



## **SKILL DEVELOPMENT PROGRAMMES: IMPLEMENTATION OF RAJEEV YUVA KIRANALU AND DEEN DAYAL UPADHYAYA –GRAMEEN KAULSHYA YOJANA- A CASE STUDY OF VISAKHAPATNAM OF ANDHRA PRADESH**

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### **Abstract**

*Skill development training programme is not a new concept. Right from the ancient times skill development training programme have been implemented to improve the skills among the youth. To tackle the unemployment problem both in India and Andhra Pradesh several schemes have been implemented to improve the skills among the youth particularly in the early two decades of 21<sup>st</sup> century. Important programmes are Rajiv Yuva Kiranalu and Deen Dayal Upadhyaya Grameen Kaushal Yojana. The programmes of skill development training have been implemented in Visakhapatnam city with great vigour.*

**Objective of the study:** The following are the main objectives of the study;

1. To study the institutes which provides skill trainings in the study area
2. To observe the facilities provided in the training institutes spread across the institutes
3. To understand the post placement issues of the trainees
4. To find out the financial support extended by both center and state governments

### **Methodology**

Doctrinaire approach has been followed to study the various aspects of the skill training programmes in the study area. Data has been collected from various secondary sources such as reports, G.Os and web portals of both skilling partners related to names of the training institutes, facilities extended by the selected institutes in the study area. The information was obtained from the official websites of the study area. Reports are consulted regarding the progress made by the institutions. Data has been collected regarding the youth who got employment for their livelihood after the completion of their training courses. The specific G.Os issued by the government for the establishment of center at various places including Visakhapatnam of Andhra Pradesh.

### **Significance of the study**

Skill development training is a major task to be achieved by both center and state governments and to provide good employment opportunities through the training skills to be provided to the youth to improve their skills. Deen Dayal Upadhyaya Grameen Kaushal Vikas Yojana and earlier scheme launched by UPA government under the name of Rajiv Yuva Kiranalu have provided better opportunities for the youth to earn their livelihood.

### **Skilling Partners in the Study Area**

Training Requirements Deen Dayal Upadhyaya – Grameen Kaushal Yojana funds a variety of skill training programs covering over 250 trades across a range of sectors such as Retail, Hospitality, Health, Construction, Automotive, Leather, Electrical, Plumbing, Gems and Jewelry, to name a few. The only



mandate is that skill training should be demand based and lead to placement of at least 70% of the trainees.

District Level implementation of the Deen Dayal Upadhyaya – Grameena Kaushal Yojana Programme in gross route level of rural areas through Women Self Help Groups and Women Village Organizations and the same is adopted mandal level, women mandal samakhya with coordination of the District Rural Development Agency (DRDA) and all line departments.<sup>1</sup>

The Visakhapatnam District of Andhra Pradesh is providing Training to both men and women in different fields. Seedap Retail Training Program (SRTP) was started to provide training to the youth in Retail services. The students those who have completed SSC and above are admitted to receive training in SRTP. This training program has been organized by Technical Training Development Center situated at Pendurti of Visakhapatnam District, Andhra Pradesh.

The Bonanza Human Resource Private Limited is offering training in salesman ship and Insurance Sales Associates. The youth who have completed Secondary School Certificate or Degree from any University would be admitted by this Institution to provide training. This institution is situated at Dwarakanagar Visakhapatnam of Andhra Pradesh.

Datapro Computers Private Limited is offering training course in the fields like Computer Hardware and D.T.P. The youth completed 10<sup>th</sup> class and above will be admitted in this training course. The Datapro Computers Private Limited situated at two places called Ushodaya and Gopalapatnam of Visakhapatnam.

Sahiti Systems Private Limited is offering training course in salesmanship. The qualification to get the admission in this course is 10<sup>th</sup> class and above. The training center is situated at Dwarakanagar Visakhapatnam.

Sinkroserve Global solutions is offering training to the youth who are qualified in Intermediate and any Degree obtained from any University recognized by University Grants Commission. This Training Center is providing training in Tally and Autocade. This training center is situated at Dwarakanagar Visakhapatnam.

Apollo Medskills Limited has been providing training in Pharmacy Assistant, Home Health Aid, and General duty assistant. To get admission in this institute, the candidates should be qualified in 10<sup>th</sup> class and above. This Training Center is situated at Chinagadili of Visakhapatnam a Port City in Andhra Pradesh.

Asmax Skill Development Limited provides training in the fields like helper electrician, Trainee Associate. The youth having obtained Secondary School Certificate or 10<sup>th</sup> Class are eligible to get admission in this center. This center is situated at Autonagar Visakhapatnam.

North Indian Associate Company has offered training in the fields hospitality assistant and sewing operator. Qualification for the candidates who sought admission in this center is 8<sup>th</sup> standard and 10<sup>th</sup>

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<sup>1</sup> List of Training Centers released by society for employment generation and enterprises development in Andhra Pradesh. 2014-15.



standard. This center was situated at Chinamushidiwada of Visakhapatnam. Presently this center has been closed after the completion of the project.

Nice Computer Educational Society is offering training course in the skills known as salesmanship and tally. Minimum qualification for getting admission in this institution is SSC and above. This training institute is situated at Dagguvanipalem Pendurti Visakhapatnam.

Nalanda Institute has been providing training in the areas business correspondent and facilitator. Minimum qualification for getting admission in this institute is 10<sup>th</sup> standard. This institute is situated at Seethampeta of Visakhapatnam.

Sri Technologies Limited has been providing skill development training course in the area documentation assistant. Minimum qualification prescribed for getting admission in this institute is 10<sup>th</sup> standard. This institute is situated at Anakapalli.

Indo German Institute of Advanced Technology is offering training in the specific areas like C.N.C. Machine Operator, B.P.O. Non voice, Arch and Gas welder. The minimum qualification for getting admission in this training course is 10<sup>th</sup> standard and Industrial Training Institute. This institution has been located at Kancharapalem of Visakhapatnam.

Purushotham Educational Charitable Trust is offering training course in Computer Hardware. Minimum qualification to take admission in this course is 10<sup>th</sup> standard. This institution is located at Marripalem of Visakhapatnam.

Amma Charitable Trust is offering training course in sewing machine operator. Minimum qualification to get the admission in this institution is 8<sup>th</sup> standard and above. This institution is situated at Narsipatnam of Visakhapatnam District.

Oriyan Edutech private limited has been providing training in the area customer care executive. Qualification for getting admission in this institution is 10<sup>th</sup> standard and above. Institution is situated at Gajuwaka of Visakhapatnam district.<sup>2</sup>

Power to empower is offering training Pharmacy Assistant. Minimum qualification to get the admission in this institution is Intermediate and above. This institution is situated at Kommadi Visakhapatnam.

Pratap Educational Society has been providing training in sewing operator. Minimum qualification is 8<sup>th</sup> standard and above. This institution is located at Autonagar of Visakhapatnam.

Redax Laboratories is providing training in the skills in the Pharma Manufacturing Assistant. Qualification for getting admission in this institute is Intermediate or B.Sc with Chemistry. This institution has been set up at Lankelapalem of Visakhapatnam.

Innovision has been offering training course in Inventory clerk and Documentation Assistant. Minimum Qualification to receive training is 10<sup>th</sup> standard or Intermediate and above. This institution has been located at Pendurti Visakhapatnam.

### **Implementation Process of Training Institute for Skilling Youth:**

After mentioning the training centers, a description should be made about the location of training institutes. A notice board shall be displayed at the city centers are at the mandal/block and Gram Panchayat/village centers to provide information to the aspirants regarding the names of the employers and training to be offered by them, the salaries to be offered by the employer at urban and rural areas. The venues of interviews and the time of the interviews should be displayed on the notice board to

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<sup>2</sup> Ibid.



facilitate the unemployed youth to attend for the interviews with all the require documents. Display of notice boards should be done on a regular basis. It would be a useful mechanism to the country like India which is having nearly fifty crores of youth.

The process of employment shall be completed in four ways. They are (1) Job Identification (2) Training to be Organised (3) providing jobs (4) follow-up programmes of post placement. Identification of jobs would be the first priority of RYK.<sup>3</sup> The industries, factories, installations, markets, communication etc., should be identified in which number of skilled persons are required. The identification of jobs may create awareness on the requirement of skilled persons and the skill to be required for the youth to discharge their duties in essential installations. Both private and public sector units are to offer jobs to the skilled persons.

The sub-missions should organize the training courses for the youth to make them to get employment in different institutions. Organizing training courses is very difficult as suitable person should be identified and to convince them to admit the training course. Proper funds should be available to offer the training courses at the disposal of submissions are the permissions like Rajiv Yuva Kiranalu or Deen Dayal Kaushal Yojana.<sup>4</sup>

It is mandatory to provide jobs to the trainees after coming out of the training institutes. It is an easy task to provide jobs to the skilled youth as the jobs are already identified. Only the problem is required number of youth should be available to get the employment in suitable institutions.

### **Procedures to be followed by the Skilling Partner**

The government or the private sectors should follow the newly recruited employees and their services. Sometimes the newly recruited employee may quit their jobs in such of better salaries. So the government and private sectors should be careful in offering salaries. The salaries must be offered on the basis of the conditions of cost of living. Some times during the course of employment academic training should be provided to improve the skills of newly appointed employees. Generally speaking, the training course is intended to develop skills among the youth suitable for the present society. Thus the submissions should provide the training to the youth for their lifelong survival. The training can be residential or non-residential depends upon the course offered by a Sub-Mission. The participants should use biometric to authenticate their regular attendance. The regular attendance would help the trainees to receive information properly. The absent of the trainee would deny him to get the flow of knowledge. This denial makes him as unskilled person who failed to get knowledge continuously in regular classes. The duration of the course should be fixed by the submissions. If the course is vast, the duration must be in between 15 to 100 days. The short term courses would be in between 15 to 30 days. If the number of candidates is high, the candidates should be divided into batches. Each batch should be given prescribed time to receive more knowledge as they wish to get. The members in the batch must be sizable. The submission should see that at least 10 to 15 members should be there in a batch. The trainees shall be asked to go for internship and field visits to improve their knowledge apart from that they have received from their mother institute. The trainees should be provided course material which would help them to prepare for the examinations conducted by submission concerned.

All the training institutes should be attached with the hostel or to provide boarding and lodging to the trainees. All the facility shall be available in the hostels. The training institutes should be consisting

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<sup>3</sup> Progress Report of Rajiv Yuvakiranas 2013-14 government of Andhra Pradesh.

<sup>4</sup> Implementation of employment guarantee scheme under Deen Dayal Upadaya Mission Government of India.



of infrastructure facilities. Outside the training center a notice board shall be arranged containing the name of the employment mission called Rajiv Yuva Kiranalulu and its logo, the names of the submissions bearing responsibilities of providing training to the youth in different areas. In each and every training center boards containing information have been set up at an important place.

#### **The boards such as**

1. Starting and ending course of the date
2. Course timings
3. Session Plan and Timetable
4. Trainees entitlements
5. Name of the companies in which jobs are identified, location of the company, designation, particular date of interviews and salaries in the companies for ongoing batch.

#### **The qualifications, experience of the instructors shall be displaced on the notice boards.<sup>5</sup>**

The students who attend the course from outside, they should be provided lunch and bus pass facility which would make them to attend regularly to receive the instructions at the training center. The submissions should engage the experienced persons and academicians as guest lecturers to impart instructions to the students of training institute. The students should go for apprenticeship. During the apprenticeship period they should be provided with stipends. Generally the training institutes must be attached to an industry. The industry officials shall train the students with suitable skills required by the industry. The experienced should give instructions to the trainees during their apprenticeship. Regular assessment tests shall be conducted to improve the skills among the trainees. The candidates should be trained in the soft skills and skills to exhibit their behavior along with the technical skills. The employees should have passion, vision and commitment. Finally the candidates would be provided training in spoken language skills and team culture which would make them to show their class of caliber in their jobs. Some facilities shall be accumulated to the trainees. Shoes, uniform shall be supplied to the aspirants. The assistants and waterman would be appointed to assist the disabled persons. Travel expenses would be granted to the differently abled persons during the course of training.

#### **Procedure to be followed for the Placements by the Institutes:**

Immediately after the completion of training with all formalities the process for the placement shall be started. Within 15 days after the completion of the training, the placement shall be provided. Before providing jobs a mock interview shall be conducted by the experts and the faculty members of the training institutes. The trainees would have an opportunity to adjust with the environment if they successfully attend the mock interview.

Placement is essential for trainees for the success of RYK programme. There should be coordination between the submissions, district officials and industries to provide jobs to the trainees. The industries should select the RYK trainees who have received proper training which are suitable to their installations. The target of RYK is to provide jobs to the 70-80% trainees who have received training through submissions. The submissions should try to provide jobs to the trainees before 15 days of the closure of the training course. Jobs should be given in popular industries and prestigious companies.

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<sup>5</sup> Guidelines framed by Rajiv Yuva Kiranalulu for the management of training centers.





The minimum wage at the time of initial employment must be not less than notified minimum wage for the sector.<sup>6</sup> Newly joined employees should have ESI and provident fund facilities.

Rajiv Yuva Kiranalus mission, submissions and partners should maintain a register in which the details of the placement and names of the candidates getting placements should be entered in the register. The details of the training and the names of the institutes which offered training and the nature of the training received by the trainees shall be noted in the register and shall be uploaded same in the portal. The partners and other responsible persons should be penalized for making delay to provide placement to the youth received training from the training institutes. The sub-missions and district authorities concerned to the placements should visit the installations where the trained youth have been given placement. The submissions or the partners should have telephonic talks to the authorities of installation where the trained youth have been given placements. The proofs for the placements should be handed over to the officers of concern submissions. The officers after making verified the proofs shall talk to the officers and subordinates regarding the performance of youth trainees who are discharging their duties in the installations where they are appointed. The most important duty of the officers of the submissions is to see that the salaries should be paid as per the market rates to the employees. If the salaries are not paid, action will be taken on the organizations for not paying fixed salaries.

The in-charge of the Centre of the District Level Cell of the Placement may call candidates or Managers of the company telephonically or visit the place of placement physically to verify continuation of candidates in the jobs. The photographs of the trainees should be taken by the submissions as a proof. These proofs shall be submitted to the Rajiv Yuva Kirnalulu mission or Deen Dayal Upadhyaya Grameen Kaushyala Yojana for up keeping information regarding the placements given to the trainees who have received trainee from the training institutes to improve their skills which are necessary for getting placements. For submissions and training partner should monitor the process of the appointment of employees by the companies at least for one year. They should interact with the newly joined employees to know their problems aspirations and ambitions. If any newly joined employee drop out from the job, they will be called by the officers concerned to the submissions and shall provide counseling to address their grievances.

The modern companies conduct job melas. They select universities, colleges, technical institutes and professional colleges to conduct job melas. The companies should address the gathering regarding the salaries future benefits and require skills to work in their companies. After the completion of addressing the companies conduct separate interviews and short time written tests. On the same evening they announce the results and issue the appointment orders to the candidates. If the suitable candidates are not available the companies would come forward to provide training to improve their skills. After attaining skills the companies would appoint them in the places where they could render their services. During the job melas face to face contacts which would facilitate to the employers to observe the physical movements of the candidates will be done. If the required candidates are not available, another mela would be conducted to recruit the required persons.

All the industries are required to register the vacancies and available posts in the RYK portal. The suitable candidates should be selected from RYK portal or directly from the market.<sup>7</sup> Job melas shall be

<sup>6</sup> Notifications issued by Rajiv Yuvakiranas to create employment generation from time to time.

<sup>7</sup> Registration of employees RYK Portal Government of Andhra Pradesh.



conducted by which there will be a direct interaction between the employer and job seeker. Venue and dates of Job Mela may be finalized well in advance and the same should be informed to industries and the prospective candidates. Such information should be disseminated through various means like Paper Advertisement / Call letter/SMS to mobile/ Job Resource Person of EGMM etc. Appropriate places like Municipal Play Grounds / Auditoriums / Engineering or any Government College premises may be selected for organizing Job Melas. Job Mela venue shall have proper facilities of reception, seating, mike system, arrangements for interviews, record keeping, drinking water etc. In the Job Mela, Industry/Organization wise Stalls may be arranged to prevent crowding. Enough number of counselling desks may also be arranged which can guide the job seekers. After selection of candidates, details of candidates who received offer letters shall be entered in the RYK portal. Fifteen days after the due date for joining, district officer of the sub-mission shall verify continuation of candidate in the job and confirm in the Job-Mela module, so that progress gets reflected in RYK portal. It is clarified that unless post placement confirmation is done in the above manner, progress will not get updated.

Support service centers and call centers should be established to assist the newly recruited employees. Bank accounts should be opened by the employees to get the salaries accredited in their account. Bus passes should be given to the employees to reach their offices through the buses without having any problem. Ladies should be provided with hostel facilities to reside in a pleasant atmosphere which would be necessary for them to work in a happy mood. The hostels particularly should be located at metropolitan cities like Bangalore, Mumbai, Hyderabad and district head quarters of Andhra Pradesh. Counseling shall be provided to the employees to continue their education by doing their jobs.

The Rajiv Yuva Kiranalu mission shall appoint an officer to monitor ongoing training programme and placements provided to the trainees in each and every state. Similarly the coordinators would be appointed to monitor the process of training and employment pursued in the district. The authorities shall monitor the role of partners in providing employment to the trainees who received training from the training institutes coordinated by the submissions.

The presence of the Private Sector in employment generation has been conspicuous as it has absorbed around 98.75 lakhs of people as against 176.74 lakhs of people by the Public Sector in the last decade.<sup>8</sup> Private sector in India has been grown significantly. Energy, banking, Telecommunications, Civil aviation etc. are owned by private owners. These sectors require skilled people to render their services. Special training courses have been organized to provide training to the youth to develop their skills. The skilled youth would be taken by the private sector.

The private employers should provide employment under Rajiv Yuva Kiranalu scheme. For this purpose they have to register the name of employer and required skills to be performed by the employees should be entered in the RYK portal.

The private employers should send their manpower requirements to the district collector either through phone or through a letter. The district collector collects the data of the skilled or semi-skilled manpower from the district or state submissions and sends the same to the private employers to fulfill their manpower requirement.

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<sup>8</sup> Statistics released by department of personal and Employment Government of India, 2011.



Another option which is left to the private employer is the district authorities are requested to conduct job mela for the recruitment directly of skilled or semi skilled persons to fulfill their requirements.

Sometimes the private employers require special skilled persons to fulfill their needs. The district submissions or training partners should prepare curriculum for the trainees to make them suitable to the requirements of private employer.

After receiving instructions on the basis of the curriculum by the trainees, they should be assessed to know the skills possessed by them in the training institutes which have imparted training on the basis of the special curriculum prepared by the training institutes on the request of private employers.

The private employer may send the trainees to the other institutions for internship. This internship may assist the trainees to enhance their skills. Sometimes the private employers offer short term training programme that is ten day programme or seven day programme to the newly recruited employees to enhance their skills.

Industries and factories are coming forward to provide training to the youth with an intention to take them in service to cater the needs of employers.

Further the private employers should adopt industrial training institutes and other training centers to offer training to the youth to improve their skills required by them.

The government has created skill development fund to manage the Rajiv Yuva Kiranalu mission and sub-missions. The private employer should contribute their share to the corpus fund created by the government.

The central government has launched several schemes to generate employment. Swarnajayanthi Shahari Rojgar Yojana which means Swarnajayanthi urban employment scheme and Swarnajayanti Gram Swarozgar Yojana (SGSY) known as Swarnajayanti Rural self employment programme have been launched to provide employment to both rural and urban youth by central government within two decades.<sup>9</sup> Meanwhile the NDA government has launched Deen Dayal Upadhyaya skill development mission to provide employment to the unemployment youth. The government has created a fund to run these schemes. The Andhra Pradesh government has created a fund to run Rajiv Yuva Kiranalu state mission and sub-missions under it. Money has been released by the Andhra Pradesh State Government from the fund to achieve the targets fixed by Rajiv Yuva Kiranalu mission.<sup>10</sup> Prescribed targets can be achieved by the state government through the fund created by it to run the skill development training programmes. All the submissions would be financial assisted through the fund created by Andhra Pradesh Government.

The fund utilized by the submissions to establish training institutions and to provide employment to the trained youth. The fund should be utilized to strengthen the RYK mission and submissions. New research would be conducted to suggest the recommendations for proper functioning of RYK and submissions. Workshops and symposia shall be conducted to take the suggestions from academicians

<sup>9</sup> The employment schemes launched by Government of India. 2018.

<sup>10</sup> Andhra Pradesh Skill Development Fund Rules, 2012 Published vide Notification No. G.O. Ms. No. 80, PR & RD (RD.I), Dated 19.03.2012.





and administrators. The fund shall also be utilized for the establishment of post placement tracking system. Funds shall be allotted to create web portal for the benefit of employer and employees. Money shall be utilized for the administration of Rajiv Education and Employment Mission in Andhra Pradesh (REEMAP).

Separate provision has been made for the submissions. Money would be deposited in any Nationalized Bank for the purpose of running submissions. The submission should utilize funds for the establishment of training institutes is to provide facilities for the trainees who are imparting instructions from the training institutes. All the submissions shall apply for the funds after sixty percent funds are utilized by them. All the submissions can reserve 25% as special fund to meet the unexpected challenges. The submissions should release funds for the district authorities within fortnight of receiving of funds from RYK. All the in-charges of the submissions shall submit the utilization certificate to the RYK state mission. Salaries would be given to the contractual employees from the fund allotted to the submission. Similarly fund shall be utilized for the day to day administration of submission. Fund also would be utilized by the submission to conduct review meeting and to monitor the other activities initiated by submission.

The funds shall be granted to the private partners who have provided boarding and lodging to the trainees and to provide stipend to the trainees.

On the failure of training partners to provide quality training to the youth, the funds to be paid to the training partners shall be suspended by giving prior notice.<sup>11</sup>

Each submission shall only utilize four percent of funds towards the cost of administration. Money shall be spent only for the purposes mentioned below:

- i. Publicity Cost
- ii. Expenditure for the purchase of office furniture
- iii. Expenditure for the computers procurement
- iv. Printing and stationery expenditure
- v. salaries, TA & DA for outsourcing employees
- vi. Expenditure for day to day office activities
- vii. Expenditure for meetings
- viii. Expenditure for capacity building of office staff
- ix. Charges for the hospitality.

Rajiv Education and Employment Mission in Andhra Pradesh (REEMAP) and director of submission should prescribe guidelines for the expenditure. All the submissions should utilize the funds on only the permissible items as prescribed by the director of submission. If the submission is to incur more funds it can do so only with the approval of the director of submission.

REEMAP should release funds to the submissions for the purpose of training and employment to the youth. Utilization certificates signed by auditors shall be submitted by the submissions to the REEMAP on 31<sup>st</sup> December every year. The Utilization certificates submitted by sub-missions would assist the REEMAP and RYK to prepare budget for next financial year. The action taken report along with the

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<sup>11</sup> 49/RD-EGMM/2011-12 dated 26-12-2011.



explanations made by the submissions shall be submitted to the REEMAP on every 30<sup>th</sup> September along with utilization certificate. The utilization certificate shall be submitted twice that is on 30<sup>th</sup> September and 31<sup>st</sup> December.<sup>12</sup> The central government order to encourage the rural youth to join the training programme to improve their skills. Different ministries have started vocational training programmes to improve the skills among the youth. The ministries of central government have granted funds to the submissions to provide effective training programmes.

The pivotal part of RYK is to get the accurate attendance. Biometric system has been introduced to get authentic attendance from the trainees. The biometric attendance would reduce the fraudulent methods adopted by the trainees at the training center. The biometric system should be monitored at the training center level and at the district level. The district authorities shall take stern action against the authorities of training center who failed to monitor the attendance at the training central level. All the Sub-Missions are to procure biometric devices to maintain proper attendance of the trainees. The sub-missions should get qualitative biometric devices with the help of center for good governance to update the attendance of the trainees.

The reports of biometric attendance at central level district level should be entered in the RYK portal. The report of day wise, trainee wise biometric attendance report should be submitted to the submission. Device wise and center wise attendance reports should be submitted on daily wise. The consolidated district wise attendance report shall be submitted to the submissions and from submissions to state mission. The designated officers monitor the attendance of the trainees through the reports produced by bio-metric devices. The designated officer should send the report of irregular attendance to the district officers or the management of sub-missions to take appropriate action against the trainees who are not regular. All the heads of training centers and training partners should be provided training in the use of electronic attendance devices. Every day attendance should be transmitted to the higher authorities without fail. If the in-charges have neglected in transmitting biometric attendance a proper action should be initiated on them without excuse.

Thus the implementation of RYK programme is vital. Rajiv Yuva Kiranalu scheme is intended to establish sub-missions and training centers to provide training to the youth to make them to get jobs. REEMAP, RYK and sub-missions are the vital agencies to implement the scheme. The fund has been created by the central government for the strict running of Rajiv Yuva Kiranalu mission. Biometric attendance is compulsory to get the trainees attended to the centers.

## **Conclusion**

Skill development programme is an important issue in solving the unemployment problems in the state as well as in the country needs. The modern industrial sector requires skills among the youth to work in the sector as per their requirements. The workers should be able to compete the international skills by which they can perform their duties in a proper manner. The multinational companies expect high level performance from the workers to work in their companies. The skill development mission and corporation are providing trainings to their best to provide suitable training to the youth which will enable them to work for their survival. Rajiv Yuva Kiranalu programme and skill development mission and skill Development Corporation started by UPA and NDA governments have started several training centers to make youth skillful. But the problem is to get timely release of funds for the extension of these skill development training programmes to provide employment in improving skills and to enhance livelihoods among the youth.

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<sup>12</sup> Sub Rule (10)(G) of Rule 114 G of the Income tax Rules 1962.