

Skilling at the Grassroots: Assessing Jan Shikshan Sansthan Scheme in Delhi (2018-2024)

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Abstract

Skill development occupies a central position in India's contemporary policy discourse, with the "Skill India" mission operationalizing vocational education as a structural instrument for economic inclusion. The initiative reflects a broader recognition that marginalized groups — particularly women, Scheduled Castes (SCs), and Scheduled Tribes (STs) — face compounded disadvantages in accessing formal labour markets, and that targeted skilling interventions may serve as a corrective mechanism. The Jan Shikshan Sansthan (JSS) scheme embodies this intent at the institutional level, functioning as a community-based, non-formal training apparatus designed to enhance self-employment and wage employment prospects among socio-economically vulnerable populations. This paper presents an empirical assessment of three JSS centres in Delhi — Peeragarhi, Jahangirpuri, and West Patel Nagar — utilizing secondary data from 2018 to 2024. Performance is evaluated against six outcome indicators specified within the scheme's normative framework: enrolment and training completion, demographic representation, post-training employment, community awareness activities, job fair participation, and loan facility utilisation. The analysis employs a comparative cross-centre methodology to identify patterns of convergence and divergence in programme delivery and outcome achievement. Findings indicate that while all three centres demonstrated compliance with enrolment and training targets, post-training employment outcomes were significantly below expected thresholds. Formal credit utilisation among self-employed trainees was similarly negligible. These results suggest a structural disjunction between skill acquisition and economic integration — a gap that existing programme design has yet to adequately address. The paper concludes by proposing evidence-based recommendations for strengthening employment linkages and financial inclusion mechanisms within the JSS framework.

Keywords: Skill Development, Jan Shikshan Sansthan (JSS), Marginalized Groups, Training, Beneficiaries, Employment, Performance.

1. Introduction

India's relationship with skill development is neither new nor incidental — it is deeply woven into the country's post-independence vision of building a self-reliant, productive nation. As far back as 1948, the Radhakrishnan Commission recognized that education divorced from practical skills would fail the majority of India's population. The Kohari Commission (1964–66) echoed this concern, calling for a stronger integration of vocational learning within the national educational framework. Decades later, the launch of the "Skill India" mission in 2015 signalled that this aspiration had not faded — if anything, it had grown more urgent in the face of a burgeoning youth population and a rapidly transforming labour market (Sadgopal, 2016; Upadhyay, 2022). Yet, despite this long and consistent policy commitment, the ground reality remains deeply disappointing. The Periodic Labour Force Survey (PLFS) 2023–24 reveals that only 4.1% of Indians between the ages of 15 and 59 have ever received formal vocational training. Another 30.6% have picked up skills informally — through family trades, apprenticeships, or self-learning — largely outside any structured institutional support. Together, these numbers tell a story of a country that has repeatedly resolved to skill its workforce, but has struggled to translate that resolve into meaningful, widespread action. What makes this gap particularly troubling is not just its scale, but who bears its weight most heavily. The PLFS 2023–24 report paints a stark picture of how skill deprivation maps onto social marginalization — with Scheduled Castes (SCs), Scheduled Tribes (STs), and Other Backward Communities (OBCs) consistently emerging as the most underserved. This is not coincidental. As Raj (2020) points out, SCs and STs navigate a labour market that is far from neutral — one where caste-based discrimination actively forecloses opportunities and raises the cost of economic participation. For women within these communities, the disadvantage is compounded: they carry the double burden of gender and caste, each reinforcing the other in limiting their access to education, training, and work. Agrawal (2013) documents this reality with sobering clarity, finding that marginalized groups — SCs, STs, and women — not only receive less skill-based education but also achieve significantly poorer occupational outcomes as a result. The barriers these communities face are not merely social — they are economic and structural as well. Ito (2009) draws attention to the high transaction costs that disadvantaged groups encounter when attempting to enter formal employment — costs that go beyond money, encompassing time, networks, information, and institutional access. Singh et al. (2013) add to this picture by showing that SC and ST individuals are substantially underrepresented in regular, salaried employment compared to their non-SC/ST counterparts — a disparity that persists even after accounting for educational differences. Taken together, these findings make one thing clear: for marginalized communities, the path from skilling to employment is strewn with obstacles that generic policy interventions have largely failed to remove. It would be unfair to suggest that nothing has been done. Various government initiatives over the years have contributed to a gradual increase in the number of skilled workers among vulnerable populations (Panda, 2019; Sanghi et al., 2012). But progress has been slow, uneven, and insufficient. As Agrawal (2013) reminds us, the levels of skill attainment among SCs, STs, and women remain low, and their occupational achievements continue to lag behind. Sharma (2016) and Kumari (2023) further highlight that access to skill development is not just a matter of programme availability — it is shaped by geography, gender, and social identity in ways that one-size-fits-all solutions consistently fail to address. This is precisely where the Jan Shikshan Sansthan (JSS) scheme enters the picture — and why it matters. Rather than waiting for marginalized communities to find their way to skill training, the JSS scheme takes training to them. Operating in a non-formal, community-embedded mode, it specifically targets SCs, STs, OBCs, and women, offering vocational courses that are designed not around abstract labour market demands, but around the real lives, local contexts, and practical aspirations of its beneficiaries (Kumari, 2023). In doing so, the JSS scheme represents more than just another government programme — it embodies a recognition that equitable skill development requires meeting people where they are, not where policy assumes them to be.

1.1 Jan Shikshan Sansthans (JSS) Scheme : Jan Shikshan Sansthans Scheme was started with the name 'Shramik Vidyapeeth' in Mumbai in 1967 under the purview of the Ministry of Human Resource Development (MHRD) with a mission to provide vocational education and training to the people, specifically belonging to the industrial sector. The purpose of the scheme was basically to cater to the exponential growth in the working-age population, along with the cluster-based industrial development, occurring in the post-independent India, leading to human resource migration from rural to urban areas. This scheme was renamed as Jan Shikshan Sansthan (JSSs) in 2000. Later, in 2018, it was transferred to the Ministry of Skill Development and Entrepreneurship (MSDE) which made this scheme a part of the umbrella of all the skill development initiatives. Jan Shikshan Sansthan (JSS) scheme aims at imparting skill training "in a non-formal mode at the doorstep of the beneficiary" and the priority groups for this scheme includes women, Scheduled Castes (SCs), Scheduled Tribes (STs), Other backward Classes (OBCs), minorities or any disadvantaged group of the society. The objective of Jan Shikshan Sansthans Scheme is to 'increase household income by promoting self-/wage employment through skill development training' (Ministry of Skill Development and Entrepreneurship, 2022).

2. Literature Review

The existing body of literature encompasses the research that examines the influence of skill-oriented education on the livelihoods of its recipients, with particular emphasis on the implications of the JSS initiative for the socio-economic advancement of the demographic groups that the scheme aims to support. Khilji et al. (2012) determines the positive impact of vocational training on economic growth of Pakistan for the period 1980-2010 and concluded that spending on education sector by government with the emphasis on vocational form of education helps in increasing the literacy in the country. Saraf (2016); Kedar (2015) has emphasized on a structural shift towards higher productivity sectors thus require skilling of the labour force for inclusive economic growth in India. Chenoy (2013) focuses on understanding the existing set up of skill development initiatives in India and the status of degree of skills attained by the workforce. Also, Kapur (2014) discussed the National Policy on Skill Development descriptively, in addition with the discussion about National Skill Development Corporation explaining the various schemes for vocational education in India including craftsman instructor training scheme, apprenticeship training scheme.

Agrawal (2017) investigated the labour market outcomes of the vocationally trained population in India using the NSSO 66th round and 68th round of survey and found that relative returns to vocational education are higher than that of general secondary education. Overall, about 2/3rd of the trainees is employed in occupations related to the field of training. Kumar et al. (2019) aimed to identify the factors which affect an individual participation in vocational training using nationally representative NSSO data and to investigate the impact of vocational training on the wages of an individual at overall and sectoral levels. The study found that formal training increases wages by 4.7% in the economy as compared to individuals with any training. This effect is highest in primary sector, so it is important to invest resources in vocational training. With respect to Jan Shikshan Sansthan Scheme, Deka (2015) highlighted that Jan Shikshan Sansthan (JSS) institutions focusing on women's empowerment through education, income generation, health, and overall societal advancement. Sethi et al. (2020) presents the features of JSS Portal and how technology supports and enhances the implementation of Scheme of Jan Shikshan Sansthan. Patra (2023) reemphasized that JSS scheme has the further potential of signifying the adult population which was classified as unskilled labor as a means for human capital value addition.

3. Objectives

According to the JSS guidelines (Ministry of Skill Development and Entrepreneurship, 2023), the scheme advocates the six outcomes listed in Table 1, based on which performance of the JSS scheme is to be evaluated. On this basis, the objective of the paper is to assess the performance of the JSS scheme within NCT Delhi, where JSS centres are located at Peeragarhi, Jahangirpuri and West Patel Nagar.

Table 1: Outcomes listed in JSS guidelines for impact evaluation

S.No.	Outcomes
1	Number of beneficiaries enrolled and trained against the target set for the respective Financial Year
2	Percentage of female, SC, ST trained beneficiaries
3	Percentage of beneficiaries provided with self/wage employment post training
4	Number of awareness generation and sensitization programs (including workshops, seminars, advertisements, video conferences, job melas, exhibition of JSS products, etc.) organised
5	Percentage of trainees participated in job fairs, rozgar-melas, and exhibitions, etc.
6	Percentage of beneficiaries who availed loan facilities from formal sector like Banks/ NBFCs, etc.

For better performance of the scheme, increase in the values of the listed (quantifiable) outcomes is desired during the specified period, The time period of the study is from 2018 to 2024.

4. Data Source & Methodology: Using the secondary data available from the annual reports of these centres since 2018¹, the required data has been compiled and presented in the form of the tables and corresponding graphs for better representation. Descriptive form of analysis has been used for evaluating the performance for each outcome.

5. Results

Outcome 1: ENROLLED AND TRAINED BENEFICIARIES

First outcome requires to observe the number of beneficiaries enrolled and trained against the target for the respective financial year.

Table 2: Number of Enrolled and Trained Beneficiaries

Year	Target No.	JSS Peeragarhi		JSS West Patel Nagar		JSS Jahangirpuri	
		Actual Enrolled No.	Actual Trained No.	Actual Enrolled No.	Actual Trained No.	Actual Enrolled No.	Actual Trained No.
2018-19	800	858	829 (29)	802	802 (0)	1199	1123 (76)
2019-20	1800	1850	1850 (0)	1800	1800 (0)	1837	1765 (72)
2020-21	1800	1640	1640 (0)	1800	1800 (0)	1500	1500 (0)
2021-22	1800	1800	1640 (160)	1800	1800 (0)	1840	1840 (0)
2022-23	2700	2700	2700 (0)	2700	2697 (3)	2700	2699 (1)
2023-24	1800	1800	1798 (2)	1800	1800 (0)	1798	1798 (0)

Source: Annual Reports of JSS from 2018-19 to 2023-24. Parentheses mention the difference between enrolled and trained beneficiaries

¹IN 2018, JAN SHIKSHAN SANSTHANS SCHEME CAME UNDER THE REALM OF MINISTRY OF SKILL DEVELOPMENT AND ENTREPRENEURSHIP (MSDE), ALSO IN ALIGNMENT WITH NATIONAL SKILL QUALIFICATION FRAMEWORK (NSQF) TO ASSOCIATE ALL THE SKILLING ACTIVITIES TO A COMMON CAUSE OF SKILL DEVELOPMENT AT THE DISTRICT LEVEL.

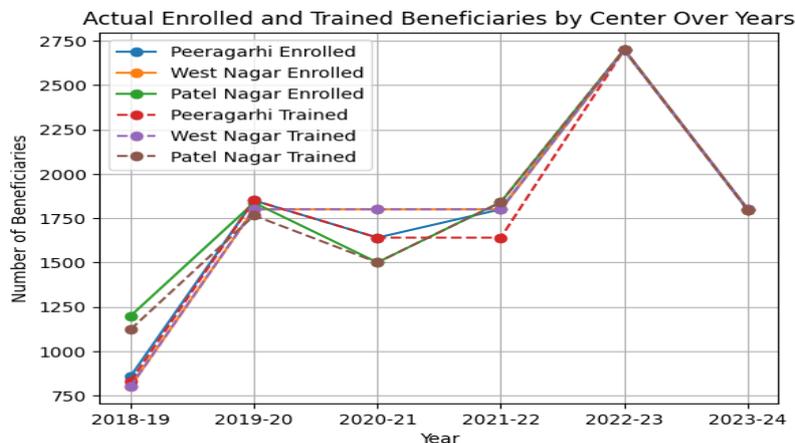


Figure 1: The number of enrolled and trained beneficiaries in each centre in Delhi against the target number

Table 2 shows that each centre experienced consistent growth in meeting the given target numbers since 2018-19. From Figure 1, it is concluded that the JSS centre at West Patel Nagar has been consistently providing training to all the enrolled beneficiaries from 2018-19 to 2023-24. While other two centres, the difference between the number of enrolled and trained beneficiaries has been non-zero in first few years, then went to near zero by 2023-24. Throughout the study period, all three centres demonstrated a marked improvement in achieving the objective of training all the enrolled beneficiaries. In the initial years, a discernible gap existed between the number of beneficiaries enrolled and those who completed the training. However, this disparity progressively diminished over time, culminating in the later years with an almost complete alignment between enrolment and training figures. This reflects a significant enhancement in effectively fulfilling their mandate to train all enrolled beneficiaries.

Outcome 2: FEMALE, SC and ST TRAINED BENEFICIARIES

Now, for the second stated outcome, it is required to calculate the percentage of female, SC, and ST trained beneficiaries for which the number of trained beneficiaries is being used as the base.

Table 3: Percentage of female, SC, ST trained beneficiaries

Year	Female									Male								
	General			SC			ST			General			SC			ST		
	JSS P	JSS J	JSS WP	JSS P	JSS J	JSS WP	JSS P	JSS J	JSS WP	JSS P	JSS J	JSS WP	JSS P	JSS J	JSS WP	JSS P	JSS J	JSS WP
2018-19	61.8	60.5	49.8	17.6	23.6	49.8	0.6	0.2	0.4	13.3	9.9	0	5.4	5.8	0	1.2	0.1	0
2019-20	59.2	62.2	75.1	18.5	18	20.4	0.6	0.1	0.2	11.6	15.2	2.9	7.5	4.5	1.3	0.1	0	0
2020-21	45.7	67	73.6	23.4	15.9	21.4	0.9	0.2	0.3	18.9	14	4.1	9	2.8	0.7	0.4	0.1	0
2021-22	53.7	54.7	61.2	20.5	18.6	34.5	0.5	0.2	0.1	17.2	20.6	3.4	8	5.8	0.8	0.1	0.1	0
2022-23	52.6	60.9	40.9	17.1	15.8	21	0.4	0.2	0.6	22	20.1	2.6	6.8	2.9	0.4	0.9	0.1	0
2023-24	55	62.5	49.6	10.6	11	20	0.8	0.2	0.4	25.6	23.1	3.3	7.5	3.2	0.4	0.3	0.2	0

Source: Annual Reports of JSS from 2018-19 to 2023-24. P: Peeragarhi; J: Jahangirpuri; WP: West Patel Nagar

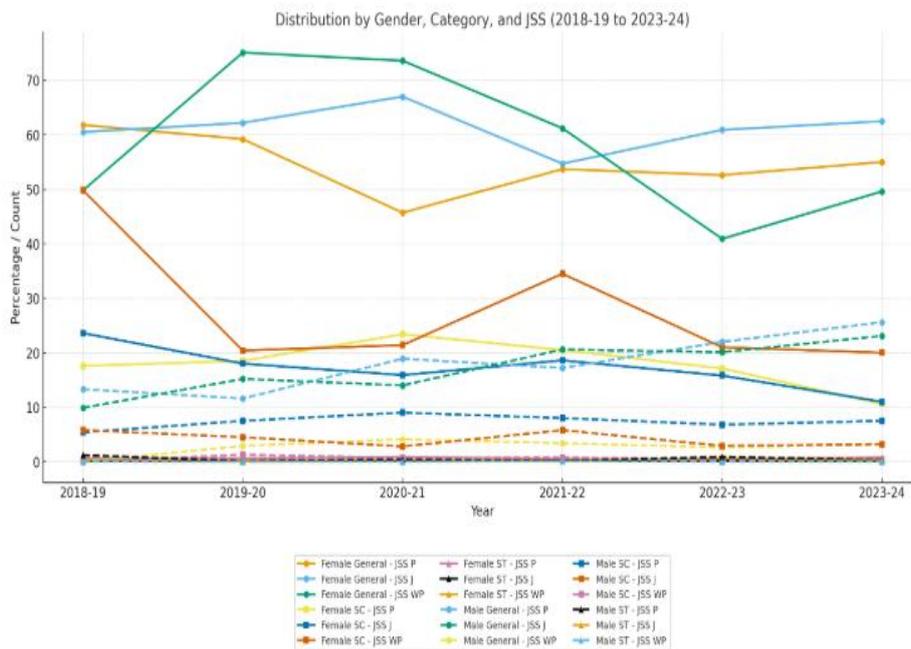


Figure 2: The percentage of females, SC, and ST trained beneficiaries.

Figure 2 shows that for the JSS centre located at Peeragarhi, this percentage of female trained beneficiaries has slightly declined from 2018-19 to 2023-24, but for SC category of trained beneficiaries during 2018-19, the percentage was around 23, and it continued to rise slightly till 2020-21 but from 2021-22 onwards, it has declined moderately. In the case of ST category trained beneficiaries, the percentage has been in the range between 0.6 and 1.8.

In JSS Jahangirpuri, among females, the average percentage of trained beneficiaries in the general category has been around 60.5. The percentage of female trained beneficiaries has modestly increased during 2020-21 and dipped during 2021-22, possibly due to the consequent effect of the COVID pandemic. The percentage of SC category trained beneficiaries has declined from 23.6 to 11 over time, while the percentage of ST trained beneficiaries has been around 0.1, which is very low in an absolute sense during the entire period. While these numbers are quite low in the case of males, in the general category, the percentage of trained beneficiaries increased from 9.9 to 23.1, but these values are relatively lower in comparison to females. The situation is the same in the case of SC category of males; the percentage is quite low in an absolute sense. While the percentage is quite minimal among the ST male category, it is also minimal among females.

In the case of JSS West Patel Nagar, data exhibits that the percentage of female trained beneficiaries has been noteworthy, as for the period 2018-19 to 2023-24, there has been a majority of female beneficiaries who underwent the training process, but there was hardly any percentage of male trained beneficiaries during this period. For SC category of trained female beneficiaries, the percentage has reduced from around 50 to 20 from 2018-19 to 2023-24, with this percentage increasing to around 35 during 2021-22, while for ST category, the percentage has been around 0.3, which is notably low.

Table 3 shows that as the primary objective of the JSS scheme, it has been able to cater to the female population, along with SC and ST categories, throughout the period of study, with the point to consider that the ST population covered under the JSS scheme is less than the SC population.

Outcome 3: BENEFICIARIES WITH SELF/WAGE EMPLOYMENT POST TRAINING

For Outcome 3, the requirement is to compute the percentage of beneficiaries who were provided with self/wage employment post-training.

Table 4: Percentage of beneficiaries provided with self/wage employment post-training

Year	Female									Male								
	SE			WE			TE			SE			WE			TE		
	JSS P	JSS J	JSS WP	JSS P	JSS J	JSS WP	JSS P	JSS J	JSS WP	JSS P	JSS J	JSS WP	JSS P	JSS J	JSS WP	JSS P	JSS J	JSS WP
2018-19	23.4	9.25	34.9	5.7	0	9.5	41.1	10.5	44.4	0	5.5	1	0	1	0.5	0	8.25	1.5
2019-20	13.4	6.6	16	17.3	0	7.9	39.5	8.4	24.7	0.6	1.8	0.4	3.1	0	0.3	4.8	3.6	0.7
2020-21	6.8	8.7	24.2	34.5	0	7.6	41.5	10.2	32.2	0.9	0.3	2.9	9.8	0	0.8	12.6	1.8	3.7
2021-22	3.8	7.9	21.9	42.7	0	5.5	46.5	9.1	27.6	3.3	1.4	0	20.7	0	0.3	24	2.2	0.3
2022-23	1.9	5.1	16.9	26.3	0	6.8	28.1	5.8	25.4	0.2	0.8	0.3	18.1	0	0.2	18.2	1.2	19.4
2023-24	0.8	8.8	26.7	22.2	0	1.8	23	9.6	28.5	0.6	2	0.6	19.1	0	0.1	19.7	2.6	0.6

Source: Annual Reports of JSS from 2018-19 to 2023-24.

Note: SE: Self-Employment; WE: Wage Employment; JSS P: JSS located at Peeragarhi; JSS J: JSS located at Jahangirpuri; JSS WP: JSS located at West Patel Nagar

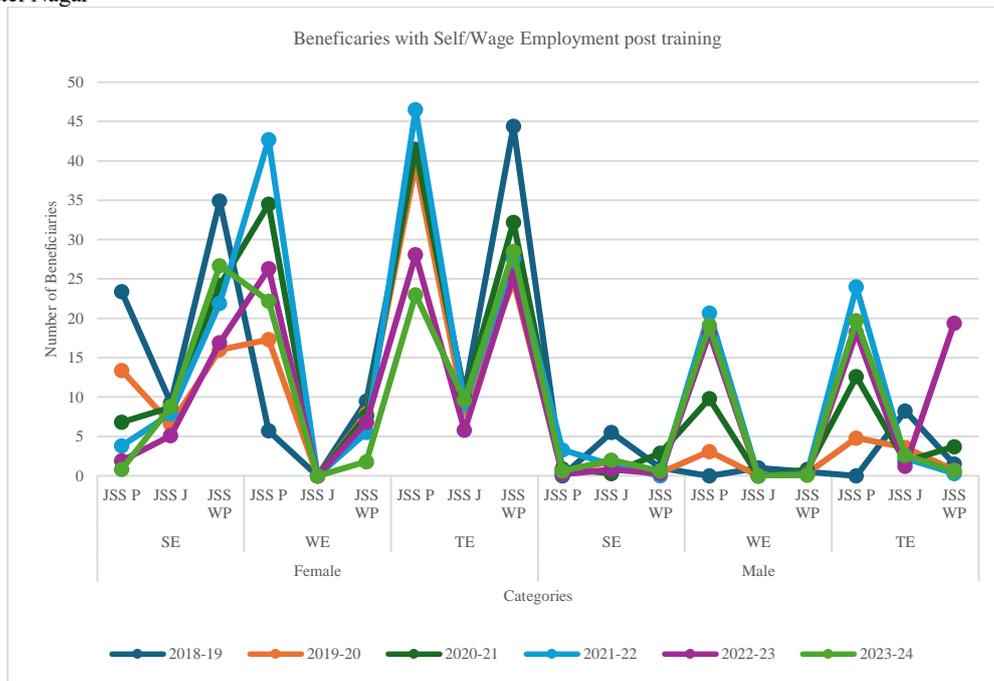


Figure 3: Percentage of beneficiaries acquiring self/wage employment after training at JSS

From Table 4, it has been observed that in JSS Peeragarhi, a greater percentage of trained beneficiaries (males and females) have been a part of wage employment in comparison to self-employment. Among females, the percentage of trained beneficiaries who availed self-employment has drastically reduced from 23.4 to 0.8 over the stated years, while the percentage of trained beneficiaries who acquired wage employment has increased from around 6 to 22, with a peak during 2021-22. In the case of males, self-employment has been appallingly low with a meagre increase seen after 2021-22, while the percentage of total employment has increased from around 5 to 20, which is a positive sign. For JSS Jahangirpuri, data shows that the overall percentage of beneficiaries who were trained and availed employment of a kind is meagerly low in relation to other centres. Among females, the percentage of trained beneficiaries who acquired self-employment is around 8.5. Very few of the trained male beneficiaries ended up being self-employed, and none of them found wage-based jobs. The situation is quite similar for female beneficiaries, too. So, the overall percentage of beneficiaries acquiring employment is abysmally low. In case of JSS West Patel Nagar, the percentage of female participation in any form of employment has been greater than that of males. The average percentage of females who took self-employment has been around 20, while this percentage is around 6 in the case of wage employment. For males, the percentage of total trained beneficiaries who were employed was highest only during 2022-23. Hence, the data shows that the employment rate is higher among females in comparison to males, and even within that, the percentage of females acquiring self-employment is higher than those securing wage employment during the time in study. The same trend is reflected in Figure 3.

Outcome 4: SOCIAL AWARENESS PROGRAMS

For Outcome 4, it is needed to determine the number of awareness generation and sensitization programs (including workshops, seminars, advertisements, video conferences, job melas, exhibitions of JSS products, etc.) being organized in each JSS centre.

Table 5: Number of awareness generation and sensitization programs organized in all centres

Year	JSS Peeragarhi		JSS West Patel Nagar		JSS Jahangirpuri	
	Social	Employment based	Social	Employment based	Social	Employment based
2018-19	7	3	7	1	13	4
2019-20	11	10	10	4	9	7
2020-21	14	9	9	8	9	3
2021-22	14	11	11	7	12	4
2022-23	18	14	16	5	11	3
2023-24	19	9	19	6	10	7

Source: Annual Reports of JSS from 2018-19 to 2023-24.

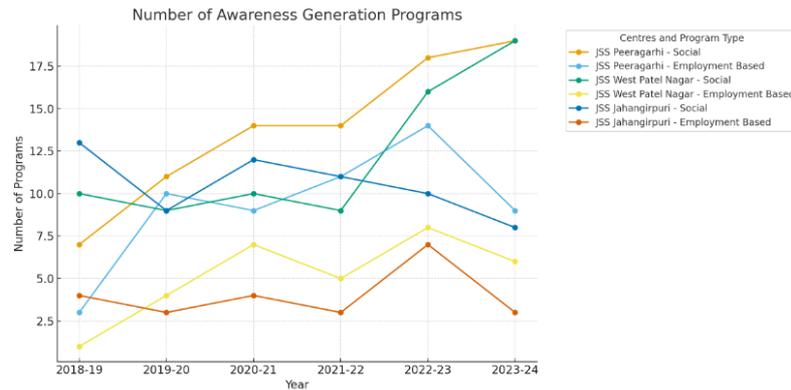


Figure 4 shows the number of awareness generation and sensitization programs organized in all centres. As per guidelines stated for the JSS scheme, along with providing skill training, it is essential to conduct awareness generation and sensitization programmes for the beneficiaries during the training period. Table 3 shows the number of such programs being conducted in different JSS centres during the time in study. From Figure 4, it can be observed that over the years, in all the three centres, there have been considerable number of programmes conducted aimed to generate awareness among beneficiaries about social issues including yoga, sanitation and hygiene, water management, plantation, communicable diseases, on legal matters and so on while employment-based activities include workshops to learn the use of new machines, training sessions by experts, entrepreneurship development programme and many more. The number has been increasing over time in the case of both social-based and employment-related learning programmes, and even for helping to generate employment opportunities for the beneficiaries across all three JSS centres. So, the JSS scheme in the centres located in Delhi has specifically focused on its target of conducting social awareness programs for the beneficiaries and over the years, these programs have been organised along with some employment-generating and learning programs.

Outcome 5: TRAINEES IN JOB FAIRS/ROZGAR MELAS

Further, the percentage of trainees who participated in job fairs, Rozgar melas and exhibitions, etc., in all centres needs to be evaluated for Outcome 5, which is reflected in Table 6.

Table 6: Percentage of trainees who participated in job fairs, Rozgar melas, and exhibitions, etc., in all centres

Year	JSS Peeragarhi	JSS West Patel Nagar	JSS Jahangirpuri
2018-19	0	0	0
2019-20	1.7	0	0.9
2020-21	0.9	0	0
2021-22	9.4	10.7	7.4
2022-23	0	0.6	0.3
2023-24	6.6	1.4	0

Source: Annual Reports of JSS from 2018-19 to 2023-24.

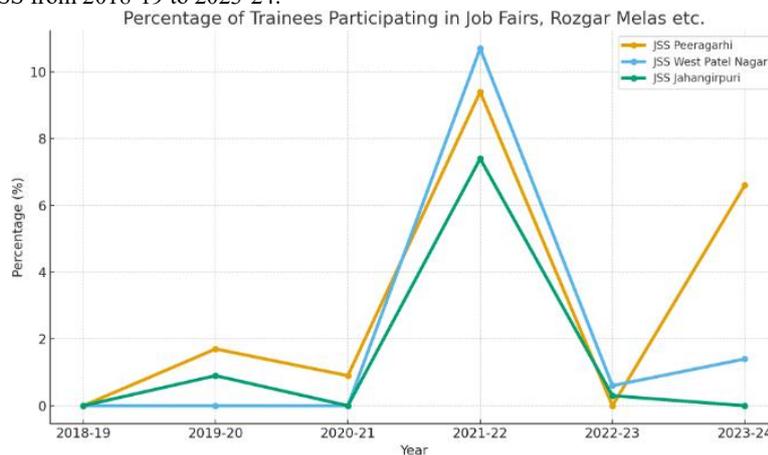


Figure 5 shows the percentage of trainees who participated in job fairs, Rozgar melas and exhibitions, etc., across all centres. From Table 6, it has been observed that this percentage of trainees participating in different fairs, Rozgar melas or exhibitions has been abysmally low for almost all years under consideration and for all three centres, except for the year 2021-22, where in all three JSS centres, the percentage has been high in comparison to the previous years. This might reflect the fact that just after the lifting of lockdown owing to the COVID pandemic, many trainees eagerly participated in exhibitions and melas to explore the market demand and present the work of their skills. The same has been reflected graphically in Figure 5.

BENEFICIARIES AVAILING LOANS

In the last outcome 6, it is expected to know the percentage of beneficiaries who availed loan facilities from formal sectors like Banks/NBFCs etc.

Table 7: Percentage of beneficiaries who availed loan facilities from formal sector like Banks/NBFCs etc.

Year	JSS Peeragarhi	JSS West Patel Nagar	JSS Jahangirpuri
2018-19	0	0	4
2019-20	0	0	1.4
2020-21	0.1	0	1.0
2021-22	0	0	3.8
2022-23	0	0	2.0
2023-24	0.1	0	2.7

Source: Annual Reports of JSS from 2018-19 to 2023-24.

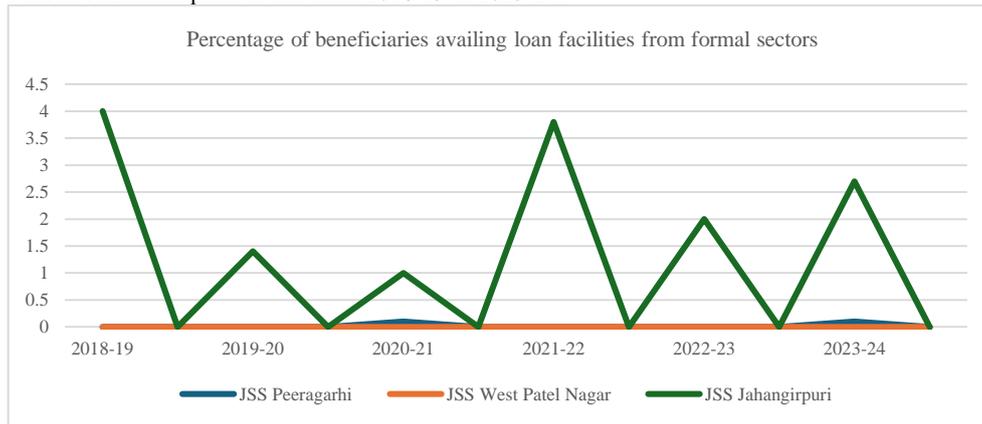


Figure 6 shows the percentage of beneficiaries who availed loan facilities from formal sector like Banks/NBFCs etc. From Table 7, it has been observed that the percentage of beneficiaries who availed loan facilities from formal sectors like banks has been close to zero in two JSS centres located at Peeragarhi and West Patel Nagar while at JSS Jahangirpuri, the percentage has been slightly above zero starting with around 4% in 2018-19 which means out of 800 certified beneficiaries, only around 32 people availed loan facilities in this year while this percentage continued to fall down till 2020-21 but it has again risen to around 4% but later it has fallen to around 2% and remained so during 2023-24. The same has been reflected in Figure 6 where the lines representing JSS Peeragarhi and West Patel Nagar are almost straight lines while peaks could be seen in case of JSS Jahangirpuri.

6. Analysis

JSS scheme in Delhi region (through three centres) has successfully achieve its target of training all its enrolled beneficiaries. Though in 2018-19, the difference between enrolled and trained was high in JSS Peeragarhi and JSS Jahangirpuri centres which reduced to zero by 2023-24 (Table 2). Among the certified beneficiaries, the percentage of SC and ST females has been quite high in comparison to males but precisely, the percentage of SC and ST female beneficiaries is lower than that of General category. The reason being that in Delhi, there is no allotted ST population (delhi.gov.in), so whatever percentage of ST population trained under the scheme is the migrant population. Over the years, the percentage of general female beneficiaries has been consistent, but the percentage of SC female beneficiaries declined across all three centres. During the same time, the percentage of male beneficiaries (General and SC) has increased (Table 3). So, it is concluded that females belonging to SC category didn't opt for JSS scheme while males showcased interest in learning skills through the scheme. It is important to note that ST trained male beneficiaries remained low like the case of females. Overall, the percentage of females acquiring skill training from the scheme remained greater than that of males. Hence, fulfilling the target of JSS scheme of addressing females, SCs and STs. After training, these beneficiaries acquire employment of their choice (wage/self). Among females, percentage of those who are self-employed declined over time in JSS Peeragarhi while that who took wage employment increased so trained females chose wage employment over self-employment. This is in parallel with the abysmally low percentage of beneficiaries who availed loan services from formal sector like banks/NBFCs (Table 7). This means that through JSS Peeragarhi, there is poor opportunity for certified beneficiaries to avail loan for starting any self-employed economic activity. In JSS West Patel Nagar, the percentage of females who are self-employed is greater than the ones who are in wage employment and Table 7 shows that none of such beneficiaries took loan from formal sector. This means that all these self-employed females have used the informal source of availing loan services for starting their business venture. Among the certified male beneficiaries, the picture is even more disheartening because the percentage of males who acquired either self or wage employment was meagerly low except in JSS Peeragarhi, where the percentage of males acquiring wage employment increased over time (Table 4). In JSS Jahangirpuri, the percentage of females who acquired self-employment is averaged about 8 and no female acquired wage employment. Even though this percentage is very low but still among them, majority has used formal sources like banks to acquire loan services, and this is reflected in Table 7. Among the male trained beneficiaries across all the centres, the percentage of those who acquired either self or wage employment was meagerly low but in JSS Peeragarhi, the percentage increased for those who acquired wage employment (Table 4). The objective of JSS scheme also requires organizing social awareness generation and sensitization programs which these three centres have successfully achieved over the years and additionally put in efforts to conduct programs to develop entrepreneurial and employability skills like workshop on financial literacy, entrepreneurship development programme, workshop on formation of Self-Help group etc. (Table 5). So, it is expected that community would be socially empowered. But the data related to trainees participating in job fairs/Rozgar melas is very disappointing as the percentage of trainees (males and females) participating in such activities is nearly between 6-8. So, it can be deduced that from 1800 trained and certified beneficiaries, only 140 (approximately) beneficiaries participated in exhibitions, melas or job fairs etc. in each centre (Table 6).

7. Conclusion

The present paper focused on evaluating the performance of the Jan Shikshan Sansthan (JSS) scheme in Delhi through a data-based assessment of three centres-Peeragarhi, Jahangirpuri and West Patel Nagar-over the period 2018-2024. Using the official framework of outcomes prescribed in the JSS guidelines, the analysis examined the efficiency of the centres in enrolment and training, ensuring demographic inclusion, post-training employment outcomes, organization of awareness programs, job market linkages and financial access for the beneficiaries. The findings provide a balanced picture of institutional achievement on training delivery, but it has also shown persistent structural weakness in utilization of acquired skills in the form of employment. Financial integration is also lacking in its working. On the primary level, the JSS centres have demonstrated consistent effectiveness in progressively achieving near-total alignment between enrolment and training completion. The early gaps between enrolment and certification have largely disappeared by 2023-24, indicating strengthened implementation mechanisms. This establishes that the scheme has a functional delivery infrastructure in Delhi and capable of achieving its training targets reliably. In terms of demographic inclusion of the scheme, it has succeeded in reaching towards its intended target group, particularly women. Across centres, female participation in training remains considerably higher than male counterparts. Representation of SC beneficiaries has been moderate but declining over time while ST participation is very minimal-reflecting Delhi's demographic structure and migrant-dominating ST presence. So, the declining SC participation requires a stronger need for renewed outreach and community mobilization strategies. The most identifiable limitation of the scheme lies in post-training employment outcomes. Across all centres, the proportion of trained beneficiaries entering self-employment or wage employment remains low. Specific concern is the near absence of wage employment opportunities in JSS Jahangirpuri and the steep decline of female self-employment in JSS Peeragarhi over time. These trends indicate that while training delivery is good, market linkage and placement facilitation support require focused scrutiny. Financial access outcomes further reinforce this constraint. Except for marginal active participation in formal sector in JSS Jahangirpuri, loan availing provision from formal institutions is close to zero across other two centres. This implies that beneficiaries opting self-employment as a form of livelihood largely rely on informal financing effecting their sustainable income security passively. The weak linkage between skill training and institutional credit system emerges as an operational gap in the JSS structural ecosystem. On social empowerment front, the centres have performed in the expected way. Awareness and sensitization programs have steadily increased over time covering both social empowerment and employment-oriented areas. This suggests that JSS continues to function effectively as a community empowering platform. However, participation in job fairs and Rozgar melas remain

low which undermines the much-needed market exposure for beneficiaries. Overall, the JSS scheme in Dehi exhibits successful training execution and community engagement capacity, but limited transition from skill learning to sustainable employment through financial inclusion. The analysis suggest that future policy attention must also include building post-training support system in line with continuing its effective delivery of training while targeting the priority groups. Possible policy steps could include strengthening industry partnerships, market participation, and formal credit facilitation. Hence, addressing these limitations is essential for the scheme to achieve its stated objectives of employment generation leading to sustainable economic and social empowerment among the marginalized communities.

8. Future Scope

Given the present study which is outcome-based assessment of the Jan Shikshan Sansthan (JSS) scheme in Delhi using secondary data from 2018-2024, there are unexplored dimensions which form the future scope of research in evaluating and thus proposing appropriate policy recommendations for strengthening its framework. Primarily, future scope must incorporate primary study of the beneficiaries trained in these centres of their experiences for better understanding of the impact of the scheme, instead of simply relying on the reported outputs. Longitudinal study is essential for better policy recommendations as following the beneficiaries over the years would help in evaluating their status of employment after training, utilization of the learned skills in their occupation, change in their state of empowerment, livelihood stability. This can give a much better idea of effectiveness of the scheme to translate training outcomes into socio-economic upliftment of the beneficiaries. Specifically, future research can focus on identifying the barriers for poor availability of financial access to the beneficiaries and can also illuminate the financial literacy constraints of the beneficiaries, if any. Gender specific outcome study can help in determining the trajectories of the women's post-training path. Poor workforce participation of women after the training, as reflected by the data, has ignited the need for focused gender-based analysis at the primary level to promote sustainable and active role of the women in the economic growth. Further research can also explore digital integration within the operational structure of JSS and its impactful use in outreach programs and impact tracking. At last, by expanding the geographical scopes of the study beyond Delhi can give a comparative analysis of the JSS scheme across the states of the nation and thus help in highlighting the 'best-performing' models, region specific constraints in the implementation of the scheme and locating the possible natural or man-made variations existing within the states leading to diverse outcomes of the scheme.

9. References

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