

FRAMEWORK OF SKILL DEVELOPMENT SCHEME IN EMPLOYMENT GENERATION IN INDIA

Harjeet Singh*

ABSTRACT

India is the second largest populated country in the world. According to the census of 2011 the population was 121 Crore .One major features of this population is the population in between 15-59 age group which is reflects the workforce of the country. But is also reflects the large number of unemployment among this age group. A decade before Indian government started the skill development mission to train the upcoming youth in various sectors according the raising industry needs of the country in all three sectors of the economy as agricultural, industrial, and service sector. Govt announces so many skill development programme to train the youth of many sectors and Govt set targets to achieve the different goals like employment, trained youth, development of the skill development in different states. Govt allotted lots of money to train the youth to make them skilful and promote them for self-employment also. The objectives of the study is to find out the impact of skill development programme on employment generation in India during the 2010-2020 decade. To find out the problems of implement the programme . To evaluate the various programme in the context of employment of youth. The research methodology is to compare various programmes, secondary data used to analysis the impact of skill development on employment generation. This is a descriptive research design. This study is also an effort to give appropriate suggestions to the Government of India.

Keywords: Working Force, Skill Development Initiatives, Targets, Challenges, Conclusion.

Introduction

India is the second largest populated country in the world. It is said that India's economic progress is slow because of increasing population every year. But it is not absolutely true as India has so many natural resources which is not fully used yet .The reasons are so many they are economical and non-economical. As follows:

Economical Reasons

There are so many economic reasons as low productivity of agriculture and industry, lack of capital, lack of banking infrastructure, low level of income, vicious circle of poverty due to low productivity, income and capital inequality in various section of the society etc.

Non Economical Reasons

In the non-economical reasons India has Cultural, political, social, religious reasons. They are so many like :- Colonialism of the country ,low achievement of five year planning so far , not accepting the innovations quickly by the society, lack of skilful labours ,lack of appropriate programme in right area , Economic reforms started very late in India , delay to give chance to private sector in the economy , lack of highly skilful youth , lack of political determination and dedication etc.

* Assistant Professor in Economics, SPM Government PG College Bhopalgarh, Jodhpur, Rajasthan, India.

As we know according to the census of 2011 in India that we have the large workforce in the age group 15-59 which is called the demographic dividend to India to become a global leader and great economic power of the world. But it is also true that Indian government could not able to give employment to the existing and increasing workforce every year.

Objectives of the Study

- To find out problems to implement of the skill development programme.
- To find out impact on employment of the youth of country.
- After evaluation give suggestion.

Research Methodology & Research Design

To conduct this study secondary data's are evaluate which are available various literature sources like government websites newspapers, articles. This is a descriptive research design.

Need of the Working Group and Task Force

The government of India has started many employment programmes during the five year plans, but after implementing so many programs the desired employment not created so much for the youth of the country. It is realize by the government in 2006 that these previous programmes are not enough to create so many employment opportunities to the increasing youth of the country. It is also realized that the major part of the workforce is not skilful to meet the skill requirements of the private sectors. It is also realized that major part of the workforce is still in agricultural sector which is as disguised unemployment. It is also realized that a major part of the workforce are women and those drop out children which are not much educated. It also realized that increasing private sector and new freelancer services are better option to give high quality employment to the youth of the country. Therefore a working group and a task force established by the Planning commission of the India to find out the need of various skill training for the youth in various area of the economy and to create the frame work of the launching the national skill mission in the country.

Taskforce Statement and Need of Setting up National Mission for Skill in (2007)

Economic growth in India has, in the last few years, picked up considerable Momentum with services and, recently, the manufacturing sector showing a great deal of Buoyancy. While the jury is out on whether the country can sustain a GDP growth of 9%Per annum, it is generally agreed that much greater attention would have to be paid to the Area of *skill development*. There has been a lot of talk, not all of it well informed, about India's becoming a Knowledge Power but, given our comparatively young population, we have a long way to go before we realize our full potential. *Vocational Education and Training* (VET) has increasingly become a matter of national importance and the High-level Committee on Manufacturing (HLCM) presided over by the Prime Minister has Accorded top priority for skill building. For quite some time now concern has been expressed about the mismatch between the job market's requirements on the one hand and the inputs provided by our education System in general and VET in particular, on the other. **Most recently, this problem was highlighted by the Prime Minister in his Independence Day speech in 2006 when he made the following announcement.**

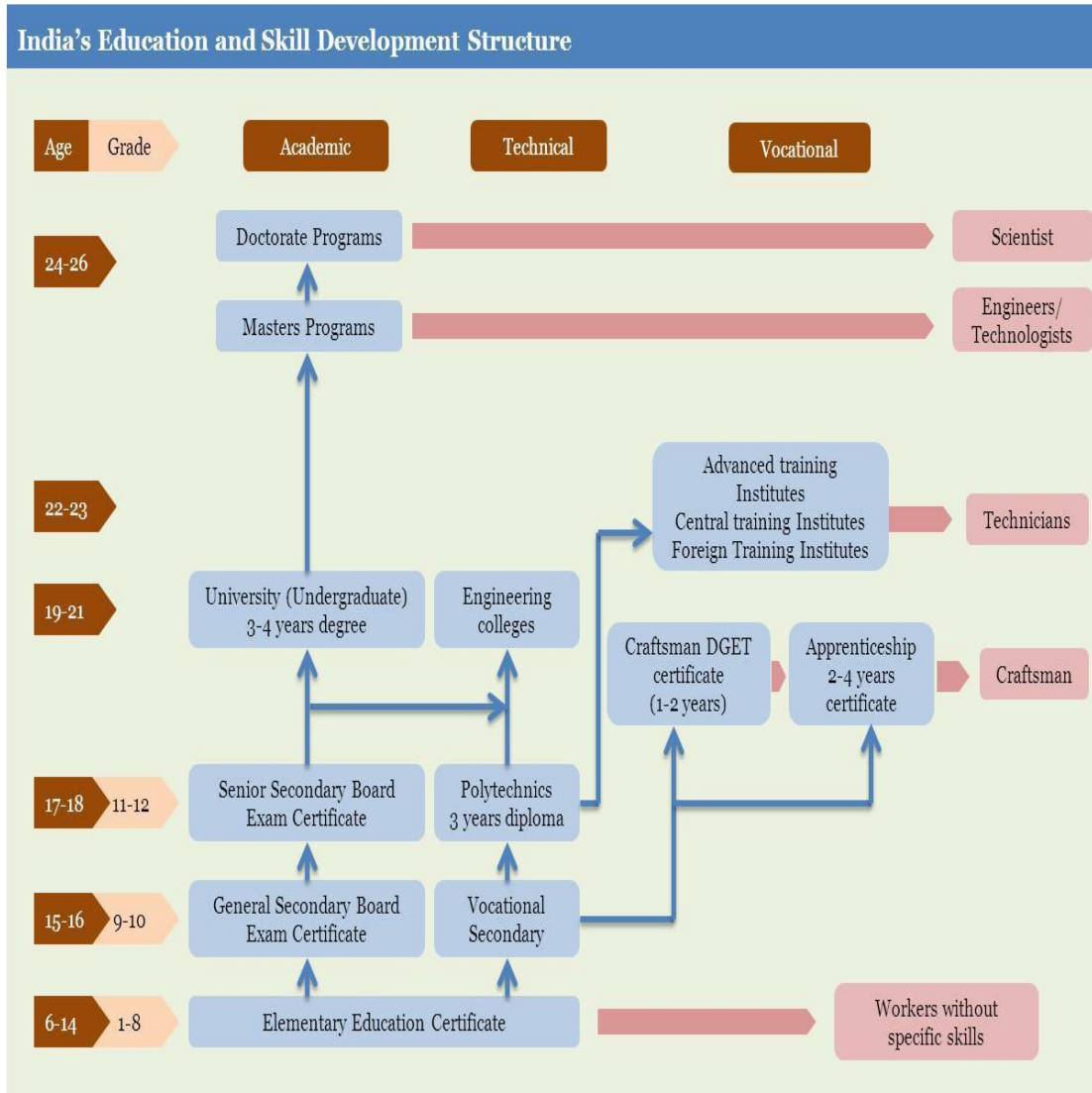
"As our economy booms, and as our industry grows, I hear the pressing Complaint about an imminent shortage of skilled employees. As a Country endowed with huge human resources, we can't let this be a Constraint. We are planning to launch a Mission on Vocational Education so that the skill deficit in our economy is addressed".

Various Skill Development Initiatives in India

Government of India has establish many organisation and announces policy for skill development programme in India as follows:-

- National policy for skill development and entrepreneurship -2015
- Pradhanmantri Kaushal Vikaas Yojna
- Deendayaal Uppadhyay Gramin Kaushal Yojna

Below a table given by the World Bank for India's education and Skill development Structure.



The Skill Development Ecosystem in India

Key Bodies	Enablers	Implementing Bodies	Beneficiaries
<ul style="list-style-type: none"> Ministry of Skill Development & Entrepreneurship MHRD Ministry of Rural Development (MoRD) Other Central Ministries 	<ul style="list-style-type: none"> State Skill Development Mission (SSDM) NSDC NSDA SSCs NCVT SCVT Labour Laws Minimum Wages Act Financial Institutions Apprenticeships Act 	<ul style="list-style-type: none"> ITIs Training Providers Captive Training by Employers Schools Universities Assessment Companies 	<ul style="list-style-type: none"> Marginalized societies Unemployed youth Low-income Group School & College Students

<i>(Estimates in millions)</i>				
Sl. No	Sector	Human Resource Requirement Estimates		Incremental Human Resource Requirement
		2017	2022	(2017-2022)
1	Agriculture	229	215.5	-13.5
2	Building Construction & Real Estate	60.4	91	30.6
3	Retail	45.3	56	10.7
4	Logistics, Transportation & Warehousing	23	31.2	8.2
5	Textile & Clothing	18.3	25	6.7
6	Education & Skill Development	14.8	18.1	3.3
7	Handloom & Handicraft	14.1	18.8	4.7
8	Auto & Auto Components	12.8	15	2.2
9	Construction Material & Building Hardware	9.7	12.4	2.7
10	Private Security Services	8.9	12	3.1
11	Food Processing	8.8	11.6	2.8
12	Tourism, Hospitality & Travel	9.7	14.6	4.9
13	Domestic Help	7.8	11.1	3.3
14	Gems & Jewellery	6.1	9.4	3.3
15	Electronics & IT Hardware	6.2	9.6	3.4
16	Beauty and Wellness	7.4	15.6	8.2
17	Furniture & Furnishing	6.5	12.2	5.7
18	Healthcare	4.6	7.4	2.8
19	Leather & Leather Goods	4.4	7.1	2.7
20	IT & ITeS	3.8	5.3	1.5
21	Banking, Financial Services & Insurance	3.2	4.4	1.2
22	Telecommunication	2.9	5.7	2.8
23	Pharmaceuticals	2.6	4	1.4
24	Media and Entertainment	0.7	1.3	0.6
	Total	510.8	614.2	103.4

Source: Environment Scan Report, 2016 (NSDC)

Targets

After making the skill development policy every year government make targets to give skill training and try to give training to more youth of the country .

Table 2: Annual Skilling Targets and Achievements

Financial Year	Skilling Targets in Lakh for india	Persons Skilled in Lakh
2011-12	46.53	45.58
2012-13	72.51	51.88
2013-14	73.42	76.37
2014-15	105.07	49.77

Source: National Skill Development Agency, March 2015

Skill Development Challenges in India

There exist several challenges in the skilling and entrepreneurship landscape in the country, a few of the many are enumerated below:

- Public perception that views skilling as the last option meant for those who have not been able to progress/have opted out of the formal academic system.
- Skill development programmes of the Central Government are spread across more than 20 Ministries/Departments without any robust coordination and monitoring mechanism to ensure convergence.

- Multiplicity in assessment and certification systems that leads to inconsistent outcomes and causes confusion among the employers.
- Paucity of trainers, inability to attract practitioners from industry as faculty.
- Mismatch between demand and supply at the sectoral and spatial levels.
- Limited mobility between skill and higher education programmes and vocational education.
- Very low coverage of apprenticeship programmes.
- Narrow and often obsolete skill curricula.
- Declining labour force participation rate of women.
- Pre-dominant non-farm, unorganized sector employment with low productivity but no premium for skilling.
- Non- inclusion of entrepreneurship in formal education system. xii. Lack of mentorship and adequate access to finance for start-ups.
- Inadequate impetus to innovation driven entrepreneurship

Recommendations

- Expansion of skill development activities throughout the country, particularly in the backward areas to reach the weaker sections of the society through setting up of Skill Development Centres (SDC's).
- To upscale the training capacities from the present capacity of training.
- For an effective vocational education system it is also necessary to maintain a minimum standard of training, besides, increasing training capacity.
- There is a need for skilling and re-skilling the persons entering the labour force to harness the demographic dividend. However, the enrolment in higher technical education has been growing, the number of skilled persons continued to be inadequate. This challenge needs to be addressed at the India level as well as the State level.
- There is a need to develop training facilities in and around rural areas to facilitate rural youth to undergo appropriate skill training to access good jobs or set up their own enterprises.

Conclusion

There is more need of government intervention and policies to encourage these 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 entrepreneurship, National skill development council and sector skill councils are formulated still more work is to be done.

References

1. Jain, T., Maitra, P., & Mani, S. (2019). Barriers to skill acquisition: Evidence from English training in India. *World Development*, 114, 314-325.
2. Ministry of Skill Development and Entrepreneurship (MSDE). (2015). National Policy for Skill Development and Entrepreneurship 2015.
3. Aayog, N. I. T. I. (2015). Report of the sub-group of chief ministers on skill development.
4. Chenoy, D. (2012). Skill development in India: A transformation in the making. *India infrastructure report*, 12(1), 199-207.
5. Planning Commission. (2007). Task Force on Skill Development.
6. National Policy for Skill Development and Entrepreneurship ... <https://www.msde.gov.in/sites/default/files> retrieved on 14-4-21
7. National Skill Development Policy 2009, <https://www.msde.gov.in/sites/default/files> retrieved on 14-4-21
8. Skill Development <https://niti.gov.in/about-us/taskforce>

