

SKILL DEVELOPMENT IN INDIA – INITIATIVES AND CHALLENGES

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Abstract:

This study is to understand the present skill development policy initiatives and challenges in India and find out the ways and means to produce world-class skilled manpower domestically through effective use of ability development schemes of state of Asian nation.

Today all economies want consummate personnel therefore on meet international standards of quality, to extend their foreign trade, to bring advanced technologies to their domestic industries and to spice up their industrial and economic development. Thus, skills and information becomes the key thrust of socio-economic growth and development for any country. As it has been discovered that countries with extremely consummate human capital tend to possess higher value and per capita financial gain levels and that they modify a lot of effectively to the challenges and opportunities of the world of work. For India, ability development is additionally vital from each socio-economic and demographic purpose of read.

To make Bharat internationally competitive and to spice up its economic process more, a talented personnel is important. As a lot of and a lot of Bharat moves towards the information economy, it becomes progressively vital for it to concentrate on advancement of the abilities. For remodeling its demographic dividend, Associate in Nursing economical ability development system is that they want of the hour.

Key Words: Skill Development, Initiatives, Vocational Training, NSDC, SDIS

Introduction

A skill is the learned ability to carry out a task which requires special training and knowledge. In other words the abilities that one possesses. Skill sometimes needs sure environmental stimuli and things to assess the extent of ability. People want a broad vary of skills so as to contribute to a contemporary economy.

Skill development has always been an important agenda for all the governments India has seen so far. When it comes to a fast developing country like India, the desired set of skills is of much more importance than any other economy. Different types of skills are needed to be developed by any individual in order to meet lifestyle and industrial needs. A few can be named as Labor Skill, Life Skill, People Skill, Social skill, soft skill, hard skill, etc.

Globalization, information and competition have intense the necessity for extremely consummate personnel in each the developing and developed nations because it allows them to accelerate their rate towards higher flight. For India, ability development is vital from each socio-economic and demographic purpose of read.

Today all economies want mean force thus on meet international standards of quality, to increase their foreign trade, to bring advanced technologies to their domestic industries and to boost their industrial and economic development. Thus, skills and information becomes the key propulsion of socio-economic growth and development for any country. As it has been ascertained that countries with extremely mean human capital tend to own higher GDP and per capita financial gain levels and that they alter additional effectively to the challenges and opportunities of the world of work. For India, ability development is additionally important from each socio-economic and demographic purpose of read.

To change employment prepared personnel within the future, the youth ought to be equipped with necessary skills and education. The country presently faces a twin challenge of severe scarceness of highly-trained, quality labour, as well as non-employability of large sections of the educated workforce that possess little or no job skills. The ability development issue in Bharat is so pertinent each at the demand and provide level. To meet the demand facet challenge, consistent efforts are being made towards expansion of economic activities and creation of large employment opportunities. On the availability facet, a simple look at the projected youth population provides a fair reason to believe that India has the strength to cater to this demand. However, the employability quotient is questionable and remains a significant space of concern. Already immense gaps exist between the trade necessities and therefore the level of skills of employees because of varied reasons as well as inadequate coaching infrastructures, inappropriate mix of skills and education, superannuated curricula, restricted business interfaces,

restricted standards, etc. The ability development system in Bharat is inclined towards a proper education system with restricted vocational education. Moreover, there's a disconnect between the formal education system and work necessities, compounding the challenges related to the skill gap. A concerted action is thus required on the supply side to ensure sustained employability of the Indian youth. Extensive efforts to ability the personnel area unit needed, each in amount and quality.

The talent Development aims to form a men authorised with the mandatory and unceasingly upgraded skills, information and internationally recognized qualifications to realize access to tight employment and guarantee India's competitiveness in the dynamic global market. It aims at increasing the productivity and employability of workforce both in the organized and the unorganized sectors.

OBJECTIVES OF THE STUDY

1. to review the current talent capability of Bharat.
2. To study the Initiatives taken by the government.
3. To study the challenges faced by skill development system in India.

Methodology

The proposed study mainly is descriptive in nature. It solemnly supported secondary knowledge and knowledge that is collected from the involved sources. The relevant books, documents of various ministries/departments and organizations, articles, papers and web-sites are used in this study.

History

The idea of skill development is not new, in the pre independent era Gandhiji's scheme of Basic-Education focused on skill development through craft education. On 15 th of August 2015, the prime-minister of India, ShriNarendraModi stated, "Skilling is building a better India". If we've to maneuver Bharat towards development then talent development ought to be our mission. Presently our prime-minister's emphasis is on 'Make in India' and his objective is to make India the 'Skill Capital of the world'

Skill Development -Initiatives

On the World Youth Skill Day (15 July, 2015) the Prime Minister of India ShriNarendraModi launched the National Skill Development Mission and the new National Policy for Skill Development and Entrepreneurship 2015 came into existence. A National Policy on Skill

Development was also formulated in 2009 laying emphasis on skill development. The Centre and the State have made extensive efforts in this direction in urban and rural India and which is continuing on an on-going basis. The major initiatives have been discussed below.

The National Skill Development Corporation (NSDC)

The National Skill Development Corporation, (NSDC) in India falls under the Ministry of Skill Development & Entrepreneurship. It aims at providing Public- Private Partnership model to promote skill development by acting as a catalyst for the creation of large, quality, for-profit vocational institutions. NSDC provides funding to make ascendible, for-profit vocational training initiatives. It supports systems such as quality assurance, information systems and trains the trainer academies either directly or through partnerships. NSDC acts as a catalyst in skill development by providing funding to private enterprises, companies and organizations that provide skill training. The courses offered by the training partners are aligned with national occupational standards (NOS) under National Skill Qualification Framework(NSFQ) and these standards are created by Sector Skill Councils(SSC).It has a target to train 150 million people by 2022.

Skill Development Initiative Scheme(SDIS)

The Skill Development Initiative Scheme was launched by the Ministry of Skill

Development & Entrepreneurship, Government of India. Its target audience includes school leavers, workers, ITI graduates etc. and it offers short term training courses based on Modular Employable Skills (MES) which is a minimum skill set adequate for employment. The delivery mechanism is flexible (on-line, off-line, part- time, week-ends) and training is provided by the state government, private sector, industry etc. and assessment are done by independent bodies. These courses are available after class V and class V111 and certification is recognized nationally and internationally. These courses are related to automobile, retail, beauty therapy, construction, Indian food and Snacks amongst several others.

PradhanMantriKaushalVikasYojana (PMKVY)

This is the skill training scheme launched by the Ministry of Skill Development

& entrepreneurship on 15th July 2015 with an outlay of Rs.1500 crore. The scheme will be implemented through the National Skill Development Corporation (NSDC) and will give training to an estimated 24 lakhs over the next year. Training will be carried out against National Occupational Standards by the Sector Skill Councils and Third Party Assessment will be done to a target group of school drop-outs. This training will be aligned with the demands of the flagship programmes of the government like Swatch Bharat, Make in India, Digital India, Solar Mission

etc. Under the theme, financial reward would be provided to trainees World Health Organization or with success trained, assessed and licensed in talent courses travel by attached coaching suppliers.

Skill Development Programmes for the Rural Youth

The Ministry of Rural Development, government of India has initiated a special skill development programme for the rural youth living below the poverty line under SwarnaJayanti Gram SwarozgarYojana (SGSY-SP) and RUDSETI for setting up adequate infrastructure in each district in the country for skill training with a strong focus on entrepreneurial development. The SGSY has been restructured and renamed NRLM/Aajeevika (National Rural Livelihoods Mission) which emphasizes on maximizing the potential of the rural poor.

Private Initiatives

The private players which include NGOs, industry, educational institutions have

been involved in giving skill training to school and college drop-outs, school or college pass - outs or to individuals with no formal education. A recent initiative has been by the madrassas across Bihar and Maharashtra to impart skill training to 1200 Muslim youths by integrating with the government run Maulana Azad National Academy for skills (MANAS) with an objective of self- employment.

Skill Development Challenges In India

The talent development system in India is infested with multiple problems associated with awareness, perception, cost, quality and scale.

- Awareness, mindset and perception issues: Skill development in India is way below the requirements due to a lack of awareness on the type of courses as well as information on the ensuing career prospects. More significantly, there is limited acceptance of skill development courses as a viable alternative to formal education. Skilling is commonly viewed because the expedient meant for people who haven't been ready to progress within the formal educational system. This is part to try and do with the dearth of integration between the 2 choices and additionally because of rising aspirations for white collar jobs that necessitate higher qualifications. Moreover, talent development is commonly related to blue collar jobs, which is largely perceived to be of low dignity and provides low wages/salaries.
- Cost concerns: Owing to high capital necessities and low come back on investments, skill development is often looked at as a non-scalable model and remains underinvested. Additionally, a fee-based model conjointly faces challenges as prospective students area unit usually unwilling or unable to pay high fees for coaching. Even the bank's disposition to lend for talent

development activities is low as academic loans are perceived as high risk product because of uncertainty with relation to future employment.

- **Quality concerns:** To tackle this problem, considerable improvement of the quality of training is needed. In terms of infrastructure, the institutes often lack appropriate machinery to give students hands-on training. Even the course curricula often are outdated, redundant and nonstandardised. Additionally, the lack of industry-faculty interaction on course curriculae leads to irrelevant training modules. The availability of excellent quality trainers is additionally a key concern. While there is a need to constantly upgrade the training infrastructure, it is very expensive. This restricts the pace of modernisation and upgradation. Likewise, the method of standardisation is difficult in India.
- **Mobility concerns:** Additionally, there is limited mobility between formal education and vocational training in India due to lack of equivalent recognition for the latter; a student enrolled in vocational training often cannot migrate to institutes of upper education because of eligibility restrictions. However, under the on-going National Skills Qualification Framework (NSQF), attempts are being made to address the mobility issue by recognition of prior learning and establishing a credit system for skills, data and knowledge gained by a private either formally or informally. NSQF is predicted to modify multiple-entry and exit between education, skills training, general education, technical education and job markets.

Conclusion

There is no doubt that the government of India is giving impetus to skill development for the urban and rural youth. The policies and programmes by it-self may not work unless effective implementation and monitoring is ensured by all stakeholders.

To make India internationally competitive and to spice up its economic process any, a skilled workforce is essential. As a lot of and a lot of India moves towards the data economy, it becomes increasingly important for it to focus on advancement of the skills. For reworking its demographic dividend, an efficient skill development system is the need of the hour. Therefore to realize its bold skilling target, it is imperative to have holistic solutions of the challenges instead of piecemeal interventions.

To fulfill the world and domestic want for skilful men, the Government of India had initiated National Policy on Skill Development. However, on the opposite hand, there are lots of challenges in the way of achieving target such as quality of training, standardization of curriculum, recognition of course globally etc. India has lot to work on policies for the skill development and put efforts for effective implementation of these schemes. The adoption of a way a lot of sturdy approach is crucial for setting up place a high quality talent education and coaching framework within the country. It is tested from the higher than studies that existing

talent development policy ought to be changed in accordance with the necessity of the trade and international market. By establishment of Skill Development University in every state will fulfill the need of academic curriculum design, assessment and certification as per the global standard. Private participation are a lot of applicable in infrastructure development and coaching to the participants.

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