0 - 6000	0	Increase: 0.00%	No change
	6001 - 10000	7		
	10001 - 15000	0	No change: 100%	
	15001 - 20000	0		
	20001 - 25000	0	Decrease: 0.00%	
	Above 25000	0		
10001 - 15000	0 - 6000	0	Increase: 0.00%	No change
	6001 - 10000	0		
	10001 - 15000	4	No change: 100%	
	15001 - 20000	0		
	20001 - 25000	0	Decrease: 0.00%	
	Above 25000	0		
15001 - 20000	0 - 6000	0	Increase: 0.00%	No change
	6001 - 10000	0		
	10001 - 15000	0	No change: 100%	
	15001 - 20000	8		
	20001 - 25000	0	Decrease: 0.00%	
	Above 25000	0		
20001 - 25000	0 - 6000	0	Increase: 0.00%	No change
	6001 - 10000	0		
	10001 - 15000	0	No change: 100%	
	15001 - 20000	0		
	20001 - 25000	3	Decrease: 0.00%	
	Above 25000	0		
Above 25000	0 - 6000	0	Increase: 0.00%	No change
	6001 - 10000	0		
	10001 - 15000	0	No change: 100%	
	15001 - 20000	0		
	20001 - 25000	0	Decrease: 0.00%	
	Above 25000	11		

Source: Field Survey March & April, 2023

B-4.8 Job Satisfaction Level of Employed Pass-outs

The employed respondents are mostly satisfied with their current job. Only 4.29% of the respondents are neither satisfied nor dissatisfied. However, the desire for job change shows that 7.14% of the respondents want to change the job they are currently working in. A large section of the respondents (54.29%) neither has the desire to change their job nor to continue in their current job.

Fig B-4.4: Job Satisfaction and Desire for Job change of employed Pass-outs under DAY-NULM



Source: Field Survey March & April, 2023

B-4.9 Reasons for Unemployment

There are a total of 267 unemployed out of the 427 respondents among Pass-outs of DAY-NULM. The most common reason for unemployment is that the respondents currently have other responsibilities that they need to tend to and could not go out looking/preparing themselves for jobs. 1 person mentioned that she has no interest in finding a job. 35.58% of the unemployed Pass-outs said there are no suitable jobs available for them at the moment and 18.73% are unemployed as they are still pursuing education or other trainings.

Table B-4.5: Reason for unemployment of Pass-outs of DAY-NULM

Reason for unemployment	Count of unemployed Pass-out	% from total unemployed
Not interested to find a job	1	0.37%
No suitable job available	94	35.58%
Pursue higher education/training	50	18.73%
Other responsibilities	122	45.69%

Source: Field Survey March & April, 2023

B-4.10 Unemployed status and their aspirations

As mentioned earlier, there are 267 unemployed Pass-outs among the respondents. Most of these pass-outs are still looking for employment opportunities but some lack the knowledge of employment forums and news. Only 4.49% of the unemployed pass-outs are registered in Employment Exchange. 45.69% of them are looking for self-employment opportunities but 23.22% require financial assistance. 22.10% are willing to join apprenticeship jobs.

Table B-4.6: DAY-NULM Unemployed Pass-outs status and aspirations

	Count	% of unemployed
Registered in Employment Exchange	<i>12</i>	<i>4.49%</i>
Want self-employment opportunities	<i>122</i>	<i>45.69%</i>
Need financial assistance through Government Schemes	<i>62</i>	<i>23.22%</i>
Average amount of financial assistance required	<i>Rs. 1,44,838</i>	
Looking for apprenticeship training	<i>59</i>	<i>22.10%</i>

Source: Field Survey March & April, 2023

Section - C

***Deen Dayal Upadhyaya
Grameen Kaushalya Yojana***

(DDU-GKY)

C-1. BACKGROUND OF SKILL DEVELOPMENT SCHEMES UNDER DEEN DAYAL UPADHYAYA GRAMEEN KAUSHALYA YOJANA (DDU-GKY)

The Ministry of Rural Development (MoRD) announced the Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) Antyodaya Diwas, on 25th September 2014. DDU-GKY is a part of the National Rural Livelihood Mission (NRLM), tasked with the dual objectives of adding diversity to the incomes of rural poor families and cater to the career aspirations of rural youth. DDU-GKY is mainly focused on rural youth between the ages of 15 and 35 years from poor families. As a part of the Skill India campaign, it plays an instrumental role in supporting the social and economic programs of the government like Make In India, Digital India, Smart Cities and Start-Up India, Stand-Up India campaigns. Over 180 million or 69% of the country's youth population between the ages of 18 and 34 years, live in its rural areas. Of these, the bottom of the pyramid youth from poor families with no or marginal employment amounts to about 55 million. DDU-GKY is implemented by Mizoram State Rural Livelihoods Mission (MzSRLM).

C-2. PROFILE OF NODAL DEPARTMENT AND TRAINING PARTNERS

The following are the performance of the Training Centres in Mizoram which are implementing Skill Development Programmes under DDU-GKY.

Table C-2.1: Training Centres for DDU-GKY in Mizoram

S. No	Trades	Centre Name	Gender Distribution		Year-wise admission						
			Male	Female	2017	2018	2019	2020	2021	2022	2023
1	Retail Sales Associate	Synchroserve Global Solutions Pvt. Ltd.	3	70	NIL	NIL	NIL	NIL	29	44	NIL
2	House Keeping Attendant (Manual Cleaning)	Eternity Partners LLP.	38	32	NIL	NIL	52	18	NIL	NIL	NIL
3	Room Attendant	Integrated Development and Environmental Awareness Society	30	40	NIL	NIL	36	21	13	NIL	NIL
4	Domestic Data Entry Operator	Paradigm IT Technology Services Pvt. Ltd.	319	211	NIL	85	211	64	170	NIL	NIL
5	Baking Technician & Trainee Chef, Kitchen Helper	Himali Educational and Welfare Society	16	23	NIL	NIL	NIL	NIL	39	NIL	NIL
6	General Duty Assistant	Mission Foundation Movement	101	199	NIL	NIL	88	46	108	58	NIL
		Apollo Medskills Ltd.	38	127	NIL	74	91	NIL	NIL	NIL	NIL
7	Food & Beverage Service Steward	Big Concepts Foundation Pvt Ltd	124	116	NIL	NIL	NIL	NIL	135	105	NIL
8	Self Employed Taylor	Social Justice and Development India	7	37	NIL	NIL	22	22	NIL	NIL	NIL
9	Driver LMV	Social Justice and Development India	35	NIL	NIL	NIL	35	NIL	NIL	NIL	NIL

10	General Housekeeper	Social Justice and Development India	5	12	19	NIL	NIL	NIL	NIL	NIL	NIL
11	Fitter Electrician & Electronics	Social Justice and Development India	33	1	NIL	NIL	13	21	NIL	NIL	NIL

Source: Data furnished by MzSRLM, Govt. of Mizoram

From the table above, out of all trades offered by different centres, Domestic Data Entry Operator has the highest candidates with 530 nos., whereas General House Housekeeper has the least number of candidates at 17. We can also see that there are 1617 candidates associated in 11 Trades at 8 Centres; out of which 868 (53.68%) are Female while 749 (46.32%) are Male.

C-3. SUMMARY OF THE RESPONDENTS

C-3.1 Distribution of DDU-GKY Respondents

Under DDU-GKY, respondents from a total of 11 trades were covered for the study within a period ranging from 2017 to 2022. The distribution of total respondents selected for each trade/job-role is given below. Domestic Data Entry Operator, with 57 respondents is the trade with the most number of respondents, while Airline Cabin Crew has the fewest with a single respondent.

Table C-3.1: DDU-GKY Trade-wise number of Respondents

S. No	Trades	Total Sample collected
1	Airline Cabin Crew	<i>1</i>
2	Baking Technician	<i>5</i>
3	Domestic Data Entry Operator	<i>57</i>
4	Driver LMV	<i>5</i>
5	Fitter Electrician & Electronics	<i>5</i>
6	Food & Beverage Service Steward	<i>26</i>
7	General Duty Assistant	<i>50</i>
8	General House Keeper	<i>6</i>
9	House Keeping Attendant (Manual Cleaning)	<i>15</i>
10	Retail Sales Associate	<i>8</i>
11	Self Employed Taylor	<i>5</i>
	TOTAL	<i>183</i>

Source: Field Survey March & April, 2023

C-3.2 Gender Distribution

There are 98 (53.55%) males and 85 (46.45%) females in the sample. Based on the nature of the task associated with the employment role, the respondent's gender distribution appeared to differ. For instance, 100% of respondents in trades like Retail Sales Associate are female, but 100% of respondents in trades like Fitter Electrician & Electronics are male.

Table C-3.2: Gender distribution of respondents under DDU-GKY

S.No	Trades	Gender Classification			
		Male	Female	Male % from trade total	Female % from trade total
1	Airline Cabin Crew	0	1	0.00%	100%
2	Baking Technician	1	4	20.00%	80.00%
3	Domestic Data Entry Operator	42	15	73.68%	26.32%
4	Driver LMV	5	0	100%	0.00%
5	Fitter Electrician & Electronics	5	0	100%	0.00%
6	Food & Beverage Service Steward	15	11	57.69%	42.31%
7	General Duty Assistant	16	34	32.00%	68.00%
8	General House Keeper	5	1	83.33%	16.67%
9	House Keeping Attendant (Manual Cleaning)	8	7	53.33%	46.67%
10	Retail Sales Associate	0	8	0.00%	100%
11	Self Employed Taylor	1	4	20.00%	80.00%
	TOTAL	98	85	53.55%	46.45%

Source: Field Survey March & April, 2023

C-3.3 Socio-economic conditions of the respondents

Geographical & Gender Profile: Urban area accounts for 21.86% of respondents, while rural areas make up the remaining 78.14%. Aizawl District has the most number of respondents (28) while Hnahthial has the least with 5 respondents. The respondent's average age is 24.83, with 19 being the youngest and 36 being the oldest.

Table C-3.3: DDU-GKY Respondent age and gender distribution based on geographic profile

S.No	District	No. of respondents	Age Classification & Gender Respondents	
			Rural	Urban
1	Aizawl	28	Male: 78	Male:20
2	Champhai	11	Female:65	Female:20
3	Hnahthial	5	Max. Age:36	Max. Age:32
4	Khawzawl	14		
5	Kolasib	23		
6	Lawngtlai	12		
7	Lunglei	21	Min. Age:19	Min. Age:20
8	Mamit	15		
9	Saitual	15		
10	Serchhip	20		
11	Siaha	19		

Source: Field Survey March & April, 2023

Age Group: A total of 79.78% of respondents are in the age range of 20 – 27 making up the maximum number of respondents while 19.13% of the respondents are in the age range of 28 or older. Together, these two age groups account for 98.91% of all respondents. Only 1.09% of responders are younger than 19 constituting the smallest age group.

Table C-3.4: DDU-GKY Male and Female distribution based on age group

Age Group	Male		Female		Total	
	Count	% from age group total	Count	% from age group total	Count	% from total respondents
<= 19	1	50.00%	1	50.00%	2	1.09%
20 - 23	34	46.57%	39	53.43%	73	39.89%
24 - 27	42	57.53%	31	42.47%	73	39.89%
28 - 31	13	54.16%	11	45.84%	24	13.11%
32 - 36	8	72.72%	3	27.28%	11	6.02%

Source: Field Survey March & April, 2023

Educational background: Majority of the respondents are Class XII passed (42.62%), with 41.53% completing Class X. With the exception of Class XII passed, the number of males is higher than that of females at all educational levels.

Table C-3.5: Level of education detail of DDU-GKY respondents

Level of Education	Male		Female		Total	
	Count	% from level total	Count	% from level total	Count	% from total respondents
Below Class X	6	60.00%	4	40.00%	10	5.46%
Passed Class X	42	55.26%	34	44.74%	76	41.53%
Passed Class XII	40	51.28%	38	48.72%	78	42.62%
Graduate	10	52.63%	9	47.37%	19	10.38%

Source: Field Survey March & April, 2023

C-3.4 Trainings period of the respondents

The training period can be differentiated into four groups. 3 to 6 month skill development courses were taken by 55.27% of the respondents, while 3 month or shorter courses were taken by 41.69% of the respondents. The least percentage of respondents participated in skill development programmes lasting 8 to 12 months.

Majority of the respondents attended the course with a period of 3 to 6 months. Less than 3% of respondents (on average) reported having taken a course lasting between 6 to 8 months or between 8 to 12 months. The most number of respondents are pass-outs from the year 2019.

Table C-3.6: Year-wise detail of training duration of DDU-GKY respondents

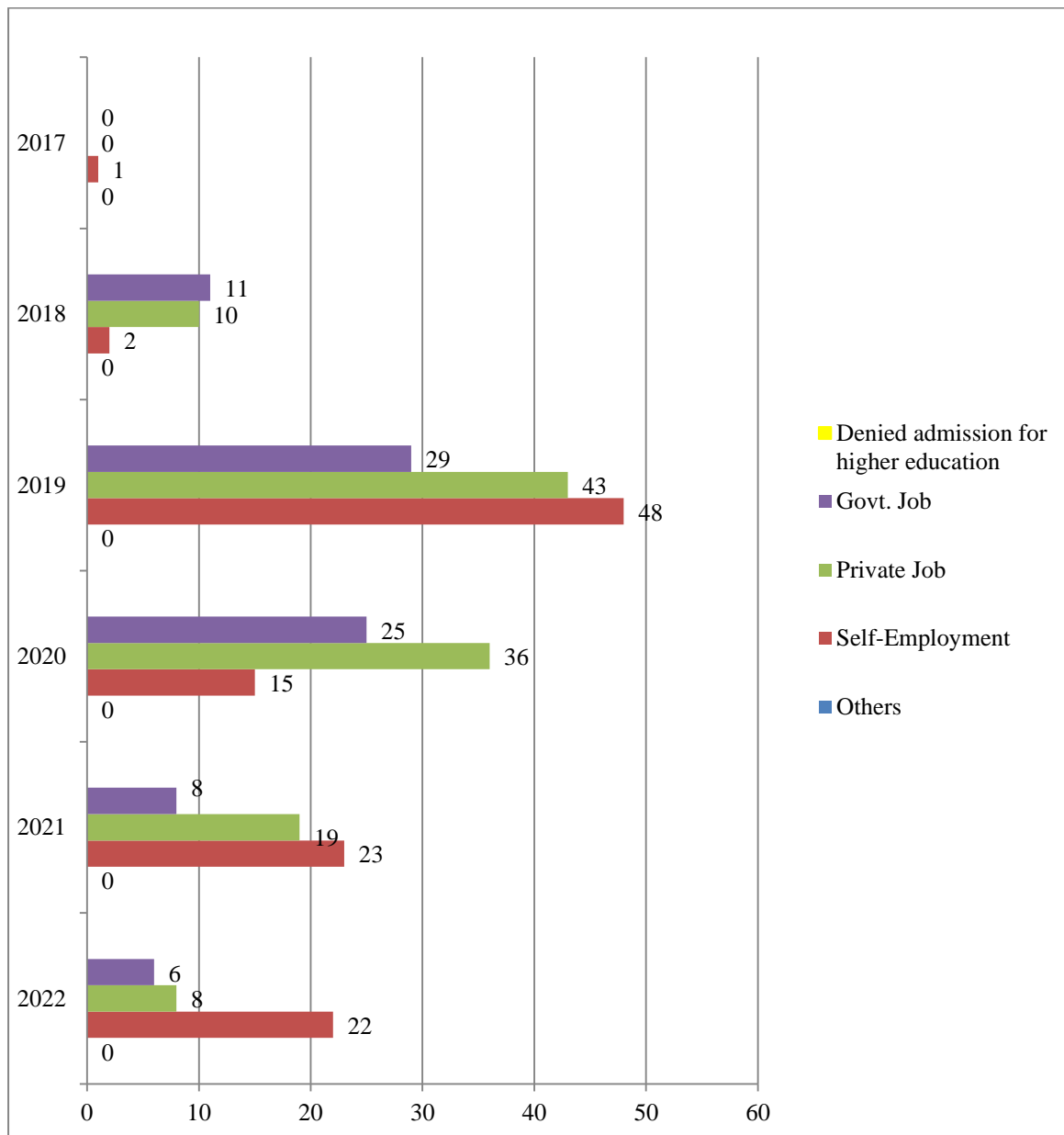
Graduated Year & Particulars	Training Duration				Total	
	3 months or less	3 - 6 months	6 - 8 months	8 - 12 months		
2017	Count	0	1	0	0	1
	% within Year	0%	100%	0%	0%	
	% within Total Respondent	0%	0.62%	0%	0%	
2018	Count	0	11	0	0	11
	% within Year	0%	100%	0%	0%	
	% within Total Respondent	0%	6.79%	0%	0%	
2019	Count	13	49	2	1	65
	% within Year	20.00%	75.38%	3.07%	1.53%	
	% within Total Respondent	7.10%	26.78%	1.09%	0.55%	
2020	Count	9	32	1	0	42
	% within Year	21.43%	76.19%	2.38%	0%	
	% within Total Respondent	4.92%	17.49%	0.55%	0%	
2021	Count	5	35	0	1	41
	% within Year	12.20%	85.37%	0%	2.44%	
	% within Total Respondent	2.73%	19.13%	0%	0.55%	
2022	Count	10	12	1	0	23
	% within Year	43.48%	52.18%	4.34%	0%	
	% within Total Respondent	5.46%	6.56%	0.55%	0%	
Total	Count	37	140	4	2	183
	% within Total Respondent	20.22%	76.50%	2.19%	1.09%	

Source: Field Survey March & April, 2023

C-3.5 Reasons for training

The respondents were given multiple options for this question and were allowed to select more than 1 option. Hence the total reasons chosen by them is more than the total number of respondents. Only among 2018 pass-outs, the major reason for undertaking the training is for getting Government job. Among 2020 pass-outs, the main reason was for getting job in private firms. For all other pass-outs, the main reason for joining the Skill Development Programmes is for self-employment.

Fig C-3.1: Year-wise distribution of ‘Reasons for training’

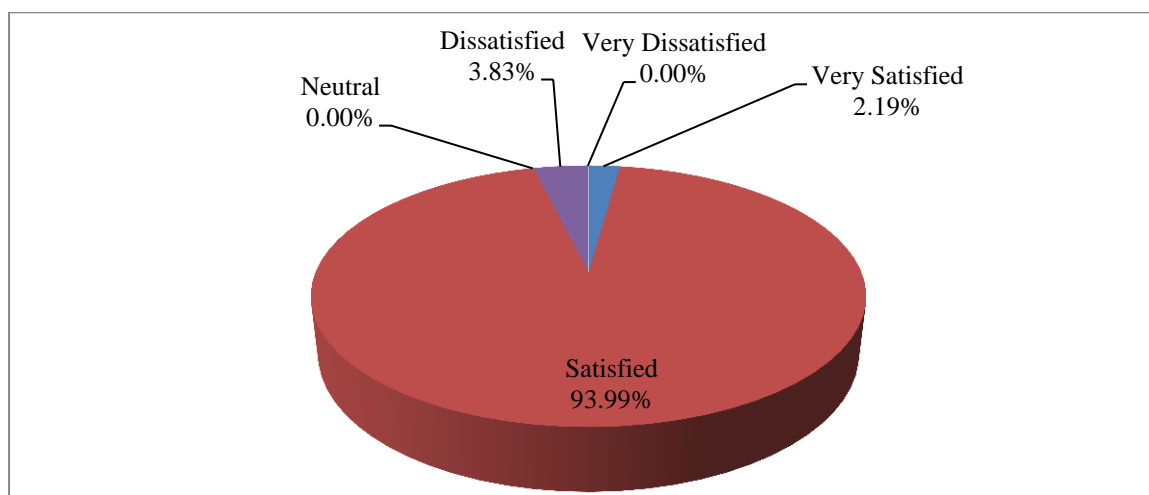


Source: Field Survey March & April, 2023

C-3.6. Overall Satisfaction level of the Graduate on the training attended

The graduates were generally content with the training they had received through the DDU-GKY Scheme. 93.99% of graduates expressed satisfaction with the course they took through the Scheme. 3.83% of the respondents were unsatisfied with the training course, despite the fact that there were no pass-outs who were neutral or extremely dissatisfied. 2.19% of respondents said they were extremely satisfied with the skill development programme they attended under DDU-GKY.

Fig C-3.2: Satisfaction level of DDU-GKY Pass-outs on Skill Development programme



Source: Field Survey March & April, 2023

C-3.7 Suggestions for Improvement of Training

The responders provided various suggestions for improving the Skill Development Programmes. More time for practical classes is the top recommendation for improving the Programme, as stated by 93.44% of the respondents. 18.03% of respondents believe that equipment and facilities in the training centres need to be upgraded. 3.82% believes that there is room for improvement in the regularity and punctuality of the instructors/trainers and 6.01% feel that the quality of the instructors/trainers needs improvement. Only 4.37% of the respondents think that time allotted for theory classes should increase.

Table C-3.7: Suggestions for improvement on the training quality by DDU-GKY respondents

Suggestions	Count	Percentage from total respondents
More hours be allotted for practical class	171	93.44%
More hours be allotted for theory class	8	4.37%
Upgradation of equipment/ facilities	33	18.03%
Teachers may observe regularity and punctuality	7	3.82%
The quality of teachers need to be improved	11	6.01%
Total suggested points	230	

Source: Field Survey March & April, 2023

C-4. LABOUR MARKET OUTCOME

C-4.1 Status of Employment

Almost one-third of the 183 respondents are unemployed, and just 1 (0.55%) is an apprentice. According to the aggregate data, only 46 respondents (25.13%) have income-paying jobs, while 20 (10.92%) are self-unemployed.

Table C-4.1: DDU-GKY Respondent Employment Status

	Apprenticeship	Unemployed	Self-employed	Monthly Income (Permanent job)	Monthly Income (Temporary job)
Count	<i>1</i>	<i>116</i>	<i>20</i>	<i>5</i>	<i>41</i>
% within total respondents	<i>0.55%</i>	<i>63.38%</i>	<i>10.92%</i>	<i>2.73%</i>	<i>22.40%</i>

Source: Field Survey March & April, 2023

C-4.2 Trade-wise Employment status

Among the respondents, the trade with the highest percentage of employed pass-out is Retail Sales Associate securing 87.50% of employed pass-outs. Trades/Job-roles like Baking Technician and Fitter Electrician & Electronics have 60% of employed pass-outs while pass-outs under trades/job-roles such as Driver LMV and Self-Employed Tailor are 100% unemployed. Airline Cabin Crew has only one respondent who is unemployed; but this data is not sufficient to represent the employment status of the trade. Overall, General Duty Assistant contribute most to the total employed pass-out among the respondents (11.47%) while Domestic Data Entry Operator has the most share of unemployed pass-out among the respondents (21.85%).

Table C-4.2: Trade/Job Role-wise employment status of DDU-GKY Pass-outs

Trade/Job-Role		Status of employment	
		EMPLOYED	UNEMPLOYED
Airline Cabin Crew	<i>Count</i> <i>% within Trade</i> <i>% from Overall</i>	0 NA 0%	1 NA 0.54%
Baking Technician	<i>Count</i> <i>% within Trade</i> <i>% from Overall</i>	3 60% 1.63%	2 40% 1.09%
Domestic Data Entry Operator	<i>Count</i> <i>% within Trade</i> <i>% from Overall</i>	17 29.82% 9.28%	40 70.18% 21.85%
Driver LMV	<i>Count</i> <i>% within Trade</i> <i>% from Overall</i>	0 0% 0%	5 100% 2.73%
Fitter Electrician & Electronics	<i>Count</i> <i>% within Trade</i> <i>% from Overall</i>	3 60% 1.63%	2 40% 1.09%
Food and Beverage Service Steward	<i>Count</i> <i>% within Trade</i> <i>% from Overall</i>	8 30.77% 4.37%	18 69.23% 9.84%
General Duty Assistant	<i>Count</i> <i>% within Trade</i> <i>% from Overall</i>	21 42% 11.47%	29 58% 15.84%
General Housekeeper	<i>Count</i> <i>% within Trade</i> <i>% from Overall</i>	3 50% 1.63%	3 50% 1.63%
House Keeping Attendant (Manual Cleaning)	<i>Count</i> <i>% within Trade</i> <i>% from Overall</i>	5 33.33% 2.73%	10 66.67% 5.46%
Retail Sales Associate	<i>Count</i> <i>% within Trade</i> <i>% from Overall</i>	7 87.5% 3.82%	1 12.5% 0.54%
Self Employed Tailor	<i>Count</i> <i>% within Trade</i> <i>% from Overall</i>	0 0% 0%	5 100% 2.73%

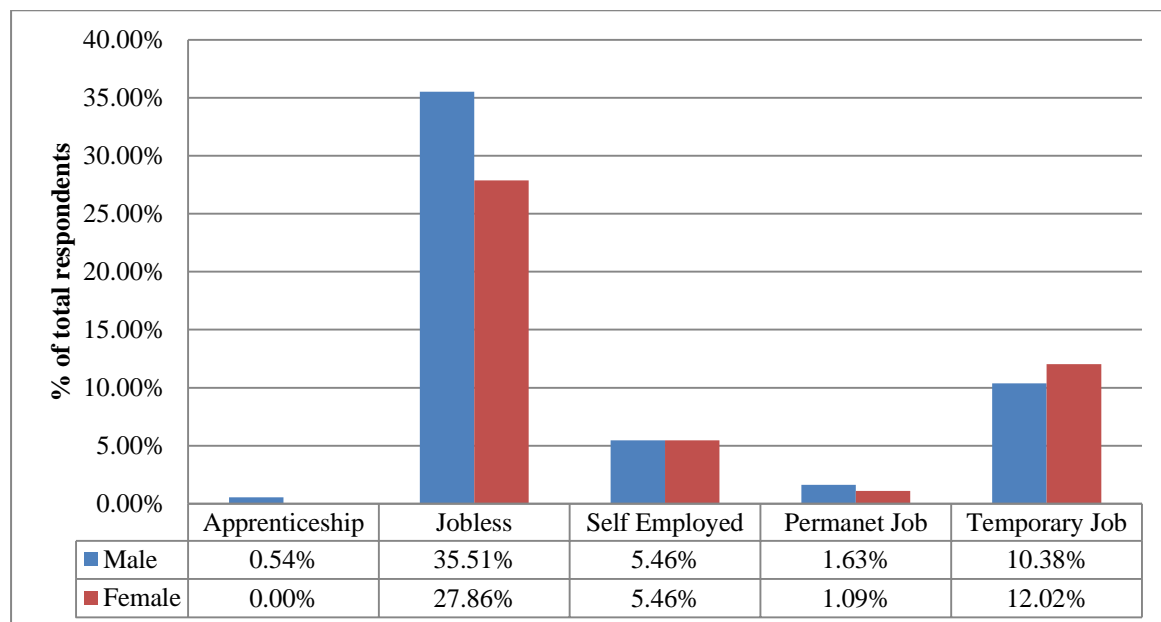
Source: Field Survey March & April, 2023

C-4.3 Gender and Employment

Male respondents who are Permanently Employed constitute 1.63% and Permanently Employed women respondents are at 1.09%. Both male and female hold the

same percentage (5.46%) of self-employed. There are slightly more females working in temporary jobs than males; and males have higher percentage of Jobless respondents than females.

Fig C-4.1: Gender-wise employment status of Pass-outs under DDU-GKY



Source: Field Survey March & April, 2023

C-4.4 Time taken to get employed

Most graduates who completed the skill development programme find employment within six months of their graduation. The employment here includes permanent, temporary, self-employed and apprentice respondents. 4.48% of the employed respondents find work within the first 7 to 12 months and only 1.49% got employed after 12 months from completion of the Skill Development Programme.

Table C-4.3: Time taken to get employed after completion of DDU-GKY Programme

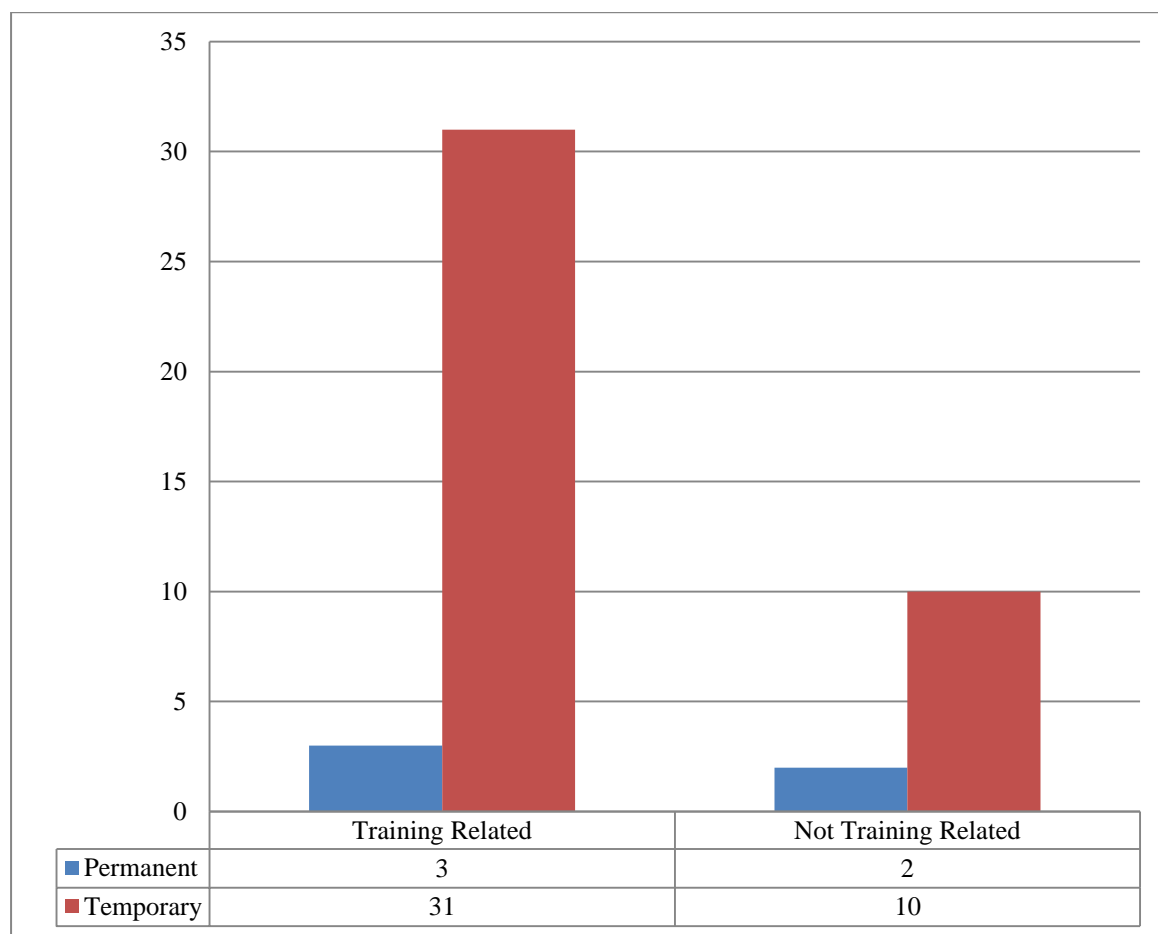
Time Taken to get Employed		Male	Female	Overall
6 months or less	<i>Count</i>	31	32	63
	<i>% from Category Total</i>	49.21%	50.79%	
	<i>% from Employed Total</i>	46.27%	47.76%	94.03%
7 to 11 months	<i>Count</i>	1	2	3
	<i>% from Category Total</i>	33.33%	66.67%	
	<i>% from Employed Total</i>	1.49%	2.98%	4.48%
12 months or more	<i>Count</i>	1	0	1
	<i>% from Category Total</i>	100%	0%	
	<i>% from Employed Total</i>	1.49%	0%	1.49%

Source: Field Survey March & April, 2023

C-4.5 Relation of Job and Training

Among the 46 respondents who are either permanently or temporarily employed, 73.91% (34 nos.) of them are employed in jobs that are related to the job-role they received training for under DDU-GKY Skill Development Programme. The remaining 26.09% (12 nos.) of employed respondents are working in jobs that are unrelated to the job-role they completed under DDU-GKY.

Fig C-4.2: Relation of Job and Training under DDU-GKY

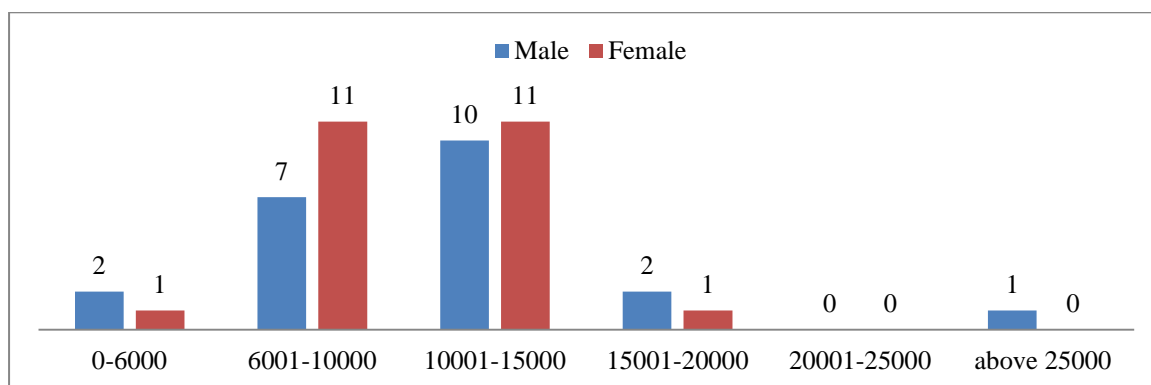


Source: Field Survey March & April, 2023

C-4.6 Gender and Income Level

Compared to males, more number of females are employed in permanent or temporary jobs with income between 6,000 and 15,000. In all other income levels, there are twice as males than females among the permanent or temporary employed respondents.

Fig C-4.3: Gender-wise level of income of employed Pass-outs under DDUGKY



Source: Field Survey March & April, 2023

C-4.7 Comparison of Income Level before and after training

After the skill development programmes, the income level of respondents who were already employed before the training experiences substantial increase in their income especially those who had income level below 6000. Respondents with 6001 - 10000 income, however, report a small rise in income after completion of the skill development programme while income level of all other respondents remained unchanged.

Table C-4.4: Income level comparison - before and after DDU-GKY Skill Development Training

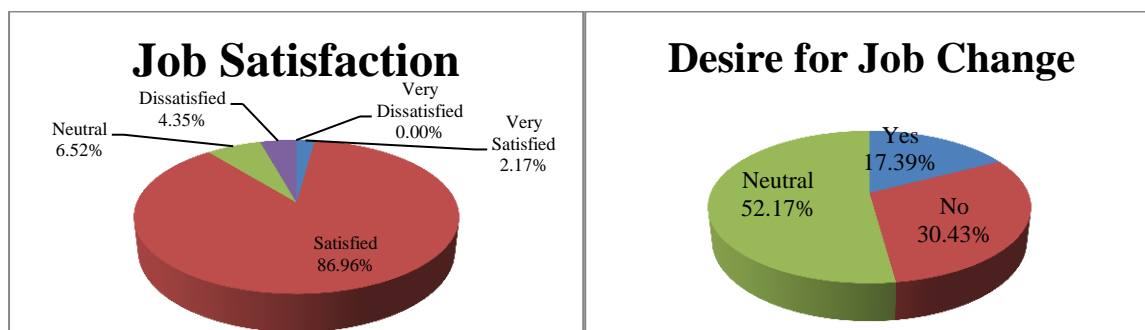
<i>Income Level</i>		<i>Count</i>	<i>% of respondents whose income level has increased and decreased</i>	<i>Remark</i>
<i>Before</i>	<i>After</i>			
0-6000	0-6000	3	Increase = 90%	Significant Increase
	6001-10000	11	Decrease = 0.00%	
	10001-15000	13		
	15001-20000	2		
	20001-25000	0	No change = 10%	
	Above-25000	1		
6001-10000	0-6000	0	Increase = 22.22%	Increase by small fraction
	6001-10000	7	Decrease = 0.00%	
	10001-15000	1		
	15001-20000	1		
	20001-25000	0	No change = 77.78%	
	Above-25000	0		
10001-15000	0-6000	0	Increase = 0.00%	No Change
	6001-10000	0	Decrease = 0.00%	
	10001-15000	7		
	15001-20000	0		
	20001-25000	0	No change = 100%	
	Above-25000	0		

Source: Field Survey March & April, 2023

C-4.8 Job Satisfaction level of Graduates

Most of the employed pass-outs are satisfied with their current job (86.96%), 2.17% are very satisfied with their current job positions. Only 4.35% of the employed respondents say that they are not satisfied with their current job and 6.52% are neither satisfied nor dissatisfied with their current job. 17.39% of the employed respondents want to change their job while 30.43% are content with their present job and does not want job change.

Fig C-4.4: Job Satisfaction and Desire for Job change of employed Pass-outs under DDU-GKY



Source: Field Survey March & April, 2023

C-4.9 Reasons for Unemployment

The most common reason for unemployment is that there are no suitable jobs available. 37.06% of the respondents claimed they had other responsibilities due to which they could not work in jobs. One person said the wage of the job they offered was too low. 7.75% of unemployed Passouts are pursuing higher education or training, and only 2.28% of them said the location of workplace was too far.

Table C-4.5: Reason for unemployment of DDU-GKY Pass-outs

Reasons for unemployment	Count of Unemployed Pass-out	% from total Unemployed
Low wages	1	0.86%
No Suitable Jobs available	60	51.72%
Location of workplace is far	3	2.28%
Pursue higher education/training	9	7.75%
Other Responsibilities	43	37.06%

Source: Field Survey March & April, 2023

Section - D

Skill Training under Mizoram Youth Commission (MYC)

D-1. BACKGROUND OF SKILL TRAINING PROGRAMMES UNDER MIZORAM YOUTH COMMISSION (MYC)

The Mizoram State Legislature passed the ‘The Mizoram Youth Commission Act, 2008’ leading to the establishment of the Mizoram Youth Commission headquartered at Aizawl. As per the Act, the Commission shall be a body corporate having perpetual succession and a common seal with power to acquire, hold and dispose of property and to contract, and by the said name sue be sued. Currently, the Chairman of MYC is Dr. Vanlaltanpuia, MLA. The main function of the Commission is to guide, assist, promote and develop the welfare of the Youth of the State and perform such functions as the Government may assign from time to time. The commission has the power to develop and harness the potential of the Youth in order to attain optimum level of skill and to become economically self-reliant and productive.

In this context, MYC had conducted Skill Trainings during 2019-2021 which was specially tailor-made for migrant workers. The skill training programmes were conducted in different districts of Mizoram by MYC funded by World Bank. MYC also covers other training courses as such as UPSC Online & Offline Coaching, IIT-JEE & NEET Coaching, Combined Defence Service, Army Recruitment, SSC & Banking, Military Nursing, GARUD – Indian Air Force and IELTS.

D-2. PROFILE OF NODAL DEPARTMENT AND TRAINING PROVIDERS

MYC conducted the Skill Development Programmes through various training centres across the State. At each District, the execution and implementation of the Programme is usually put at the prerogative of the District Deputy Commissioner. The performance of Training Centres in Skill Development Programmes under MYC is shown in the table below.

Table D-2.1: Job Roles and Training Centres for MYC in Mizoram

Centre Name	Sector	Job Role	District	No. of candidates trained
Mission Foundation Movement	Beauty & Wellness	Nail Technician (including Eyelash Extension)	Aizawl	20
	Food Processing	Baking Technician/ Operative	Aizawl	20
	Employability and Entrepreneurship skill	Employability and Entrepreneurship skill	Aizawl	20
Divine Computer Centre	Beauty & Wellness	Nail Technician (including Eyelash Extension)	Lunglei	20
	Beauty & Wellness	Nail Technician (including Eyelash Extension)	Siaha	20

Source: Data furnished by LESDE, Govt. of Mizoram

A total of 3 job roles from 3 sectors were covered from 3 districts - Aizawl, Lunglei and Siaha. 100 candidates were trained during the study period of 2017 - 2022.

D-3. SUMMARY OF THE RESPONDENTS

D-3.1 Distribution of MYC Respondents

For Skill Development under MYC, 76 samples were selected from the available Pass-out data. Trade-wise, *Nail Technician with Eyelash Extension* with 48 pass-outs, makes up majority of the respondents. Year-wise, most number of respondents are pass-outs from the year 2021.

Table D-3.1: MYC Trade-wise number of Respondents

S. No	Trades	Total Sample collected
1	Baking Technician/Operative	14
2	Employability and Entrepreneurship skills	14
3	Nail Technician with Eyelash extension	48
	TOTAL	76

Source: Data furnished by LESDE, Govt. of Mizoram

D-3.2 Gender Distribution of respondents

Out of the 76 respondents, only 5 candidates (6.57%) are male and the rest 71 candidates (93.43%) are female. This is probably because the trades/job-roles that is available for this study are mostly female-oriented-trades.

Table D-3.2: Gender distribution of respondents under MYC Skill Training

S. No	Trades	Gender classification			
		Male	Female	Male % from trade total	Female % from trade total
1	Baking Technician/Operative	0	14	0.00%	100%
2	Employability and Entrepreneurship skills	5	9	30.76%	69.24%
3	Nail Technician with Eyelash extension	0	48	73.68%	26.32%
	TOTAL	5	71	6.57%	93.43%

Source: Field Survey March & April, 2023

D-3.3 Socio-economic conditions of the respondents

Geographical & Gender Profile: Urban areas account for 81.58% of respondents, while rural areas make up the remaining 18.42%. Aizawl District has the most number of

candidates (48) while Mamit and Saitual both contribute a single candidate each. The respondent’s average age is 26 in rural areas, with 20 being the youngest and 32 being the oldest. In Urban areas, the respondent’s average age is 29, with 22 being the youngest and 36 being the oldest.

Table D-3.3: MYC Respondent age and gender distribution based on geographic profile

S.No	District	No. of respondent	Age Classification & Gender of Respondents	
			Rural	Urban
1	Aizawl	48	Male: 0	Male:5
2	Lunglei	16	Female:14	Female:57
3	Siaha	10		
4	Mamit	1		
5	Saitual	1	Max. Age:32	Max. Age:36
	Total	76	Min. Age:20	Min. Age:22

Source: Field Survey March & April, 2023

Age Group: Respondents falling in the age group 24 – 31 make up the biggest portion of the respondents. 21.05% of respondents fall in the age group 20 – 23. Only 11.84% of respondents are between 32 to 36 years, making up the least age group.

Table D-3.4: MYC Male and Female distribution based on Age Group

Age Group	Male		Female		Total	
	Count	% from age group total	Count	% from age group total	Count	% from total respondents
20 - 23	0	0.00%	16	22.53%	16	21.05%
24 - 27	2	40.00%	27	38.02%	29	38.15%
28 - 31	3	60.00%	19	26.76%	22	28.94%
32 - 36	0	0.00%	9	12.67%	9	11.84%

Source: Field Survey March & April, 2023

Educational background: Majority of the respondents passed Class XII (51.31%), 14.47% of respondents are graduate or higher and 6.57% of the respondents are below class X. Among the male respondents, there is no one who has education level of below Class XII.

Table D-3.5: Level of education detail of MYC respondents

Level of Education	Male		Female		Total	
	Count	% from level total	Count	% from level total	Count	% from total respondents
Below Class X	0	0%	5	70.42%	5	6.57%
Passed Class X	0	0%	21	29.57%	21	27.63%
Passed Class XII	4	80%	35	49.29%	39	51.31%
Graduate	1	20%	10	14.08%	11	14.47%

Source: Field Survey March & April, 2023

D-3.4 Training period of the respondents

0 to 3 month Skill Development courses were taken by 50.00% of respondents, and 3 to 6 month skill development courses by the other 50.00%. Course with 6 months or longer duration is not taken by any of the respondents. 48 respondents are pass-outs from 2021 forming the highest number of Pass-outs from the years covered.

Table D-3.6: Year-wise detail of training duration of MYC respondents

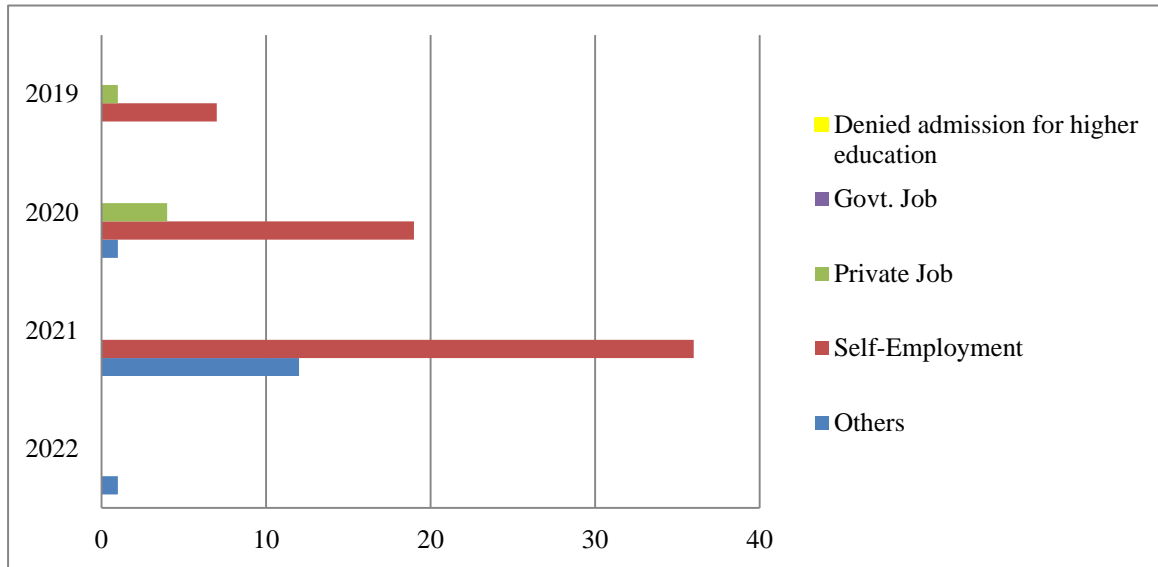
Graduated Year	Training Duration				Total	
	3 months or less	3 - 6 months	6 - 8 months	8 - 12 months		
2019	Count	0	7	0	0	7
	% within Year	0%	100%	0%	0%	
	% within Total Respondent	0%	9.2%	0%	0%	
2020	Count	4	16	0	0	20
	% within Year	20%	80%	0%	0%	
	% within Total Respondent	5.26%	21.05%	0%	0%	
2021	Count	33	15	0	0	48
	% within Year	68.75%	31.25%	0%	0%	
	% within Total Respondent	43.42%	19.73%	0%	0%	
2022	Count	1	0	0	0	1
	% within Year	100%	0%	0%	0%	
	% within Total Respondent	1.31%	0%	0%	0%	
Total	Count	38	38	0	0	76
	% within Total Respondent	50%	50%	0%	0%	

Source: Field Survey March & April, 2023

D-3.5 Reasons for training

The main reason for undertaking the training is predominantly for self-employment. The second reason for attending the training is for other business. None of the respondents attended the Skill Development Programme with the intention of joining Government Jobs.

Fig D-3.1: Year-wise distribution of ‘Reasons for training’

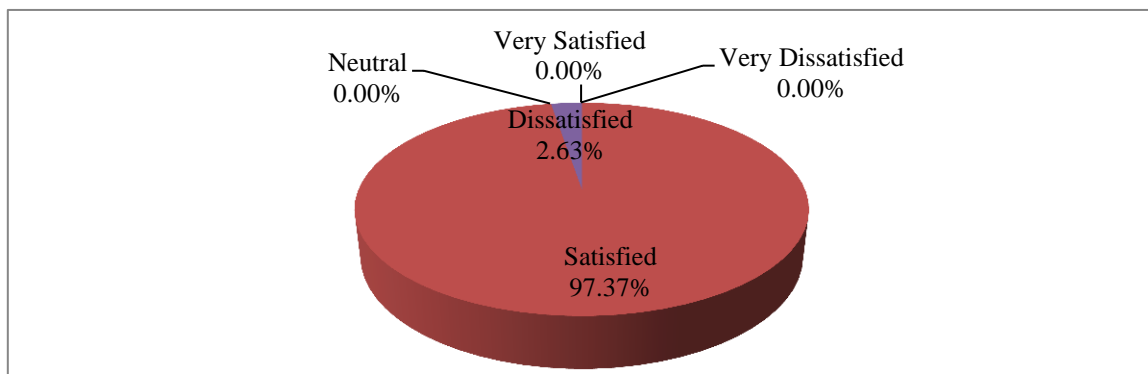


Source: Field Survey March & April, 2023

D-3.6 Overall Satisfaction level

Out of 76 respondents, 74 (97.37%) are satisfied on the training as a whole. Meanwhile, 2 respondents (2.63%) are not satisfied on the Skill Development course they completed under MYC. There are no pass-outs who are neutral or very dissatisfied.

Fig D-3.2: Satisfaction level of MYC Pass-outs on Skill Development programme



Source: Field Survey March & April, 2023

D-3.7 Respondent’s suggestions for improvement of trainings

The respondents contributed their suggestions on how to the skill development programmes could be improved. More time for practical classes is the top recommendation for improving the Programme, as suggested by 73.68% of the respondents. 53.9% of respondents believe that the equipment and facilities at the training centres need to be upgraded. 21.04% believes that there should be better instructor/trainer. 7.89% suggested that Punctuality and Regularity of the faculty needs to be maintained consistently.

Table D-3.7: Suggestions for improvement on the training quality by MYC respondents

Suggestions	Count	Percentage from total respondents
More hours be allotted for practical class	56	73.68%
More hours be allotted for theory class	1	1.31%
Upgradation of equipment/ facilities	41	53.9%
Teachers may observe regularity and punctuality	6	7.89%
The quality of teachers need to be improved	10	13.15%
Total suggested points	114	

Source: Field Survey March & April, 2023

D-4. LABOUR MARKET OUTCOME

D-4.1 Status of Employment

A little more than half of the respondents are unemployed, and 3.94% are working as apprentice. 15.78% are working in permanent or temporary jobs while 22.36% are self-employed.

Table D-4.1: MYC Respondent's Present Employment Status

	Apprenticeship	Unemployed	Self-employed	Monthly Income (Permanent Job)	Monthly Income (Temporary Job)
Count	3	44	17	1	11
% within total Respondents	3.94%	57.89%	22.36%	1.31%	14.47%

Source: Field Survey March & April, 2023

D-4.2 Trade-wise Employment status

There are no trade/job-role which has 100% unemployed respondents. Respondents of the trade *Employability and Entrepreneurship Skills* have the highest employed rate at 64.29%. *Nail Technician with Eyelash Extension* has the highest rate of unemployed respondents at 72.92%.

Table D-4.2: Trade/Job Role-wise employment status of MYC Pass-outs

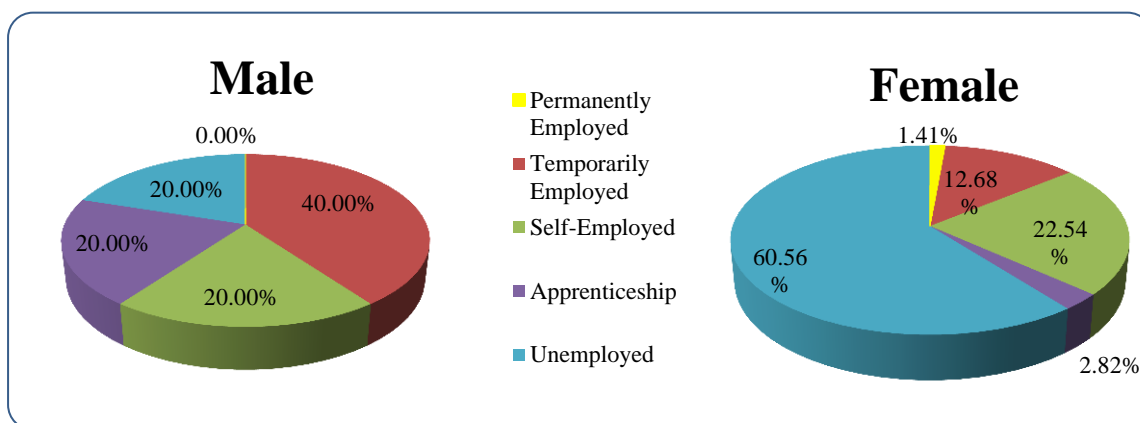
Trade/Job-Role		Permanently Employed	Temporarily Employed	Self - Employed	Apprentice	Unemployed
Baking Technician/Operative	<i>Count</i>	0	4	4	1	5
	<i>% from Job-role</i>	0%	28.57%	28.57%	7.14%	35.71%
	<i>% from Overall</i>	0%	5.26%	5.26%	1.32%	6.58%
Employability and Entrepreneurship skills	<i>Count</i>	0	6	2	2	4
	<i>% from Job-role</i>	0%	42.86%	14.28%	14.28%	28.57%
	<i>% from Overall</i>	0%	7.89%	2.63%	2.63%	5.26%
Nail Technician with Eyelash extension	<i>Count</i>	1	1	11	0	35
	<i>% from Job-role</i>	2.08%	2.08%	100%	22.92%	72.92%
	<i>% from Overall</i>	1.32%	1.32%	14.47%	0%	46.05%

Source: Field Survey March & April, 2023

D-4.3 Gender and Employment

Based on gender, the percentage of unemployed females is higher at 60.56% versus that of males at 20%. There are no male respondents who are Permanently Employed while the female counterpart for Permanently Employed is 1.41%. Male self-employment rate is better at 20% while 22.54% of male respondents are self-employed.

Fig D-4.1: Gender-wise employment status of Pass-outs under MYC



Source: Field Survey March & April, 2023

D-4.4 Time taken to get employed

Among the respondents who are permanently or temporarily employed, majority of the Pass-outs get employed after 12 months from the day of completing the Skill Development Programme. None of the employed respondents get employed during 7 to 12 months, 33.33% of them get employed within 6 months or less from completion of the programme. In all permanent or temporary employed respondents, 58.33% are females who got employed after 12 months.

Table D-4.3: Time taken to get employed after completion of MYC Programme

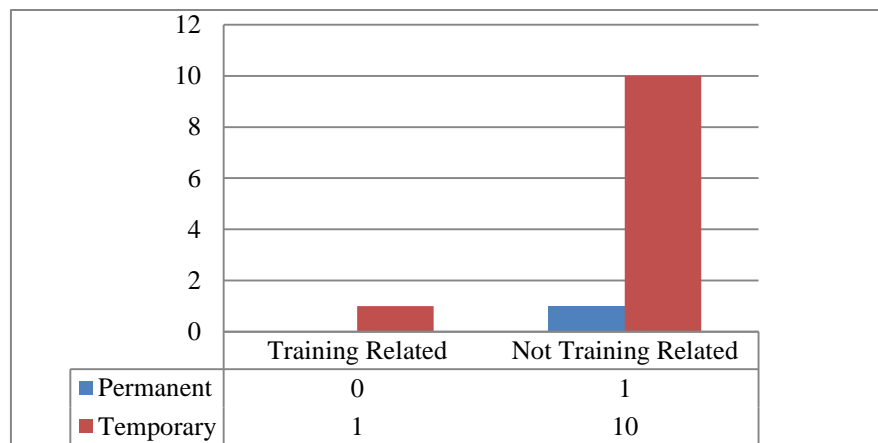
Time taken to get employed		Male	Female	Total
6 months or less	Count	1	3	4
	% from Category Total	25.00%	75.00%	
	% from Employed Total	8.33%	25.00%	33.33%
7 to 12 months	Count	0	0	0
	% from category	0.00%	0.00%	
	% from total	0.00%	0.00%	0.00%
More than 12 months	Count	1	7	8
	% from category	12.50%	87.50%	
	% from total	8.33%	58.33%	66.67%
Total		2	10	12

Source: Field Survey March & April, 2023

D-4.5 Relation of Job and Training

Only 1 of the employed respondents is working in a Temporary Job which is related to the Job-role he/she got trained in under MYC. Among the remaining 91.67% who are employed in jobs which are not related to the Job-role they completed under MYC, 10 of them are currently employed in Temporary Jobs while only 1 is employed in Permanent Job.

Fig D-4.2: Relation of Job and Training under MYC

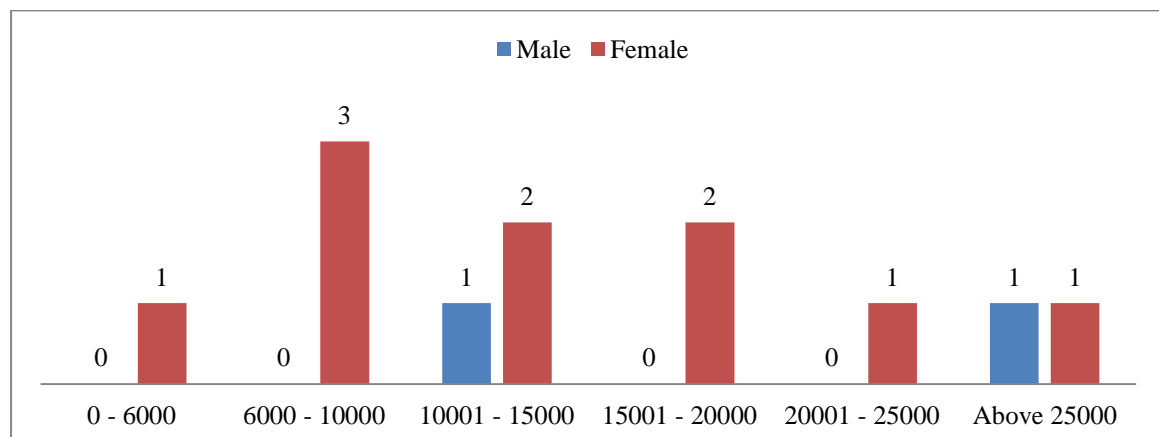


Source: Field Survey March & April, 2023

D-4.6 Gender and Income Level

More number of females are employed in jobs having income between 10001 - 15000. At above 25000 income level 1 male and 1 female are currently employed. Employed respondents from all other income levels are all females.

Fig D-4.3: Gender-wise level of income of employed Pass-outs under MYC



Source: Field Survey March & April, 2023

D-4.7 Comparison of Income Level before and after training

The income level of employed respondents remains the same after the Skill Development Programmes. However, respondents in the lowest level of income group show significant increase in their income after attending the Skill Development Programme.

Table D-4.4: Income level comparison - before and after MYC Skill Development Training

Income Level		Count	% of respondents whose income level has increased and decreased	Trend identified
Before	After			
0 - 6000	0 - 6000	1	Increase: 90.91%	Significant Increase
	6001 - 10000	3		
	10001 - 15000	3	No change: 9.09%	
	15001 - 20000	2		
	20001 - 25000	0	Decrease: 0.00%	
	Above 25000	2		
6001 - 10000	0 - 6000	0	Increase: 0.00%	No change
	6001 - 10000	0		
	10001 - 15000	0	No change: 0.00%	
	15001 - 20000	0		
	20001 - 25000	0	Decrease: 0.00%	
	Above 25000	0		
10001 - 15000	0 - 6000	0	Increase: 0.00%	No change
	6001 - 10000	0		
	10001 - 15000	0	No change: 0.00%	
	15001 - 20000	0		
	20001 - 25000	0	Decrease: 0.00%	
	Above 25000	0		
15001 - 20000	0 - 6000	0	Increase: 0.00%	No change
	6001 - 10000	0		
	10001 - 15000	0	No change: 0.00%	
	15001 - 20000	0		
	20001 - 25000	0	Decrease: 0.00%	
	Above 25000	0		
20001 - 25000	0 - 6000	0	Increase: 0.00%	No change
	6001 - 10000	0		
	10001 - 15000	0	No change: 100%	
	15001 - 20000	0		
	20001 - 25000	1	Decrease: 0.00%	
	Above 25000	0		

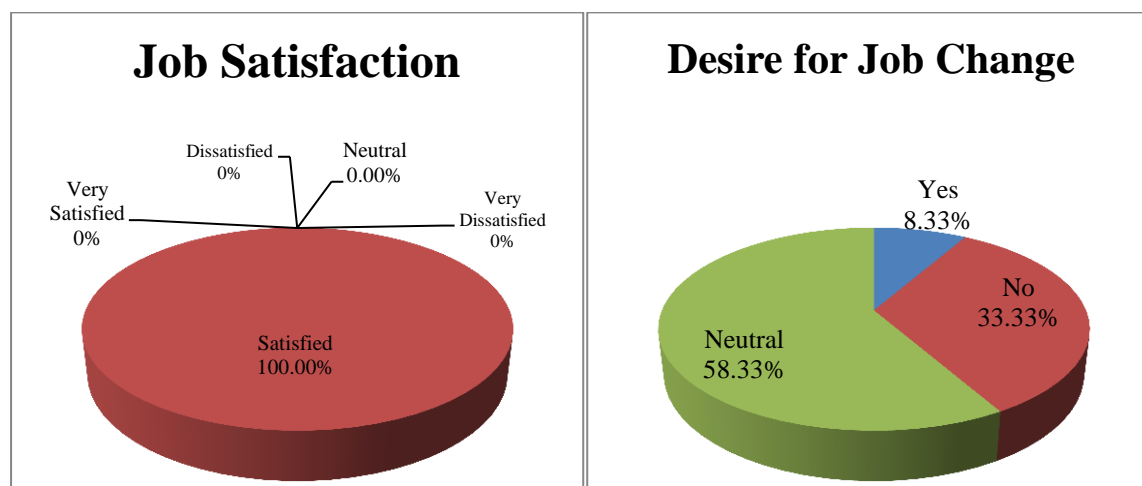
Above 25000	0 - 6000	0	Increase: 0.00%	No change
	6001 - 10000	0		
	10001 - 15000	0	No change: 0.00%	
	15001 - 20000	0		
	20001 - 25000	0	Decrease: 0.00%	
	Above 25000	0		

Source: Field Survey March & April, 2023

D-4.8 Job Satisfaction Level of Employed Pass-outs

The employed respondents are all satisfied with their current job. The desire for job change shows that 8.33% of the respondents want to change the job they are currently working in while 33.33% has no desire to change their job. 58.33% neither has the desire to change their job nor to continue in their current job.

Fig D-4.4: Job Satisfaction and Desire for Job change of employed Pass-outs under MYC



Source: Field Survey March & April, 2023

D-4.9 Reasons for Unemployment

There are a total of 44 unemployed out of the 76 respondents among the Pass-outs of MYC. The most common reason for unemployment is that the respondents currently have other responsibilities that they need to tend to. There are no respondents who have no interest in finding a job. 25% of the unemployed Pass-outs said there are no suitable jobs available for them at the moment and 31.82% are unemployed as they are still pursuing education or other trainings.

Table D-4.5: Reason for unemployment of Pass-outs of MYC

Reason for unemployment	Count of unemployed Pass-out	% from total unemployed
Not interested to find a job	0	0.00%
No suitable job available	11	25.00%
Pursue higher education/training	14	31.82%
Other responsibilities	19	43.18%

Source: Field Survey March & April, 2023

D-4.10 Unemployed status and their aspirations

Out of the 44 unemployed respondents, 43.18% are looking for self-employment opportunities. None of them are registered in Employment Exchange. Only 9.10% of the unemployed pass-outs said they would require financial assistance at an average amount of Rs.2,75,000. 13.64% are willing to join apprenticeship jobs.

Table D-4.6: MYC Unemployed Pass-outs status and aspirations

	Count	% of unemployed
Registered in Employment Exchange	0	0.00%
Want self-employment opportunities	19	43.18%
Need financial assistance through Government Schemes	4	9.10%
Average amount of financial assistance required	<i>Rs. 2,75,000</i>	
Looking for apprenticeship training	6	13.64%

Source: Field Survey March & April, 2023

2. EMPLOYERS' PERCEPTION & COMMENTS FROM THE EMPLOYERS

The employer's views were also collected for this tracer study. The summary of employers of Pass-outs which were contacted is given in the table below based on the Scheme. All employers claimed that the nature of work of the pass-outs are as per the trade/job-role they are trained for.

Table 2.1: Employers contacted for each Scheme

Scheme	Institution/ Office of employer	No. of pass-outs evaluated by employer	Designation of evaluated pass-out
DAY-NULM	Av Atelier, Awia Market, Bazarpu	1	Tailor
	Still By Rody, Tuikhuahtlang	1	Tailor
	Kunwali Home Health Care Solutions	2	General Duty Assistant
	Aizawl City Hospital	7	General Duty Assistant
	Presbyterian English School	2	Data Entry Operator
	GIG motors	1	Technician
	Vijan Mahal	4	Food & Beverage
	BN Hospital	2	General Duty Assistant
	Thara Resort, Falkland	1	Chowkidar
	Airtel Office, Siaha	1	Promoter
	Nursing Home, Maraland Gospel centenary Hospital, Siaha	1	IV th Grade
	Office of the Director of Census Operations, Ministry of Home Affairs, Khatla, Mizoram	1	Computer Operator
	PMKVY	Christian Hospital Serkawn	1
Buanga Chhangte Design Studio		1	Cutter
Mizoram Rural Bank, Hnahthial		1	Assistant Concurrent Auditor
Vakiria Private Ltd		1	Designer
Helen Tailoring, Zion Street		1	Tailor
Ebenezer Hospital, Aizawl		1	Female Attendant
Greenwood Hospital, Bawngkawn		1	Duty Assistant
Trinity Hospital, Silai Mual		1	Store Manager
Mamit District Hospital		1	General Duty Assistant
Machhani Tailoring, Serchhip Bazar		1	Tailor
Nexa Service GIG, World Bank Road		1	Technician
GIG Motors, Edenthar	1	Technician	

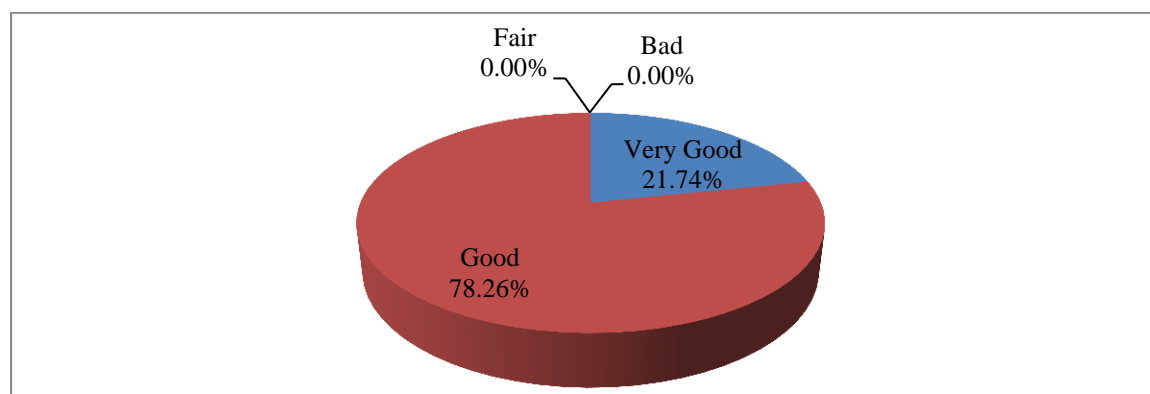
DDU-GKY	NIELIT, Aizawl	1	Instructor
	Madhurawada 4-Star Restaurant, Vishakapatnam	1	Waitress
	Ebenezer Hospital, Aizawl	1	Female Attendant
	Alpha Hospital, Kulikawn, Aizawl	1	Female Attendant
	Vakiria Private Ltd	1	Designer
	FHJK	1	Tailor
	Sunkissed Premium, Goa	3	Steward
Skill Training under MYC	Taj Hotel, Mayfair Tea and Resort, Siliguri	1	Accountant
TOTAL		46	

Source: Field Survey March & April, 2023

2.1 Employer’s perspective on quality of Skill Development Programmes

The employers think that the skill development programmes are either *Very Good* or *Good*. No employer rates the skill development programmes as *Fair* or *Bad*.

Fig 2.1: Employer’s perspective on quality of programme



Source: Field Survey March & April, 2023

2.2 Relevance of covered skills with labour market

All the employers feel that the Trade/Job-Roles covered in the Skill Development Programmes are very relevant and corresponds to the growing requirement of human resource in the labour market.

2.3 Effectiveness on Personal Development and Soft Skills

Majority of the employers feel that the skill developments are satisfactory in

instilling Personal Development and Soft Skills in the pass-outs. Only 1 employer is neutral in inculcating management skills in the pass-outs.

Table 2.2: Employer’s views on effectiveness of Skill Development Programmes on Personal Development and Soft Skills

	Communication Skills	Presentation Skills	Management Skills
Very Satisfied	<i>N</i> 8 % 17.39%	<i>N</i> 11 % 23.91%	<i>N</i> 9 % 19.56%
Satisfied	<i>N</i> 38 % 82.61%	<i>N</i> 35 % 76.09%	<i>N</i> 35 % 76.09%
Neutral	<i>N</i> 0 % 0.00%	<i>N</i> 0 % 0.00%	<i>N</i> 1 % 2.17%

Source: Field Survey March & April, 2023

2.4 Comment Summary from Employers

- i It is good for young people.
- ii Good for young people to attend this course of training.
- iii Very effective.
- iv Good and excellent.

3. OVERALL DATA COMPILATION

3.1 Distribution of Respondents

Response is collected from 1611 Candidates from all 11 districts in Mizoram under the schemes covered in this study. A combined total of 58 unique Job-Roles have been covered under the study period between 2016 to 2022. The distribution of total samples collected for the trade/job-role is given below. Self-employed Tailor is the most sought-after Job-Role, attracting 5994 certified candidates. Assistant Beauty Therapist and Associate - Customer Care (Non-Voice) have the fewest certified candidates, each with a total of 30. The average number of Certified Candidates during the studied timeframe is 571.13 per trade.

Table 3.1: Job-role/trade-wise Distribution of all Respondents

S. No	Job Role	Total Sample Collected
1	Airline Cabin Crew	1
2	Assistant Beautician	6
3	Assistant Electrician	12
4	Assistant Spa Therapist	7
5	Associate - Customer Care (Non-Voice)	5
6	Asst. Beauty Therapist	1
7	Automotive Service Technician (Two and Three Wheelers)	11
8	Automotive Service Technician Level 3	29
9	Baking Technician	5
10	Baking Technician/Operative	30
11	Banana farmer	11
12	Beauty Therapist	64
13	Commercial Vehicle Driver Level 4	5
14	Commis Chef	5
15	Construction Electrician - LV	6
16	Craft Baker	6

17	Domestic Data Entry Operator	102
18	Driver LMV	5
19	Employability and Entrepreneurship skills	14
20	Fashion Designer	19
21	Field Technician - Computers & Peripherals	15
22	Field Technician - Other Home Appliances	6
23	Field Technician Networking And Storage	7
24	Fitter - Fabrication	5
25	Fitter Electrician & Electronics	5
26	Food & Beverage Service - Steward	69
27	Front Office Associate	3
28	Front Office Executive	5
29	Front Office Trainee	5
30	Gardener	5
31	General Duty Assistant	101
32	General House Keeper	6
33	Hair Stylist	7
34	Hand Embroidery	5
35	Handset Repair Engineer	5
36	Handset Repair Engineer - 2	5
37	Helper Carpenter - Shuttering and Scaffolding	5
38	House Keeping Attendant (Manual Cleaning)	15
39	Installer Frameless Glass Doors/Windows	6
40	Light Motor Vehicle Driver Level 3	21
41	Mason General	13
42	Meet and Greet Officer	5
43	Mobile Phone Hardware Repair Technician	30
44	Nail Technician with Eyelash extension	48
45	Organic grower	5
46	Plumber (General)	9
47	Retail Sales Associate	31

48	Room Attendant	11
49	Sakhta Saaz (paper mache)	5
50	Sampling Tailor	87
51	Self Employed Taylor	232
52	Senior Beauty Therapist	5
53	Spa Therapist	5
54	Squash and Juice Processing Technician	5
55	Street Food Vendor - Standalone	5
56	Tower Technician	5
57	Two Wheeler Service Technician	5
58	Unarmed Security Guard	10
	Total	1161

Source: Field Survey March & April, 2023

3.2 Gender Distribution

The overall sample collected consists of 34.63% males and 65.37% females. Among the schemes covered, only DDU-GKY has more percentage of male respondents than females. Two-third of the respondents for PMKVY and DAY-NULM are female. Skill training under MYC is profoundly dominated by female respondents.

Table 3.2: Overall Gender distribution of respondents

S.No	Scheme	Gender Classification			
		Male	Female	Male % from Scheme total	Female % from Scheme total
1	PMKVY	155	320	32.63	67.37
2	DAY-NULM	144	283	33.72	66.28
3	DDU-GKY	98	85	53.55	46.45
4	MYC	5	71	6.58	93.42
	TOTAL	402	759	34.63%	65.37%

Source: Field Survey March & April, 2023

3.3 Socio-economic conditions of the respondents

Geographic, Gender Profile and Age Group: There are 45.99% of respondents from rural areas, while 54.01% are from urban areas. The age of the respondents range from 17 to 60.

Table 3.3: Respondent age and gender distribution based on geographic profile

S. No	Detail	Urban	Rural	Overall
1	Respondent urban and rural distribution	627 (54.01%)	534 (49.99%)	1161
2	Male Respondents	207	194	401
3	Maximum and Minimum age of Male Respondents	<i>Minimum: 18</i>	<i>Minimum: 19</i>	
		<i>Maximum: 54</i>	<i>Maximum: 60</i>	
4	Female Respondents	420	340	760
5	Maximum and Minimum age of Female Respondents	<i>Minimum: 17</i>	<i>Minimum: 18</i>	
		<i>Maximum: 54</i>	<i>Maximum: 55</i>	

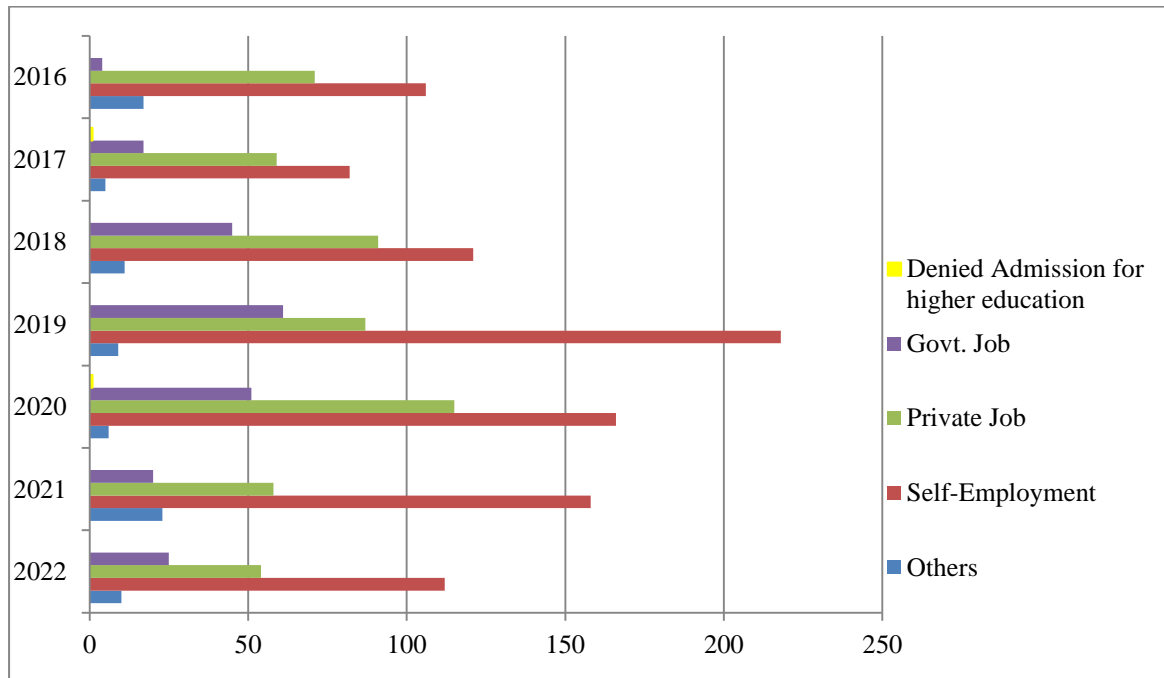
Source: Field Survey March & April, 2023

As can be deduced from the table, 34.54% of the respondents are male and 65.46% are female. This indicates that a higher percentage of women are taking advantage of skill development programmes as compared to males.

3.4 Reasons for training

The main reason for undertaking the training is primarily for self-employment, which dominated across all the years under the period of study. The second reason for joining the training is for getting jobs in private firms. There are only 2 candidates who have joined the training because they were denied admission for higher education. The number of candidates who joined the skill development training programmes with the objective of securing Government Jobs is quite low.

Fig 3.1: Year-wise distribution of ‘Reasons for training’

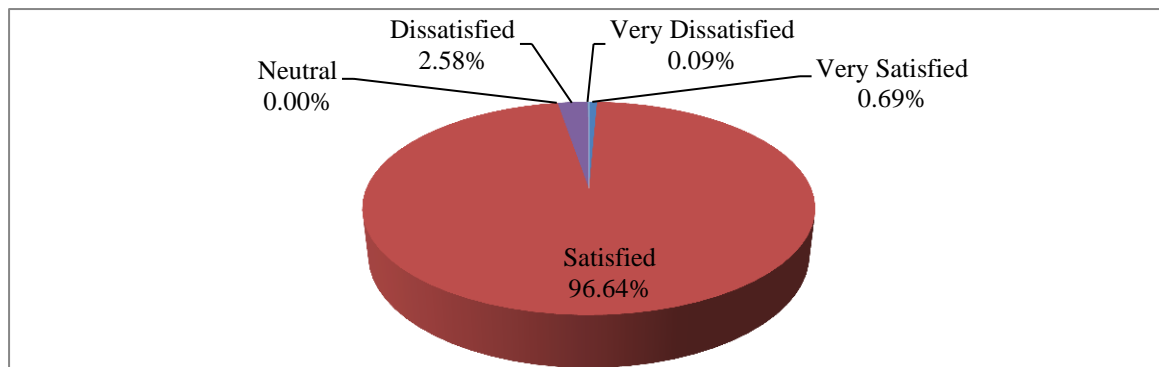


Source: Field Survey March & April, 2023

3.5 Overall Satisfaction level of the Passout on the training attended

The training that the passouts had attended was largely satisfactory. 96.64% of the respondents were satisfied with the course they attended under various skill development programmes. Only 2.58% are dissatisfied and 0.09% are very dissatisfied. There are 0.69% of respondents who are very satisfied with the skill development programme.

Fig 3.2: Satisfaction level of Pass-outs on Skill Development programme

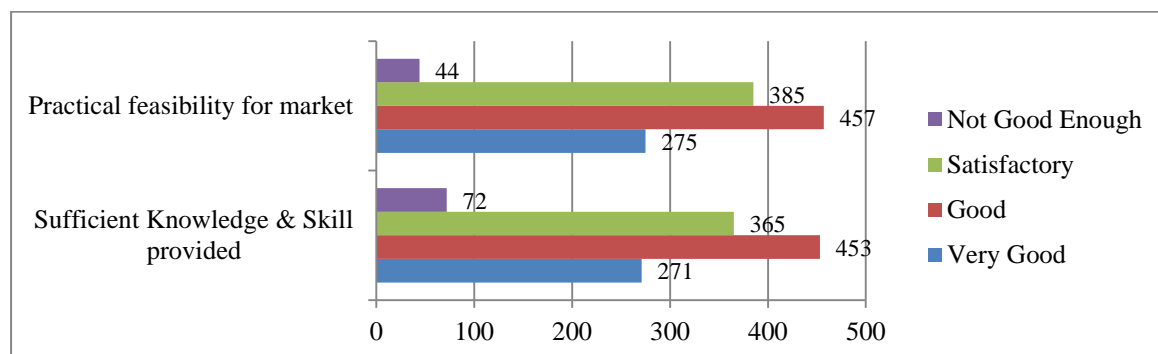


Source: Field Survey March & April, 2023

Around 40% of the respondents feel that the training programmes are good enough in terms of course content and practical feasibility. 6.20% feel that the course

content is insufficient to give them the knowledge and skills they require and 3.79% states that the course is not practically feasible for developing the necessary skills for the labour market.

Fig 3.3: Course content and effectiveness of Skill Development Programmes



Source: Field Survey March & April, 2023

3.6 Respondent’s suggestions for improvement of trainings

Suggestions for improvement on how the Skill Development Programmes were conducted were given by the respondents. ‘More time for practical classes’ tops the recommendation for improving the Programme as 67.23% of the respondents gave this suggestion. ‘Upgradation of equipment/facilities’ is the second most suggested action for improvement of trainings given by 19.81% of the respondents. Only 8.07% of the respondents feel that more hours should be allotted for theory classes. There were 2.24% of respondents who believed that the quality of the teachers needed to be improved and 2.65% of respondents felt that teachers' punctuality and regularity need to be improved.

Table 3.4: Suggestions for improvement on the training quality by respondents

Suggestions	Count	Percentage from total respondents
More hours be allotted for practical class	991	67.23%
More hours be allotted for theory class	119	8.07%
Upgradation of equipment/ facilities	292	19.81%
Teachers may observe regularity and punctuality	39	2.65%
The quality of teachers need to be improved	33	2.24%
Total suggested points	1474	

Source: Field Survey March & April, 2023

3.7 Status of Employment

Based on whether the responder was employed or not as on the day the data was collected, 65.89% are still unemployed; however 18.52% are self-employed. 11.80% of people are currently employed in temporary positions with low job security. Only 2.84% are employed in permanent jobs, all of which are full-time jobs and 0.95% of the respondents are undertaking apprenticeship jobs.

Table 3.5: Employment status of Skill Development Training Pass-outs

Employment Status		Count	Percentage from total respondents
Permanently employed	<i>Part-time</i>	0	0.00%
	<i>Full-time</i>	33	2.84%
Temporarily employed	<i>Part-time</i>	15	1.29%
	<i>Full-time</i>	122	10.51%
Self-employed		215	18.52%
Apprenticeship		11	0.95%
Unemployed		765	65.89%

Source: Field Survey March & April, 2023

3.8 Trade-wise Employment status

From the employment status presented by trade/job-role, *Banana farmers, Driver LMV, Field Technician Networking and Storage, Front Office Associate, Front Office Executive, Hand Embroidery, Meet and Greet Officer, Sakhta Saaz (paper mache) and Squash and Juice Processing Technician* respondents are all unemployed. In addition to the trades already listed, *Field Technician - Other Home Appliances* has 80% or more responders that are unemployed. On the contrary, job roles such as *Assistant Electrician, Construction Electrician - LV, Front Office Trainee, Gardener Handset Repair Engineer - 2* and *Tower Technician* has at least 80% of respondents currently working either as employee or self-employed. *Helper Carpenter - Shuttering and Scaffolding* is the only job-role which has all respondents employed.

Table 3.6: Trade/Job Role-wise employment status of Pass-outs

Trade/Job-Role		Permanently Employed	Temporarily Employed	Self - Employed	Apprentice	Unemployed
Airline Cabin Crew	<i>Count</i>	0	0	0	0	1
	<i>% from Job-role</i>	0.00%	0.00%	0.00%	0.00%	NA
	<i>% from Overall</i>	0.00%	0.00%	0.00%	0.00%	0.09%
Assistant Beautician	<i>Count</i>	1	0	0	0	5
	<i>% from Job-role</i>	16.67%	0.00%	0.00%	0.00%	83.33%
	<i>% from Overall</i>	0.09%	0.00%	0.00%	0.00%	0.43%
Assistant Electrician	<i>Count</i>	1	5	3	1	2
	<i>% from Job-role</i>	8.33%	41.67%	25.00%	8.33%	16.67%
	<i>% from Overall</i>	0.09%	0.43%	0.26%	0.09%	0.17%
Assistant Spa Therapist	<i>Count</i>	1	0	6	0	0
	<i>% from Job-role</i>	14.29%	0.00%	85.71%	0.00%	0.00%
	<i>% from Overall</i>	0.09%	0.00%	0.52%	0.00%	0.00%
Associate - Customer Care (Non-Voice)	<i>Count</i>	0	0	2	0	3
	<i>% from Job-role</i>	0.00%	0.00%	40.00%	0.00%	60.00%
	<i>% from Overall</i>	0.00%	0.00%	0.17%	0.00%	0.26%
Asst. Beauty Therapist	<i>Count</i>	0	0	1	0	0
	<i>% from Job-role</i>	0.00%	0.00%	100.00%	0.00%	0.00%
	<i>% from Overall</i>	0.00%	0.00%	0.09%	0.00%	0.00%
Automotive Service Technician (Two and Three Wheelers)	<i>Count</i>	0	1	6	1	3
	<i>% from Job-role</i>	0.00%	9.09%	54.55%	9.09%	27.27%
	<i>% from Overall</i>	0.00%	0.09%	0.52%	0.09%	0.26%
Automotive Service Technician Level 3	<i>Count</i>	1	4	8	1	15
	<i>% from Job-role</i>	3.45%	13.79%	27.59%	3.45%	51.72%
	<i>% from Overall</i>	0.09%	0.34%	0.69%	0.09%	1.29%
Baking Technician	<i>Count</i>	0	1	2	0	2
	<i>% from Job-role</i>	0.00%	20.00%	40.00%	0.00%	40.00%
	<i>% from Overall</i>	0.00%	0.09%	0.17%	0.00%	0.17%
Baking Technician/ Operative	<i>Count</i>	2	5	9	1	13
	<i>% from Job-role</i>	6.67%	16.67%	30.00%	3.33%	43.33%
	<i>% from Overall</i>	0.17%	0.43%	0.78%	0.09%	1.12%
Banana farmer	<i>Count</i>	0	0	0	0	11
	<i>% from Job-role</i>	0.00%	0.00%	0.00%	0.00%	100.00%
	<i>% from Overall</i>	0.00%	0.00%	0.00%	0.00%	0.95%
Beauty Therapist	<i>Count</i>	0	0	7	1	56
	<i>% from Job-role</i>	0.00%	0.00%	10.94%	1.56%	87.50%
	<i>% from Overall</i>	0.00%	0.00%	0.60%	0.09%	4.82%

Commercial Vehicle Driver Level 4	Count	1	2	0	0	2
	% from Job-role	20.00%	40.00%	0.00%	0.00%	40.00%
	% from Overall	0.09%	0.17%	0.00%	0.00%	0.17%
Commis Chef	Count	0	0	1	0	4
	% from Job-role	0.00%	0.00%	20.00%	0.00%	80.00%
	% from Overall	0.00%	0.00%	0.09%	0.00%	0.34%
Construction Electrician - LV	Count	0	0	5	0	1
	% from Job-role	0.00%	0.00%	83.33%	0.00%	16.67%
	% from Overall	0.00%	0.00%	0.43%	0.00%	0.09%
Craft Baker	Count	1	0	3	0	2
	% from Job-role	16.67%	0.00%	50.00%	0.00%	33.33%
	% from Overall	0.09%	0.00%	0.26%	0.00%	0.17%
Domestic Data Entry Operator	Count	9	20	10	0	63
	% from Job-role	8.82%	19.61%	9.80%	0.00%	61.76%
	% from Overall	0.78%	1.72%	0.86%	0.00%	5.43%
Driver LMV	Count	0	0	0	0	5
	% from Job-role	0.00%	0.00%	0.00%	0.00%	100.00%
	% from Overall	0.00%	0.00%	0.00%	0.00%	0.43%
Employability and Entrepreneurship skills	Count	0	6	2	2	4
	% from Job-role	0.00%	42.86%	14.29%	14.29%	28.57%
	% from Overall	0.00%	0.52%	0.17%	0.17%	0.34%
Fashion Designer	Count	0	5	8	0	6
	% from Job-role	0.00%	26.32%	42.11%	0.00%	31.58%
	% from Overall	0.00%	0.43%	0.69%	0.00%	0.52%
Field Technician - Computers & Peripherals	Count	4	3	1	0	7
	% from Job-role	26.67%	20.00%	6.67%	0.00%	46.67%
	% from Overall	0.34%	0.26%	0.09%	0.00%	0.60%
Field Technician - Other Home Appliances	Count	0	0	1	0	5
	% from Job-role	0.00%	0.00%	16.67%	0.00%	83.33%
	% from Overall	0.00%	0.00%	0.09%	0.00%	0.43%
Field Technician Networking And Storage	Count	0	0	0	0	7
	% from Job-role	0.00%	0.00%	0.00%	0.00%	100.00%
	% from Overall	0.00%	0.00%	0.00%	0.00%	0.60%
Fitter - Fabrication	Count	0	0	2	0	3
	% from Job-role	0.00%	0.00%	40.00%	0.00%	60.00%
	% from Overall	0.00%	0.00%	0.17%	0.00%	0.26%
Fitter Electrician & Electronics	Count	0	0	3	0	2
	% from Job-role	0.00%	0.00%	60.00%	0.00%	40.00%
	% from Overall	0.00%	0.00%	0.26%	0.00%	0.17%
Food & Beverage Service - Steward	Count	2	12	10	1	44
	% from Job-role	2.90%	17.39%	14.49%	1.45%	63.77%
	% from Overall	0.17%	1.03%	0.86%	0.09%	3.79%

Front Office Associate	Count	0	0	0	0	3
	% from Job-role	0.00%	0.00%	0.00%	0.00%	100.00%
	% from Overall	0.00%	0.00%	0.00%	0.00%	0.26%
Front Office Executive	Count	0	0	0	0	5
	% from Job-role	0.00%	0.00%	0.00%	0.00%	100.00%
	% from Overall	0.00%	0.00%	0.00%	0.00%	0.43%
Front Office Trainee	Count	0	4	0	0	1
	% from Job-role	0.00%	80.00%	0.00%	0.00%	20.00%
	% from Overall	0.00%	0.34%	0.00%	0.00%	0.09%
Gardener	Count	0	0	4	0	1
	% from Job-role	0.00%	0.00%	80.00%	0.00%	20.00%
	% from Overall	0.00%	0.00%	0.34%	0.00%	0.09%
General Duty Assistant	Count	2	32	10	1	56
	% from Job-role	1.98%	31.68%	9.90%	0.99%	55.45%
	% from Overall	0.17%	2.76%	0.86%	0.09%	4.82%
General House Keeper	Count	0	0	3	0	3
	% from Job-role	0.00%	0.00%	50.00%	0.00%	50.00%
	% from Overall	0.00%	0.00%	0.26%	0.00%	0.26%
Hair Stylist	Count	0	0	3	0	4
	% from Job-role	0.00%	0.00%	42.86%	0.00%	57.14%
	% from Overall	0.00%	0.00%	0.26%	0.00%	0.34%
Hand Embroidery	Count	0	0	0	0	5
	% from Job-role	0.00%	0.00%	0.00%	0.00%	100.00%
	% from Overall	0.00%	0.00%	0.00%	0.00%	0.43%
Handset Repair Engineer	Count	0	1	1	0	3
	% from Job-role	0.00%	20.00%	20.00%	0.00%	60.00%
	% from Overall	0.00%	0.09%	0.09%	0.00%	0.26%
Handset Repair Engineer - 2	Count	3	1	0	0	1
	% from Job-role	60.00%	20.00%	0.00%	0.00%	20.00%
	% from Overall	0.26%	0.09%	0.00%	0.00%	0.09%
Helper Carpenter - Shuttering and Scaffolding	Count	0	0	5	0	0
	% from Job-role	0.00%	0.00%	100.00%	0.00%	0.00%
	% from Overall	0.00%	0.00%	0.43%	0.00%	0.00%
House Keeping Attendant (Manual Cleaning)	Count	0	4	1	0	10
	% from Job-role	0.00%	26.67%	6.67%	0.00%	66.67%
	% from Overall	0.00%	0.34%	0.09%	0.00%	0.86%
Installer Frameless Glass Doors/Windows	Count	0	2	1	0	3
	% from Job-role	0.00%	33.33%	16.67%	0.00%	50.00%
	% from Overall	0.00%	0.17%	0.09%	0.00%	0.26%
Light Motor Vehicle Driver Level 3	Count	2	0	0	0	19
	% from Job-role	9.52%	0.00%	0.00%	0.00%	90.48%
	% from Overall	0.17%	0.00%	0.00%	0.00%	1.64%

Mason General	Count	0	1	3	0	9
	% from Job-role	0.00%	7.69%	23.08%	0.00%	69.23%
	% from Overall	0.00%	0.09%	0.26%	0.00%	0.78%
Meet and Greet Officer	Count	0	0	0	0	5
	% from Job-role	0.00%	0.00%	0.00%	0.00%	100.00%
	% from Overall	0.00%	0.00%	0.00%	0.00%	0.43%
Mobile Phone Hardware Repair Technician	Count	1	3	6	0	20
	% from Job-role	3.33%	10.00%	20.00%	0.00%	66.67%
	% from Overall	0.09%	0.26%	0.52%	0.00%	1.72%
Nail Technician with Eyelash extension	Count	1	1	11	0	35
	% from Job-role	2.08%	2.08%	22.92%	0.00%	72.92%
	% from Overall	0.09%	0.09%	0.95%	0.00%	3.01%
Organic grower	Count	0	1	2	0	2
	% from Job-role	0.00%	20.00%	40.00%	0.00%	40.00%
	% from Overall	0.00%	0.09%	0.17%	0.00%	0.17%
Plumber (General)	Count	0	1	5	0	3
	% from Job-role	0.00%	11.11%	55.56%	0.00%	33.33%
	% from Overall	0.00%	0.09%	0.43%	0.00%	0.26%
Retail Sales Associate	Count	1	6	0	0	24
	% from Job-role	3.23%	19.35%	0.00%	0.00%	77.42%
	% from Overall	0.09%	0.52%	0.00%	0.00%	2.07%
Room Attendant	Count	0	0	2	0	9
	% from Job-role	0.00%	0.00%	18.18%	0.00%	81.82%
	% from Overall	0.00%	0.00%	0.17%	0.00%	0.78%
Sakhta Saaz (paper mache)	Count	0	0	0	0	5
	% from Job-role	0.00%	0.00%	0.00%	0.00%	100.00%
	% from Overall	0.00%	0.00%	0.00%	0.00%	0.43%
Sampling Tailor	Count	0	5	19	0	63
	% from Job-role	0.00%	5.75%	21.84%	0.00%	72.41%
	% from Overall	0.00%	0.43%	1.64%	0.00%	5.43%
Self Employed Taylor	Count	0	7	39	2	184
	% from Job-role	0.00%	3.02%	16.81%	0.86%	79.31%
	% from Overall	0.00%	0.60%	3.36%	0.17%	15.85%
Senior Beauty Therapist	Count	0	1	1	0	3
	% from Job-role	0.00%	20.00%	20.00%	0.00%	60.00%
	% from Overall	0.00%	0.09%	0.09%	0.00%	0.26%
Spa Therapist	Count	0	0	2	0	3
	% from Job-role	0.00%	0.00%	40.00%	0.00%	60.00%
	% from Overall	0.00%	0.00%	0.17%	0.00%	0.26%
Squash and Juice Processing Technician	Count	0	0	0	0	5
	% from Job-role	0.00%	0.00%	0.00%	0.00%	100.00%
	% from Overall	0.00%	0.00%	0.00%	0.00%	0.43%

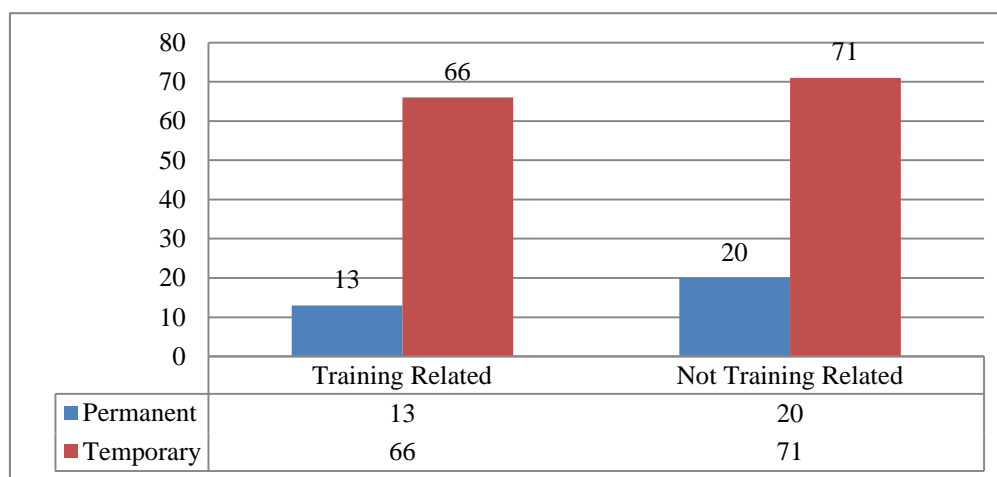
Street Food Vendor - Standalone	<i>Count</i>	0	0	1	0	4
	<i>% from Job-role</i>	0.00%	0.00%	20.00%	0.00%	80.00%
	<i>% from Overall</i>	0.00%	0.00%	0.09%	0.00%	0.34%
Tower Technician	<i>Count</i>	1	0	3	0	1
	<i>% from Job-role</i>	20.00%	0.00%	60.00%	0.00%	20.00%
	<i>% from Overall</i>	0.09%	0.00%	0.26%	0.00%	0.09%
Two Wheeler Service Technician	<i>Count</i>	0	0	1	0	4
	<i>% from Job-role</i>	0.00%	0.00%	20.00%	0.00%	80.00%
	<i>% from Overall</i>	0.00%	0.00%	0.09%	0.00%	0.34%
Unarmed Security Guard	<i>Count</i>	0	2	2	0	6
	<i>% from Job-role</i>	0.00%	20.00%	20.00%	0.00%	60.00%
	<i>% from Overall</i>	0.00%	0.17%	0.17%	0.00%	0.52%
TOTAL	<i>Count</i>	34	136	215	11	765
	<i>% from Overall</i>	2.93%	11.71%	18.52%	0.95%	65.89%

Source: Field Survey March & April, 2023

3.9 Relation of Job and Training

A total of 46.47% of permanently or temporarily employed respondents reported having a job that is related to the job-role they were trained under the skill development programme they attended. The remaining 53.53% of permanently or temporarily employed respondents are working in jobs unrelated to the job-role got trained in under various skill development programmes. Among the permanently employed respondents, 39.39% of them are working in jobs related to their training; whereas among the temporarily employed respondents, 48.18% of them are working in their training related jobs.

Fig 3.4: Relation of Job and Training under Skill Development Programmes



Source: Field Survey March & April, 2023

3.10 Reasons for Unemployment

Among the 765 unemployed respondents, the most common reason for unemployment is that the respondents currently have other responsibilities that they need to tend to and could not go out looking/preparing themselves for jobs. 0.78% of unemployed respondents said they are not interested in finding a job. For 35.69% of the unemployed respondents, there are currently no suitable job opportunities available; and 15.16% are unemployed as they are still pursuing education or other trainings.

Table 3.7: Reason for unemployment of Pass-outs

Reason for unemployment	Count of unemployed Pass-out	% from total unemployed
Not interested to find a job	6	0.78%
Pay is too low	6	0.78%
No suitable job available	273	35.69%
Job site is too far away	4	0.52%
Pursue higher education/training	116	15.16%
Other responsibilities	360	47.06%

Source: Field Survey March & April, 2023

3.11 Unemployed status and their aspirations

Out of the unemployed respondents, only 2.48% have an Employment Exchange registration. 18.43% of them need financial support, while 39.61% of them are looking for self-employment alternatives. 15.82% of respondents are open to work as apprentices.

Table 3.8: Unemployed Pass-outs status and aspirations

	Count	% of unemployed
Registered in Employment Exchange	19	2.48%
Want self-employment opportunities	303	39.61%
Need financial assistance through Government Schemes	141	18.43%
Average amount of financial assistance required	<i>Rs. 1,18,709</i>	
Looking for apprenticeship training	121	15.82%

Source: Field Survey March & April, 2023

4. SUCCESS STORIES

PMKVY

VL Kroschhuanga, a 21 year old male from Keifang completed his class XII and attended '*Self Employed Tailor*' training under PMKVY in 2021. He is now working as a tailor in a local tailor shop and is consistently earning around Rs.10,000 per month. He is self-sufficient and is also looking for an opportunity to continue apprenticeship training.

Lalthansanga is a 34 year old male from Aizawl who attended the '*Plumber General*' training at 'Govt. I.T.I Aizawl Block' in the year 2019. He is now self-employed as a plumber and is able to meet his monthly financial requirements. He attributes his success to the plumbing skillsets that he acquired during his skill development training at I.T.I.



PC. Lalhmingmawii is a 34 year old female from Lunglei Electric Veng. She attended the '*Self Employed Tailor*' skill development training at Blue Eyes Academy under PMKVY in 2018. Using the skills that she learnt during the skill development programme, she is now self-employed running her own tailor shop.



K. Lallawmzuali, a 30 year old female from Serkawn, Lunglei completed her class XII and attended the '*General Duty Assistant*' training at Lunglei Christian Hospital in the year 2021. After 12 months from completing the training, she landed a full-time job as General Duty Assistant and is earning around Rs.10,000 per month.

DAY-NULM

Rochungnunga, 33 years old currently residing in Hunthar, Aizawl could not complete



his class X certification from school. He attended the '*Automotive Service Technician (2 & 3 Wheelers)*' skill development programme at Sakawrtuichhun Bawiha workshop under DAY-NULM in 2019. He is now self-employed and is running his own workshop. He believe

that the training programme has helped him achieve his present status and is still open for more apprenticeship training.



H. Lalengmawii is 35 years old from Kawnpui, Kolasib District. She attended the ‘*Baking Technician/Operative*’ skill training under DAY-NULM in the year 2019. Without any financial assistance from the Government she started her own baking business and is profitably running it till today.

Lalzarzova is a 35 year old male from Chanmari West, Aizawl. He attended the ‘*Field Technician Computing and Peripherals*’ training at Khawlhing Computer Institute & Technology under DAY-NULM in the year 2018. He is now currently employed in Mizoram University as Assistant Professor. He attributes his current employment to the skills and knowledge that he had acquired through the skill development training he completed under DAY-NULM.



Lallianpuii is a 38 year old woman from Khawzawl Electric Veng. She attended the ‘*Sampling Tailor*’ skill development programme under DAY-NULM in 2019. She is now self-employed and is running her own tailor shop.

DDU-GKY



Jeho Laltnanmawia, 21 years old from Palsang village finished his class X and attended ‘*Domestic Data Entry Operator*’ skill development training under DDU-GKY in the year 2021. Due to the certification he received from the training, he is now employed in the F&B Service section of Kebabs & Curries Company-KCCO, Jaipur with a monthly salary of Rs.20,000.



David Zonunsanga, a 22 years old resident of Lunglei attended ‘*Domestic Data Entry Operator*’ skill development training under DDU-GKY in the year 2021. Now he is working in Customer Service sector at Viddiua Solution, Ahmedabad with monthly earning of more than Rs.25,000. He attributes his current employment to the skill training that he attended under DDU-GKY.

Skill Training under MYC

C. Lalsangkimi, 35 years old finished class XII and is currently residing at Falkland,



Aizawl. She attended the '*Baking Technician/Operative*' Skill training under MYC in the year 2021. She is now starting a Home Baking business and is making satisfactory earnings from her business. She mentioned that the skill she acquired from the skill training was the foundation stone for her home-run business.

Johan Malsawmkima is 29 years old and is currently a music instructor. He attended the '*Employability and Entrepreneurship skills*' training under MYC during the year 2021. He credited his success on the various soft skills he learnt during the skill development training, especially communication skills.

Hmangaihrammawia is 27 years old from Khatla, holding Bachelor's Degree. He attended the '*Employability and Entrepreneurship skills*' training under MYC during the year 2021. Utilizing the skillsets that he learnt from the training, he is now a fulltime entrepreneur running a Business in Guwahati.

5. CONCLUSIONS

5.1 Management

The management of various Skill Development Programmes is good in Mizoram. The Nodal Departments/Implementing Agencies carry out the implementation in a smooth and efficient manner. Schemes like PMKVY and DAY-NULM are taken up by Departments under Government of Mizoram while DDU-GKY and Skill Training under MYC are managed and implemented by Government Institutions/Agencies like Mizoram State Rural Livelihood Mission (MzSRLM) and Mizoram Youth Commission (MYC) respectively.

5.2 Record Keeping

Record keeping is done by all Nodal Departments and Implementing Agencies. However, the main headquarters of some of these departments/institutes do not have a readily available record of Pass-out data. The data had to be requested to the Training Partners or District Offices. Common Data collection template/format is also not followed in some cases which makes consolidation of collected data difficult and resource exhausting. Training Partners, Training Centers and District level implementing agencies seem to have good record of the trainees.

5.3 Labour Market Performance

The performance of the Skill Development Programme with regards to generating employment in the labour market is satisfactory. The group of Pass-outs whose income level was 0 - 6000 had an increase in income for majority of its members. This group includes Pass-outs who, before the training, were unemployed. Hence in terms of generation of employment opportunities, the impact of the Skill Development Programmes is remarkable. However, when we consider the aspect of whether the Skill Development Programmes result in increase of income of Pass-outs who were already employed before attending the training, the result is not very productive.

5.4 Employer's views

The employers of the Pass-outs feel that the Skill Development Programmes successfully served its purpose in instilling skill and personal development to the Pass-

outs. All employers said that the programme is either very good or good. They also think that the trade/job-roles covered under the Schemes are very apt for today's labour market.

5.5 Satisfaction level of Pass-outs on Skill Development Programme

Most of the Pass-outs feel that the overall programme is good as they are either very satisfied or satisfied. In terms of the topics covered and practical feasibility, few respondents think that the Skill Development Programmes are not good enough in cultivating the required skillset in them for the labour market. Some also hinted the room for improvement in the trainers/faculties in terms of quality, punctuality and regularity.

6. RECOMMENDATIONS

After careful consolidation and thorough analysis of the respondent's responses, the following are the recommendations.

- i Record keeping needs to be improved. The Training Partners or District Offices may be provided a standard reporting template through which the Nodal Department/Implementing Agency can easily collect, consolidate and store the Pass-out and training information.
- ii Digital records may be maintained by the Nodal Department/Implementing Agency through website, Google Form, Google Drive, Google Sheets etc., so that the required information can be readily accessed as and when required.
- iii The faculties or trainers may undergo mandatory training once a year or every two years on skill, personal development and management so that they may be able to impart more practical and modernized knowledge to the trainees.
- iv Since Skill Development Programmes have practical impact immediately on the labour market, care may be taken that only certified and qualified trainers are employed by the training centers to impart training.
- v Training facilities available at the training centers may be inspected every year since few respondents complained about the inadequacy of training facilities.
- vi As suggested by most of the respondents, more practical classes may be introduced in the courses to enhance practical knowledge. This could be beneficial for trainees to experience the practical scenario they would face in the real world.
- vii Training feedback from trainees may be collected after each course which includes quality evaluation of the faculties or trainers; preferably by means of online/digital form so as to avoid data manipulation. The feedback may be designed so as to capture the regularity of the faculties or trainers as well. This feedback may be reviewed by the Nodal Department/Implementing Agency from time to time.
- viii Trades/Job-roles which are gender neutral in nature maybe selected more. In cases where such Trades/Job-roles are exhausted, female oriented trades/job-roles may be selected since the number of trainees attending the Skill Development Programmes is twice that of the males.

- ix Since the Skill Development Programme is a very effective employment generator, more initiatives on generating Awareness and publicizing Success Stories on the Skill Development Programmes may be done through media. Awareness programmes in schools may also provide insights to students who are either backward in studies or financial stability since the education level of 75.41% of the respondents are Class XII and below.
- x More emphasis and initiative may be taken by Nodal Department/Implementing Agency in ensuring job placement for the pass-outs. Nodal Departments/Implementing Agencies may converge and organize Job fairs exclusively for SANKALP Pass-outs at least once a year.