
SKILL INDIA MISSION

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Abstract

India is passing through the part of demographic transition that may well be the most important chance or the most important concern of the country relying upon the use of its large workforce. India adds twelve million individuals to its hands annually, however only a few have any formal talent coaching. Various schemes also are planned to attain this objective. It is not the time to supply individuals with ability coaching certificates; rather we'd like to supply folks that are literally employable. For the individuals with ability certificates the business should provides a premium and preference thereto certificate whereas hiring. If business doesn't show traction towards this the whole scheme won't be complete. We need to bring industries to the forefront of ability development instead of making centres of ability development across Bharat.

For any ability development effort to succeed, markets and industry need to play a large role in determining courses, curriculum and relevance. For this, employers have to be compelled to be place within the driving seat, with the government acting as a regulator and not the implementer.

Keywords: demographic transition, opportunities, effort, ability development,.etc

India is passing through the part of demographic transition that may well be the most important chance or the most important concern of the country relying upon the use of its large workforce. India adds twelve million individuals to its hands annually, however only a few have any formal talent coaching. Today, less than four per cent of the Indian workforce is skilled, in contrast to the 42 per cent in US, 76 per cent in Germany, 80 per cent in Japan and ninety six per cent in Asian country. Our hands readiness is one in all all-time low within the world and an oversized chunk of existing coaching infrastructure is tangential to trade wants. Skills and data area unit the driving forces of economic process and social development for any country. Countries with higher and higher levels of skills alter a lot of effectively to the challenges and opportunities of world of labor.

Why India needs Skill Development?

In the words of the Mahatma, “The brain must be educated through the hand. The teacher should learn the craft and correlate his data to the craft. The craft cannot be separated from education.”

A. Demographic Dividend:

1. Demographic dividend does not mean just people; it means skilled, educated or employed people.
2. The ‘demographic window’ is only a span of few decades.
3. It is worth mentioning here that India has 54 per cent of its total population below 25 years of age. Over the next 20 years, the labour force in the industrialised world is expected to decline by 4 per cent, while in India it will increase by 32 per cent who are not sufficiently skilled and employable.
4. A conservative estimated figure shows that 104.62 million fresh entrants to the workforce need to be skilled by 2022 in addition to the 298.25 million working persons needing skill training.

B. Sectoral mobilization:

1. Less number of people will be required to work in farming as productivity improves.
2. Skills are the bridge between good jobs and the workforce .Setting standards and quality of training is a pre requisite for skilling and its utilization.

C. New schemes:

1. Only a skilled workforce would lead to the success of initiatives like Make in India and Digital India and smart cities.

D. Skill Capital of World:

1. Skills are needed to those currently in colleges for them to be better employed.

F. Skill availability and accessibility to avenues for successful ventures can enhance the livelihoods of many.

Objectives of ‘Skill India’

The main goal is to form opportunities, space and scope for the development of the talents of the Indian youth and to develop more of those sectors which have already been anaesthetise talent development for the last such a large amount of years and conjointly to spot new sectors for talent development. Various schemes also are planned to attain this objective.

Features of ‘Skill India ‘

The emphasis is to skill the youths in such a way so that they get employment and also improve entrepreneurship.

The coaching programmes would air the lines of international level so the youths of our country can't solely meet the domestic demands however conjointly of different countries like the North American nation, Japan, China, Germany, Russia and those in the West Asia. Another exceptional feature of the ‘Skill Republic of India’ programme would be to form an indicator referred to as ‘Rural India Skill’, therefore on standardise and certify the coaching method.

Tailor-made, need-based programmes would be initiated for specific age groups which can be like language and communication skills, life and positive thinking skills, personality development skills, management skills, behavioural skills, including job and employability skills.

Programme seeks to create an end-to-end implementation framework for skill development, which provides opportunities for life-long learning. This includes incorporation of skilling in the school curriculum, providing opportunities for quality long and short-term skill training, by providing gainful employment and ensuring career progression that meets the aspirations of trainees.

It will align employer/industry demand and personnel productivity with trainees’ aspirations for property livelihoods, by making a framework for outcome targeted coaching.

It will build capability for talent development in crucial un-organized sectors (such as a result of the development sector, wherever there few opportunities for talent training) and supply

pathways for re-skilling and up-skilling workers in these known sectors, to change them to transition into formal sector employment.

It also seeks to develop a network of quality instructors/trainers in the skill development ecosystem by establishing high quality teacher training institutions. Maintain a national database, known as the Labour Market Information System (LMIS), which will act as a portal for matching the demand and supply of skilled workforce in the country.

This puts in context the various facets of this flagship mission and the various issues concerned with it along with way forward.

Issues in implementation of Skill India Mission:

- The targets allotted to them were terribly high and while not relevancy any sectoral demand. Everybody was chasing numbers while not providing employment to the youth or meeting sectoral business wants.
- No analysis was conducted of PMKVY 2015 (the 1st version of the theme) to seek out out the outcomes of the scheme and whether or not it had been serving the dual purpose of providing employment to youth and meeting the skill needs of the industry before launching such an ambitious scheme.
- the main target of PMKVY has been mostly on the short talent courses, leading to low placements. There has been an over emphasis on this scheme and hence it is seen as the answer to all skill-related issues.
- The controller and Auditor General (CAG) have got wind flaws within the style and operations of the NSDC and National talent Development Fund that has resulted in falling short of skill development goals. Majority of them conjointly couldn't accomplish the location targets for the trained persons.
- It highlighted that only 8.5 per cent of the persons trained were able to get employment. That is what has been claimed by NSDC.
- The government report has found fault with the STAR scheme on several counts. STAR offered college dropouts money incentives to amass new skills, but the report said that “of those who got their results, only 24% have received certificates and less than 18% have received monetary rewards. This is despite the actual fact that eightieth candidates reported having bank accounts, and 91.3% stated they had Aadhaar numbers”.
- The Report conjointly cites “serious conflict of interests” within the functioning of the National talent Development Corporation.

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- NSDC has not been able to discharge its responsibilities for putting in place sector talent councils (SSCs) due to countless instances of great conflict of interest and unethical practices.
 - But the committee said found that the NSDC did not follow any standard criteria for creation of SSCs which not only increased their number but created overlapping jurisdictions.
 - Another concern that arose was that the targets allocated to them were very high and without regard to any sectoral requirement. Everybody was chasing numbers while not providing employment to the youth or meeting sectoral trade wants.
 - There are apprehensions on what number of the eleven.7 million trained in the past two years are really in jobs.

Solutions

It is a path that needs to be treading carefully as it involves the future of our youth. Steps needed are:

- we'd like to possess a holistic approach to vocational coaching and talent development by having an outlined approach for each short and long training courses to fulfill the objectives of the Skill India programme.
- In respect of NSRD's activities i.e. core research, evaluation, data analytics and international partnerships need efficient handling, as a mere collection of raw data on various repositories may not portray the proper insights or serve any purpose.
- Merely sharing with the international expert or just importing overseas concepts followed in developed nation may not fetch us with any desired goal, but a clear understanding of trends in national economy, demographic parameters, heritage, culture and tradition(region-wise) and aspiration of people and other relevant indicators are essential before correlating the same for formulating new skilling strategies.
- More and more Indian Skill Development Services officers are to be recruited to work in the frontline administration, instead of engaging other services officers who do not possess the technical expertise vis-à-vis industry experience to supervise the skill development process in the country. ISDS service needs to be extended to the State's training directorates also.
- In NSDA for core research and data analytics job, a collaboration of core experts (from relevant occupations) with statistician and data analysts would probably fetch desirable outcome based on an in-depth understanding of futuristic direction.

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- Establishing a ability Development University to supply specialised degree programs which can offer advance skills.
 - Online learning system could be utilized to impart skill/craft along with using fixed infrastructure.
 - There area unit shining samples of ability Trucks operated in Brazil that take skills coaching to the agricultural, remote components of the country.
 - There should be increasing role of industry in all aspects of vocational training – providing latest machinery for training, governance, providing trainers from industry and doing assessment to ensure quality at each stage. Industry ought to emphasize on formal education and certification at the time of hiring and for career advancement.
 - Formal coaching programs for occupation school and trainers so they perceive this pedagogy.

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For any ability development effort to succeed, markets and industry need to play a large role in determining courses, curriculum and relevance. For this, employers have to be compelled to be place within the driving seat, with the government acting as a regulator and not the implementer.

The government has its task cut out. What is required could be a temperament to act, and to require the tough choices that may facilitate realise the 'Skill India' dream.

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