



Skill Development Programmes In India: Ministries and Challenges

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ABSTRACT

The present research project titled "skill development programmes in India: Ministries and Challenges" is an attempt to critically examine the various major challenges face by India after the launch of skill development mission and also study the progress of programme of skill development mission in India. Skill development programmes are meant for providing decent employment opportunities to the young population with an aim of achieving faster, sustainable and inclusive growth. The government initiatives that are targeting masses by providing them formal training (long term/short term) in various sectors include in skill development programmes. These Programmes are directed towards empowering individuals through improved skills and for development of equitable society. The study is descriptive in nature and secondary data from various research papers and various official website are used for collection of data. The findings of the study are helpful to address challenges faced, various programmes running under different ministries and progress of programmes.

Key words: skill development programmes, demography dividend, challenges, status.

INTRODUCTION

India is one of the youngest country in the world, with more than 54 percent of the overall population under the age of 25 and Indian workforce is the second largest in the world after China. While China's demography dividend has expected to start tapering off by 2015 and India will continue to enjoy it till 2040. However, India's formally skilled workforce is approximately 2 percent, which is dismally low compared to other countries. The world economy as well as India, equally requires a skilled workforce. If India intends to promote the country's growth, our goal has to be the skill development of millions of Indian youth. So there is a need to focus on improving the employability of graduates. The government of India has formulated National Policy on Skill Development to create a workforce empowered with skills, knowledge with internationally recognized qualifications to gain access to decent employment. It aims to increase in productivity of the workforce both in the organized and unorganized sectors, encouraging youth participation and coordinating efforts from various sectors to modernize the existing system.

SKILL DEVELOPMENT IN INDIA: AN OVERVIEW

On July 15, 2015, in recognition of World Youth Skills Day, the Indian government introduced the National Skill Development Mission and the National Policy for Skill Development and Entrepreneurship. The "demographic dividend" in India is an excellent window of opportunity. This "demographic dividend" refers to the youth population compared to major developing and developed countries. India has a higher proportion of the working population than the entire population. It is expected that the ageing economy will globally create a skilled workforce shortage of about 56.7 million by 2020. India has the opportunity to become a global reservoir of skilled workforce, accounting for 28% of the graduate talent pool among 28 of the World's lowest cast economies. Indian will contribute 15% to 17% in global working population by 2022. All members of the labour force, including those joining the workforce for the first time (12.8 million yearly), those engaged in the organized sector (26.0 million), and those laboring in the unorganized sector (433 million in 2004–2005), are the target market for skills training. Currently, India's skill development capability is roughly 3.1 million individuals yearly. In India, skill acquisition occurs through two primary structural streams a small formal one and a large informal one. The formal structure includes the following:

- Higher technical education imparted through professional colleges
- Vocational education in schools in the post-secondary stage
- Technical training in specialized institutions
- Apprenticeship training

Through various professional institutions, several agencies offer vocational education/training at various levels of higher professional and technical education, especially in the fields of agriculture, education, engineering and technology, and medicine. To achieve the "Skilled India" objective, the

ministry intends to skill on a wide Scale with pace and quality standards. The skill India project was introduced in 2015 with the target of training over 500 million people in various skills by 2022.

REVIEW OF LITERATURE

From the literature it is very clear that there is urgent requirement of focusing on the education enhancement and skill development youth to make them employable. India has right time to get benefits from demographic dividend by investing in the skill training and development opportunities. (Sharma and Nagendra, 2016, Cabral and Dhar, 2019, Jamil Ahmad, 2021) One of the major challenges in skill development programmes in our nation is that the majority of the workforce is in the informal/unorganized sector and is unaware of government programmes. It is necessary to enhance skill capacity by approximately 15 million people every year. To make "Make in India" project successful, youth of the nation should be empowered with formal education, technical and vocational training to meet the Industrial requirement as per global standards Deka and Batra (2016) and Rupam Jyoti Deka and Bhavika Batra (2016). Thakur, Agrawal and Mini (2019) concluded that skill training helps construct capacities, empowers people to acquire vocation, and enables them to earn a livelihood. Huded and Maradi (2020) rural development and self employment offer plenty of opportunities to the rural youth, especially for women and these schemes performs well in promoting women's entrepreneurship. Joshi Ashwani Kumar and Pandey K.N. (2020) examined the youth awareness, perception and mobilisation about the PMKVY training in Haryana state and concluded that youths of Haryana are aware about the PMKVY training but a lot of improvement is needed to terms of quality training and also in infrastructure.

OBJECTIVE OF THE STUDY

1. To study challenges of skill development mission.
2. To study the progress of skill development programmes running under different ministries in India.

RESEARCH METHODOLOGY

1. The research design is descriptive in nature.
2. The Researchers used secondary data from reputed journals, annual reports and official websites covering comprehensive academic literature on skill development in India.

SKILL DEVELOPMENT IN INDIA: CHALLENGES

The quantitative dimension of the skill development challenge can be estimated by the following:

1) About 80 percent of new entries to the workforce have yet to have an opportunity for skill training. Against 12.8 million new entrants to the workforce per annum, with the existing training capacity is 3.1 million per annum. India has projected to grow at an average rate of 8% in the next ten years. More than 700 million Indians are estimated to be working age by 2022. Out of these more than 500 million require vocational or skill development training. The country has set a tough challenge in the field of vocational education and training. It aims to increase the percentage of the workforce with the formal skill to 25% at the end of the plan. It is estimated that 50-70 million jobs will be created in India over the next five years and above 75% -90% of these additional employment avenues will require some vocational training. In India, about 12 million poor join the workforce each year, comprising highly skilled semi-skilled & unskilled. The current skill capacity of the country is about four million. It is therefore required to enhance skill & technical education capacity to about 15 million.

2) About 2 percent of the existing workforce has skill training against 96 percent in Korea, 75 percent in Germany, 80 percent in Japan, and 68 percent in the United Kingdom (NSDA, 2016). Data reveals that 38.8 percent of the Indian labor force is illiterate, 24.9 percent of the labor force has had to school up to the primary level, and 36.3 percent had to school up in the middle and higher level (GOI, 2016).

3) Public perceives skilling low level job and also take it as last option meant for those who have not been able to progress in the formal academic system. Majority of youth want white color jobs with lavish life style.

4) There is a lack of flexibility between skill and academic programmes as well as vocational training.

5) The absence of economic training in the traditional education system.

SKILL DEVELOPMENT: MINISTRIES AND PROGRAMMES

Skill development mission is started with a vision to create regular opportunities for the youth and enable them to acquire skills of their choices and to support them with the means of creating sustainable livelihoods. Many programmes of different ministries are running under one umbrella of skill development programmes. The list of various ministries is given here under:

National Skill Development Corporation (NSDC): It is a unique organization under public private partnership mode, under the Ministry of Skill Development & Entrepreneurship. It aims to promote skill development by creating prominent and quality-oriented training institutes all over the country. By sponsoring firms, businesses, and organizations that would provide skill training, NSDC acts as a facilitator for skill development.

National Skill Development Agency (NSDA): It is an autonomous body of the Ministry of Skill Development and Entrepreneurship. It ensures that the skilling needs of disadvantaged and marginalized groups like SCs, STs, OBCs, minorities, women and differently-able persons are cared for without bias.

Ministry Of Skill Development and Entrepreneurship (MSDE): It is responsible for coordinating overall skill development initiatives across the country, establishing the vocational and technical training framework, skill up-gradation, the creation of new skills, and creative thought for both present and future jobs.

Deen Dayal Upadaya Grameen Kaushalya Yojana (DDU-GKY). It was launched by ministry of rural development with the vision of transforming rural youth into an economically independent and globally relevant workforce. Under this programme, rural skill centers have been constructed in various government senior secondary schools in Punjab.

Table 1

STATUS OF SKILL BENEFICIARIES UNDER DDU-GKY

Financial Year	Candidate Trained	Candidate Assessed	Candidate Placed	Placed %
2019-20	1081101	880030	592189	67.29 %
2020-21	1119415	899451	641752	71.34%
2021-22	1220592	1026230	757698	73.83%
2022-23	1329885	1085510	810154	74.63%

Source: <https://ddugky.gov.in>

*Percentage has been calculated from total assessed / total placed

The above table 1 shows data of skill development beneficiaries enrolled under DDU-GKY program achievements across various financial years from 2019-20 to 2022-23. In the year 2019-20 program placed 592189 (67.29 %) skill development beneficiaries. Performance in the year 2020-21 is very satisfactory as the number of skill development beneficiaries placed in the pandemic period was 641752 (71.34%) and over a million skill beneficiaries trained under these programmes. In the year 2021-22 number of placed skill development beneficiaries employed is 757698 (73.83%) and it is more than the pandemic period. While in the financial year 2022-23, more than 1.3 million skill development beneficiaries get training and 810154 (74.63%) get placed.

Pradhan Mantri Kaushal Vikas Yojana (PMKVY). It is the main programme under the ministry of skill development and entrepreneurship. The initiative allows many Indian youths to acquire industry-relevant skill training, which will help them to build a better future. An individual with prior learning experience or skills has been assessed and certified under recognition of prior learning. The scheme will be implemented through the National Skill Development Corporation. The target is to benefit 24 lakh youth at an approximate cost of Rs. 1,500 Crore.

Table 2

STATUS OF SKILL BENEFICIARIES UNDER PMKVY

Programme	Trained	Certified	Placed	Placed %
PMKVY 1.0	1986016	1451636	266926	18.38%
PMKVY 2.0	11000708	9153652	2141575	23.39%
PMKVY 3.0	737472	414558	42043	10.14%
All	13724196	11019846	2450544	22.23%

Source: <https://pmkvyofficial.org/Dashboard.php>

*Percentage has been calculated from total assessed / total placed.

From the above table 2, we can conclude that under PMKVY 1.0, the total trained skill development beneficiaries are 19.86 lakhs, and out of trained skill development beneficiaries, only 2.62 lakhs (18.38%) get placed. Under PMKVY 2.0, a total of 1.10 crore have been trained, and only 21.41 lakh (23.39%) certified candidates are placed. Under PMKVY 3.0, 73 lakh skill development beneficiaries are trained, and 4.20 lakh (10.14%) are placed throughout India. From the above data, over 1.37 crore skill development beneficiaries to date are trained from the PMKVY program, and more than 24 lakhs (22.23%) of skill beneficiaries are placed.

Pardhan Mantri Kaushal Kenders(PMKK) Ministry of skill development and entrepreneurship (MSDE) will establish idealistic Multi skill training centres in every district throughout the country. These idealistic training models are referred as pardhan mantri kaushal kenders. The centres' stability would be supported by specific training under the Pradhan Mantri Kaushal Vikas Yojna (PMKVY) or its equivalent programmes.

Table 3

STATUS OF PMKK SKILL CETERS

S.no	STATE/UT	Number of PMKK
1	Andaman and Nicobar Islands	2
2	Andhra Pradesh	25
3	Arunachal Pradesh	21
4	Assam	33
5	Bihar	50
6	Chandigarh	1
7	Chhattisgarh	27
8	Dadra & Nagar Haveli	1
9	Daman & Diu	2
10	Delhi	11
11	Goa	2
12	Gujarat	34
13	Haryana	24
14	Himachal Pradesh	12
15	Jammu and Kashmir	23
16	Jharkhand	24
17	Karnataka	36
18	Kerala	20
19	Lakshadweep	1
20	Madhya Pradesh	52
21	Maharashtra	52
22	Manipur	16
23	Meghalaya	11
24	Mizoram	8
25	Nagaland	11
26	Odisha	30
27	Pondicherry	4
28	Punjab	25
29	Rajasthan	35
30	Sikkim	4
31	Tamil Nadu	41
32	Telangana	33
33	Tripura	8
34	Uttar Pradesh	97
35	Uttarakhand	13
36	West Bengal	48
Total		837

Source: <https://nsdcindia.org/pmkk>

From the above table 3 it is seen that there are total 837 PMKK centers in all India. Uttar Pradesh has 97 centers which is the most number of PMKK centers from rest of the states in India. Whereas various UTs like Chandigarh, Dadra & Nagar Haveli and Lakshadweep has only 1 PMKK center.

National Urban Livelihood Mission (NULM). It was launch by ministry of housing and urban affairs with aimed at providing skills to unskilled urban people and also helps in enhancing their existing skills. The program offers skill training for urban people in order for them to start their businesses or get regular employment in the private sector

Table 4

STATUS OF SKILL BENEFICIARIES UNDER NULM

Financial year	Trained	Placed	Percentage
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2018-19	314930	186005	59.06
2019-20	162745	78077	47.97
2020-21	52605	15118	28.73
2021-22	124708	40806	32.72

Source: <https://mohua.gov.in>

The above table 4 shows data of skill development beneficiaries enrolled under NULM program achievements across various financial years from 2018-19 to 2021-22. In the year 2019-20 program placed 186005 (59.06%) skill development beneficiaries. In the financial year 2019-20 over 1.6 million beneficiaries are trained and 78077 (47.97%) are placed under various industries of India. Whereas the data in the year 2020-21 changed due to covid pandemic and only 15118 (28.73%) beneficiaries are placed. While in the financial year 2021-22 only 1.2 lakhs skill development beneficiaries get training and 40806 (32.72%) get placed.

SEEKHO AUR KAMAO: In 2013, the Ministry of Minorities introduced Seekho aur Kamao (Learn & Earn) a placement-linked Skill Development Scheme for Minorities. The programme aims to enhance the skills of minority youth in a wide range of modern/traditional skills based on their qualifications, current economic trends, and market opportunity, which can lead to suitable employment or equip them for self-employment.

Table 5

STATUS OF SKILL BENEFICIARIES UNDER SEEKHO AUR KAMAO

Financial year	Target	Trained	Grant released
2017-18	120000	112440	Rs. 186 cr.
2018-19	120500	58606	Rs. 175.73 cr.
2019-20	89450	40253	Rs. 116.82 cr.
2020-21	26550	23200	Rs. 208.11 cr.

Source: <https://minorityaffairs.gov.in>

The above table 5 shows data of skill development beneficiaries enrolled under seekho aur kamao program achievements across various financial years from 2017-18 to 2020-21. In the year 2017-18 program target 120000 beneficiaries and trained 112440 with Rs.186 cr. grant released. In the financial year 2018-19 120500 beneficiaries were targeted and 58606 get trained with Rs. 175.73 cr. grant released. Whereas in the financial year 2019-20 target 89450 beneficiaries and 40253 are trained with Rs. 116.82 cr. grant released. Financial year 2020-21 is also called by pandemic period and only 26550 beneficiaries target and 23200 get trained with Rs. 208.11 cr. grant released.

CONCLUSION

Our PM Narendra Modi has called for making India as skill Capital of the world and the right step in this direction is forming Nation skill Development Mission. Against 12.8 million new entrants to the workforce per annum our current skill capacity of the country is about four million. Only 2 percent of the existing workforce has skill training and rest of the labour is working in unorganized sectors. Whereas 38.8 percent of the Indian labor force is illiterate, 24.9 percent of the labor force has had to school up to the primary level, and 36.3 percent had to school up in the middle and higher level. To enhance skill & technical education capacity to about 15 million our public perception about skilling a low level job has to change. With the help of state governments, the government of India has taken up several skill development initiatives in the recent past. Various ministries have been set up to enable Indian youth to take up industry-relevant skills that help them secure their future. DDUGKY, PMKVY, NULM and SEEKHO AUR KAMAO skill training programmes are designed to trained corers of skill beneficiaries and placed them in different sectors in India. These programmes made considerable progress, and most skilled beneficiaries have emerged from various regions with fresh ideas within India. These skill development programmes contributed to Skill India's objective, i.e. to become the world's skill hub by 2025.

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