

## INDIA ADOPTING INITIATIVES TOWARDS SKILL DEVELOPMENT DESCRIBING THE NEEDS, CHALLENGES FACED & WAYS FORWARD

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### ABSTRACT

*In developed nations proper skilled force has intensified the need of skilled manpower. As it contributes towards the growth of economy by letting the nation to increase and accelerate the countries growth rates. India being a developing country from both socio-economic and demographic point of view, it faces a tough challenge in skill development. In our research paper we would describe the need, & important of skill developed workforce, Its benefit adding towards economic growth. The present skill capacity is studied and analyzed. We analyze the challenges in skill development initiatives in India along with their resolution. In India the skilled forced is sampled and considered in the basis of their general education, vocational and general training level. Our data and research show that only 10% of the workforce in equipped with vocational training (with 2% formal and 8% informal training). It finds that both the government and its partnered agencies work towards skill development programmes. Various measures / initiatives for the proper and effective implementation of skill development system in the country and its economy. Our country and its agencies face lots of challenges and threats which needs an immediate attention of policy makers and government. The skill development initiatives of the government should focus on these hurdles/ obstacles/ challenges and develop the programs and workshop.*

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**Keywords:** Skill Development, Skills Capacity, Challenges, Ways Forward India.

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### Introduction

In both developed and developing nation due to Globalization, knowledge and present competition it has intensified the need of highly skilled workforce in order to accelerate the economic growth rate, in order to meet global standards of quality produced and service quality to increase their foreign trade, in order to attain technologies advancement hence increasing industries development. A skilled workforce is the major force which drives socio-economic growth and development of a country and its economy. A highly skilled human capital having country generally have a higher GDP and per capita income levels and in the world of global work they easily adjust themselves towards challenges and opportunities. In our country India both from socio-economic and demographic point of view skill development is critical. On account of demographic bonus, our country India contributes a lot towards the global workforce pool. with the growth rate of higher working age population as compared to its total population and a second largest population to be increased by headcount of around 1.4 billion by 2025.

In India digital and global presence increases and gives it an approximate to increase its shares further in global market from current share of around 37% in the global outsourcing market. It is important to determine the current skill and its capacity, major obstacles which come in its way with their possible best solutions as its broad objectives of the present paper. To study the current skill capacity, challenges to face along with its ways forward for the success of skill development initiatives in Indian context. We have divided the study into two parts Section-II will discuss the data and methodological issues Section-III will depicts the findings pertaining to present skill capacity, challenges and ways Section-IV will conclusion.

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### Objectives of the Study

- Study present skill capacity of Indian workforce.
- Study challenges faced.
- Find and suggest ways forwarded and providing its solutions.

### Data Methodology

It is a descriptive study, based on secondary data and into which is collected from sources as per the research need. In this study various relevant books of concerned ministries and departments, organizations have been referred and cased.

### Concept of Skill Development

Almost every Economy has achieved the primary education goal of their people and developing countries like India is chasing high to move closer to achieve this goal. Young youth who wants to take higher education and training in order to enhance their present skill in order to avail better employment chances for employment and higher earnings get benefited from these goals.

- **Skill:** The ability to perform a work in a well-equipped learned way with pre-determined results with the available resources involving given amount to input in terms of time and energy. In other words skill of an Individual is His / Her ability to perform well. Skills can be divided into:

- **Domain-General Skills**
- **Domain-Specific Skills**

In **Domain-general skills work**, some general skills would include Management of Time, Coordination among Team and leadership quality, self-motivation and others, whereas **Domain-specific skills** would be useful only for a certain specific job. Skill usually requires certain environmental stimuli and situations to assess the level of skill being shown and used and action performed.

In order to contribute to the growing modern economy broad range of skill is required. So far it has been witnessed that Development being the major agenda of our Government's seen till date. Taking of India, the required desired skill is much more importance than any other economy. Different types of skills are needed to be developed in an individual in order to meet lifestyle and industrial needs and with the accordance and compliance of Industries standards. A few can be named as Labor Skill, Life Skill, People Skill, Social skill, soft skill, hard skill, etc.

We need to realize the type of skills required for an specific and certain jobs.

- **Skill Development:** According to the International Labour Organization (ILO), "Skill development is very important tool in stimulating a sustainable development process and can make a contribution in facilitating the transition from an informal to formal economy. It is also essential to consider the opportunities and challenges to meet new demands of changing and fast-growing economies and new technologies in the context of globalization."

The Skill Development objective of the government is to create a workforce empowered and enabled with the necessary and continuously upgraded skills as and when required as per Industries demand, knowledge and internationally recognized qualifications in order to attain key to decent employment and ensure India's competitiveness in the dynamic global market, both in the organized and the unorganized sectors. Skill development aims at increasing the productivity and employability of workforce (both wage and self-employed ways) It seeks increased participation of youth, women, disabled and other disadvantaged sections and to synergize efforts of various sectors and transform the present system with the enhanced capability to adapt to changing technologies and labour market demands. Skills development can help build a skilled economy in which the quality and relevance of education and training for all genders fuels the innovation, investment, technological change, enterprise development, economic diversification and competitiveness that economies need to increase the creation of more jobs.

### Skill Capacity of India – Current Present Scenario

According to the needs and demand as per demographic dividend, India need to empower its workers with the correct type of skills age group of 15-59 years is studied in form of their general educational and vocational training levels.

- In age group of 5-14 years a cut rate educational institution is estimated to be 50% and 86% after 15 years.
- 25% of Indian population is having education level below primary or up to primary level 36% having education level of middle and 38% higher-level.
- 80% of Indian workforce does not have any marketable skills. They are unskilled only about 2% have received formal vocational training and 8% non-formal vocational training.

Even today through after being among stone of the fastest growing economy India falls a for below illiteracy is the major concern and hindrances of country. Proper skill needs to be provided both to the new and existing workforce else India's demographics dividend will convert it to a demographic and night more. Hence skill development programs are the need of demand as a necessity with high capacity and capability. In India government alliances outsource agencies, Ngo's as work together for development of economy.

In both the Government and partnered agencies, it has undertaken various measures/ initiatives for the effective implementation of the skill development system as a whole in economy. But as we discussed that still it will face number of unresolved issues and challenges in its effective implementation. So, the policy makers should pay a serious attention to it. Our next section will deal with some of these bottlenecks and provide solution and suggestions to it.

### **Skill Development Initiatives in India - Challenges faced& Ways Forward**

In the path of skill development mission even despite various efforts being made still it remains uncompleted as some key challenges comes as an obstacle in its ways. We have outlines some of such hindrances along with their best possible solutions.

- **Demand & Supply Mismatch:** The industry demand and manpower supply mismatch lead to affect all types of initiatives of Government and its agencies as:
  - Ministry of Labour formally trained 1100000 in can years whereas 3,200,000 by 17 other central government ministries.
- **Way Forward:** Labour workforce supply could be trained and turned into skilled workforce which can absorbed by the industrial sectors. In India a very less in volume of labour force are undergoing for formal training. Job are limited, people are more in its comparison at the low skills level, aside these are more jobs at high level as compared to people and skilled workforce available.

This demand and supply mismatch indicate that there is a mismatch between skill and education received at an individual youth end and what the labour market demands. The initiative of skill development should be coordinated planned and designed with the demand and supply scenarios across the country and geographic, industries and labour market so that changes in the labour supply can be easily adjusted with adequate and efficient training programme.

- **Geographical Problem:** Another serious problem plaguing the workforce market is its geography as the geographical set of India is uneven and in dismal share:
  - States having higher economic growth rates results in job creation and availability in market and lower rate of labour force on other hand.
  - Urban areas as the suggest have mainly all the major institutions and study or training center, large no of rural population remains untouched from formal vocational training.
  - Some districts and areas notified as backward by the government remains mainly unrecognized for industrial employment as the initiative's runes by the government and Ngo's mainly focus on basis livelihood issues.
  - Lack of block level mapping of employment, Youth population, social demographic profile, local economy activities etc. All leads to sub-optimal planning of skill development initiatives development and local employment demand.
- **Way Forward:** Government and its partnered agencies should focus on setting up more standardized skill institution or can be across India also to the backward and rural areas with a new of providing equal education opportunities in order to benefit society.
- **Low Educational Attainment:** There is lot to discuss about India's growth in attaining literacy and educational rates as about 1.5 million schools in India with 250 million students from pre-primary to senior secondary for higher education. If we talk about 20.7 million students, out of which enrolled in diploma from open universities are 24.3% of the total students.

Generally vocational training is being provided by government technical institutions set up (ITI's) and some private institution as well. With a total of 9,447 in 2012 institutes, current annual training capacity of country is 4.3 million, which falls 20% less than actual industrial demand of near about 22 million skilled workers a year. In India some regions remain ignored due to socio-economic and demographic backwards. These stand a big challenge for the government and partnered agencies to important education to people of such regions.

- Female education skill at several places are not so demanding by the society. The rural areas a big major problem comes of transportation specially for girls and students residing at inferior areas.
- Distances thus become a major threat for students and girls of such areas.
- In such poor quality or even no education is imported to students that it becomes extremely difficult for trainers to make even absorb basic skill to such mass of students or aspirants or workers of such regions.
- Multiplicity of curriculum is also one of the outcomes of increasing educational institutions will ultimately results in uneven competency levels.
- Deficiency of a common platform: A common platform is what our economy lacks to have where in regular intervals industry and government and its partnered agencies could meet to discuss the market requirements, technologies improvement can program and design a better curriculum and training and skill development programs of industry standards.
- Lack of coordination between the industry demand and workforce supply as the business of skill level. Hence aspirants and employee's expectation remain unfulfilled.
- The vocational training curriculum in inflexible nature which is a major concern for the government and its agencies of person gaining a vocational training finds him difficult to enter in general field of education.
- **Way Forward:** Current needs of growing economy like India demands equal quality education to be imported with best curriculum at all levels. The best instructional curriculum should be design. Government should fix a common platform to meet the industry and its agencies to work together for a common goal of skill development of the current Indian workforce as to enable them to enjoy best skill development programs designed to meet their employability.
- **Vocational Training:** Introduction of vocational training of employee with formal education can gear up the lower of economic growth of a country. But in India vocational training is always given low importance as compared to formal education. But it's time to move forward to make it a parallel alternative to formal education.
  - 90% of Indian the jobs are skill-based which require proper professional vocational training but, only 5-6% of total population aged between 15-25 are blessed enough to have such vocation training.
  - Participation of private sector is another effort of government to fill the employability group of the present workforce skill capacity as such sector mainly focus on quality education and with latest upgraded curriculum and modern techniques as per standards. Despite various efforts from government part the credibility of vocational courses is doubtful remains as a big threat to economic growth of country.
  - Due to lack of awareness about industrial requirements and the availability of matching vocational courses, most of the prospective students in the country do not go for vocational education.
- **Way Forward:** Vocational training first should be made mandatory as in some other nations' economy had made it compulsory for their people / students. An efficient, comprehensive and scalable training system should be designed and used in vocational skill development programs. As education and vocational training both have their significant role in economic development and overall skilled work pool.
- **Skill Development for Women:** Another big challenge for the government the impart programs for the female section of our society. Though women from an integral part of our workforce. Due to lack of may material factor female employability remains less as compared to male workforce as there is no standard set for equal pay, still rural semi urban female workforce are being paid less for their job creating dissatisfaction as generally taking of rural and interior women workforce personal security/ distance/ transport becomes a major hindrances for their female general education which makes it difficult for training institute and stand a challenges before them in importing skill development programs for women in India.
- **Way Forward:** Today's demand is to unlock the power and potential of our female workforce. By imparting proper skill development training government could help them to stand side by side as male workforce and could get fair and equal opportunities to grow in term of industrial skill. Creation of self-help group (SHG) empowering women with basic and professional skilled training in order to enable them to develop, nature and expose their skill.

- **Private Sector Participation:** In the curriculum development and policy formulation the private sector is not involved it all rests in the hand of the government in relation with educational and vocational training. Two major backwards of private sector educational institution is that the cost of training is very high at all levels and its mostly found in urban regions so people and workers from middle or lower class could not afford to have a private training.
- **Way Forward:** Public and private sector needs to work together to combine the dynamic knowledge of both sector and bring up a new updated curriculum which could be enjoyed by every workforce despite of their demographic, economic and financial grounds.
- **Placement-linked Challenge:** Another major problem which stands In front of economy is placements and job opportunities specially the skill development system lacks proper placement opportunities for the trained workforce. In India economy generally micro industry finds difficult to invest in skill development institutions resulting their workforce to be semi-skilled as compared to large industry which invests a lot in the all round and skill development of their workforce time to time.
- **Way Forward:** For innovation and growth of the economy highly skill developed workforce is required high skilled knowledge-based training programmed is what the demand for a fast-growing economy.
- **Infrastructure Challenge:** Availability of basic infrastructure is the main requirements for the proper implementation of the skill and building training development programs. It's being noticed and can be easily traced down that money skill development institutions lack proper infrastructure. Institutions located at rural and semi urban areas infrastructure becomes a big challenges hindrance as in order to provide efficient training capabilities to prospective aspirants adding with lack of proper infrastructure basic and important machines tools equipment also lack adding to poor quality of skill development trainings. Further lack of presence of linkages of industry results in several infrastructure related challenges.
- **Way Forward:** The maker of the curriculum and policy needs to make sure that they focus the most on building up proper infrastructure in order to train the current capacity of workforce with higher level of education training. Computers, software's, machine, tools should be properly made available qualified professional instructor must be appointed for imparting training programs regular appraisal of institution on the basis of several standard technical norms should be conducted regularly.
- **Training of Trainers:** In skill development framework quality of trainers should be pointed at the most priority level as if the same not taken care of may result in serious bottle neck in the implementation of skill development projects.
- **Way Forward:** Government and its partner agencies should focus mainly upon creating provision of more effective training center for the trainers. Else it may result in adverse balance demands and supply of trainers and ultimately might hit the success rate of whole skill and training framework.

### Findings

India has witnessed a remarkable phenomenon in its transition to become one of the largest and fastest growing economies in global standards and world and in order to sustain the same an efficient and effective system of skill development for its workforce is critically imperative for India. The current section is devoted portraying the current skill capacity of India. Major challenges it faces in its implementation followed by suggestions.

### Conclusions

India is going way forward towards workforce pool, skilled man force and digital moves, technological advancement for an economy these elements act like the organs for a healthy life. Some as all the above could be attained if we can measure the current skill capacity of our existing workforce analyses their efficiency and can explore their potential by providing proper skill development training time to time as per the current industry demands and standards. In order to make India internationally competitive and competent and to enhance and boost the economy skilled workforce is required as fuel is required to run a vehicle. If we use premium petrol though it cost a little more than normal petrol the efficiency can be traced accordingly premium or extra petrol other than normal petrol results in better

performance of vehicle run, some is in the case of an economy, skilled and professional workforce results in quality output and service. We need to adopt the habit of accepting challenges and finding way forwards yes implementation of skill development initiatives is a big challenge in India but if we focus on advancement in skill development systems which is the basis need. Therefore, in order to achieve the goal of grow economy and ambitions skilling target it is advisable to have a holistic solution to the challenges.

### Recommendations

In India, both the government sector and its partnered agencies have realized the critical role of current education system which plays in building skilled manpower and in turn accelerate & increasing economic growth. Some of the recommended steps that the government can take to make skill training fully inclusive and achieve the training targets:

- Least explored sectors should be imparted Unconventional formal skill training to extract opportunities for better job, socio economic growth.
- Focus should be given on rural, uneducated and unemployed youth managing livelihood in remote and untouched regions. Skills development courses should be framed strictly keeping in view their necessities and requirements, without getting shadowed by private/ enterprise needs.
- Creating Self dependence by providing certified trainers to take skill development to new heights and train youth with some direction and motive, to generate a sense of entrepreneurship and earning on own
- These certified trainers should be motivated to reach to the most remote areas of country and impart skills. There should be a provision of rewards by Government when they manage to meet target.
- Financial adequacy should be strengthened for most of our population who remains skill-less and redundant.
- A Career and Counseling Window could be developed at a district level / ward levels with a pool of professionals from the field of psychology and skill planning to support the initiative from both government and its partnered agencies
- Women participation in vocational education and training should be taken care of, more involvements of skilled women workforce is required in compared to mens. In order to increase enrolments, the combined efforts with local NGOs and panchayats on educating women and their families on the advantages, needs and benefits of vocational education, which may lead to employability, is very important.
- Government financing, for example, could be used to encourage private provision in rural markets underserved by private provision, but also for reaching the disadvantaged for whom there is limited private incentive to invest.
- Innovative packages of financing vocational training along with formal education to attract underprivileged youth should be made available by the government and Big Industries.

It is therefore clear, that India requires a shift in the skill development sector, in favour of innovations, improvements and high-quality training, by analyzing the present skill capacity.

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