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# Understanding the Return on Skills Training Models in India



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# 11 Key Insights

## What are the levers influencing ROI of various skilling models?



### 1. There are wide variations in the ROI of the current skill training programs

The ROI of skill training programs has varied from 2 to 19, that is, for every rupee invested in skill development programs the return (measured based on salary to the candidate) can vary between INR 2 to 19.



### 2. There are two approaches to higher ROI

Of the 15 program models that were analyzed, four programs had higher than median ROI achieved through increased scale, while three programs had higher than median ROI through improved salary per candidate.



### 3. Increasing investment in a program has not always resulted in higher salary per candidate

Across the 15 models studied for ROI, a weak correlation was observed between cost per candidate and candidate salary. There were eight programs that had lower than median ROI since the cost of inputs did not translate into effective outcomes (measured as salary) to the participants.