



## Skill India

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**Skill India**  
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### ABSTRACT

The Skill India Campaign was introduced by Prime Minister Narendra Damodardas Modi on July 15, 2015. The initiative seeks to offer training to 400 million (40 crore) persons in India in diverse skills by 2022 so that they can achieve jobs. Government initiatives such as the National Skill Development Mission, the National Strategy for Skill Development and Entrepreneurship, 2015, Pradhan Mantri Kaushal Vikas Yojna (PMKVY), and the Skill Loan Scheme are all part of this campaign. The programme intends to develop the adolescents' skills in a way that will enable them to find jobs and enhance their entrepreneurship abilities. For all traditional occupations including carpenters, cobblers, welders, blacksmiths, masons, nurses, tailors, and weavers, among others, it included training, support, and direction. More focus will be placed on emerging industries including real estate, building, transportation, textile, the gem industry, jewellery design, finance, tourism, and other sectors where skill development is insufficient or nonexistent under this campaign.

The creation of a trademark named "Rural India Skill" as a means of standardising and certifying the training process is another noteworthy aspect of the Skill India programme. For particular age groups, need-based, tailor-made programmes would be launched that might focus on things like language and communication skills, positive thinking and life skills, personality development skills, management skills, behavioural skills, and employability and work skills.

The major goal of Skill India is to provide direction, boost production, and instill confidence through appropriate skill development. The kids can get blue-collar work thanks to Skill India. This essay aims to analyse the benefits and possibilities of the Skill India campaign. The goal of the essay is to analyse the employment potential that the Skill India initiative can create.

**Keywords:** Skill Development, Employability, Training, Entrepreneurship.

### 1. Introduction

Prime Minister Narendra Modi introduced the Skill India initiative, a government programme, in 2015 with the goal of training more than 40 crore Indians for various employment in allied industries. The National Skills Development Corporation of India oversees its management. The goal of this project was to establish and implement thorough skill development training programmes that would aid in bridging the gap between industry demands and skill requirements, so advancing the growth of the entire nation. The Skill India programmes involved putting in place curriculum-based skill training programmes, where learners would receive certificates and endorsements from learning facilities that were well-known in the industry. The goal included including skill-based learning in the school curriculum and fostering both long-term and short-term possibilities for skill training and employment. By 2022, the goal is to have a workforce that is empowered thanks to various programmes and training opportunities.

The programme intends to develop the adolescents' skills in a way that will enable them to find jobs and enhance their entrepreneurship abilities. For all traditional occupations like carpenters, cobblers, welders, blacksmiths, masons, nurses, tailors, and weavers, among others, it includes training, assistance, and direction. This programme will place more of an emphasis on emerging fields including real estate, building, transportation, textile, the gem industry,

jewellery design, and other industries where skill development is weak or nonexistent. The training programmes would follow worldwide standards so that our nation's youth could fulfil not only local expectations but also those of nations like the United States, Japan, China, Russia, and those in West Asia

It is essential for children to develop their skills while still in school in order to prepare them for appropriate employment prospects. To ensure balanced growth across all industries, it is important to treat all employment equally. Every job candidate will receive training in soft skills as part of the programme to help them lead respectable lives. To acquire the best outcome in the shortest possible period corporations educational institutions, and society would help in the development of the talents.

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## 2. Objective

1. To analyse the importance of skill development in India.
2. To highlight various skill development schemes.
3. To discuss different issues on skill development in India.

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## 3. 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.

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## 4. Need for skill development in India

With India being a 'young' country due to its 75% working age population, development of a skilled and educated workforce will play a significant role in enhancing its overall economy. 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.

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## 5. Importance

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

**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 83% 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.

**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.

**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.

**Higher dropout level:** A survey conducted by ministry of HRD indicated that 43% 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 government 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.

**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.

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## 6. 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:

**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.

**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. This industry led autonomous bodies will follow some national standards for improvement of skill in the country.

**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 this agency will integrate labor market information system and facilitate the states for innovation of skill in different areas.

**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.

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## 7. Various issues on skill development in India

**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 11<sup>th</sup> five year. It has a target of producing 500 million of skilled workforce by 2022. This seems to be a major issue with the existing capacity and programme.

**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.

**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.

**High inclusivity:** This is one of the major issues with the government in order to develop a 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.

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## Literature review

**Prasad and Purohit (2017):** Conducted a study on "Skill Development, Employability and Entrepreneurship through Make in India: A Study". The objectives of the study were to understand through the review of literature and the effect of Make in India Initiative on employability, understand the present status of skill development in India. The paper is based on exploratory research based on the secondary data and information sourced from libraries, relevant books, journals, magazines and government portals of Make in India, Skill India, etc. The study concluded that the overall status of skill capacity available, skill requirement, skill gap and initiatives taken by Government of India for Skill Development. 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 and Market requirement as per global standard. Despite various efforts and investments in shaping the skills of a huge labor force there are grave drawbacks in the system. The vocational training should start from High School. Students should be made industry ready by making the curriculum for professional courses such as Engineering and MBA in a way that provides complete on the job training. The standard and quality of training needs to be upgraded. Soft skills training along with technical skills will bring desired results.

**Hazarika (2016):** Conducted a study on "Skill Development for Rural Entrepreneurship: A Study on State Institute of Rural Development (SIRD), Assam". The objectives of the study were to examine different skill development facilities provided by State Institute of Rural Development for Rural entrepreneurship, to study the motivational role of training and its effect on starting an enterprise in rural areas and to suggest measures to improve entrepreneurship development through institutional support in rural areas of Assam. The study is based upon the methods of survey research and the data which were collected both from primary and secondary sources. In order to make the study more relevant, it has been purposively decided that the study would be carried out on 40 rural entrepreneurs (men and women) who have started their enterprise after receiving training from SIRD, Amoni Growth

Centre located in the Nagaon district of Assam. It is observed that overall employment in the sample units has increased at rate of 23 percent from the initial year of establishment. Apart from a change in the income level of the entrepreneurs the enterprise may also affect other members of the society, it is found that 67 percent of the entrepreneurs agreed that their standard of living have improved. In the study district, it is also found that 63 percent of the entrepreneurs have developed their leadership skills through various training programs on motivation and are able to approach financial institutions without hesitation. From the study it is found that 59 percent of the respondents have upgraded themselves technically with the support of technically skilled trainers. The study also revealed that 52 percent of respondents could efficiently allocate available resources. It is found that from the randomly selected respondents, 30 percent were women. Out of them, 71% have successfully established their small enterprises and earn their livelihood. In the study district, it is found that only 13 percent of the respondents have come to know about the programs through print media. Others have joined the trainings when they came to know about the same from friends and relatives.

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## 8. Conclusion

1. The Apprenticeship Training program can solve the requirement of technical manpower in different technical organizations in near future.
2. 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.
3. Skill development is imperative in order to create job opportunity for the educated youth of our country.
4. A great step is taken by developing country as developed India by motivating the talent of youth to make the future bright.
5. The biggest challenge which observed in two ways of generating massive employment generation opportunities and increasing the employability and skills of the Indian youth.

## 9. Reference

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