

# Skill India – A mechanism for addressing the mismatch in qualification and career in the contemporary job market

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## Abstract

Indian with the youngest population in the world has a great chance to Skill the young Indian population to reap the benefits of Demographic dividend. Globalization, knowledge and competition have intensified the need for a highly-skilled workforce in both the developing and developed nations as it enables them to accelerate their growth rate towards higher trajectory. For India, skill development is critical from both socio-economic and demographic point of view.

The accelerated economic growth has increased the demand for skilled manpower, but that has also highlighted the shortage of skilled manpower in the country.

Lack of skills and shortage of suitable employability, including soft skills, are some of the key reasons in finding a suitable candidate for available jobs in the country. India as a country has an advantage when it comes to absolute number of workforce but the industry is facing a crucial shortage of "skilled" and "qualified" manpower.

India has the potential to become a powerhouse with the population set to rise to 1.3 billion by 2020, out of which 60% are in the working age of (15-59 years). Hence, it is all the more imperative to 'skill India'.

Currently, India lags far behind in imparting skill training as compared to other countries. Only 10% of the total workforce in the country receives some kind of skill training (2% with formal training and 8% with informal training). Further, 80% of the entrants into the workforce do not have the opportunity for skill training.

Therefore, the present paper attempts to study the Skill India Programme, its objectives features, schemes available under the programme, challenges in front of skill development initiatives in India along with their solutions.

The paper has made an attempt to study the Impact of Skill India programme in improving the employability of Indian youth and also in reducing the mismatch in qualification and career among Indian youth

. The study also found that both the Government and its partner agencies have undertaken various measures/initiatives for the effective implementation of the skill development system in the economy, but still faces a number of unresolved issues/challenges that need immediate attention of the policy makers. Hence, skill development initiatives of the government should focus on these obstacles and develop the programs accordingly to resolve these hurdles for the complete success of the skill development initiatives.

**Key words:** Skill India, Employability, Mismatch, Demographic dividend, Career.

## Introduction

India is expected to be home to a skilled workforce of 500 million by 2022. About 12 million persons are expected to join the workforce every year. The good news is that India has one of the youngest populations in the world, a trend that is expected to continue until 2040. This presents the country with a unique opportunity to complement what an ageing world needs the most and that is a large pool of productive workers.

However, India's labor productivity is much lower than that of other Asian economies. This talent pool our country has needs to be adequately skilled. Skills and knowledge are the driving forces of economic growth and social development for any country.

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## Education and Employment Mismatch

Skill deficiency among the Indian Graduates has also mainly contributed towards the Education and Employment Mismatch, Qualification and Job mismatch and Skill mismatch.

Many Graduates currently have taken up jobs which are not related to their field of study and majority of the graduates from rural areas have taken up menial jobs which are substandard jobs reserved for under graduates which yield low earnings and lesser job satisfaction.

One of the main reasons for this mismatch is the skill deficiency among the technical and non-technical graduates. The largest pool of graduates in India is generalists with broad socio-economic knowledge but no specific technical skills, As a result "a geographic mismatch, a sector mismatch and a skills mismatch" in the country, which may be "unnecessarily confining as many as 300 million people to low-productivity jobs", among them many graduates.

The Skill India Programme with its various schemes is seen as the only solution to the shortage of skilled workforce and job mismatch. Various studies in this context have supported the programme and it is being implemented throughout the country in a phased manner the actual outcome of the scheme is to be measured in the years to come.

## Skill India Programme

Skill India is a campaign launched by Prime Minister Narendra Modi on 15 July 2015 with an aim to train over 40 crore people in India in different skills by 2022. Ministry of Skill development and entrepreneurship is the nodal ministry for its implementation.

### Components:

It includes various initiatives of the government like:

1. National Skill Development Mission: The Mission has been developed to create convergence across sectors and States in terms of skill training activities.
2. National Policy for Skill Development and Entrepreneurship, 2015: To provide an umbrella framework to all skilling activities being carried out within the country, to align them to common standards and link the skilling with demand centres.
3. Pradhan Mantri Kaushal Vikas Yojana (PMKVY): This scheme will mobilize and enable the youth so that they undergo outcome-based skill training and be eligible to be employed well and earn their livelihood better.
4. Skill Loan scheme: To support youth who wish to go through skill training programmes in the Country. Any Indian National who has secured admission in a course under the skill India scheme can avail loan for the purpose.

### Objectives of 'Skill India'

The main goal is to create opportunities, space and scope for the development of the talents of the Indian youth and to develop more of those sectors which have already been put under skill development for the last so many years and also to identify new sectors for skill development. The new programme aims at providing training and skill development to 500 million youth of our country by 2020, covering each and every village. Various schemes are also proposed to achieve this objective.

### Features of 'Skill India'

The emphasis is to skill the youths in such a way so that they get employment and also improve entrepreneurship.

Provides training, support and guidance for all occupations that were of traditional type like carpenters, cobblers, welders, blacksmiths, masons, nurses, tailors, weavers etc. More emphasis will be given on new areas like real estate, construction, transportation, textile, gem industry, jewellery designing, banking, tourism and various other sectors, where skill development is inadequate or nil.

The training programmes would be on the lines of international level so that the youths of our country can not only meet the domestic demands but also of other countries like the U.S., Japan, China, Germany, Russia and those in the West Asia.

Another remarkable feature of the 'Skill India' programme would be to create a hallmark called 'Rural India Skill', so as to standardize and certify the training process.

Tailor-made, need-based programmes would be initiated for specific age groups which can be like language and communication skills, life and positive thinking skills, personality development skills,

management skills, behavioral skills, including job and employability skills.

The course methodology of 'Skill India' would be innovative, which would include games, group discussions, brainstorming sessions, practical experiences, case studies etc.

### **How is it different from the previous skill development policies?**

It's not that we do not have any skill development programme already. The Government of India has always considered skill development as a national priority. It is just that since the ministry is new, the approach taken for skill development is also new. Earlier, the emphasis was on traditional jobs. But this time, all kinds of jobs will be given equal emphasis. Earlier, the responsibility was divided among various ministries, but this time, these are being clubbed together. The ministry of skill development and entrepreneurship will be the principal ministry which is going to coordinate with other ministries and organizations.

According to NaMo, Skill India won't be just a programme but a movement. Here, youth who are jobless, college and school dropouts, along with the educated ones, from rural and urban areas, all will be given value addition. The new ministry will be the certifying agency. Certificates will be issued to those who complete a particular skill or programme and this certificate has to be recognized by all public and private agencies and entities, including overseas organizations. Skill India is a programme for the entire nation.

### **Advantages of Skill India**

The idea is to raise confidence, improve productivity and give direction through proper skill development. Skill development will enable the youths to get blue-collar jobs. Development of skills, at a young age, right at the school level, is very essential to channelize them for proper job opportunities. There should be a balanced growth in all the sectors and all jobs should be given equal importance. Every job aspirant would be given training in soft skills to lead a proper and decent life. Skill development would reach the rural and remote areas also. Corporate educational institutions, non-government organizations, Government, academic institutions, and society would help in the development of skills of the youths so that better results are achieved in the shortest time possible.

### **To sum up**

What shape 'Skill India' will take and what it will do only time can tell. But no doubt it seems to be a good initiative – providing skills to people, especially because India is one of the few countries all across the world whose working age population will be very high, few years down the line, going by its ever-increasing growth of population, as per the World Bank.

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 unemployed and the country's unemployment problem also gets reduced. It is time to open up avenues by which the youth accepts responsibility and no one remains idle because an idle youth is a burden to the economy. The economy should concentrate on job creation and social security schemes. With this new approach towards skill development, India can definitely move forward towards its targeted results.

## Objectives of the study

1. To understand the effect of Skill India programme in improving the employability of the Indian youth.
2. To analyze the effect of Skill development on reducing the Qualification and career mismatch among the Indian youth.

## Problem statement

The Skill India programme has given some hopes of Skilling the young unskilled employed graduated and unemployed graduated. The study is conducted to analyze the impact of the Skill India programme on improving the employability of young Indian Graduates and also the reduction of Job mismatch among the Indian youth.

## Methodology

A descriptive study was undertaken. The study required data to be collected from primary and secondary sources. Primary data was collected from the respondents by raising a questionnaire. Secondary data was obtained from publication, journals, books etc... The data collected was compiled classified and tabulated, analyzed using statistical tools and applications

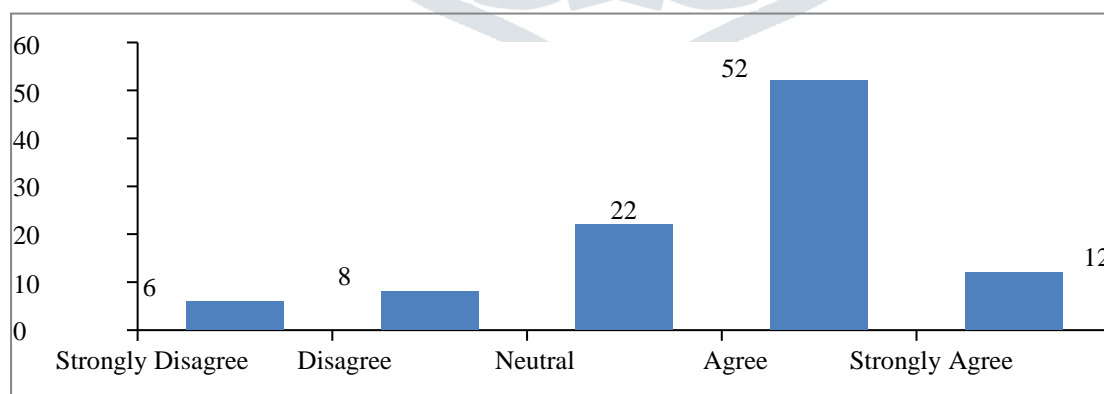
## Sampling

Random sampling was used to select 100 graduates working in various private sector organizations in Bangalore.

## Analysis and interpretation of data

The Primary data collected using the structured questionnaire has been analyzed using appropriate statistical tools. The same has been presented in the following paragraphs. The Data has been analyzed in the sequence of the questions presented in the questionnaire.

**Graph showing the opinion of the respondents on whether Skill Development Schemes under the Skill India Programme will improve the employability of the Indian youth.**

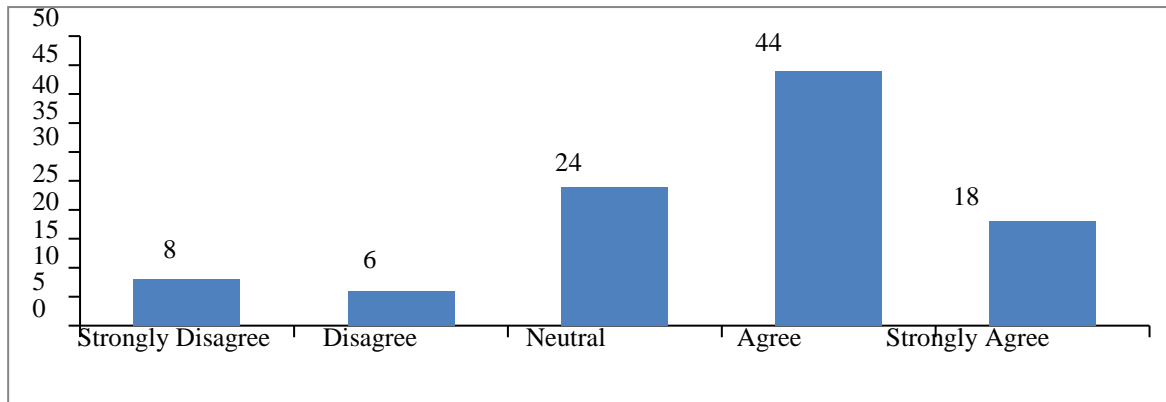


The Analysis of the Data reveals that 12% of the respondents have strongly expressed that the Skill Development Schemes under the Skill India Programme will improve the employability of the Indian Youth.

Further, 52 % of the respondents have agreed that the SIP would be useful, negligible portion of the respondents have strongly disagreed on the usefulness of SIP.

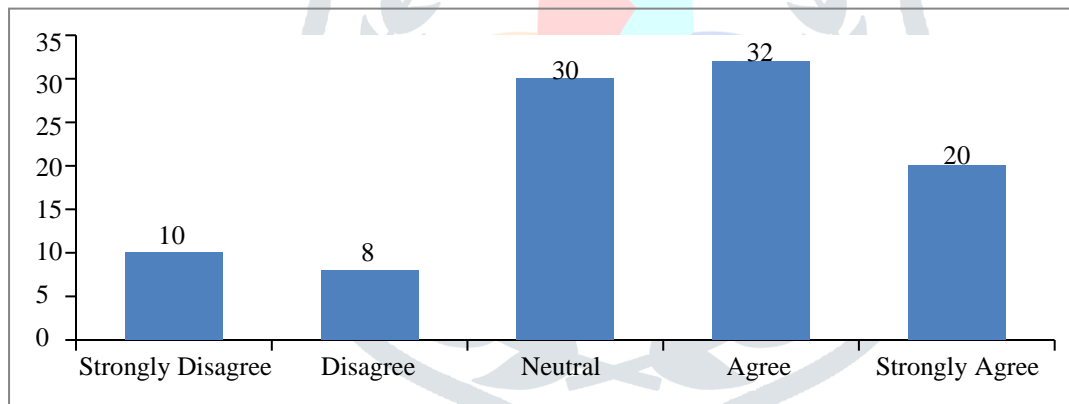
Therefore, most of the respondents have a very positive opinion on the Skill India Programme of the Central Government. There is a strong belief among the youth of this country that the Skill India Programme would improve their career choice.

### Graph showing the opinion of the respondents on whether Skill Development should be started at college level



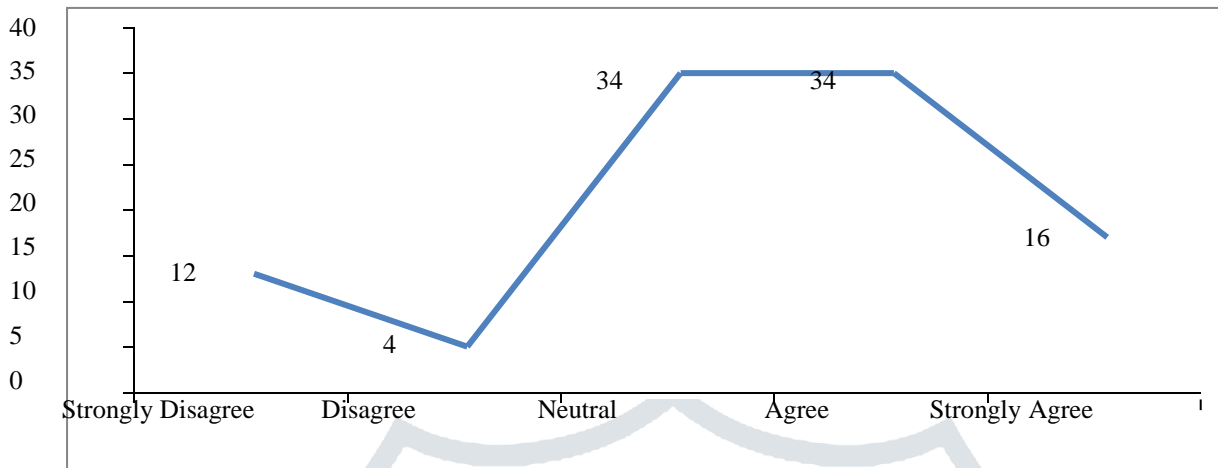
The youth respondents are of the opinion that the skill development programme should be introduced at the college level. 62% of the respondents have agree on the proposal of introducing the skill development component at the college. This opinion clearly indicates that the youth have realized that the career and education mis-match can be curtailed through the skill development.

### Graph showing the opinion of the respondents on whether learning the new skills will improve the chances of employability



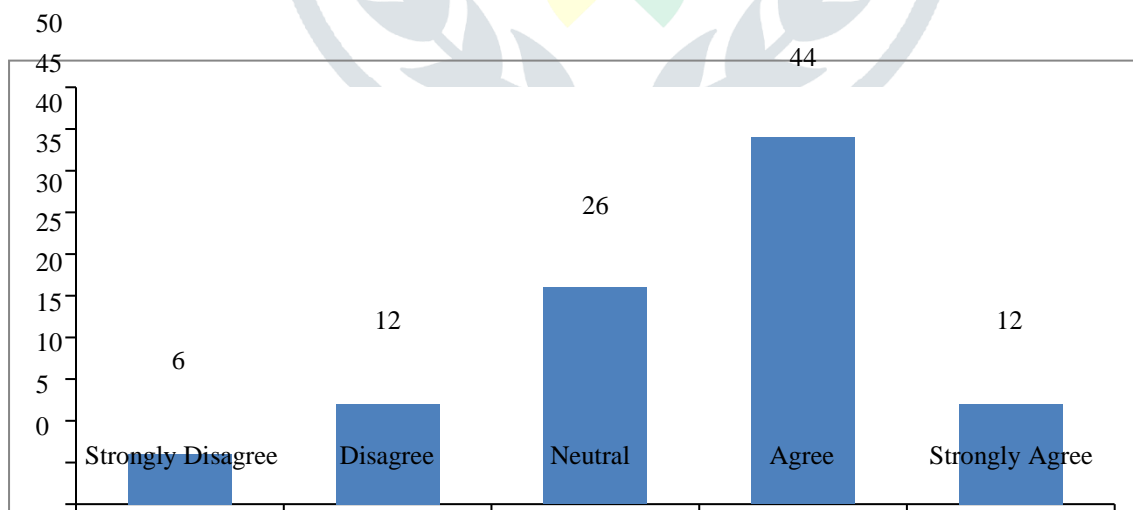
To assess the opinion of the college students, a question was incorporated in the questionnaire that whether learning the cotemporary skills would improve the possibility of better employability. Surprisingly, only 52% of the respondents have given their response very positively. Where 30 % are neutral on this particular issue. Since more than 50% of the respondents are very positive that any new skill would improve their chance of better employability, the Initiative of Skill India would be rightly perceived by the target segment in the future.

**Graph showing the opinion of the respondents on whether the skilled employee will have a high level of Job satisfaction**



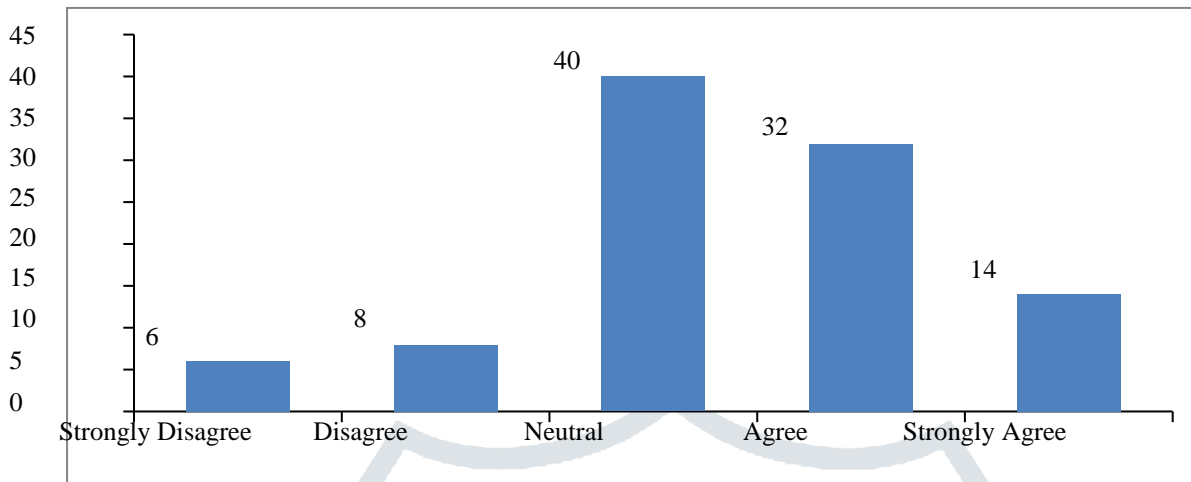
To find out the relationship between the skill level of the employee and the job satisfaction, an attempt has been made in this present study. The out-come of the survey has been depicted in the graphs shown above. The analysis of the same clearly shows that around 50% of the respondents have agreed that the skilled employee would have high degree of job satisfaction compared to a less-skilled peer. Therefore, the analysis reveals that the Skill India would improve the level of job satisfaction of the individual employees and hence would contribute for the productivity and performance.

**Graph showing the opinion of the respondents on whether the Skill training will help in improving the employees’ productivity**



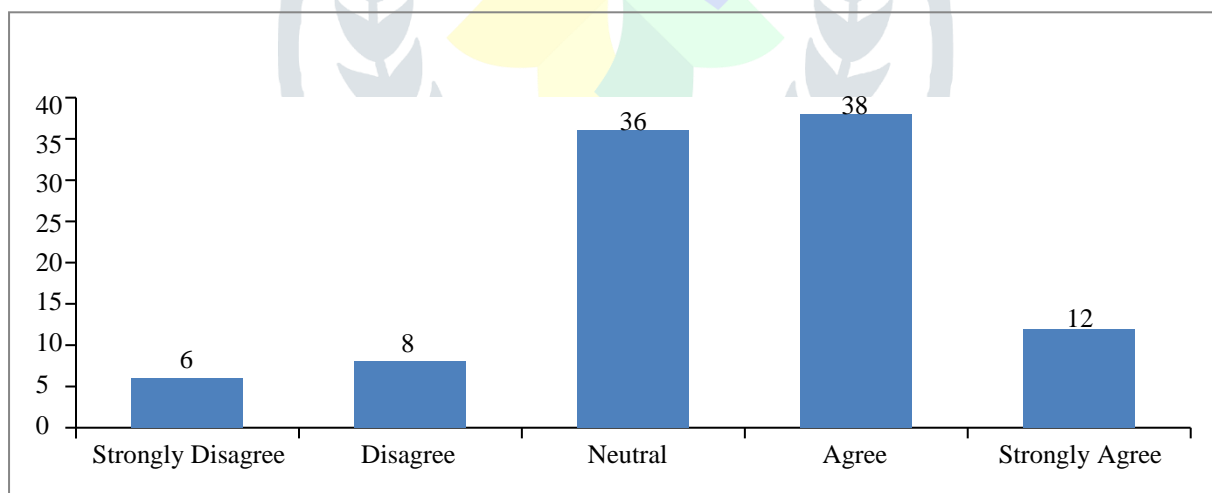
56% of the respondents are of the opinion that the Skill training will enhance the employee’s productivity. The youth are perceiving the Skill India Programme as a unique scheme which would improve the overall productivity.

**Graph showing the opinion of the respondents on the skilled employee will not take up jobs which are not related to his field of study**



Analysis of the opinion on the statement that the skilled employee will not take up jobs which are not related to his/her field of study revealed that 46% of the respondents are of the opinion that the skilled employees does not prefer a job other than their area of expertise. Therefore, the Skill India scheme attempts to bridge the gap in education and career.

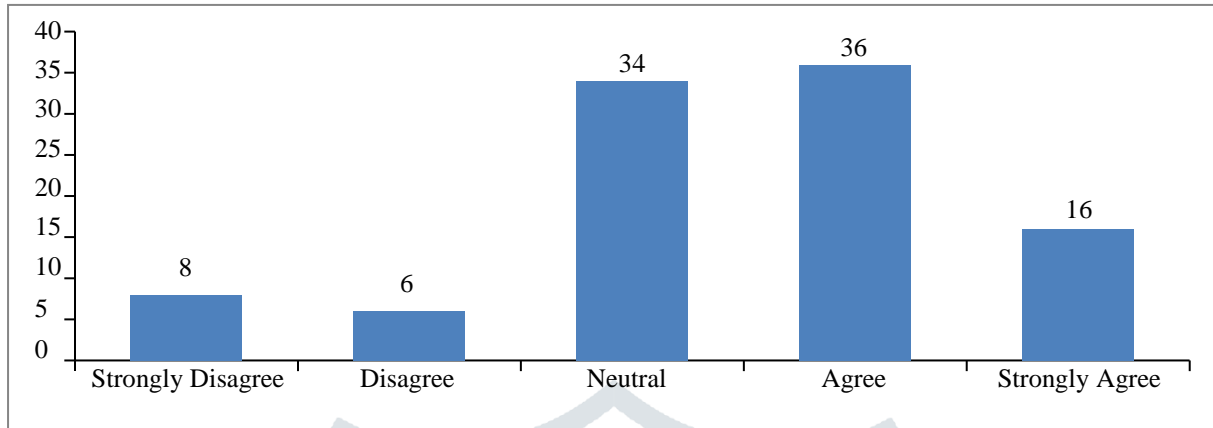
**Graph showing the opinion of the respondents on the statement “Skilled workers are more likely to get a job with better earnings”**



On the statement, whether the skilled workers get a job with better earnings, 50% of the respondents have clearly subscribed to the statement. So, there is a perception in the minds of the potential workforce of this country that the dream Project of Honourable Prime Minister, the Skill India would fetch better income with appropriate skills to perform in their job domain.

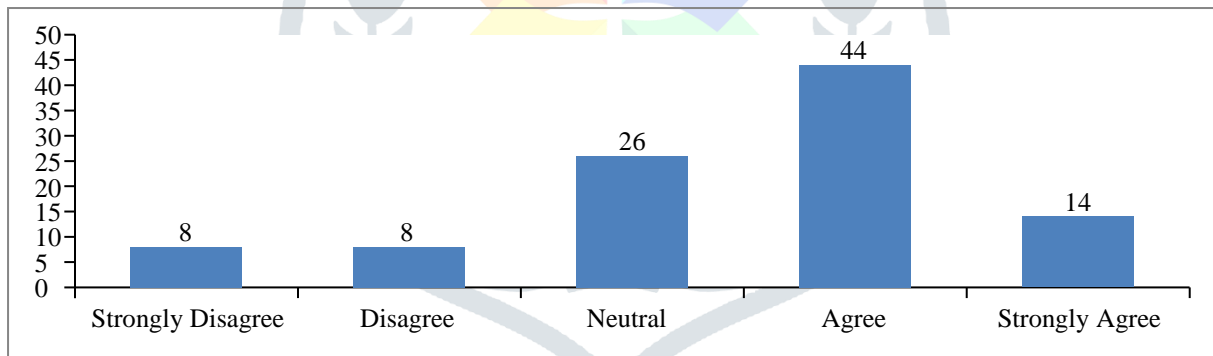


**Graph showing the opinion of the respondents on the statement “Skilled employees will have better opportunities in international job market”**



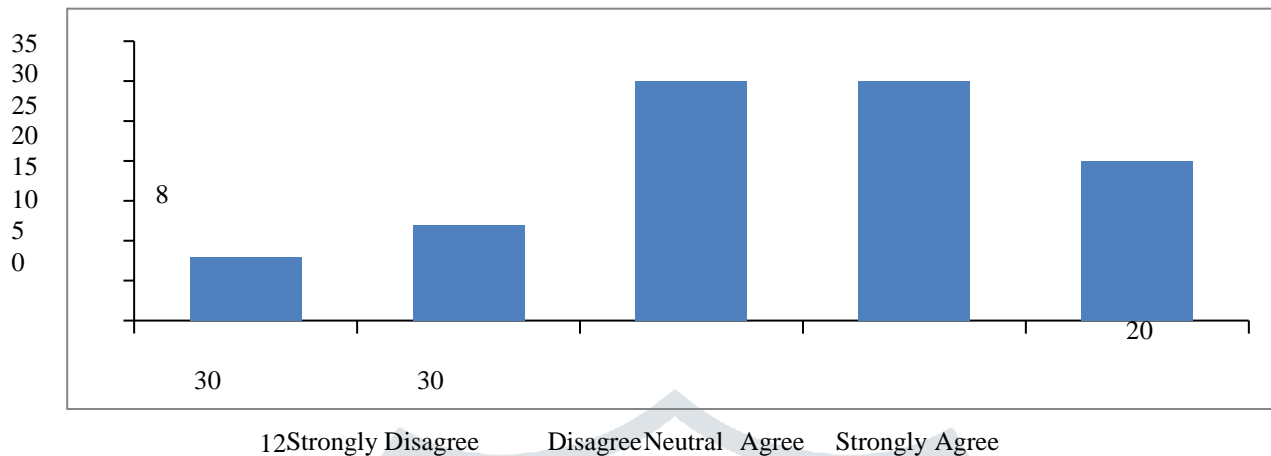
52% of the respondents have clearly expressed that the skilled employees would have better job opportunities in the International Job market than the semi-skilled or unskilled work force. They look at the Skill India Programme as a lucrative option for them to improve their skill set and compete in the International Job market.

**Graph showing the opinion of the respondents on whether the Skilled will get a job equivalent to his educational qualification.**



The opinion of the respondent on the aspect of whether the skilled youth would get a job equivalent to his/her qualification clearly depicts that nearly 58% of the respondents are of the opinion that definitely the skilled youth will have an edge over the semi-skilled or un-skilled irrespective of their higher level of qualification. Since in the present situation, mere qualification does not guarantee the required Skill set to the employer, the employer prefers a potential employee have a blend of qualification and skill set. Therefore, most of the young potential work force is of the opinion that their qualification would be capitalized with appropriate skill set. Skill India would bridge the gap between the educational qualification and the skill set.

### Graph showing the opinion of the respondents on whether the skilled employee will have better chance of getting promoted



50% of respondents have agreed on the statement that the skilled employees have better promotion prospects than the un-skilled or semi-skilled employees. The skill India programme provides an opportunity to the youth to get acquainted with the contemporary Skill set to meet the future challenges at the work place.

But, remaining 50% are not very hopeful that the skill insertion would result in better promotion prospects.

**Findings of the study:** The Major findings of the study are presented below.

1. The study revealed that the Innovative Skill Development Schemes under the Skill India Programme will improve the employability of the Indian youth. In the survey as most of the respondents are of this opinion, the Skill India would definitely emerge a major tool to bridge the gap between the qualification and the type of career chosen by the prospective employee.
2. The study also reflected on the present college education system. Most of the youth wanted to have Skill Development programmes at college level. Probably, this opinion has emerged because as soon as the youth complete their course in a college and tries for a suitable placement, they might have faced the difficulty of getting a suitable placement.
3. Most of the young potential employees are of the opinion that learning the new skills will improve the chances of employability. Probably the respondents have shared their personal experience of the advantage of having the new skills while trying for a better placement.
4. It is found that the skilled employee will have a high level of Job satisfaction. Apart from monetary benefits and other amenities, the self-satisfaction with regard to the performance enhances job satisfaction and results in high degree of morale and

motivation. In this regard, the Skill India Programme is a welcoming initiative of the Central Government in developing the skill set of the prospective workforce of the nation.

5. The study revealed that the Skill training will help in improving the employees' productivity.  
The ability to convert the input in to output depends on the efficiency of the workforce. Increasing the level of efficiency of the workforce is possible through imparting appropriate skills among the employees. The present study established that the proper skill insertion would increase the productivity.
6. It is found that the skilled employee will not take up jobs which are not related to his field of study.  
The Skill India programme enables the potential work force to focus on the related domain for employability. The gap between the acquired qualification and the opted career can be curtailed through the Skill India Programme. Most of the respondents are of the opinion the dream programme of Skill India would be a bench mark programme in making the youth to be highly focused as far as their choice of the career is concerned. As the youth who have skillful through this programme would not prefer any other filed of jobs other than their field of study.
7. It is found that the skilled workers are more likely to get a job with better earnings. As the employers look for potential employees with contemporary skill set, the one who is highly skillful would be naturally getting a job with high pay package. Skill India would enable the youth to become highly skillful and fetch a job offering high pay package.
8. The study revealed that the skilled employees will have better opportunities in international job market. To rise to the International Employment Standards, it is essential to have all the required skills to perform in a more sophisticated hi-tech work environment. Therefore, the skill India programme of the central government would make it possible for the you to approach the International Job market.
9. It is found that the skilled employee will get a job equivalent to his educational qualification. The skill set commensurate with the qualification would fetch a job where the employee would perform better based on his/her qualification.
10. The study revealed that the skilled employee will have better chance of getting promoted. The career prospect would be very attractive for a skilled employee than a less-skilled one. Therefore , the study revealed that the Skill India Programme would result in attractive promotions prospects for the skilled employees.

## Conclusion

From the findings of the study, it can be concluded that the Skill India is a very useful programme launched by the central government for imparting the Skill set among the youth of this country. Proper execution and monitoring is required for meaningful results. As the programme address several issues at the Production, Employment and social development levels, the programmes should be continued for a long while. Should be reviewed for making the programme more effective according to the changing needs of the economy and the society.

## Suggestions:

Based on the major findings of the study, the following valid suggestions are offered to the Prospective employees, The Policy Makers and the Corporates.

1. The Skill India being the Dream Project of the central government should be nourished, promoted and effectively implemented to gain maximum result out of it.
2. All necessary precautions should be initiated by the Central Government through its agencies and NGOs to implement the SIP very effectively.
3. Proper Follow-up and feed-back mechanism should be instituted to get the optimum out come from the programme.
4. Extensive publicity should be given about the programme in mass media for creating awareness about the programme.
5. The Skill Development Component should be introduced at the college level to bridge the theory and the practice gap.
6. Appropriate strategies should be framed at the corporate level to have tie-up with educational and training institutes for organizing the training and skill development programmes.
7. Proper orientation programmes should be organized for the trainers to update their skill level.
8. To assess the Skill set needs of every employee, regular reporting from the employees should be sought after from the concerned.
9. At the policy level, Separate budget allocation for the proper implementation of the Dream project of the central Government- Skill India, should be earmarked.
10. A Special task force to monitor the effective implementation of the project should be set up.

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