

Recognition of Prior Learning

Data-driven analysis and a monitoring report card



By Market Analytics Team
National Skill Development Corporation

The Context



The focus of this analysis is the Recognition of Prior Learning (RPL) component of the Pradhan Mantri Kaushal Vikas Yojna (PMKVY) 2016-2020



RPL assesses and certifies individuals with prior learning experience or skills for enhancing employability and reducing inequalities.



RPL candidates were randomly surveyed through prerecorded, automated phone calls. Over 26,000 RPL-certified candidates responded.

The Questions



Please choose your preferred language?

English

Hindi



We would like to ask two short questions.
Would you like to respond?

Yes

No



How much did your monthly income
increase after receiving the RPL- certification?

0 (Zero)

Rs 501 to Rs 1000

More than Rs 5000

| Rs 1 to Rs 500

| Rs 1001 to Rs 5000

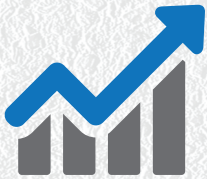


Are your skills appreciated more at your
workplace after the RPL-certification?

Yes

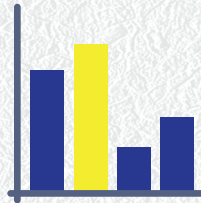
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The Objective



To measure the effectiveness of RPL programs through:

- A quantitative measure of higher income after RPL-certification;
- A qualitative measure of skills perception after RPL-certification



The analysis attempts to quantify the effectiveness of the RPL program under PMKVY 2016-2020 based on these questions



The analysis also examines the findings by categorization of participants based on:

- Sector
- Geography
- Other factors such as education

Key Findings

47% of the RPL-certified candidates reported an increase in monthly income and 63% find that their skills are more appreciated at the workplace after RPL-certification

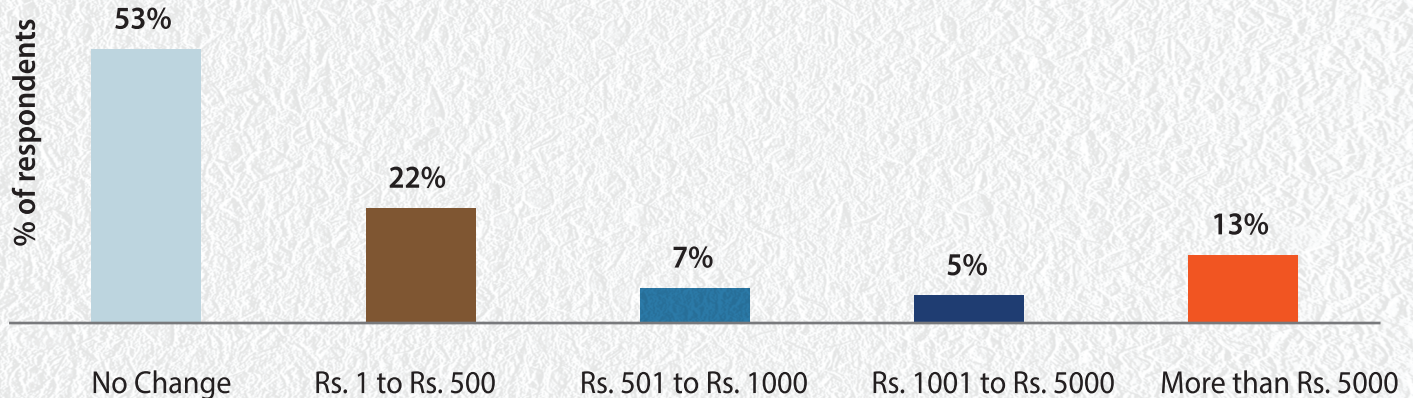
Greater appreciation of skills after RPL-certification is linked to a higher likelihood of an increase in monthly income

RPL seems to be more effective for those with lower years in school or with no school education as they had a higher chance of income increase

The highest reward sectors in terms of income increase are Plumbing, Gems and Jewelry, Construction, Handicrafts and Carpet

Monthly Income

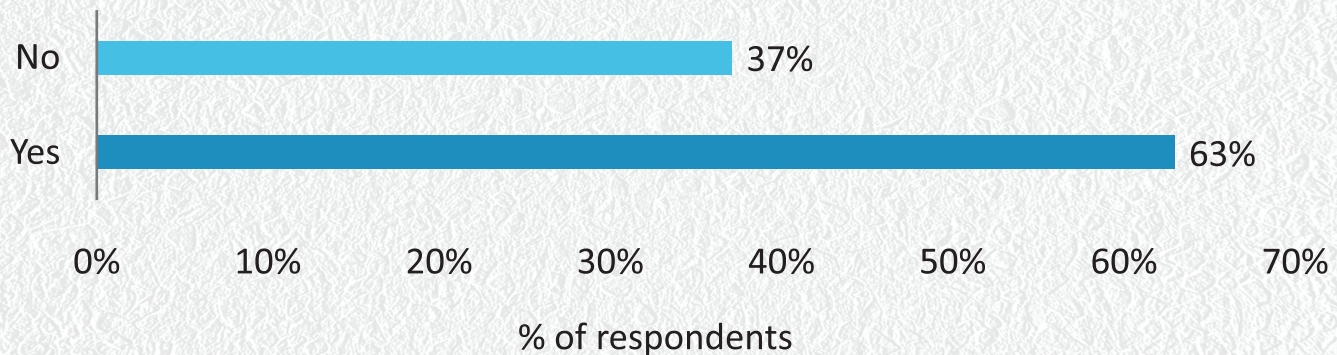
How much did your monthly income increase after receiving the certification?



- **47%** of the RPL-certified candidates benefited from higher monthly income after certification
- A quarter (**25%**) of the candidates saw an increase of over Rs.500 in their monthly income
- **13%** of the candidates saw an increase of over Rs.5,000

Appreciation of Skills

Are your skills appreciated more at your workplace after the certification?

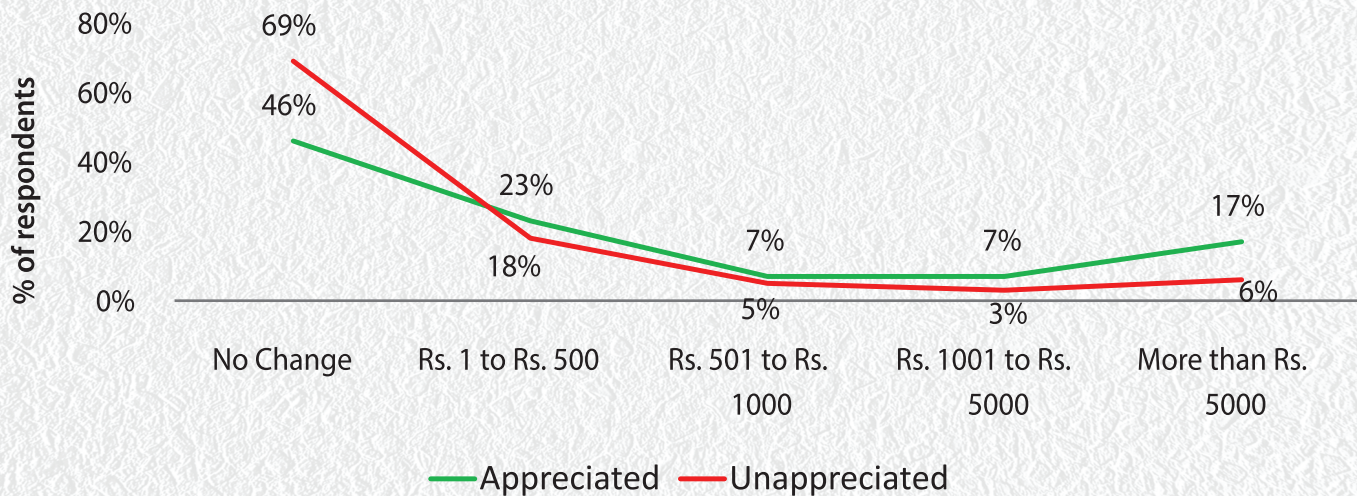


- The overall impact of RPL certification seems significant

- **63%** of the respondents say that their skills were more appreciated at their workplace after the certification

Link between appreciation of skills after RPL- certification and income increase

Comparing Appreciation and Income Change



Those who find that their skills were appreciated more at the workplace after RPL-certification also have a significantly higher likelihood of an increase in monthly income (54% vs. 31%)

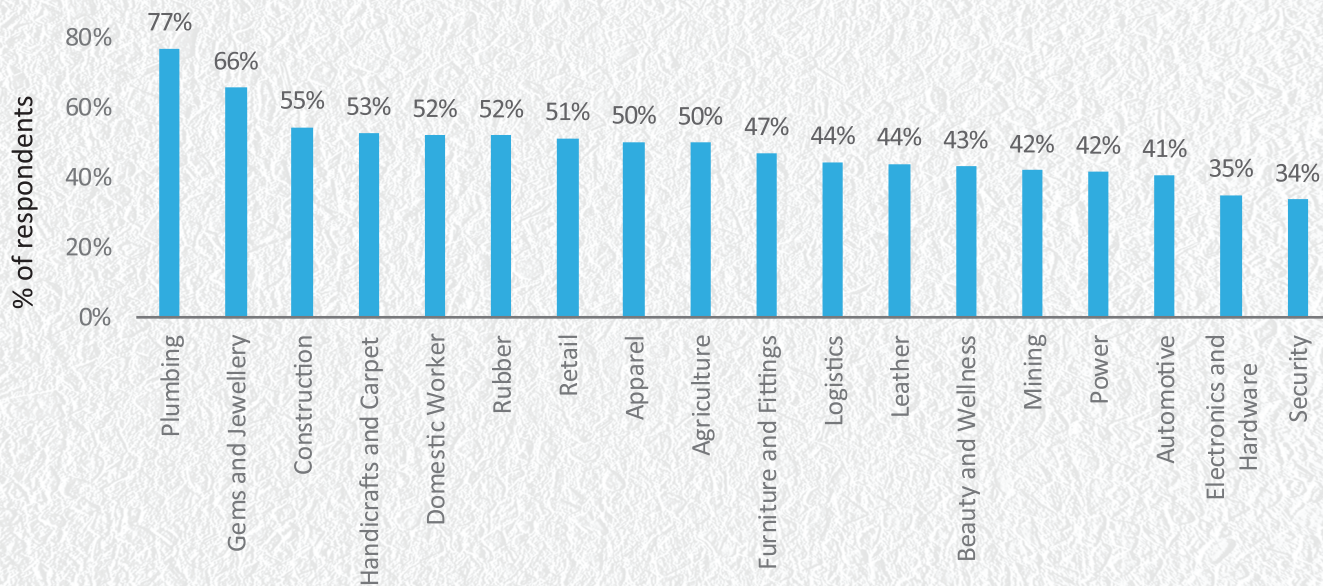
Does sector affect appreciation of RPL-certification?

Sectoral differences in appreciation of skills after RPL-certification	
Sector	% of respondents
Power	81%
Plumbing	75%
Apparel	68%
Construction	68%
Beauty and Wellness	67%
Furniture and Fittings	66%
Gems and Jewellery	64%
Automotive	64%
Handicrafts and Carpet	63%
Rubber	62%
Agriculture	61%
Mining	59%
Retail	58%
Electronics and Hardware	58%
Security	56%
Logistics	49%
Leather	41%

- Inter-sectoral differences in employer/workplace appreciation is significant
- Certain sectors like Power, Plumbing, Apparel, Construction, Beauty & Wellness had a much more significant effect of RPL-certification

Sectoral effects of RPL certification on income

Percentage Candidates whose Income Increased



- The highest reward sectors in terms of income increase were Plumbing, Gems and Jewelry, Construction, Handicrafts and Carpet
- While in most sectors appreciation and income increase are related, in some sectors like Power appreciation is less likely to translate into reward

Note: An 'Increased/Not increased' frame has been used for the charts, since the amount by which salary increases would vary by average wages in that sector

Does state affect income increases?

State	% Candidates with Income Increase	Zone	Literacy Rate	State Literacy Rank
West Bengal	62%	East	77%	20
Tamil Nadu	57%	South	80%	14
Kerala	54%	South	94%	1
Gujarat	53%	West	79%	18
Maharashtra	52%	West	83%	12
Odisha	51%	East	73%	25
Andhra Pradesh	50%	South	67%	32
J&K	50%	North	69%	30
Telangana	50%	South	67%	35
Karnataka	49%	South	76%	23
Haryana	48%	North	77%	22
Himachal Pradesh	47%	North	84%	11
Rajasthan	47%	North	67%	33
Bihar	46%	East	64%	36
Uttar Pradesh	45%	North	70%	29
Delhi	42%	North	86%	9
Madhya Pradesh	42%	Central	71%	28
Jharkhand	41%	East	68%	31
Punjab	40%	North	77%	21
Uttarakhand	32%	North	80%	17

- State and zone level differences are as stark as sectoral differences
- The positive effects of RPL-certification are stronger in the South and East regions.

Other Metrics

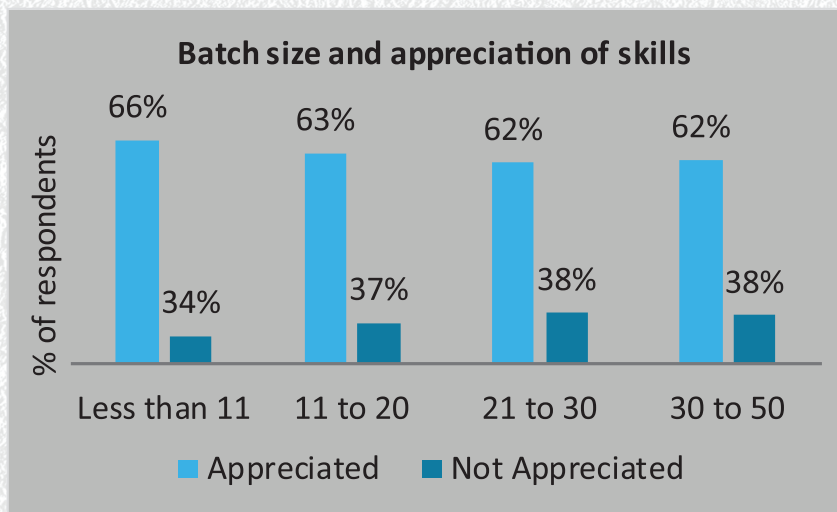
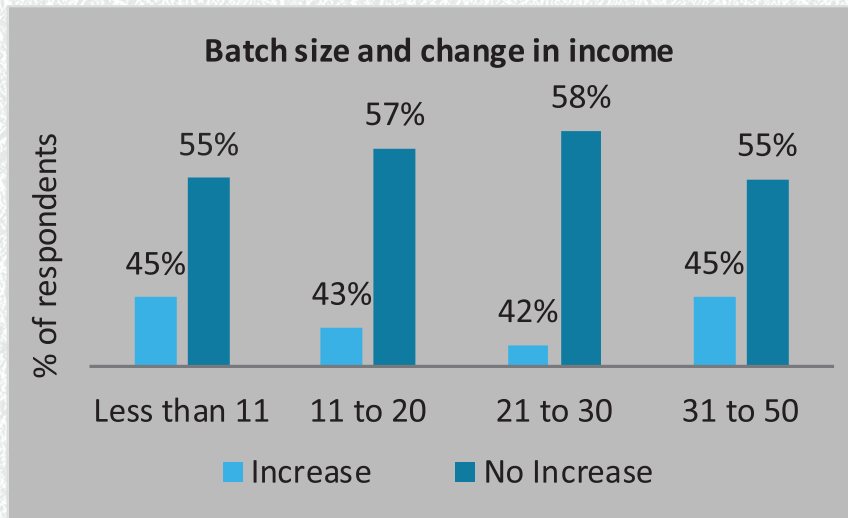
Education Level: Those with only a few years of school education or no education at all had a higher chance of income increase after the RPL-certification compared to those with above 10th education.

Education Level	Increased
Uneducated	67%
5 th to 8 th	52%
9 th to 10 th	48%
Above 10 th	38%
Graduate	44%

Grades: Likelihood of income increase does not vary significantly by grade.

Grade	Increased
A	44%
B	51%
C	42%
Total	47%

Other Metrics



Batch Size

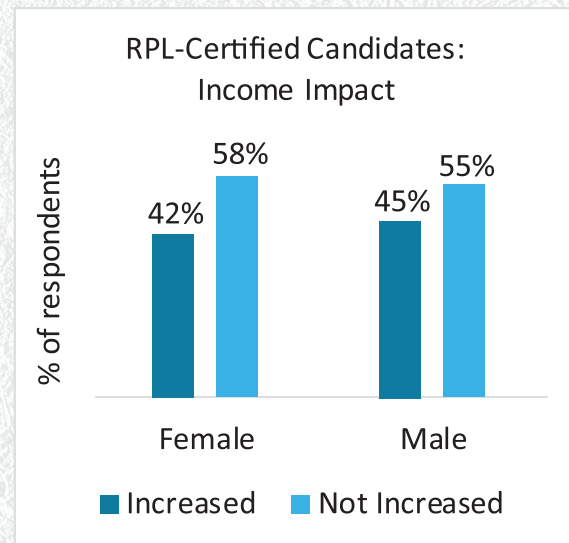
The likelihood of income gains and of skills being appreciated more at the workplace after RPL-certification is similar across batch size.

Other Metrics

Language: Those who selected Hindi in the IVR calls as language of interaction were equally likely to see higher income after RPL-certification compared to those who selected English

Language Selection	Increased
English	49%
Hindi	47%
Total	47%

Gender: Similar effect of RPL-certification on income







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