

**Emerging Issues and Options of Skill India**

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**Abstract:-**

The present central government led by Shri Narendra Modi has taken the initiative for improvement of skill among the educated youth of our country so that the employability will increase which will ultimately improve the national productivity. In this connection some new skill development program has been taken into consideration both in central and state level of our country. Demand for skilled work force is the need of the hour and keeping this in mind the government has targeted to improve the skill of 500 millions of youth of our country by 2020. This initiative not only provide employment opportunity in the country but also enable the youth force to compete with other developed nations. In order to meet the program the govt. has set up a fund monitoring committee at the central level so that the financial position of organizations associated with this program will improve. Different technical courses and vocational education course should change and prepared as per the requirement of the corporate at large. Fund allocation and fund utilization can be made properly in order to achieve the maximum benefit from all these program. The target group will be the traditional, non- traditional, technical and non- technical youth of our country.

**KEY WORDS:-** Digital India, Make -in-India, job creation, youth skilling, Apprenticeship training, Sale of ambition, Inclusive growth, demand based system.

**Introduction:**

Skill refers to the process of being expert in a particular line of work for better performance. Effective performance is something different than performance. Now in the era of globalization and liberalization the work force should be competent enough to compete with the developed nations and to be competent skill is the only yard stick. India being a developing country having largest number of youth work force should possess skill which can be converted into employability and economical viability in the world.

Skill India was launched by the present prime minister Mr. Narendra Modi under different National policy with an aim to train the young educated youth of our country. Accordingly National Skill Development Mission, National Policy for Skill Development and Entrepreneurship, Pradhan mantri kaushal Yojana has been taken into consideration for skill India purpose. Like earlier schemes of Digital India and Make in India the present skill India Scheme is to create opportunity, space and scope for development by increasing employment opportunity in our country. At the same time this Skill India project will identify the new area of training by which 500 million youth of our country can be able to compete with other developed countries by 2020. This can create a sea change in the employment scenario of our country.

Skill India scheme has been designed in such a way that it will provide training, support and guidance to the traditional sectors like carpentry, cobblers, blacksmith, tailors, welders, masons etc and at the same time emphasis will be given to new sectors like real estate, construction, transportation, gem and jewelers, designing ,banking and tourism. It is felt that the skill in these sectors are not adequate in order to compete with the developed nations. Keeping this in mind the training programmers should be of international standard which not only provide skillful training to the educated youth of our country but also create the capacity to compete with other developed countries like US, Japan, China, Germany, Russia and other west Asian countries of the globe.

**Objective:**

1. To analyze the importance of skill development in India.
2. To highlight various skill development schemes.
3. To discuss different issues on skill development in India.
4. To study the operational challenges.

**Methodology:**

This study is analytical in character based purely on secondary data. The data are collected from books, journals, magazines, research articles and web sites.

**Need For Skill Development in India:**

India is a country where large number of educated unemployed youth are affected by the demand and supply issues. So far as the demand is concerned the professionals are not to the expectation and on the supply side there is no scope for creating more employment opportunity . As a result the job market is continuously getting less skilled employees which indirectly affect our economy. In order to change this alarming situation and to increase employability in the country skill India scheme is one of the most requirement of the situation.

The importance of skill India is felt due to the following grounds :-

- A. **LOW QUALITY EMPLOYMENT:-** Though more and more jobs are created now the quality of employment is falling down due to the technical knowhow of the employees. It is found out that 83percent of the engineering graduates are not employable. The required skill and knowledge is not with them, hence development of skill is the need of the hour.
- B. **LOW LEVEL OF EDUCATION:-** The quality and level of education is degrading day by day. The fundamental knowledge and basic idea about a discipline is not in full swing with the students now a days. As a result the education system has become only certificate oriented and employability has reduced to a maximum extent. So the skill among the learners should be improved so that along with degree or diploma they can give justification to that course for which the certificate is meant for.
- C. **HIGHER DROPOUT LEVEL:-** A survey conducted by ministry of HRD indicated that 43 percent of drop out every year in primary level of education . Most of the students in the primary level are not at all interested to come to school for primary education though govt. is spending millions of rupees for free education. It reflects that the skill of primary education is below the mark as a result the students are not motivated to come to school. The pattern of teaching and learning process should be changed with quality education system based on skill development which can minimize the drop out level.
- D. **LOW VOCATIONAL TRAINING:-** Vocational training is a yard stick for skill development. But the procedure followed in the present vocational institutions are not sufficient enough to improve the skill of the trainees. Job oriented education and vocational training should be imparted from higher secondary level so that a trainee can become expert in a particular line of work which ultimately help him/her to be self dependent.
- E. **INADEQUATE SERVICE TRAINING:-** On the job service should be imparted to the employees in the organization level so that they can carry out duty and responsibilities and at the same time can take training inside the organization in order to be fit for the job allotted to him/her in the organization. Now the system of on the job training is reduced to a great extent and the employees are only working in the organization to achieve the short term and long term objectives. It is desirable to improve the on the job training method inside the organization.

**Schemes of Skill Development in India:**

The National skill development policy was introduced by the central government in the year 2009. Accordingly National skill development mission was launched in the year 2010. Now the present central government has created a separate ministry of skill development and entrepreneurship. The purpose of this ministry is to take care of skill in different areas in order to create employment in the country.

Some of the schemes under this ministry are as follows:-

- A. NATIONAL SKILL DEVELOPMENT CORPORATION(NSDC):- This corporation is created under public private partnership(PPP) entity. The purpose of this corporation is to set up different skill development centers in the country. Under the scheme the corporation is authorized to establish certain autonomous industry led bodies for skill development. These industry led autonomous bodies will follow some national standards for improvement of skill in the country.
- B. NATIONAL SKILL DEVELOPMENT AGENCY(NSDA):- This is an agency created under societies Act. The primary objective of this agency is to rationalize the skill development schemes of government of India. At the same time the this agency will integrate labour market information system and facilitate the states for innovation of skill in different areas.
- C. DIRECTORATE OF TRAINING(DT):- In order to put importance in skill development this directorate has been transferred from labour department. The purpose of this Directorate is to set up new advanced training institute in the country for skill development. This Directorate will be in charge of setting up of different training institutions in public private participation mode. The training methodology will be advanced in nature so that the purpose of skill development can be fulfilled.
- D. PRADHAN MANTRI KAUSHAL VIKASH YOJANA(PMKVY):- This is a scheme which is meant for skill development of the educated youth of our country through training and orientation. This Yojana is targeting to train 24 lakhs of educated youth per year in different vocational institutions of the country. The successful trainees will be provided cash prize as monetary benefit and a certificate for skill competency.
- E. DEENDAYAL UPADHYAYA GRAMIN KAUSHAL YOJANA(DDUGKY):- This is a scheme introduced by the central government which will be implemented by all the state governments in order to improve the skill of the unskilled workforce. Under this scheme training will be provided to the students of under 15 years of age in different training centers of the country. It has been decided that at least 1500 to 2000 training centre will be established for this purpose and the Rural Development Ministry of each and every state will be in charge of providing policy guidelines, technical services, financial support and other facilitation to these institutions for training. The aim of this scheme is to make skillful to the unskilled youth of the country from the beginning.
- F. NAIMANZIL:- This scheme is meant for the dropouts of the youth either in primary or in secondary level of their education. Under this scheme they will be provided different vocational education and training so that it will be utilized by them in work place. This skill development scheme will improve the employability among the dropout youth of the country.
- G. USTTAD:- This scheme is meant for skill up gradation of Artisan and Craftsmen's of youth of the minority community . The aim and objective of this scheme is provide training to the traditional artisans and craftsmen. So that their skill will be developed and they can utilize this skill in different forums to compete with other competitors of the same profession. So that the scheme will not only conserve the traditional art and craft of the country but also provide employment opportunity in the minority community.
- H. NAIROSHNI:- The aim of this scheme is to provide leadership skill among the minority women of the country. Under this scheme training will be provided to the women group for formation of self help group and how to manage them with themselves for profitable purposes. This scheme will provide leadership quality and the women can able to come to the mainstream of development of our country.
- I. MANAS:- This scheme is introduced by central government to create and upgrade the entrepreneurial skill among the educated youth of the country particularly in minority community. For this training and orientation will be provided to the educated youth of our country so that they can be interested in entrepreneurial activity in their life. This scheme will not only create employment but also produce skilled entrepreneurs in the country.

The following table indicates the target of skilled workforce and the actual skilled persons in different years on the basis of different skill development schemes introduced in our country.

<u>YEAR.</u>	<u>TARGET</u> (in lakhs)	<u>ACTUALLY SKILLED</u> (in lakhs)	<u>ACHIEVEMENT</u> ( in percentage)
2011-12	46.53.	45.58	98%
2012-13	72.51.	51.88	72%
2013-14	73.42.	76.37	104%
2014-15	105.07	51.50	49%

(SOURCE:- LOKSABHA QUESTIONNAIRES)

### **Various Issues on Skill Development in India;**

Following are some of the issues on skill development in India:

- A. Scale of ambition: The current capacity of skill development is approximately 3 million per year and this capacity has been increased to 15 million in the 11th five year plan. It has a target of producing 500 millions of skilled workforce by 2022. This seems to be a major issue with the existing capacity and programme. Hence it is required to increase the capacity and other amenities so that the target can be achieved otherwise it will be in the pen and paper for statistics.
- B. High inclusivity: This is one of the major issue with the government in order to develop skill in the country. By skill development there is a chance of high inclusiveness in work place. Skill development can reduce the difference between male and female, rural and urban, organized and unorganized, traditional and contemporary work force. This inclusivity may create a sense of insecurity in the work force which may reduce the productivity level.
- C. Dynamic and demand-based system planning: Skill development in workforce ensures that the workers are trained and they can be adjustable in each and every changing demands of the technology. This will promote the work excellence and can meet the requirements of knowledge economy of our country. Hence it is desirable to have a dynamic and demand based planning strategy so that it can facilitate the working condition of the workforce. Till today less progress has been made in this area.
- D. Choice, competition and accountability: The skill development initiative will make the employees to be competitive and accountable for the work in workplace. In this way the attitude of the worker will change which requires a full fledged monitoring policy. Without a sound policy the initiative has no meaning and it will not work properly.
- E. Policy coordination and coherence: By skill development there will be employment generation and economic growth as well as social development. In order to ensure this there must be proper coordination between the policy makers and the policy users . Otherwise there will be a coherence due to lack of coordination between the forces of implementation and application. This coherence will create a major threat for successful implementation of skill development policy in the country. A better coordination is necessary between the state government, industry and other stake holders of the country.

**Operating Strategy of Skill India:**

Skill India is an operational strategy by the Indian government. Though it is already operated in the country still many more things to be done in this respect. Some of the operational strategy are mentioned below.

- A. Government financial support must complement private investment: As an operational strategy the government should formulate a policy by which the private funding can be available for skill development projects. The success of the skill development projects depends on PPP mode(public private partnership). There should be a clear cut policy on private investment on skill development projects of the country.
- B. States as key actors: The States being the key actors in Skill Development projects should attach prime importance for an integrated framework. Accordingly state level skill development mission should be established in different states of the country. These state level missions will work as nodal centre for skill development projects and implement the policy and guidelines framed by the central government.
- C. Deployment of funds: Utilization of funds should be one of the major strategy for skill development. It is desirable to utilize the available funds for up gradation of machinery, procurement of teaching and learning material, creation of latest technology infrastructure, Up dated infrastructure for rural and remote areas so that the fund utilization will be proper and worthy which can support skill development initiative.
- D. Focus on modular and short term courses: With fast changing skills in the labor market, focus would be on short term, relevant and effective courses in skill development so that the trainees will be equipped to maintain dynamism in work place. There should be an open feedback system so that the trainees can able to know where they are how to improve their skill to the need based technology in work place. More emphasis should be given for short term courses and training procedure in order to enable the trainees to be effective with in a stipulated time period. The training courses should be updated within a span of time in order to include latest innovation in the field of skill development which can make the trainees fit for global competition .
- E. Separate financing from delivery: It is desirable that the finance available for skill development projects should be separated from delivery agencies. Establishment of National Skill Development Corporation is an initiative by the central government in this front. As most of the government funds are available only for government delivery. So options for skill development project finance is not possible at all. Now the problem can be minimized to some extent and the government is trying to include private partnership as funding agency of for skill development projects of the country.
- F. Create infrastructure for on-the-job-training and encourage apprenticeships: It should be the policy of the government to provide on-the -job-training to the workers in the organization so that the day to day work of the organization will not hamper and at the same time the workers can be more efficient in their work. The Apprenticeship Act-1961 should be modified according to the present needs of the large number of skilled and semi skilled workforce of our country.
- G. Assessment and certification should be effective:- All the public and private training institutions should be assessed with in a stipulated time period and the training procedure should be changed according to the need of the enterprise. Quality assured training should be provided by the skill development agencies so that the learner will be able to stand on his feet for livelihood. The certification process should be converted into a credibility process so that the duplication of training certificate can be eradicated as a result the employees who are real time trainers only get the scope of employment and promotion in work place.

**Conclusion:**

1. Skill development is imperative in order to create job opportunity for the educated youth of our country.
2. The requirement of manufacturing sector can be fulfilled by skilling at least 500 million youth by year 2020 in order to provide employment opportunity.
3. The Apprenticeship Training program can solve the requirement of technical manpower in different technical organizations in near future.
4. The initiative of skill development will enhance not only the employability but also the economic growth and social development of our country in near future.
5. The strategy of skill India should focus on modular courses in different training institutions so that skill training to the students can be useful for employment purposes.
6. Effective assessment and credible certification is the need of the hour so that qualitative skill training can be possible which improve the employability of our country.

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