



Internship-to-Employment Transition under the Prime Minister Internship Scheme (PMIS): A Study on Indian Higher Education

***Dr.Chanda AppaRao**, Associate Professor of Economics

****KRR Government Arts and Science College (A) Kodad**

DOI: <https://doi.org/10.56975/ijrar.v13i1.332382>

Abstract

The Prime Minister Internship Scheme (PMIS) is a major initiative that addresses the gap between higher education and employability in India. This study analyses the scheme using secondary data, statistical tools, and theoretical insights. The findings show that although demand for internships is high, participation and completion rates are significantly low due to structural, institutional, and economic constraints. The study offers policy recommendations for strengthening the integration between higher education and industry.

Keywords: Internship, Employability, Higher Education, Prime Minister Internship Scheme (PMIS), Skill Development, Experiential Learning.

Introduction

India's higher education system is one of the largest in the world, producing lakhs of graduates annually. However, employability remains a major concern due to a lack of practical exposure and industry-relevant skills. The Prime Minister Internship Scheme (PMIS) was introduced to address these challenges by providing structured internship opportunities in top companies. The scheme aims to create one crore internship opportunities in five years, enhancing employability and bridging the gap between academia and industry.

Review of Literature

Internships are recognised as a critical component of employability. Knouse and Fontenot (2008) found that internships enhance job readiness, while Gault et al. (2010) demonstrated improved employment outcomes among students with internship experience.

In India, Agrawal (2013) highlighted the issue of skill mismatch, and NASSCOM (2022) emphasised the need for industry-integrated education. The National Education Policy (NEP) 2020 strongly recommends experiential learning. However, limited research exists on large-scale government-led internship programs like PMIS, creating a significant research gap.

Objectives of the Study

- 1. To analyze the structure and performance of PMIS
- 2. To evaluate its impact on employability
- 3. To examine its linkage with higher education
- 4. To identify challenges and policy gaps

Methodology

This study adopts a descriptive and analytical research design. Secondary data has been collected from government reports, policy documents, and reliable media sources. The study uses statistical tools such as percentage analysis, trend analysis, and comparative evaluation. The methodology also incorporates theoretical frameworks such as Human Capital Theory to interpret findings. Data visualisation techniques are used to present trends and patterns effectively.

Data Analysis and Interpretation

Table 1: Data Analysis of Prime Minister Internship Scheme (PMIS)

S. No.	Indicator	Value	Percentage (%)	Source of Data
1.	Internship Opportunities	1,27,000	100%	Ministry of Finance, Government of India (2024–25 Budget Reports)
2.	Applications Received	6,21,000	489% (of opportunities)	Ministry of Corporate Affairs / Official PMIS Portal
3.	Offers Made	82,077	64.6% (of opportunities)	Government Press Releases; Policy Reports
4.	Offers Accepted	28,141	34.3% (of offers made)	Indian Express (2025); Official Scheme Data
5.	Completed Internships	2,066	7.3% (of accepted)	Indian Express (2025); Fortune India (2026)

Source: Compiled, based on the data from the **Ministry of Finance (Government of India)**, the **Ministry of Corporate Affairs**, **Prime Minister Internship Scheme Portal**, **Indian Express (2025)**, and **Fortune India (2026)**.

Figure 1: Demand vs Supply

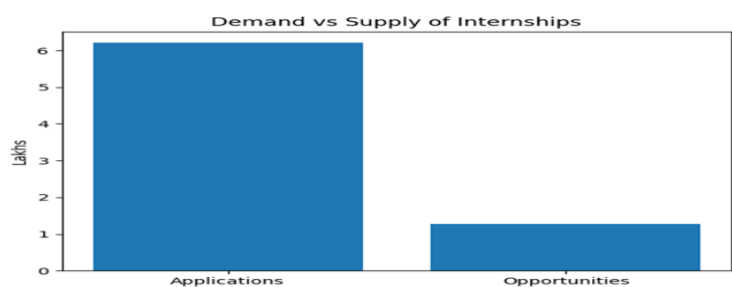
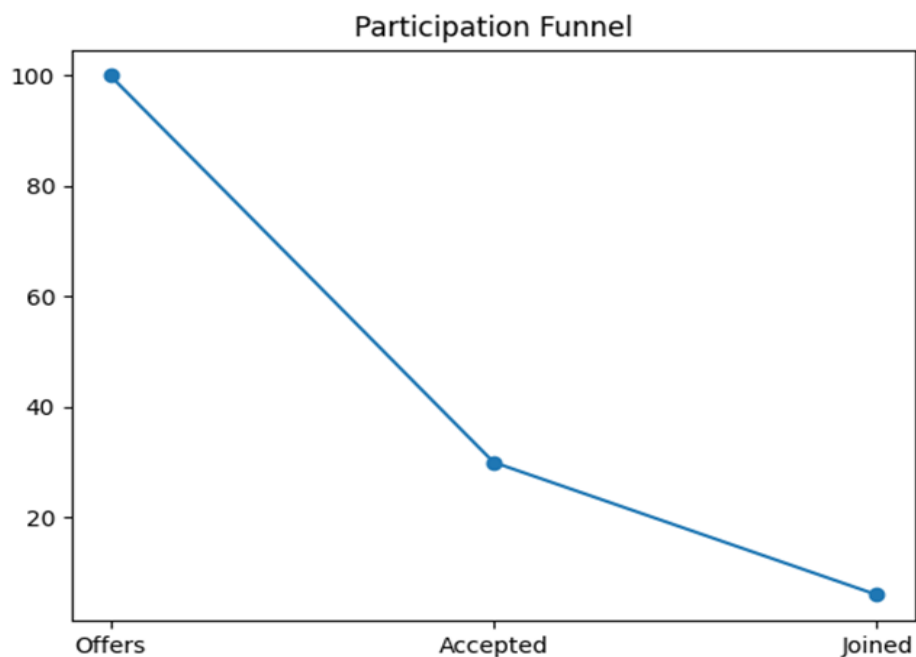


Table 2: Participation Funnel of PM Internship Scheme

S. No.	Stage	Percentage (%)	Description
1.	Offers Made	100%	Total internship offers issued
2.	Offers Accepted	30%	Percentage of candidates who accepted offers
3.	Joined Internships	6%	Percentage of candidates who actually joined

Source: Compiled based on PMIS secondary data (Ministry reports, Indian Express, Fortune India).

Figure 2: Participation Funnel



Discussion

The study shows a significant gap between demand and supply of internships. While the scheme has generated significant interest among students, low participation and completion rates highlight serious implementation challenges. Key issues include a lack of institutional coordination, low stipend levels, and the absence of career assurance. The study also shows that higher education institutions are not fully integrated into the scheme, limiting its effectiveness.

Major Findings

- High demand for internships among students
- Low acceptance and joining rates
- Weak industry-academia linkage
- High dropout rates

Policy Recommendations

1. Integrate internships into the curriculum
2. Strengthen industry partnerships
3. Increase financial incentives
4. Improve monitoring mechanisms
5. Provide job linkages

Conclusion

The PMIS has the potential to transform India's higher education system by promoting experiential learning and enhancing employability. However, its success depends on effective implementation, stronger institutional integration, and improved motivation in students.

References

Agrawal (2013), NASSCOM (2022), NEP (2020), Ministry of Finance Reports, Indian Express, Fortune India