

SKILL DEVELOPMENT FOR SELF- EMPLOYABILITY

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Abstract:

It is the proficiency that is acquired or developed through training or experience. Countries with higher and better levels of skill adjust more effectively to the challenges and opportunities of the world of work. In India, there is a huge mismatch between the current education and the skills the industry and business needs. So there are millions of students who completed their education each year, but only a few are skilled to get a job. The Indian education system has been churning out brilliant minds but lacking in the skill set required for a specific job.

Keywords: proficiency, Indian education, training or experience, etc

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The idea of organizing 'First Indian International Skill Development Summit' is the initiative taken to fill that gap. The Organisation for Economic Co-operation and Development (OECD) countries had set a benchmark in the field of skill development and employability. This is the biggest challenge for India to provide necessary training and skill sets.

Skills in India - Current scenario

- As per the Labour Bureau report, 2014, the current size of India's formally skilled workforce is only 2 percent.
- According to the Labour Bureau survey on employment 2015: between 2005 and 2012, of the 13 million potential entrants into the workforce every year, only 3 million got a job.
- National Sample Survey Organisation(NSSO) data shows that 15- 24 years people face a higher risk of working poverty and opting for low paid jobs.

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Why India needs Skill Development?

- Demographic Dividend: The economic growth potential resulting from shifts in the population's age structure. A country is expected to reap the demographic dividend when the share of its working population is larger than the share of its non- working population. India is facing a demographic dividend.
- Sectoral mobilization: If mobilization is done in the primary, secondary and tertiary sector, less number of people will be required to work in farming as productivity improves.
- Better employment: To overcome unemployability skills should be imbibed from schooling.
- Skill capital of World: To convert this vision into reality, India needs to create a skilled and productive workforce matching International Standards of quality and productivity through the integration of skills and training along with education.

.Why India Lacked Skilled Workforce?

- The main focus in India is always on education. For example, if a small boy repairs his car or playing thing into new thing parents scold him and ask him to use the time for studying.
- Social acceptability: Vocational courses and skill development courses are looked down upon and such students do not have acceptability in the society as compared to other courses. Students should be encouraged in both skill development and education to develop a better society.
- Technology is changing rapidly and people are lagging behind due to skills and thereby many labor reforms are in pending.
- Lack of infrastructure and poor quality of courses.
- Poor standards and poor quality in teaching by trainers.
- Lack of initiatives from industry.
- Gender disparities should be abolished in this rapidly growing technology and equal chances should be given to everyone in all areas.

Recent steps were taken by the Government:

- Skill India.
- Pradhan Mantri Kaushal Vikas Yojana
- Skill loan scheme
- National policy for Skill Development and entrepreneurship 2015
- Apprenticeship Protsahan Yojana
- Deen Dayal Upadhyaya - Grameena KaushaYoYojana

There are many other schemes introduced by our Government and our government should take the necessary steps to accomplish them and reach out to all the people in the country.

Measures to be taken:

- Online learning system: Vocational training and skill development courses should all be available online so that it can reach out to people and train and educate them.
- The Government should concentrate more on skill development courses and should take initiative in establishing Skill Development Universities.
- Job opportunities
- Reaching out to rural India and train people where there are no development courses and educate them by organizing skill development camps.
- Child labor should be abolished and the Government should see that every child gets a good and quality education.

Conclusion:

Education opens the door to lead a life of liberty but skills that liberty meaningful by allowing one to achieve prosperity.

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