

## SKILL DEVELOPMENT IS A TOOL TO GENERATE EMPLOYMENT OPPORTUNITIES

---

Dr. Anita Sharma\*

### ABSTRACT

*Skill development is a powerful tool to empower individual and improve their social acceptance. It must be complemented by economic growth and employment opportunity to meet the sizing aspirations to youth. Academic and Qualification are not our only important requirement. We will accept you to have taken on position of leadership and responsibility and show real ability to take initiative (Marks and Spence) Changes in the structure of the Indian economy and Labour market have made skill more important to have in order to generate the best outcome. There are many Opportunities available to learn in India shortage of hard skill and shortage of suitable employ abilities including soft skill are some of the key reasons in finding a suitable candidate for available jobs in the country. Employability of the growing young demography is an important factor in India.*

*Following are the reasons to develop employability skills:*

- *To improve the transition from full time education into employability.*
- *For promoting career advancement.*
- *To move unemployment people into sustainable work.*
- *To reduce the barriers to social mobility.*

*Even every level role in many industries requires base level qualification By skill development programme employment opportunity become wider.*

**KEYWORDS:** *Employability, Employment, Opportunities, Skill Development, Economy Growth.*

### Introduction

"We seem to be going the wrong way. You start with ' make in India: what can you can make in India? Unless you are able to complete with what is made in China, Korea, Finland or whatever. You have to make in India what is equal to or better than what is made in the rest of the world." Chidambaram said. Skill development raise Confidence, improves productivity and gives direction through proper skill development programme. It is also high time now measures are taken to improve the physical and mental development of the youths of the country so that none of them remains unemployment and the country's unemployment problem also get reduced. One of important areas for concern for our economy is full employment. Employability of various qualified youngsters churned out of our educational system.

It is the responsibility of our Government for co-ordination of all skill development efforts across the country, removal of disconnect between demand and supply of skilled manpower, building the vocational and technical training framework, skill up gradation, building of new skills and innovative thinking not only for existing jobs but also jobs that are to be created.

---

\* Assistant Professor, Business Administration, S.S. Jain Subodh P.G. Mahila Mahavidyalaya, Rambagh Circle, Jaipur, Rajasthan, India.

### Objectives of the Study

- Exploring the employability skill required to generate employment opportunities.
- Education must focus on developing a broad range of knowledge and ability.
- Focus on skilling youths.
- To prepare youths for employment through skill development.

### Review of Literature

- A research paper titled "Role of employability skills in management education-A review Nishad Nawag and Dr. Krishna Reddy was published on sept.2013.This study conducted with the objectives of exploring the employability skill required for management study".
- A report on skill development, 2016, The skill ecosystem in India is undergoing major reforms and policy interventions as India embarks on its journey to become a knowledge economy.
- A research paper on "Skill development in India-an examination" by Tushar Agarwal published on 29 April 2013" This paper sheds light on the current scenario and labour market outcomes of vocationally trained population.
- An Article on 2016 "Women empowerment through skill development & vocational education" by Tauffiq Ahamad, Ambalika Sinha, Rajesh Kumar Shastri Focus on skill development is a key to improving household or productivity, employability and income earning opportunities for woman and also for enhancing sustainable rural development and livelihoods.
- A research paper on 2012"Graduate employability: A review of conceptual and empirical themes" by Michael Tomlinson explores some of the conceptual notions that have informed understanding of graduate employability and argues for a broader understanding of employability than that offered by policymakers.

### Significance of the Study

Skill and knowledge are the driving focus of economic growth and social development for any country. In India, it becomes important to focus on advancement and development of skills according to the requirement of economic environment. If India wants to become a manufacturing-hub, given its requirement for employment generation to reap the demographic advantage, it must focus on skill development instead of present education system. More than 75% of new job opportunities are expected to be "Skill based". In our country there exist a significant mismatch between the massive population of unemployed youth and existing vacancies, which leads to low employability quotient of people. In this way skill development is an important tool to generate employment opportunity. This can be proving with the help of following points:

- To increase capability of existing system to ensure equitable access to all.
- Capability building of institutions for planning quality assurance and involvement of stakeholders.
- It is necessary to improve the social and economic status of employees.
- Skill development programme can develop employment skill that can provide employment opportunities.
- Through participation in skill development programmes.

Skill development is essential for countries to be able to achieve high levels of economic growth so that the developing countries should grow faster than rich countries because they can adopt cutting edge technologies already tried and tested by rich countries. If, we have to promote the development of our country, then our mission has to be "skill development and skilled India".

In recognition of their needs the government of India have adopted skill development as a national priority over the next 10years. The eleventh five year plan detailed a road map for skill development in India. To create an institutional base for skill development in India at the national level, a coordinated action on skill development with a three-tier institutional structure consisting of the PM's national council on skill development, the National Skill Development Coordination Board (NSDCB) and the National Skill Development Corporation (NSDC) was created in early 2008.

### Skill development in India is growing but a lot more needs to be done

Our Government is trying to recognize how young people have been able to acquire formal skills. Realizing the need of skill development the government has made provision for upgrading skills under multiple disciplines and allocated resources across the country. In 2014, the government has

created India's first department of skill development and entrepreneurship in July 2014, under the Ministry of Youth Affairs and Sports, to rapidly address the above challenges. On 15 July, 2015, our Hon'ble Prime Minister has launched three initiatives that are:

- India's first national policy for Skill Development and Entrepreneurship 2015.
- India's first Skill Development Mission.
- Operationalisation of National Skill Qualification framework (NSQF) in progress.

India also participated in the world skill competition in 2015. The National Skill Development Corporation (NSDC) was set up to enhance, support and coordinate the skill development programme. But only 10% of the total workforce in the country receives skill training and 80% of the entrants into the workforce do not have the opportunity for skill training. So there is a growing shortage of skilled manpower in the country. So in the changing environment, it is necessary to focus on inculcating and advancing the skill sets of the young population of the country. A National Board for Skills Assessment and certification will be established to ensure quality and consistency of skill training qualifications.

### Suggestions

In India we have got the ability that means we can do a great work through the Skill development and vocational training. We need to focus on employability in education. If we pay attention to skill development than we can provide opportunities to our youth Following are the some suggestions to develop skills:

- Learners require a national vocational qualification frame work for competency standards affiliation and skill development.
- The availability of both physical infrastructure and human resource to impact skill based training forms the basic requirement of a learners, which should be addressed in an effective manner.
- Maximum job opportunities are skill based. As a result, there is a need to develop an advanced curriculum framework for skill development.
- There is a requirement of experienced and qualified trainers to train employees and vocational skills

At last we can say there is a need to establish flexible skill development programmes.

### Conclusion

It is concluded that Today's age of globalization and technological volatility, skill building is an important instrument to increase the employment opportunities. Skill development is a powerful tool to empower individuals and improve their social acceptance. Hon'ble Prime Minister of India Shree Narendra Modi said "Today the world and India need a skilled workforce. Our government has started various skill development and training programmes to enhance the productivity and economic growth. But only 2% of the total employees in India have completed skill development training programme. So, it is necessary that skill development must be complemented by economic growth and employment opportunities to meet the rising aspirations of youth.

### References

- ✘ Adler, N.J.(1991) "International Dimensions of Organizational Behaviour" Boston: PWS Kent Publishing Company.
- ✘ Cohen William, The Entrepreneur and Small Business Problem Solver: an encyclopaedic reference and guide.3<sup>rd</sup> edition Wiley, 2005.
- ✘ F. Mueller "Designing Flexible Teamwork" Comparing German and Japanese Approaches Employee Relations Volume – 14 No. 1 (1992).
- ✘ Hofstrand, R, Getting all the skill employers want: techniques making education career connections, 71(8), 51, 1996.
- ✘ Rensis likert "The Human Organisation" Mcgraw Hill 1967.
- ✘ Robinson, J.P. What are employability skill from corporate wish list to government policy, 30(2),143-164, Journal od curriculum studies 1998.
- ✘ <http://www.heacadmy.ac.uk/employability>
- ✘ <http://articles.timesofindia:indiatimes.com/2013-01-31>.

