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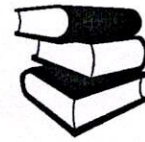


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15. Skill India Mission: Opportunities and Challenges

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Abstract

In today's world, lack of apt education and training constrains people from the opportunities for self-advancement by restraining their access to well-paid employment. Ultimately, this prevents such individuals from making an influential contribution to economic growth. Skill development plays a crucial role to empower people, to safeguard their future and for the overall growth of an individual. The Skill India initiative was to ensure that the millions, who enter the job market untrained, receive formal skill-building opportunities. Many hoped to be an improvement over previous skilling and vocational training programs. The study emphasizes on the impact of Skill development on Employability in India. It also highlighted the relationship between skill development & employability in India. This study concludes that skill development is an essential parameter for the employability in India. Skill India mission provided several opportunities and encourages the economy with job creation and the overall employability of the country's workforce.

Key words: Employability, Skill India Mission, Skill development, Job creation.

Introduction

India is the second largest country in case of population so it is essential to create skill people. Skill means what? Skill means nothing but to enhance the capability of a person to complete a certain task with a pre-determined outcome. Just doing work without getting the predicted outcome is not considered as skill. Skill is not inherent but it can be development only through different practices. It is an ability and capacity which can be improved with the help of continuous and systematic efforts. The correct path or direction helps to improve this quality among the young generation, Skill and knowledge of the driven forces of economic growth and social development of any country. The development of country's economy totally depends upon the development of their people. Youth is the most important part in the development of economy therefore creating number of job opportunities to these helps to improve the economy. It is difficult to improve employability of the youth but the initiative taken by the Ministry of

Skill Development and Entrepreneurship. This includes removal of demand and supply of skilled manpower, building new skills and thinking of people, creating technical training framework etc.

The benefits of a developing economy are often reflected in the rising number of well-paid jobs in a country. Subsequently, any strategy that encourages the economy to develop has an impact on job creation and the overall employability of the country's workforce. After 'Digital Indi' and 'Make in India', the Government launches another programme called 'skill India'. Skill India has been launched by the Hon'ble Prime Minister on 15 July 2015. The main aim is to generate opportunities and to strengthen the youth with a set of skills which make them more employable, providing training and skill development to youth of our country by covering each and every village. Various schemes are also proposed to achieve this objective. In fact, as the mission is not limited to skill, but also includes entrepreneurship, it is expected to play a critical role in further development of the booming ecosystem for first generation entrepreneurs in the country. It includes various government schemes like "National Skill Development Mission", "National Policy for Skill Development and Entrepreneurship, 2015", "Pradhan Mantri Kaushal Vikas Yojana (PMKVY)" and the "Skill Loan scheme". Following are the certain features of Skill India Mission.

Features of Skill India Mission

1. Generate employment opportunity
2. Improve Entrepreneurship
3. Provides Guidance, training for all occupation
4. Create a hallmark
5. Increasing employability skill

Objectives of the study

1. To know the inclusive of Skill India Mission.
2. To analyze the impact of Skill development on Employability in India.
3. To understand the various challenges related to Skill India Mission.

Research Methodology

This research paper is based on the secondary data. The secondary data was collected from various published sources like information of various departments, magazines, journals, newspapers, articles, research papers, websites etc.

An Overview of Skill India Mission

The Skill India program was introduced on the 15th of July 2015 along with the formation of the new National Policy for Skill Development and Entrepreneurship. The “demand-driven, reward-based” Pradhan Mantri Kaushal Vikas Yojana (PMKVY) flagship scheme was set up with an assurance to train over two million people in one year. Under the mission, the previous target of training 150 million people by 2022 was raised to a much loftier goal of 400 million people by 2022. The Skill India initiative was to ensure that the millions, who enter the job market untrained, receive formal skill-building opportunities. Many hoped to be an improvement over previous skilling and vocational training programs.

Mission Statement of Skill India

To rapidly scale up skill development efforts in India, by creating an end-to-end, outcome-focused implementation framework, which aligns demands of the employers for a well-trained skilled workforce with aspirations of Indian citizens for sustainable livelihoods?

Objectives of Skill India

1. Institutional training

- a. Upgrade all training institutions so that they can train skilled persons.
- b. Change people’s perception through these training institutions about the skilled work.
- c. Providing earn and learn schemes through internship programmes.

2. Infrastructure

- a. On-site training to the people who are working in infrastructural field to increase their productivity.
- b. Provide the demand of skilled workers in construction sector.
- c. Upliftment of workers skills for a long term livelihood.

3. Convergence

- a. To ensure convergence and co-ordination of skill development efforts across multiple stakeholders in the skill landscape of the country: central and state Ministries/Departments, private training providers, assessment agencies, industry bodies, and workers.

4. Trainers

- a. Development of special courses for training of trainers (master training courses)

- b. A National Certification System for trainers will be developed.
- c. The Training of Trainers programme will also be ICT enabled, enabling trainers to be trained online, whenever possible.

5. Overseas Employment

- a. Train the youth of India as per the International Standard so that they can get job opportunities in abroad also.
- b. To ensure international mobility of skilled workers in the country.

6. Sustainable Livelihoods

- a. Empower trainees by assisting them to maximize the potential of skill training by providing them a pathway to access long-term sustainable livelihoods.

7. Leveraging public infrastructure

- a. To optimize the usage of existing public infrastructure to scale up skill development efforts across India.

Impact of Skill Development on employability in India

Fundamentally, skill development is the time one invests in to improve their proficiency and to stay future-ready, any agilities that one follows as a passion, and the ability to complete a task with higher rates of success at the right time. It is essential because one's skills determine their ability to execute their plans with success.

In today's world, lack of proper education and training restricts people from the opportunities for self-advancement by limiting their access to well-paid employment. Eventually, this prevents such individuals from making an influential contribution to economic growth. Thus, adequate education quality and training are recognized as fundamental ways of breaking down the eco-system of poverty. One individual, Sweta Mishra, has rightly said that "Skill development is no longer a matter of choice. It is imperative to adapt, survive and succeed."

Skill Development in India

India has a literacy rate of around 70%, which is less than some of the least developed countries, and when it comes to employability, only 20% of them are employable. Literacy is not just restricted to education but even broadens to the concept of skills, which comprises technical expertise, vocational skills, transferrable skills, digital skills, and other such knowledge and abilities required for employment and livelihood. According to a survey, only 25% of the Indian

workforce has undergone a skill development program, and India needs a higher number of skilled workforces.

In this era, many organisations prefer skilled employees over less skilled ones as they have outstanding career growth, and they help boost the organization in the same way with proficient working. Skills intensify the productiveness and quality of work for more significant results. According to the World Trade Organization, the GDP level can increase up to 3%-5% in 2035, if India focuses on skill development and training. There is a great need for India to train and skill the youth for the overall development of the country.

The Ministry of Skill Development and Entrepreneurship (MSDE) is accountable for coordinating skill development activities in India. It has supported various organisations like National Skill Development Corporation (NSDC), which aims to promote skill development in the country by establishing institutes across the country and National Skill Development Agency (NSDA), which seeks to coordinate the efforts of the government and the private sector and aid in skill development.

Hence, Skill development plays a vital role in Countries' overall economic growth because Skills and knowledge development are the driving forces behind the financial growth and community development of any country. Skill building is a powerful tool to empower individuals and improve their social acceptance.

Challenges faced by Skill India Mission

1. Mobilization

The Engagement of the students for vocational training has become challenging task. The view of the people connected with the skill development is still very traditional. The students would move on to managerial roles as the technical trades' positions are associated with low salaries and lack of recognition. There are students who are not competent to pay for the fee and may not be alert of the schemes run by the government which also leads to a low mobility towards such programs. Skilling has always been branded as a blue collar job, which is further connected with low pay scales, limited progress and less challenging roles. Like Singapore, our government needs to focus a lot on the branding strategies for skill development which may ensure a high mobility towards such programs.

2. Low Participation of Women

Enrollment of women in vocational training and education is low compared to men. There are several reasons which constraining participation such as family responsibility, cultural norms and social pressures. Women also tend to become discouraged due to such family and social pressures, especially in rural areas. Therefore, in order to increase enrolments, the combined efforts with local NGOs and Panchayats on informing women and their families on the advantages of vocational education, which may lead to employability, is very important. Specifically, women should be targeted by explaining how inculcating income-generating skills and activities within them would subsequently lead to improving their social and economic status.

3. Skills Mismatch

There are lot of issues related to the skills needed by the industry and the skills imparted by the educational and training institutes. There is lack of industry-faculty interaction because of which the skill sets provided by the educational and training institutes do not end up suiting the employers' requirements. As a result, though the people may be skilled but they do not get employment. It becomes extremely important that the industry professionals are also included in the design of the skill development curriculum.

4. Insufficient capacity

Current infrastructure facilities available in the educational institutions throughout the country are inadequate considering the huge demand for skilled labour. There are not many trained and highly skilled trainers available. The faculty needs to be motivated and skilled to take up higher responsibilities.

5. Scalability

Any model to be successful needs a lot of support from different stakeholders. Since there is limited buy-in from the corporate sector, the progress of such initiatives is slow.

Conclusion

Skill development is a vital tool to empower people, to safeguard their future and for the overall development of an individual. It is an important aspect that enhances employability in today's globalization. Skills are as essential as one's academic status. Education and skills should now go hand in hand. They are the roots behind the economic growth and community development of a country. Skill development is significant Dimension for the growth of our

country. It is helpful for youth of our country to empower them and make them more employable. There are various schemes launched by the government of India under "Skill India Mission". The main objective of this study was to assess the challenges of skill development in India. It is found that several challenges of "skill India Mission" especially education sector give more emphasis on acquiring conceptual knowledge instead of tangible skill, there are less jobs in the formal economy than in the informal economy, least involvement of women in the labor force. Ineffective execution of schemes, partiality while providing job, lack of awareness among people are also challenges come in the way of mission of "Skill India".

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