

Skill Development in India: Overview of Existing and Emerging Models

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ABSTRACT

The Skill India Mission recognizes the critical role that skill development plays in the country's economic growth and social development. The Paper focuses on Education and Skills Development: For India to be self-reliant, it must develop a highly skilled workforce capable of driving economic growth and innovation. India must focus on scaling up skill training efforts to meet the demands of employers and drive economic growth. Skill development not only creates employment opportunities but also empowers them. The Paper highlights the Need and significance of skill development among women in India. Skill development is crucial for personal growth and professional success. It enhances employability and promotes career advancement.

Keywords: Skill, Development, Education, Economic, Growth, Vocational, Technical, And Training

INTRODUCTION

The skill development programs have played a pivotal role in enhancing the human resources supply across various sectors. Capital and Workforce are the two spokes essential for the wheel of the economy to keep rolling. Capital being the secondary product created by the labour itself, the workforce remains the primary requisite or the critical ingredient for sustainable development of an economy. Therefore, a country is dependent upon its human capital, whether it is an agricultural based economy like India or a manufacturing based economy like China. In the 21st century, India also aspires to make a shift from being an agricultural based economy to a manufacturing hub for the world and in this endeavor; skill development of her workforce is going to play a critical role.

George Herbert India and Demographic Dividend India is one of the youngest nations of the world. According to the latest Census of 2011, India's youth bulge is now the sharpest at key 15-24 age group. Also approximately 15 to 17 per cent of the global working population in 2022 will be Indian. This is the most productive section of the population which in economical terms is called as Demographic Dividend. It is imperative for India, to harness this demographic dividend for a faster, inclusive and sustainable economic development.

This can be achieved by skill development of this young workforce. Skill development empowers the workforce with skill sets which make them more employable and more productive in their work important. Around 12 million youth enter the work force each year, most with poor education and negligible work skills. On the other hand, our skill training capacity is only 4 million per year. The above data shows that there is an urgent need to not only create employment opportunities for the new workforce but also provide them with quality education and vocational training in order to enhance their employability and productivity. Thus it can be said that the recipe for a sustainable economy depends upon ingredients with three 'E's- Education, Employment and Empowerment through vocational training.

Education and Skill Development: Education is the basic need of a citizen and a basic tool for empowerment and employment subsequently. The National Sample Survey Organization's report indicates that the education level of over 50 per cent of our labour force remains extremely low. It is despite governments various initiatives towards attaining cent per cent literacy rates like Right to Education Act, Mid Day Meal scheme and adult literacy programmes like Sarva Shiksha Abhiyan. There are still a large number of people who are out of proper education system. More than 25 per cent of Indian population cannot read and write. This percentage is even more for Indian women. While various government schemes have contributed immensely towards driving people towards educational institutions, many of the ongoing programmes focus only on primary education. There is a need to decrease dropout rate from primary to higher classes and from matriculation to higher education. Not to mention special focus on reducing gender gap in higher education where women participation is very low.

The findings of industry surveys that only 25 per cent of all the graduates are employable is very unsettling while the rest need some form of training to become employable. This tells much about the need of quality education which ultimately transforms into higher employment fates. Vocational training is most suitable if introduced at college with high dividends. Like educational institutions have the entire necessary infrastructure that is needed for vocational training Also students at this level are well informed about their career choices and future opportunities.

Not only in higher education institutions but skill development is also a part of on-job training Statistics shows that only 10% of our labour force is vocationally trained. Skill development of the workforce will enhance their productivity as well as the organization in which they are working in the new world of automation; every industry needs highly skilled man force. It will go a long way making Indian economy a manufacturing hub and to propel its GDP growth in double digit India is working towards developing an infrastructure to support robust skill development structure.

This includes- Ministry of Skill Development: A major initiative was taken when Government of India established a separate ministry for skill development in 2014. It is responsible for co-ordination of all skill development efforts across the country, bridge demand and supply gap of skilled manpower, building the vocational and technical training framework, skill up-gradation, building of new skills, and innovative thinking not only for existing jobs but also jobs that are to be created. “It is considering National Sample Survey Organisation (NSSO) data in his research argues, the net effect of VET's in the Indian context is positive for employment and wages, he further asserts, the reason for that could be specific VET courses and employer participation” (Ahmed, Tutan 2016)

National Skill Development Corporation: The National Skill Development Corporation, (NSDC) is a Public Private Partnership in India, under the Ministry of Skill Development & Entrepreneurship. The overall objective of NSDC is to create training capacity in the country. The above infrastructure works for implementation of various programs and schemes. Major ones

- National Skill Development Mission
- Apprenticeship Protsahan Yojana
- Pradhan Mantri Kaushal Vikas Yojana
- Deen Dayal Upadhyaya - Grameen Kaushal Yojana
- Nai Manzil and UDAAN for minorities

DDU - Kaushal Kendras are being set-up at block levels to ensure that the penetration is deeper. Aforementioned schemes work in different areas and at different levels, targeting all major groups and classes that need skill enhancement from currently employed workforce to rural and urban and even minority groups. “National Skill Development Agency was formulated to implement different schemes of the central government in coordination with various states and the private sector. Still, after investing enormous resources in infrastructure and training initiatives, creating a skilled workforce suiting industry requirement could not be achieved” (Kanchan, Sonali; Varshney, Sakshi 2015)

While Government initiatives have seen a major rise, the industry too needs to contribute in this field. Indian industry is gradually witnessing increased participation from the Corporate and PSUS who are coming forward and investing in country's youth by supporting skill development through their CSR initiatives, These contribute through range of activities such as financing, providing infrastructure, recognition of prior learning, adoption of national qualification framework and occupational standards etc. Power Grid, NTPC, Coal India, Essar and Coca-Cola have set examples for this kind of cooperation. “One of the impediments in achieving success in the 2009 policy is attributed to the focus given to Vocational Education and Training (VET) imparted through ITI's. As a World Bank report in 2008, suggested expanding the VET system as a skill development program would not substantially improve the outcomes” (Agrawal, Tushar (2013) With all this in mind, a lot of efforts still need to see the light of the day. We need to work in main directions like

1) Quality of our Existing Efforts: In education, a substandard primary phase later metastasizes into a stream of graduates who do not have the required talent levels and skill sets. So even before we focus on enhancing our capacities and quality in vocational training or higher education, we need to ensure that our primary education system is robust and imparts quality education.

2) Magnitude of Efforts Even as the number of people seeking skills has increased exponentially, we are looking at increasingly inadequate numbers of trainers. In an answer to the Lok Sabha on February 24, 2016, the Government had informed that there is a shortage of 100,000 trainers to implement skill-development programmes across the country. Such shortages create bottlenecks for dispersal of skills.

“As of 15 February 2016, the "Indian Leather Development Programme" trained 51,216 youth in a span of 100 days and it plans to train 1,44,000 young person's annually. Four new branches of "Footwear Design & Development Institute" at Hyderabad, Patna, Banur (Punjab) and Ankleshwar (Gujarat) are being set up to improve training infrastructure. The industry is undergoing acute skill shortage and most of the people trained are being absorbed by the industry” (Bhattacharyya, Rica, 2016)

3) Our Outlook- The general perception of our people about vocational training continues to be low. Gaining a vocational skill is still seen as a means of last resort or a choice of those who have not been able to progress in the formal academic system. This mental block exacerbates the gap between what the industry requires and what is currently available.

CONCLUSION

Skill development is the most essential aspect of the development of our country. At the end, we must keep in mind that our demographic advantage is predicted to last only until 2040. India therefore has a very narrow time frame to harness its demographic dividend, overcome its skill shortages and boost its economic growth. So, it is imperative to take coordinated efforts to skill its population and made India Skill Capital of World. According to the Ministry for Skill Development and Entrepreneurship (MSDE), Among persons aged 15-29, only about 2% have received formal vocational training.

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