

“Analytical Study on Impact of Skill Development Program towards Build the Employment Opportunities in India

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Abstract

The National Skill Development Mission seeks to provide a strong institutional framework at the Centre and States for implementation of skilling activities in the country. The Steering Committee, chaired by Minister in Charge of Skill Development, envisages review the Mission's activities in line with the direction set by the Governing Council. In this view this study mainly aims to analyze the financial performance or budget allocated for skill development programme and sector wise skill development training program provided for startup entrepreneurs and also assess sector wise employment opportunity through skill development programme under “Make in India” Initiatives. The data has been collected from purely secondary sources of annual reports of ministry of skill development and entrepreneurship. Lastly this study results that logistics sector and retailers associations has more make use of this skill development programme and in this particular sector creates more employment opportunity in India.

KEY WORDS : *Skill Development, Employment Rate, Budget Estimate etc.*

INTRODUCTION

Skill development and training focuses on providing the required training for supporting & leading people in their desired sector. The various methods of training like case studies, practical experiences, brainstorming sessions, group discussions, games etc. are used for developing the hard and soft skills. Possessing employability skills, personality traits, personality development skills, management skills, ability to think positively, conflict resolution and critical thinking abilities are technical skills, ability to communicate, organize time are some skills that organizations tend to focus on to enhance the resource quality of their company. Through Skill training, specific training is imparted to the workforce to equip him for a certain job requirement. It is intended for training newly hired personnel as well as for re-training and re-educating the existing workforce with new procedure or technology for preparing them for the future requirement. Skill development helps in improving the effectiveness and empowering people for performing more efficiently. The Nation transforms into a productive, innovative and competitive economy with skilled human potential. Globalization and technological disruption put challenges as well as offer opportunities for economic expansion and job creation.

Skill development helps in improving the effectiveness and empowering people for performing more efficiently. The Nation transforms into a productive, innovative and competitive economy with skilled human potential. Globalization and technological disruption put challenges as well as offer opportunities for economic expansion and job creation. The skill ecosystem in India is undergoing major reforms and policy interventions as India embarks on its journey to become a Knowledge Economy. The skill gap study by the National Skill Development Corporation (NSDC) for the period of 2010-2014 reports that over 109.73 million additional skilled manpower will be required by 2022 across different sectors. In the last two years, the government has taken a host of initiatives to channelize the efforts and provide impetus to the Skill Development ecosystem. To steer and coordinate the current skilling initiatives with quality deliverables, the Ministry of Skill Development and Entrepreneurship (MSDE) was created in November 2014 to drive the 'Skill India' agenda in mission mode.

REVIEW OF LITERATURE:

(*Varshney, 2014*) conducted a study on "Skill development initiatives and strategies" with the objective to understand the present status and challenges of skill development in India and the impact of Skill development initiatives and strategies in India. (*Ramya, 2016*) conducted a study on "Review of the Skill Development Initiatives and its Effect on the Indian Economy" for understanding the concept of skill development, challenges being encountered in self-employment and provide suggestions on basis of observations. (*Srimathi, 2018*) conducted a study on "Skill Development - The Future of India" with an aim of reviewing the prevailing practices in various available skill sets and suggesting way forward. The study concluded that India would possibly have the best young workforce in next two decades but this alone would not be sufficient.

(*Chhadwani, 2019*) conducted a study on the impact of skill India as a tool for reshaping Indian economy for analysing the essence and impact of skill India mission in reshaping the economy of the country. (*Sunita Swain, 2020*), conducted a research on "Skill Development in India: challenges & Opportunities. The study concluded that India is blessed with a 'demographic dividend' but it has to utilize it for reaping the benefits. It can add value to the economy and also support the 'Make in India' drive by ensuring more skilled workforce. (*Jagdish Prasad, 2022*) conducted a study on "Employability through Skill Development Programmes - an overview of significance of Employability skills" with the objective to understand the importance of employability skills and ascertain the gap between Expected Skills and Skills inculcated.

Research Methodology:

The present study is purely based on data gathered from secondary sources has been collected from Annual Reports of Ministry of Skill Development and Entrepreneurship (MSDE). The required secondary data constitutes the main source of information, suitable for the purpose of the present study. In this study an attempt has been made to research domains, publishing dates, journal language, author's affiliations, as well as methodological characteristics were analyzed respectively. All findings and statements regarding the outbreak in this review are

based on published information as listed in the references in the study related skill development. For the purposes of analysis of data we apply for descriptive statistics and one way ANOVA F-Test, Independent Sample T-Test and One Sample T-Test etc.

Objectives of the Study:

1. To analyze the financial performance of budget allocated for skill development programme under Make in India Initiatives.
2. To assess the sector wise skill development training program provided under the scheme of Make in India Initiatives.
3. To depicts the sector wise employment opportunity through Skill Development programme under Make in India Initiatives.

Hypotheses of the Study:

1. H1: There is a significant differences between financial performances of budget allocated for skill development programme under Make in India Initiatives
2. H2: There is a significant differences between sector wise skill development training programs provided under the scheme of Make in India Initiatives
3. H3: There is a significant differences between sector wise employment opportunities through Skill Development programme under Make in India Initiatives.

Results and Discussion

1. Financial Performance for Skill Development programme:

Table No.1 explains that financial budget allocated for skill development programme under Make in India Initiatives. The financial performance under Ministry of Skill Development Council (MSDC). The overall budget estimated amount of Rs.13520.22 Crores and revised budget estimates sanctioned amount of Rs.13718.68 Crores from 2015-16 to 2021-22. The highest budget estimated and revised budget estimates and also sanctioned amount of Rs.2417.23 Crores and Rs.2055.65 Crores in 2017-2018 as against the lowest budget estimated and revised budget estimates and also sanctioned amount of Rs.1362.38 Crores and Rs.1362.41 Crores in 2016-2017 Respectively. In the context of financial performance under Directorate General of Skill Development Training (DGSDT). The overall budget estimated amount of Rs.4834.93 Crores and revised budget estimates sanctioned amount of Rs.4975.00 Crores from 2015-16 to 2022-22. The highest budget estimated and revised budget estimates and also sanctioned amount of Rs.812.44 Crores and Rs.841.22 Crores in 2017-2018 as against the lowest budget estimated and revised budget estimates and also sanctioned amount of Rs.541.22 Crores and Rs.587.66 Crores in 2018-2019 Respectively.

Table No.1 Financial Budget Allocated for Skill Development programme under Make in India Initiatives (Data from 2015-16 to 2021-22)

Year	Ministry of Skill Development Council (MSDC)		Directorate General of Skill Development Training(DGSdT)	
	Budget Estimated (Rs In Crores)	Revised Estimates (Rs In Crores)	Budget Estimated (in Crores)	Revised Estimates (in RsCrores)
2015-2016	2106.30	2065.33	605.23	636.20
2016-2017	1362.38	1362.41	745.15	753.12
2017-2018	2417.23	2055.65	812.44	841.22
2018-2019	1890.36	1919.73	541.22	587.66
2019-2020	1786.99	1895.11	601.11	611.77
2020-2021	1845.23	2164.21	741.23	755.41
2021-2022	2111.73	2256.24	788.55	789.62
Total	13520.22	13718.68	4834.93	4975.00

Sources: Secondary Data.(Annual Reports Ministry of Skill Development & Entrepreneurship)

From the below statistical results of one way ANOVA F-test results that to test the significant difference between the mean differences in financial budget allocated for budget estimated and revised budget for skill development programme under Make in India Initiatives. The calculated P value (Sig 2-tailed) is 0.000 and 0.000, which is less than the significant value of 0.05, which indicated that the stated null hypothesis to be rejected and alternative hypothesis is accepted.

Table No.1 (a) Results of One Way ANOVA Test

Budget Estimated					
Source of Variation	Sum of square	df	MS	F	Sig.
Between Groups	124.33	3	6004.157	1.89103	.000
Within Groups	52.36	4	3.176		
Total	176.69	7			
Revised Budget					
Source of Variation	Sum of square	df	MS	F	Sig.
Between Groups	178.44	3	6004.157	1.89103	.000
Within Groups	85.36	4	3.176		
Total	263.8	7			

Significant Level is 5%

2. Sector Wise Skill Development Training Program under the scheme of Make in India:

Table No.2 represents that Sector wise skill development training provided for entrepreneurship under the scheme of Make in India Program Initiative. There are eleven major sector the government of India provide skill development training programs for startup entrepreneurs mentioned below. The overall numbering 11,07,261 and 10,06,463 of candidates were enrolled and trained as well as around numbering, 87538 candidates were passed and 478648 candidates were certified under skill development programme under scheme of Make in India. The highest numbering 2, 33,132 and 233072 were enrolled and trained as well as around numbering, 194228 candidates were passed and 175056 candidates were certified under logistics sector Skill Council development programme as against lowest

numbering 9874 and 9812 were enrolled and trained as well as around numbering, 8660 candidates were passed and 8214 candidates were certified under tourism and hospitality services sector Skill Council development programme respectively.

Table No.2
Sector Wise Skill Development Training Provided under the scheme of Make in India Program Initiative
(Consolidated Data from 2015-16 to 2021-22)

Sectors Skill Council	No of candidates Enrolled	No of candidates Trained	No of candidates Passed	No of candidates certified
Textiles & Handloom Sector Skill Council	29212	29212	24040	19378
Logistics Sector Skill Council	233132	233072	194228	175056
Leather Sector Skill Council	60359	60359	48935	47335
Agriculture Sector Skill Council of India	137663	37603	96172	81223
Security Sector Skill Development Council	65843	65753	58171	53655
Retailers Association's Skill Council of India	174697	174528	137621	125417
Beauty and Wellness Sector Skill Council	128613	128470	104850	94059
Electronics Sector Skills Council of India	176258	176108	138032	122843
Automotive Skills Development Council	79245	79245	62775	52580
Construction Skill Development Council of India	12365	12301	10560	9888
Tourism and Hospitality Services Sector Skill Council of India	9874	9812	8660	8214
Total	1107261	1006463	875384	78648

Sources: Secondary Data. (Annual Reports Ministry of Skill Development & Entrepreneurship)

From the below statistical results of one sample T-test depicts that to test the significant difference between the mean differences skill development training provided under the scheme of Make in India Program Initiative number of candidates enrolled, trained, passed and certified. The calculated P value (Sig 2-tailed) is 0.001, 0.002, 0.001 and 0.001, which is less than the significant value of 0.05, which indicated that the stated null hypothesis to be rejected and alternative hypothesis is accepted.

Table No.2 (a) Results of One Sample T-Test

Variables	Test Value 0.05					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
No of candidates Enrolled	4.488	10	.001	100660.09091	50686.3968	150633.7851
No of candidates Trained	4.020	10	.002	91496.63636	40787.4954	142205.7773
No of candidates Passed	4.480	10	.001	80367.63636	40399.4702	120335.8025
No of candidates certified	4.448	10	.001	71786.18182	35828.5410	107743.8226

Significant Level is 5%

3. Sector Wise Employment Opportunity through Skill Development Programme:

Table No.3 Sector wise employment opportunity through skill development programme for start up entrepreneurs under Make in India Initiatives. There are eleven major sector the government of India provide skill development

training programs for startup entrepreneurs mentioned below. The overall numbering 141.90 million employment has been projected out of that 90.32 million employment opportunities generated from 2015-16 to 2021-22. The highest numbering 14.88 million employment has been projected out of that 9.02 employment opportunities generated under the logistics sector skill council of India as against lowest numbering 3.09 million employment has been projected out of that 1.03 employment opportunities generated under the Agriculture Sector Skill Council of India under Make in India Initiative programme respectively.

Table No.3 Sector Wise Employment Opportunity through Skill Development programme under Make in India Initiatives (Consolidated Data from 2015-16 to 2021-22)

Sectors Skill Council	Employment Projected (Million)	Generate Employment (Million)
Textiles & Handloom Sector Skill Council	10.89	8.88
Logistics Sector Skill Council	14.88	9.02
Leather Sector Skill Council	11.23	7.36
Agriculture Sector Skill Council of India	3.09	1.03
Security Sector Skill Development Council	11.65	5.41
Retailers Association's Skill Council of India	13.21	7.77
Beauty and Wellness Sector Skill Council	10.77	6.55
Electronics Sector Skills Council of India	12.11	9.41
Automotive Skills Development Council	6.96	4.23
Construction Skill Development Council of India	5.11	4.34
Tourism and Hospitality Services Sector Skill Council	9.61	6.66
Total	141.90	90.32

Sources: Secondary Data.

From the below statistical results of Independent sample T-test depicts that to test the significant difference between the mean differences sector wise employment opportunity through Skill development programme under Make in India Initiatives. The calculated P value (Sig 2-tailed) is 0.000 and 0.001, which is less than the significant value of 0.05, which indicated that the stated null hypothesis to be rejected and alternative hypothesis is accepted.

Table No.3 (a) Results Independent Sample T-Test

Variables	T	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Employment Projected	3.451	13	0.000	1751.20000	-241.777	5123.77
Generate Employment	4.21	13	0.001	121451.12400	190524.23	1026415.723

5% Significant Level

Outcome of the Study:

- 1) The overall budget estimated amount of Rs.13520.22 Crores and revised budget estimates sanctioned amount of Rs.13718.68 Crores from 2015-16 to 2021-22.
- 2) The overall budget estimated amount of Rs,4834.93 Crores and revised budget estimates sanctioned amount of Rs.4975.00 Crores from 2015-16 to 2021-22.
- 3) The highest numbering 194228 candidates were passed and 175056 candidates were certified under logistics sector Skill Council development programme.
- 4) The lowest numbering 8660 candidates were passed and 8214 candidates were certified under tourism and hospitality services sector Skill Council development programme.
- 5) The overall numbering 141.90 million employment has been projected out of that 90.32 million employment opportunities generated from 2015-16 to 2021-22.

Suggestion of the Study

- ❖ 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
- ❖ There is need to increase limited mobility between skill and higher education programmes and vocational education.
- ❖ Lack of mentorship and adequate access to finance for startups and inadequate impetus to innovation driven entrepreneurship to make use of skill development programme.
- ❖ There is a limited mobility between skill and higher education programmes and vocational education and need high coverage of apprenticeship programmes

Conclusion:

The sector wise skill development training programmes for startup entrepreneurs impacted on financial performance and employment opportunity creates among the youth under benefit of Make In India Initiatives. This study results that logistics sector and retailers associations has more make use of this skill development programme and in this particular sector creates more employment opportunity in India. There is essential to simplify the institutional structure with more investment in infrastructure of training and special importance on encouraging a casual labor force that inevitably not to be unaccompanied with incentives for private sector involvement also. For success of “Make in India” mission it is significant to prepare youthful millions of Indian’s with the right skills to creating more employment opportunity to sustainable growth and development of economy in India.

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