

# THE ROLL OF SKILL DEVELOPMENT AND OPPORTUNITIES IN INDIA

**Prem Singh<sup>1</sup> , Harvinder Singh<sup>2</sup>**

<sup>1</sup>Assistant Professor, Department of Physics , Sanatan Dharma College, Ambala Cantt

<sup>2</sup>Assistant Professor, Department of Commerce , Sanatan Dharma College, Ambala Cantt

---

## ABSTRACT

Skill is an important aspect of the personality development. Nobody can survive without creating and developing the skills for himself/herself. It is generally referring to the productive capabilities acquired through the use of learning and training. It is an important factor which provide the help to earn the livelihood. Today our economy is facing the various issues and challenging due to lack of skills. According to the 2011 Census, approximately 85 million young population is below poverty line. The first challenge in front of India is that of lack of skill in youth, which is a big issue for youth population to get good job in India. The second challenge is that many people are illiterate and they cannot take the employment due to illiteracy. There are different states facing big challenges in India about the skill development such as Jammu and Kashmir's unemployment is 13.17%, Punjab's 8.96%, Himachal Pradesh 11.69%, Delhi 9.3% and Haryana's 31%. Therefore, on the basis of this data, we identified that unemployment is the big issue for Indian Economy. This paper is based on various issues and challenges about the skill development for the youth population of India. It describes the role of skill development initiatives and its impacts on enhancing the employability skills, which in turn increases the opportunity of getting employed or become the most sought after in the job market in India.

**KEYWORDS:** Skill Development, Economy, Unemployment, Job, Youth.

## **INTRODUCTION**

Skilled manpower is the need of the hour and its development is a key concept and challenging task before the concerned authorities. Skilled manpower can be developed through the proper education system and training activities in the present scenario. For the developing economy, skilled and trained employees can be generated through the training programs and for this new syllabus and skilled trainers are required. With reference to the high demand of the specific skills, there is the need of the appropriate infrastructure for the development of skilled employees. It is often not met by the educational institutions due to lack of training institutions, training facilities and education policy. It can be through the availability of trained trainers to train required skills.

The success of every country depends upon the skilled and trained employees. These days, unemployment is a big challenge for every country. According to International Labour Organization, increasing unemployed youth population is one of the crucial problems arising in India. Several other developed and developing countries are also facing this problem. The Planning Commission of the Government of India indicates that the Indian economy is focusing on creating the job opportunities as well as self-employment opportunities.

Realizing the requirement and importance of the skill development, Government of India adopted the National Skill Development Program in its five-year plans. Government also focused on the formation of skill development institutions at the state and national level. The main focus of the skill development is to provide new skills and to upgrade the existing skills of the people. Because of the increase of population, unemployment is increasing in the country. The initiatives of skill development and entrepreneurship can provide the best opportunities and avenues to create new jobs.

### **UNEMPLOYMENT SCENARIO IN INDIA'S PERSPECTIVE:**

According to Centre of research of Indian economy, 53 million people in India are still unemployed upto December 2021 and this includes the large population of women. Out of this population, approximately 35 million unemployed people are those, who are actively seeking work while 17

million are those people who are willing to work but they are not actively seeking it. Table 1 depicts the position of unemployment arising in four states and one Union Territory of India.

**TABLE 1: UNEMPLOYMENT FOUR STATES AND ONE UNION TERRITORY OF INDIA (IN LAKHS)**

Name of State/Union Territory	Unemployment (in Lakhs)
Haryana	2.6
Punjab	4.5
Jammu Kashmir	5.9
Himachal Pradesh	2.5
Delhi	2.7

**Source: NSS 2009-10**

### **OBJECTIVES OF THE STUDY:**

The main objectives of the study are:

1. To provide the opportunities to youth of India regardless of their qualification to select training program for self-employment as per their interest.
2. To know about the various schemes launched by the Government of India.
3. To depict the state wise position of unemployment in India.

### **SKILL DEVELOPMENT INITIATIVES IN INDIA:**

#### **Schemes and Initiatives:**

Various schemes have been launched by the Government of India and its 11<sup>th</sup> five-year plan also emphasis on skill development schemes. These schemes are:

1. Rozgar Mela
2. Udaan
3. Capacity Building Schemes

### **OVERVIEW OF THESE SCHEMES:**

#### **Pradhan Mantri Kaushal Vikas Yojana 2016-2020:**

Ministry of Skill Development and Entrepreneurship has implemented the

Pradhan Mantri Kaushal Vikas Yojana. The scheme was launched on 16 July 2015. This scheme has provided employment opportunities to nearly 1 crore youth population in the country. The main motive of this scheme is to provide skilled knowledge to youth.

### **COMMON FEATURES:**

1. In this scheme, skill development training is provided free of cost.
2. It provides certification of skill to increase the employability of the youth population in India.

### **MAIN DATA:**

1. The Govt of India provided job opportunities to over 1 crore people through government jobs, private jobs and self-employment opportunities during the four years from 2016 to 2020.
2. Total outlay for the year 2020 was 12000 crores.

**(i) Centrally Sponsored Scheme:** It consists of the following points:

#### **A) Short Term Training:**

It provides 200-to-500-hour long skill-oriented training to youths.

#### **B) Recognition of Prior Learning:**

To provide 12 to 80 hours orientation cum bridge course for certificate to youth population.

#### **C) Special Projects:**

It provides skill-oriented training in some special areas for job assurance like training with employment guarantee with textile associations, mortgage firms, etc.

#### **(ii) Centrally Sponsored State Managed (CSSM):**

The State Skill Development programme is to provide quality skill training programmes to youth population in India. This scheme provides support and monitoring for significantly improving the effectiveness and efficiency of youth.

### **FEATURES:**

1. To provide better placement to young population, who are unemployed yet.

2. It would increase the capacity and capability of the skill development system.
3. It will support the training and capacity building initiatives for state specific traditional skills initiatives in the country by National Skill Development Corporation.

Generally, National Skill Development Corporation conducts a three days Rozgar Mela with the key activities mentioned as under:

Sr. No.	Activity Name	Description of Scheme
1.	Rozgar Mela	<ul style="list-style-type: none"><li>• Three days Rozgar Mela for job placement to youth population.</li><li>• There are more than 50 Companies participates in Rozgar Mela.</li><li>• Participation is open for all either school or college cadres.</li><li>• Selection based on interviews, written tests and group discussions.</li><li>• At the end offer letters are given to selected candidates.</li></ul>
2.	Skills Exhibition	<ul style="list-style-type: none"><li>• Three days exhibition are hold under this Exhibition.</li><li>• National Skill Development Corporation approved Sector Skill Councils.</li></ul>
3.	Counseling Camp	<ul style="list-style-type: none"><li>• Different activities are set-up to impart awareness to the participating youth about the skill development &amp; related schemes of Govt. of India.</li><li>• Career Mapping through Psychometric Tests.</li><li>• Played the role for personality developments</li></ul>
4.	Kaushal Mela	<ul style="list-style-type: none"><li>• To set -up the centre to register youth for the fresh skill development trainings during the 3 -day long event under Apprenticeship Program provided by the industries.</li></ul>

### **PRADHAN MANTRI KAUSHAL KENDRA:**

Under Skill India Mission, Ministry of Skill Development and Entrepreneurship (MSDE) has launched aspirational model for imparting the training centers in every district of India. These Kendra are taking steps towards creation of standardized infrastructure for delivery of skill development training to the youths of the nation. This program provides financial support in the form of a soft loan upto INR 70 lakhs to create training infrastructure facilities to young population.

### **SALIENT FEATURES:**

1. Standard of infrastructure requirements to ensure quality.
2. Courses generated to meet the need of young population.
3. Smart classrooms and audio-visual training aids.
4. Compulsory training in the manufacturing trades for the youths.
5. Compulsory industry seminars and guest lecturers for youths.

### **ACHIEVEMENTS OF SCHEME:**

Under this scheme, Pradhan Mantri Kaushal Kendra's allocated Skill Development and Entrepreneurship in approximately 738 districts across the country.

### **Udaan:**

Udaan is the Special Industry Initiative taken by Ministry of Home Affairs and implemented by National Skill Development Corporation. This programme is designed to encourage various industries to travel to India to engage youth population, who wish to improve their skills to work with industries.

### **OBJECTIVES OF THE SCHEME:**

1. To provide job opportunities to the graduate and post graduate youths in the best industries of India.
2. To invite the industries to provide good training to youth population.

### **Achievements of Scheme:**

As on 31<sup>st</sup> December 2018, 44,402 candidates had joined training under this scheme. Of these, 38,863 candidates had completed training and 19,767 had offered jobs across the whole country. Over 100 industries programs have been launched.

### **SCHOOL INITIATIVES AND HIGHER EDUCATION INSTITUTIONS INITIATIVES:**

In the school education space, National Skill Development Corporation expanded its footprint to two new states of Andhra Pradesh and Tamil Nadu, taking the total count of states and Union Territories engaged to 28 with a total of 9182 schools. National Skill Development Corporation has worked

with Ministry of Human Resource and Development(now Ministry of Education) to restructure the implementation model of skill development trainings in schools from 4-year (entry at class9<sup>th</sup> and exit at class12<sup>th</sup>) to 2-year model (entry at class 9<sup>th</sup> and exit at class 10<sup>th</sup>; again, entry at class 11<sup>th</sup> and exit at class12<sup>th</sup>). 73 Job roles (pegged at National Skill Qualification Framework Level 2 to 4) identified across 21 sectors will be offered in schools. National Skill Development Corporation also roped in Delhi Public Schools to initiate implementation of Skill Development courses.

National Innovation and Start up Policy-2019 (NISP) for students and faculty of Higher Education Institutions (HEIs) is initiated by Ministry of Human Resource and Development's (Now, Ministry of Education) Innovation Cell (MIC) and the All-India Council for Technical Education (AICTE). The main aim of Innovation and Startup Policy for students and faculty is to actively engage students and faculty in innovation and entrepreneurship related activities by enabling creation of a robust innovation and startup ecosystem in the institutions. The entrepreneurial ecosystem in the institutions will play a key role in identifying, mentoring, nurturing the innovative and entrepreneurial potential of students and faculty and transforming them into start up entrepreneurs by providing avenues of funding, investment opportunities and networking support to make the innovation and venture successful. This policy also facilitates in bringing uniformity in the institutions in terms of Intellectual Property ownership management, technology licensing and institutional Startup policy.

### **INDIA INTERNATIONAL SKILL CENTRES (IISC):**

Ministry of Skill Development and Entrepreneurship under the “Skill India” Mission has set up India International Skill Centre (IISC) to provide skill trainings and certification to youths in India. In the pilot phase, IISCs were set up through the National Skill Development Corporation (NSDC) and implemented the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and Pravasi Kaushal Vikas Yojana (PKVY) for the youths.

#### **Key focus areas of the IISC policy:**

Assessment and Certification on international standards as per best practices and recognition in different countries.

1. The counseling centers would help students to understand the various

overseas employment opportunities and match their skill and talent with the most relevant opportunities.

2. To provide only incremental skill training if found lacking in candidates.

### **Key Achievements of the IISC Program:**

1. 593 candidates enrolled and received domain training on international standards.
2. 459 candidates assessed and 286 candidates certified on domain skills on international standards.
3. 180 candidates placed (offline data)- 63 in overseas locations, 117 in domestic locations.
4. In terms of overseas placement, candidates were placed in United Arab Emirates (26% of candidates), Oman (60% of candidates), Qatar (8% of candidates), Singapore (6% of candidates).
5. Out of the total enrolled candidates in IISC, 430 candidates received 160 hours of Pre-Departure Orientation Training along with domain training on international standards.

### **CONCLUSIONS AND RECOMMENDATIONS:**

The demand for skill development has increased with the development of new technologies and to meet this demand various schemes have been launched for the youth population. For providing the job opportunities in India, Government of India has encouraged various schemes during Five Year Plans since the initiative of the planning period. Under National Skill Development Program, Government of India has established skill training institutions all over India. These institutions offer various courses to the unemployed youth population under various schemes launched by Government of India. In addition to this, Government of India initiated a number of employment-generating schemes to overcome the problem of unemployment.

In India, where the unemployment rate is high, skill development can be an effective treatment of generating self-employment among youths. Apart from centrally sponsored schemes, various development institutions in India offer both training and placements to youths under their skill development initiatives. Besides, small skill development initiatives taken by the states are



also helpful in providing employment to the number of young people. Understanding the necessity and emphasis of Government of India towards the skill and entrepreneurship development, Government of Haryana had founded the first Skill University at Dudhola in District Palwal in 2016. Haryana Skill Development is focusing on enhancing and upgrading the skills of youths and to strive for their excellence through implementation of skill development and entrepreneurship initiatives in the state.

There is the need to understand the problem of unemployment on a global level in order to enhance the employment opportunities for youth. Various provisions should be made not only for developing new skills but also for the upgradation of existing skills. Promotion of traditional skills within the country is essential to encourage the craftsmanship and utilization of resources. Training courses should be designed on the basis of availability of resources, so that income can be generated in India. Some vocational courses like hospitality and tourism should be given priority in skill development programs due to expectation of more growth in hospitality and tourism sectors in India from last few years.

### **WORKS CITED**

- B. Ramaswamy (2019). Skill Development in India, ISBN 935322280.
- R. Pandya (2018). Skill Development and Entrepreneurship in India.  
S.M. Venkatnarayana (2011). Youth Employment and Unemployment in India, Indira Gandhi Institute of Research and Development, Mumbai.
- A.V. Adams (2012). The Role of Skill Development in overcoming disadvantages, Global Report 2012.
- P. Sinha(2013). Combating Youth Unemployment in India.
- A.B. Wani et. al, Understanding the Role of Skill Development and Its Impact on Unemployment in Jammu and Kashmir, Kashmir Journal of Social Sciences, ISSN:0975-6620, vol: 6/7, pp.30-41.

### **SUGGESTED WEBSITES:**

<http://msde.govt.in/schemes/initiatives>

<http://www.skilldevelopment.gov.in>

<http://wwwcapfoundation.in>

World Bank report 2007.