

SKILL DEVELOPMENT INITIATIVE- LITERATURE REVIEW

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ABSTRACT

This study is to investigate the existing literature for the skill development mission and leveraging the demographic proportion in India by making them more skilled and employable. This literature survey is to review the various initiatives taken by Govt. of India, programs conducted through public and private partnership, ways to increase the employability skills, challenges faced for the success of the program, etc. Paper also discussed about the skills imparted through educational program, quick learning age group and requirement of additional sector specific courses. Hence it is a study to investigate what is need, challenges and scope of the skill development program.

KEYWORDS: Skill Development, Training, Employability, Entrepreneurship, Educational Program.

Introduction

The government has recognized the need for Skill Development with the 11th Five Year Plan providing a framework to address the situation. The first National skill Development Policy was framed in 2009 and subsequently a National Skill Development Mission was launched in 2010. The 12th Five Year Plan observes that Skill development programmes in the past have been run mainly by the government, with insufficient connection with the market demand. It has called for an enabling framework that would attract private investment in vocational training through Public-Private Partnership. A department of skill Development and Entrepreneurship was created under the Ministry of Youth Affairs and Sports in July, 2014 and was subsequently upgraded to full-fledged ministry in November 2014. The role of the ministry involves coordinating and evolving skill development frameworks, mapping of existing skills and certification, industry-institute linkage, etc.

Today India's demographic dividend is benefited due to rise of working age group (15-59 years) as compared to dependent population(0-14 and above 60 years). Figures say that by 2035 the youth escalation will be on peak providing abundance of human capital to energise the growth of the economy. India will need to add 109.73 million people by 2022 to fill the skill gap in various sectors. Based on the reported skill gaps in the state-wise reports, and data derived from the sector-wise reports of NSDC, there is a 33% difference between the incremental manpower requirement estimations of the state-wise skill gap reports and state-specific breakups of the same derived from the sector-wise reports. If the skill India development schemes Implemented successfully India may lead to manpower surplus of approximately 47 million. Moreover due to aging effect globally India can become the major supplier of manpower in filling the huge manpower shortage by 2020. Ministry of skill development and entrepreneurship is responsible for skill development effort and removal of disconnect between demand and supply. Under the leadership of our honorable Prime Minister Sh. Narendra Modi various schemes are launched for developing skills focusing on the employability. NSDC and various sector skill councils had tied up various training partners and training centers who are working on the guidelines of NSDC and providing the QP and NOS recommended courses. At present around 91, 91,675 people are trained and 35, 77,444 people are placed after getting trained through around 290 training partners and 4,526 training centers. Among these many may have open up their own startups and created more jobs.

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Literature Review

Gawade Santosh Bhiwa “Skill Development-an engine of economic growth” found that although India had acquired the membership of G20 countries still our human development index is low and requires a huge intervention and initiatives from the government. Our expenditure on education share 3.4 of GDP in comparison of other countries like thailand which share 7.6 share of GDP. India's world population share is 17.6 % having the largest number of working age group providing an opportunity to achieve inclusion and productivity through investing in education and enhancing the technical skill, soft skill and industry knowledge of Indian youth. Government has taken initiative like launch of National Skill Development Council, National Knowledge Commission, etc to promote skill development programs in various sectors.

Anita Singh and Rinku Sanjeev (2016) “Need For Re-Skill training towards Make in India Initiative” carried out exploratory factor analysis to identify the factors affecting employee's attitude towards re-skilling training programmes in IT sector. Factors identified are need orientation, appropriate re skill training, soft skill training, value addition, updated knowledge, and advance growth on which factor matrix was created and tested by KMO and Bartlett's test which depicts 0.585 KMO measures of sampling adequacy and 892.952 of chi values. The findings suggested attitude of employees is influenced by the factors tested.

Sushendra Kumar Misra (2015) “Skill Development: A Way to Leverage the Demographic Dividend in India” the objective of the study was to understand the present skill development policy and through skill development schemes finding out the way to produce world class skilled manpower. Paper discussed about the policies of National skill development council, National Skill Development Co-ordination Board, and National Skill Development Agency and concluded that existing skill development policy should be modified in accordance with the need of the industry and global market and should promote the private partnership to accomplish the skill targets.

Sanjay S. Kaptan (2014) “Skill Development and Capacity Building-Role of education Institution” the study discussed about the importance, role, and need of skill development and capacity building programme as the principal purpose of education. Paper discussed about the suitability of education to meet the requirement of industry and labour market, improving the quality and competency of labour through skill development programme as conventional education system lack synergy between industries and institutions. Paper finally concluded that there is a strong need of capacity building & skill development programmes and there should be strong active participation of educational institution to accomplish the mission.

Sanjeeb Hazarika (2016) “Skill Development for Rural Entrepreneurship: A study on State Institute of Rural Development (SIRD), Assam” the paper attempt to find out the different skill development facilities provided by State Institute of Rural Development for rural entrepreneurship and to examine the motivational role of training provided by the institute in assam. Paper discussed about various, infrastructural facilities like resource centre, Development and Management of Growth centre and common facility centre, resource centre in IT motivational infrastructure, SATCOM and training programmes conducted by the state institute rural development. Study found out that due to lack of awareness growth of enterprise in Assam is comparatively low.

Karanveer and Amandeep (2015) “Skill Development in Higher Education: Trends and Issue” studied the present scenario of India on skill and education, examine opportunities available to learners, and suggested the future prospects of skill development. Comparing the percentage of employers experiencing in filling job vacancies world-wide India rank on 7th position facing major difficulty in the field of Accounting & Finance Staff ,IT Personnel, Secretaries, PAs, Receptionists, Admin Asst. & Office Support Staff , Teachers, Engineers, Marketing / Public Relations / Communications Staff Sales Managers, Management / Executive (Management / Corporate),Legal Staff, Researchers (R&D). Although there was increase in the number of universities but with the widened gap lead to introduction of skill development programme. Target are divided among various sectors with private partnership skill programmes are introduced with emphasis on quality & affordability of education

Manoj Kumar (2015) “Skilling India: An Indian Perspective in The Global Context” paper deals with the efforts made, recent trends in, and critical issues and challenges pertaining to Skill Development in India. According to global statistics India has 2% skilled workforce of total working population. it discuss various issues like, employability, graduateness, economic growth and social development through skill development initiative, creating effective learners, desired practical benefit of higher education and technical education, etc. It also suggests various modes, modalities, methods of the

Industry and Academia Interaction, for better results in the endeavour of skills development initiatives for sustainable and inclusive growth and development of India's economy.

Neelofar Raina "Skilling Initiative for Undergraduate students at the Entry Level: A Case study" A primary study was conducted through feedback analysis to study about skilling attempts in a undergraduate college to bridge skill gaps. The six parameters soft skills, wellness, dance, general awareness, orientation day 1 and orientation day 2 was analysed on relevance, enjoyment and information. The study concluded that efforts need to be made on transforming the system from present model of education to developmental education integrating it with the market need and opportunities.

Rupam Jyoti Deka and Bhavika Batra (2016) "The Scope of Skill Development, Employability of Indian Workforce in Context of Make in India: A Study" through secondary data the paper attempt to find out the effect of Make in India on employability and scope of skill development. The paper has discussed about generating employment through Make in India, relevance of skilled labour in manufacturing sector, various initiatives by Government on skill development, national skill development policy, and challenges in skill development initiative. It concluded that to male Make in India mission successful youth need to be skilled through formal education, vocational and technical training.

Seema Pandey (2016) "Improvising Skill Development & Employability Potential through Higher Education, Research & Innovations in India" the objective of the paper is to study policies framed for skill development and identifying the gap between the government and private programmes. The paper discuss on the current scenario on skill development programme, vocational education and women, private and public sources of skill development, initiatives under ministry of skill development and entrepreneurship. It discuss about the role of bringing the higher education system under the umbrella of NSDC, UGC and Make in India. Paper recommends the shift in the skill development sector, in favour of innovations, improvements and high quality training.

Mahipatsinh D. Chavda and Bharat S. Trivedi (2015) "Impact of Age on Skills Development in Different Groups of Students" paper attempts to study the development of different skills to different age groups of students. A survey was conducted and three age groups group A(11-13 years), B(14-17 years) and C (18-20 years) was identified. Study concluded that group B is more active towards the skill development due to age and maturity.

Vandana Saini (2015) "Skill Development in India: need, challenges and ways forward" the objective of paper is to study the current scenario and challenges faced by skill development system and to prived some suggestion. Author discussed about the demand and supply mismatch, geographical problems, low education realization, need for vocational training importance of private public partnership, placement linked problems, informal – formal skill gap, infrastructural issues, availability of trained trainers, etc and suggested the measure like partnering agencies, improve in quality of education etc.

Aya Okada (2012) "Skills Development for Youth in India: Challenges and Opportunities" the paper discussed about the education and employment of Indian youth. It also discussed about challenges in skill development. It describes about the ample of educational opportunities but the problem of drop out leads to unskilled youth. Paper concluded that to avail the benefit of demographic dividend government of India should ensure that skill development mission should be success.

Sanjay Sinha (2015) "Role of skill development in Tea Industry: A study of selected tea growers of Assam" the objective of paper is to understand and analyse the challenges of skill development among the small tea growers. Test result of data on Chi Square for 83 respondents indicates that skill development is very crucial for the performance of the workers.

Findings

From the literature it is very clear that there is urgent requirement of focusing on the education enhancement and skill development in the Indian youth to make the employable. It is a high time to get benefitted from our demographic quotient, a crucial time to invest in the training and development opportunities in every sector and level. . Employment generation is the one issue other than that employability and productivity is another issue. As per the India Skill report 2015 only, 37.22 % of surveyed people were found employable. India ranked last among 60 countries on labor productivity (World Competitiveness Yearbook, 2012). CII (2009) had projected Incremental Human Resource Requirement till 2022 at 201 million, making the total requirement of skilled work force by 2011 at 300 million. Currently about 26 million people enter the working age group every year with about 65% of them looking for jobs.

Conclusion

There is more need of government intervention and policies to encourage the kind of courses in various sectors and raise the employability through various short term, long term and vocational courses. Although the need for skill development initiative is understood and realized by many sectors still there are few sectors where awareness needs to be created. Also ministry of skill development and entrepreneur, National skill development council and sector skill councils are formulated still more work is to be done on identification of employability attributes and designed or modification of course to cater the demand of the sector. The age group available to Indian economy is more influence toward the learning, if skilled can contribute to make the economy stronger instead of becoming the liability.

Future Scope of Study

More studies had been done on understanding the overall concept of skill development and employability. The literature leaves the scope of having an exploratory study on various sectors. The detail analysis of manpower demand & supply gap can be done and various initiatives taken to fill the gap through training and development opportunities can be studied.

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