

Green Entrepreneurship Startups



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IMPLEMENTATION STRATEGY AND FUNDING MECHANISM OF
SANKALP SCHEME

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Abstract---The SANKALP (Skills Acquisition and Knowledge Awareness for Livelihood Promotion) Scheme is an initiative by the Ministry of Skill Development and Entrepreneurship (MSDE) in India, aimed at reinforcement of institutional mechanisms for skill development and increasing access to quality and market-relevant training for the workforce. With the overarching goal of enhancing the skill ecosystem, SANKALP aims to address the critical gaps in providing market-relevant skills to the Indian workforce. This article explores the implementation strategy and funding mechanism of the SANKALP Scheme, highlighting the key components that drive its success.

Keywords---Sankalp, Implementation, Funding Mechanism.

1. INTRODUCTION

SANKALP is a major initiative by the Indian government aimed at improving the quality and reach of skill development programs across the country. It is designed to strengthen institutional mechanisms, promote inclusivity and ensure the alignment of skill training with growing market demands. The Ministry of Skill Development and Entrepreneurship (MSDE) was set up in November 2014 to drive the Skill India agenda - to converge existing skill training initiatives and to combine scale and quality of skill efforts. The MSDE launched the National Skill Development Mission (NSDM) to create

an end-to-end implementation framework that provides opportunities for quality short and long-term Skill Development (SD), leading to productive employment and career progression that meets the aspirations of trainees. NSDM has identified seven sub-missions in crucial areas which require immediate attention. The identified sub-missions include: (i) Institutional Training, (ii) Infrastructure, (iii) Convergence, (iv) Trainers, (v) Overseas Employment, (vi) Sustainable Livelihoods and (vii) Leveraging Public Infrastructure. After the launch of National Skill Development Mission (NSDM), SANKALP was conceived to support NSDM in achieving its full potential.

SANKALP has been conceptualized to operationalize Skill India Mission by setting in motion the sub-missions proposed under the NSDM. SANKALP addresses the on-going challenges like decentralization (strengthening district ecosystem), universalization of National Skills Qualification Framework (NSQF), standardisation of certification and assessments, bringing about convergence, infusing quality in skill development programs and making them market relevant while ensuring private participation.

Objective of the Research

- Assess how well the institutional frameworks and governance structures established under SANKALP are functioning.
- Analyze the efficiency and impact of the phased implementation approach, including capacity-building initiatives and industry partnerships.
- Investigate the sources, allocation, and disbursement of funds within the SANKALP Scheme.
- Assess the efficiency and transparency of fund utilization, particularly in relation to achieving the scheme's objectives.

Importance of the Research

The research on the implementation strategy and funding mechanism of the SANKALP Scheme holds significant importance for Enhancing Skill Development Initiatives like Alignment with National Goals as India's growing workforce requires robust skill development programs to enhance employability and productivity. By examining SANKALP's implementation strategy, this research can help to ensure that the scheme aligns effectively with national economic and employment goals. Improving Program Effectiveness helps in understanding the strengths and weaknesses of the current implementation strategy can lead to recommendations that improve the overall

effectiveness of skill development initiatives under SANKALP. Ensuring Efficient Use of Resources in Optimizing Fund Allocation and to analyze the current funding mechanisms, to identify inefficiencies or bottlenecks in fund allocation and disbursement. This is crucial for ensuring that resources are utilized where they are most needed. Enhancing Financial Accountability in Investigating the transparency and efficiency of fund utilization can contribute to better financial management practices, reducing waste and ensuring that public funds are used effectively. By ensuring that the SANKALP Scheme is effectively implemented and sustainably funded, the research supports the long-term goal of creating a skilled workforce that can contribute to India's economic growth and social development.

2. LITERATURE REVIEW

A literature review on the implementation strategy and funding mechanism of the SANKALP Scheme would involve examining existing research, reports, and publications that discuss similar skill development initiatives, the specific context of the SANKALP Scheme, and broader frameworks for public policy implementation and funding mechanisms. **P. S. Anuradha, [L. Mynavathi](#) and M. Anand Shankar Raja (2024)**, in their paper 'A Conceptual Model for Skill Development: 'A Key Driver for Inclusive Growth and Sustainable Development'' in the article explores the two major schemes applicable to skill development in India: Skill Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP) and Pradhan Mantri Kaushal Vikas Yojana (PMKVY). The study concluded that though there are many schemes, only PMKVY is active. They focus on more than just youth communities. Instead, they consider individuals in different age categories. The Government of India (GOI) is progressing towards a healthy economy to compete with other countries. For this mission to be achieved, skill and labour development is paramount. Appropriate training must be provided and administered through government schemes. **Insight IAS (August 2019)** says that SANKALP is an outcome focused scheme marking shift in government's implementation strategy in vocational education and training from inputs to results. SANKALP aims to implement the mandate of the National Skill Development Mission (NSDM). SANKALP will provide market relevant training to 3.5 crore youth. The scheme provides the required impetus to the National Skill Development Mission, 2015 and its various sub missions. It is aligned to flagship Government of India programs such as Make in India and Swachhta Abhiyan and aims at developing globally competitive workforce for domestic and overseas requirements. The key result areas for the project include Institutional Strengthening at

the National and State Levels for Planning, Delivering, and Monitoring High-Quality Market-Relevant Training; Improved Quality and Market Relevance of Skills Development Programs; Improved access to and completion of skills training for female trainees and other disadvantaged groups; and Expanding skills training through private-public partnerships (PPPs). **Under SANKALP four key result areas have been identified viz:** (i) Institutional Strengthening (at National, State & District level); (ii) Quality Assurance of skill development programs; (iii) Inclusion of marginalised population in skill development; and (iv) Expanding Skills through Public Private Partnerships (PPPs).

Implementation Strategy of SANKALP

The implementation strategy of SANKALP is built on a robust institutional framework, strategic partnerships, and a phased approach to ensure the effective delivery of skill development programs.

Institutional Framework and Governance

The implementation of SANKALP is overseen by the Ministry of Skill Development and Entrepreneurship (MSDE), with significant involvement from state governments, district administrations, and industry stakeholders. The scheme is structured to operate through a decentralized approach, ensuring that the unique needs of each state and region are addressed. The SANKALP Scheme is governed by a multi-tiered institutional structure that includes various stakeholders at the central, state, and district levels. At the core of this framework is the Ministry of Skill Development and Entrepreneurship (MSDE), which plays a pivotal role in policy formulation, coordination, and oversight. State Skill Development Missions (SSDMs) are responsible for the on-ground implementation of the scheme, with district-level bodies ensuring that local needs are met. The key components of the institutional framework include:

Central Government Role: The MSDE coordinates the overall strategy, ensuring that the scheme's objectives align with national policies and priorities.

State Skill Development Missions (SSDMs): These act as the primary implementing bodies at the state level, responsible for adapting the scheme to local conditions and needs.

District Skill Committees (DSCs): These are tasked with executing the scheme at the grassroots level, ensuring that the benefits reach the most marginalized communities.

Phased Implementation

The scheme is rolled out in phases to ensure systematic and scalable implementation. Initially, the preparatory phase focuses on setting up the required infrastructure, capacity building, and stakeholder alignment. This is followed by the implementation phase, where the actual training programs and initiatives are executed. Finally, the consolidation phase ensures the sustainability of outcomes through continuous monitoring and evaluation. SANKALP is implemented in three distinct phases:

Preparatory Phase: Focuses on setting up the necessary institutional structures, conducting baseline surveys, and identifying key stakeholders.

Implementation Phase: Involves the rollout of skill development programs, capacity building for trainers and assessors, and the establishment of monitoring mechanisms.

Consolidation Phase: Ensures the sustainability of the initiative by institutionalizing best practices, conducting impact assessments, and scaling successful models.

Capacity Building

One of the critical aspects of SANKALP is capacity building, aimed at enhancing the capabilities of institutions and individuals involved in skill development. The scheme includes specific programs for training trainers and assessors, ensuring that they are equipped with the latest industry-relevant knowledge and teaching methodologies. This focus on capacity building helps maintain the quality of training across the country. A critical aspect of SANKALP is the emphasis on building the capacities of institutions and individuals involved in skill development. This includes:

Training of Trainers (ToT): To ensure that trainers possess the latest skills and knowledge, comprehensive ToT programs are conducted.

Strengthening of Institutions: The scheme focuses on upgrading the infrastructure and capabilities of existing training institutions to meet international standards.

Monitoring and Evaluation

The success of SANKALP is closely tied to its robust monitoring and evaluation framework. Real-time tracking of progress is facilitated through technology-driven tools and data analytics. Key performance indicators (KPIs) are used to measure the effectiveness of the programs, and regular audits are conducted to ensure transparency and accountability. SANKALP employs a robust monitoring and evaluation (M&E) framework to track progress and ensure accountability. This includes:

Data-Driven Monitoring: Use of technology and data analytics to monitor training outcomes, employment rates, and overall scheme effectiveness.

Third-Party Evaluations: Regular audits and evaluations by independent agencies to assess the impact and identify areas for improvement.

Industry Partnerships

To bridge the gap between training and employment, SANKALP emphasizes strong industry partnerships. Collaboration with Sector Skill Councils (SSCs) and industry stakeholders ensures that the curriculum is aligned with market demands. These partnerships also facilitate internships, apprenticeships, and job placements for trainees, enhancing their employability. Collaboration with industry stakeholders is a cornerstone of SANKALP's strategy. This ensures that the skills imparted through the program are relevant to market needs. Key aspects include:

Curriculum Development: Involvement of industry experts in designing training curricula that are aligned with current industry standards.

Apprenticeships and Placements: Facilitating on-the-job training and employment opportunities through partnerships with companies and sector skill councils (SSCs).

Funding Mechanism of SANKALP

The funding mechanism of SANKALP is designed to ensure the efficient allocation and utilization of resources, with contributions from various stakeholders, including the central and state governments, as well as the private sector.

Sources of Funding

The primary source of funding for SANKALP is the central government, which allocates a significant budget towards the scheme. State governments also contribute to the funding pool, particularly for region-specific initiatives. Additionally, Public-Private Partnerships (PPPs) play a crucial role in mobilizing resources from the private sector, with industry players contributing both financially and in-kind. SANKALP is primarily funded by the Indian government, with contributions from both central and state governments. The funding structure includes:

Budget Allocation: The central government allocates a significant portion of its budget to SANKALP under the MSDE. This is supplemented by state government contributions, which vary based on the specific needs and conditions of each state.

Public-Private Partnerships (PPPs): To enhance resource availability, the scheme encourages investments from the private sector. This includes direct funding, infrastructure development, and participation in training programs.

Fund Disbursement Mechanisms

Funds under SANKALP are disbursed through a combination of central-to-state transfers and performance-linked incentives. States receive funds based on their adherence to the scheme's guidelines and the achievement of specific milestones. This performance-based approach encourages efficient utilization of resources and ensures that funds are directed towards impactful initiatives. The flow of funds under SANKALP is carefully structured to ensure timely and efficient utilization:

Central to State Transfers: Funds are transferred from the central government to state governments based on pre-agreed criteria, including the performance and requirements of each state.

Performance-Linked Disbursements: A portion of the funds is disbursed based on the achievement of specific milestones, such as the number of trainees certified or the employment rate of graduates.

Utilization of Funds

The funds allocated under SANKALP are utilized across various components, including infrastructure development, capacity building, training programs, and industry partnerships. A significant portion of the funds is directed towards enhancing the quality of training and ensuring that the curriculum remains relevant to market needs. Financial management systems are in place to track fund utilization and ensure compliance with audit requirements. The funds allocated under SANKALP are directed towards several key areas:

Capacity Building: Investment in training of trainers, assessors, and infrastructure development.

Program Implementation: Direct funding of skill development programs, including mobilization, training, and certification.

Monitoring and Evaluation: Funding for the establishment of M&E systems, including data collection, audits, and third-party evaluations.

Challenges in Funding:

Despite a well-structured funding mechanism, the SANKALP Scheme faces challenges in terms of delays in fund allocation and disbursement. Ensuring transparency and accountability in fund utilization is another critical issue, necessitating continuous monitoring and stringent audits. Addressing these challenges is essential for the sustained success of the scheme. While SANKALP has a well-defined funding mechanism, several challenges persist:

Timely Disbursement: Delays in fund transfers from the central to state governments can hinder the smooth implementation of the scheme.

Utilization Efficiency: Ensuring that funds are utilized effectively and transparently remains a challenge, particularly in regions with weaker institutional capacities.

Sustainability of Funding: Dependence on government allocations raises concerns about the long-term sustainability of the scheme, especially in the face of changing political and economic conditions.

3. CONCLUSION

The SANKALP Scheme represents a comprehensive approach to skill development in India, with a strong focus on implementation strategy and funding mechanisms. By aligning institutional frameworks, phased implementation, capacity building, and industry partnerships with a robust funding model, SANKALP aims to create a skilled workforce that meets the demands of the modern economy. However, overcoming challenges related to fund disbursement and utilization will be crucial in realizing the full potential of this ambitious initiative. The Scheme represents a significant effort by the Indian government to address the country's skill development challenges. Its success hinges on a well-structured implementation strategy, robust institutional frameworks, and effective utilization of funds. While the scheme has made substantial progress, ongoing efforts are needed to overcome challenges related to fund disbursement and sustainability. Through continuous improvement and strong industry partnerships, SANKALP has the potential to significantly enhance the employability and livelihood prospects of India's workforce.

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First Edition

From Editors

We are filled with contentment and pride to host the one-day National Seminar on “GREEN ENTREPRENEURSHIP RESEARCH FOR STARTUPS,” sponsored by the Indian Council of Social Science Research, and organized by the PG and Research Department of International Business, Sri Ramakrishna College of Arts & Science, Coimbatore. We believe this Seminar serves as a strong platform for discussions on the latest advancements in this field, playing a crucial role in providing sophisticated analytical instrument support to researchers from universities and industries across India. We are confident that the Seminar will offer delegates valuable opportunities for fruitful discussions and stimulating interactions.

Our heartfelt thanks go out to the Coordinator, Editorial team members, Reviewers, Faculty team, and student volunteers. We warmly invite all enthusiasts to participate with full vigor in this celebrated event, which promises to offer immense exposure and global opportunities to all. We also extend our gratitude in advance to the contributors for their outstanding efforts in submitting Articles for the ISBN Edited Book Chapter.



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