



A STUDY ON CHALLENGES AND PROSPECTS OF SKILL INDIA DEVELOPMENT IN INDIA

SARITA KUMARI SINGH

RESEARCH SCHOLAR

DEPARTMENT OF COMMERCE

B.R.A. BIHAR UNIVERSITY (MUZAFFARPUR)

HAJIPUR, (VAISHALI) BIHAR, INDIA

Abstract : The article presents the concepts of “skill India” and demonstrates how crucial it has been to the economic development of the nation. It also explains the actions and policies that have been put in place with this goal in mind. The majority of young people lack access to education and training and work in the unorganized sector. Although this concept was not well developed or acknowledged in India, a number of institutions and centers are now putting specific policies and programs like technical skill development programs, management development programs, etc into place to assist young people in developing their skills. To put this concept into action, other training and educational facilities have been established. These facilities train people in a variety of skills, including computer proficiency, artisanship, production, manufacturing, reading, writing and math. The talent that a person acquires are determined by his interest and capabilities. India’s educational institutions and enrollment have grown quickly in the last few years, yet the country’s poor educational attainment and high dropout rates persist. India has a well established system of vocational training, but its young people are not adequately equipped with the skills that modern enterprises want.

IndexTerms - skill India, digital literacy, economic growth etc.

I. INTRODUCTION

The training and development that an employer offers to his staff members at work is known as skill development. The goal of the July 15, 2015, introduction of the “Skill India” initiated by Indian Prime Minister Narendra Modi is to teach over 40 crore people in various skills by the end of 2022.

It consists of a number of government initiatives, such as the “Skill Loan Scheme”. “Pradhan Mantri Kaushal Vikas Yojana (PMKVY)”, “National Policy for Development and Entrepreneurship, 2015”, and the “National Skill Development Mission”. India’s youth can develop their skills thanks to a number of government-initiated programs. In this context, the development of skills requires:

- The provision of vocational training to school leavers, currently employed workers, ITI graduates etc. by taking advantage of available infrastructure in government, business and other institutions with a view to improving their employability.
- Under this system, trained persons may also be tested and certified.
- To design the standards course curricula, learning material and assessment standards within the nation.
- A person over the age of 14 and a child who has previously worked as a child laborer or retired from work are considered young.
- Strengthens the ability of young people to acquire job skills.

Objective of the research:

1. To understand the concept of Skill India.
2. To learn about the various initiatives of the government.
3. To know obstacles encountered throughout the Skill India process.

Method of study:

This study is based on secondary data like journal, websites, newspaper etc.

Features of Skill India:

- The program is designed in such a way that it leads to the development of skills of the national youth due to which they get employment and also improves entrepreneurship.
- Provides training, support and guidance for all types and traditional trades (eg carpenters, shoemakers, welders, blacksmiths, masons, nurses, tailors, weavers, etc.).
- Special attention is given to new industries (eg real estate, construction, transport, textiles, gems, jewellery, banking, tourism and many other industries) where skill development is insufficient or non-existent.
- The training programs would be built on an international level which would train Indian youth not only for India but also for other countries.
- A unique feature of the Skill India program would be to create a hallmark called “Rural India Skill” to standardize and certify the training process.
- Need-based programs for specific age groups will be started selected Japanese organization i.e. Indian Engineering Institute, Japan-India Institute of Manufacturing (JIM) and Japan Endowed Courses (JEC) are established.
- In the financial year 2017-18, the Government of India decided to set aside Rs. Budget 17,000 million. This is the largest ever allocation for this sector to promote Skill India.
- Government has invested Rs. 4,000 crore to start the livelihood promotion program SANKALP (skill acquisition and knowledge awareness for livelihood promotion).

Government initiatives regarding the development of Skill India:**Make in India:**

Make in India is an international marketing campaign launched by the Prime Minister to encourage multinational companies and domestic companies to manufacture their products in India as a major investment destination and a global hub for manufacturing, engineering design and innovation. The campaign aims to attract foreign companies to set up their manufacturing units in India and seek more foreign investments. The goal of the campaign is to make the manufacturing sector grow more than 100 percent sustainably in the long term. The government is looking into all the regulatory processes to ease the burden on investors. A dedicated mobile is designed to answer business questions through a newly created web portal. With this campaign, the Union Government aims to remove the scary image of the complex rules and bureaucracy of Indian governance. It helps investors around the world make their investment decisions. This will facilitate the realization of the goal of a liberalized economy. Make in India acts as the main point of contact to guide foreign investors on all matters related to regulatory and policy issues and help them obtain regulatory approvals. Through the Make in India initiative, the government is focusing on building physical infrastructure as well as creating a digital network to make India a global hub for manufacturing goods from cars to satellites to submarines, medicines to ports and paper to electricity. Government of India has identified 25 priority sectors for Make in India campaign which need to be promoted adequately. Manufacturing in India with major focus on:

- Automotive
- Biotechnology
- Aerospace
- Oil and Gas
- Travel and Nutrition
- Chemicals
- Rail and more.

Since then, from October 2014 to May 2016, the stock flow of FDI in the previous 20 months (February 2013 to September 2014) increased by 46%, from \$42.31 billion to \$61.58 billion. Foreign direct investment also increased by 37% from \$62.39 billion to \$85.75 billion. India is ranked in the World Investment Report (WIR) 2016-2018 by UNCTAD in third place in the ranking of the largest host countries. In order to further improve the general investment environment and attract foreign investments, the government takes various measures, such as opening direct investment in many sectors; reforms and liberalization related to direct investment and ease of doing business in the country. The development of supporting infrastructure is done to facilitate the establishment of industries such as transport infrastructure, facility infrastructure etc.

Digital India:

Digital India is an initiative of the central government of India to make India a global digitized hub by revitalizing India's dilapidated digital sector, improving digital connectivity and skill development and using various other incentives. The country has digital capabilities in this area. It includes various proposals and incentives companies, mainly domestic and foreign manufacturing companies, to invest in India and make the country a digital destination. The Digital India campaign focuses on job creation and upskilling through broadband highways, e-governance and e-service delivery, universal access to mobile connectivity, electronic manufacturing and communication, etc. The aim of the campaign is to solve connectivity problems and thus help us communicate with each other and share information about the problems and concerns we face, and in some cases, they also allow to we solve these problems almost in real time. This initiative is focused on helping India achieve better rural connectivity on the back of stable government policies and a campaign of benefits and incentives. At the same time, the aim of the initiative is to create jobs and strengthen skills, which ultimately leads to an increase in GDP and tax revenues.

The Digital India campaign focuses on job creation and skill enhancement Broadband Highways, e-governance and e-service delivery, universal availability of mobile connectivity, electronic manufacturing and communication for all, etc. The campaign aims to solve problems of connectivity and thus help us connect with each other and share information about issues and concerns. In some cases, they also allow an almost real-time solution to these problems. This initiative is focused on helping India achieve better rural connectivity on the back of stable government policies and a campaign of benefits and incentives. At the same time, the initiative aims to create jobs and improve skills, which ultimately leads to an increase in GDP and tax revenue. Digital India has three key components which are:

- Creation of digital infrastructure (to connect 550 farm markets)
- Digital delivery of services Digital literacy (covering six million rural households)
- The vision of Digital India would be supported by 9 key pillars which include projects like:

1. **Broadband Highways**
2. Universal access to mobile connectivity
3. E-Governance
4. E-Kranti
5. Electronics manufacturing
6. IT training for jobs
7. Global Information
8. Early harvesting programs

Skill India:

This new program called "Skill India" is supposed to be a multi-skill program. It was launched in March 2015. Like all other programs, Skill India is a dream project of Narendra Modi and the launch of this program has already started. The main objective is to create opportunities, space and opportunities for the development of Indian youth talent and to develop more those areas which have been under skill development for so many years and to identify new skills development. The new program aims to provide education and skills to 500 million youth of our country by 2020, covering every village. Various schemes are also proposed to achieve this goal.

Features of Skill India:

- Focus is on skilling youth so that they can get jobs and also improve entrepreneurship.
- Provides training, support and guidance for all traditional trades such as carpenters, plasterers, welders, blacksmiths, masons, nurses, tailors, weavers, etc. gems, jewellery, banking, tourism and many other sectors where skill development is inadequate or non-existent.
- Educational programs would be at an international level so that the youth of our country could satisfy not only the domestic needs but also the needs of other countries such as the United States, Japan, China, Germany, Russia and West Asian countries.
- Another important feature of the "Skill India" program is to create a "Rural India Skill" function to standardize and certify the training process, development skills, management skills, behavioral skills, including work and job skills.
- Skill India course methodology to be innovative which includes games, group discussions, brainstorming sessions, practical experiences, case studies etc.

Pradhan Mantri Kaushal Vikas Yojana (PMKVY):

Approved to help 10 million young people for an additional four years from 2016 to 2020. The Ministry of Skill Development & Entrepreneurship's (MSDE) flagship program is the Pradhan Mantri Kaushal Vikas Yojana (PMKVY). The goal of Skill Certification Scheme is to make it possible for a large number of young Indians to enroll in industry relevant skill training, which will improve their chances of finding employment. Under the Recognition of Prior Learning (RPL) program, those with prior learning experience of skills will also be evaluated and certified. The government covers all training and assessment costs under this scheme.

SANKALP:

Through its primary sub-missions, the Skill Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP) project seeks to carry out the National Skill Development Mission's (NSDM) mandate. The NSDM was introduced on July 15, 2015 by the Ministry of Skill Development & Entrepreneurship. The project is in line with the NSDM's overarching goals and will be carried out in mission mode with assistance from the World Bank. Strengthening institutional mechanisms at the national and state levels; developing a pool of competent trainers and assessors; fostering convergence among all state-level skill training initiatives; putting in place a reliable monitoring and evaluation system for skill training programs; giving access to opportunities for skill training to underprivileged groups; and above all supplementing the Made in India initiative by meeting the skill needs of pertinent manufacturing sectors.

Obstacles encountered throughout the Skill India process :

Numerous problems and obstacles prevent Skill India from being implemented and having the desired impact. Among the main concerns are:

- **Lack of Knowledge:** A lot of people, particularly in rural regions, are unaware of the advantages of skill development programs. It's possible that they are unaware of the opportunities or how to take advantage of them.
- **Absence of Industry Links:** A mismatch exists between what is taught and what employers require because of a lack of cooperation between industries and skill-training institutes.
- **Perception and Stigma:** Some social groups believe that traditional education is superior to vocational training, which creates a stigma around enrolling in skill development programs.
- **Mobility and Accessibility:** People who live in rural or underdeveloped locations may find it difficult to access programs for skill development.
- **Finances and Sustainability:** Infrastructure, training, and other resources are major costs associated with skill development programs. Maintaining these initiatives' viability and success requires securing long-term support.
- **Training Program Quality:** There is a large range in the quality of skill training programs. Certain degrees might not fulfill industry requirements, leaving graduates with insufficient knowledge and skills for the workforce.
- **Relevance to Industry Needs:** It's possible that skill development initiatives don't always match up with what industries require now or in the future. Underemployment or unemployment may result from this mismatch between the abilities that companies want and the skills that are taught.
- **Infrastructure and Resources:** The efficacy of skill development programs may be hampered by inadequate infrastructure and resources. A lack of contemporary facilities and equipment makes practical training difficult.
- **Trainer Quality:** The effectiveness of skill training can be affected by the qualifications and experience of instructors and trainers.

Recommendations:-

The suggestions that follow are as follows:

- The opening of skill training facilities at both the village and block levels will encourage and motivate the local workers and students who have previously dropped out of school or college but wish to gain some real world experience that will help them land a job.
- To address the issue of unemployment, the Gram Panchayats and Municipal Committee ought to be involved in local skill development programs, apprenticeships, and job placements.
- Public training centers and institutions should be available in rural, challenging, bordering and hilly areas, especially in areas where private investment is not very interested.

Conclusion:

Skill India offers courses in 40 sectors in the country. The courses help the person to focus on practice and improve technical skills so that he is ready for the first day of work, and the company does not have to invest in training him according to his job profile. Skill India is no longer limited to the domestic market, but actively collaborates with countries across the globe to promote geographic visibility and opportunities in international markets. Skill India is responsible for ensuring that common standards are implemented across all skill development programs in the country so that they are all standardized and targeted. The ITI ecosystem has also been brought under Skill India to achieve better results in vocational education. The Ministry was also proactive in carrying out extensive reforms to the Apprentices Act of 1961, giving maximum control to the private sector to ensure that the standards of the industry are in line with market demands. Industry has been given more regulatory powers where they can even determine the purpose of the required training. This is a great opportunity that the industry should seize and take advantage of.

Bibliography:

1. <https://www.researchgate.net/publication/344460984> Skill India A Campaign for Economic Growth
2. <https://www.researchgate.net/publication/323338844> Make in India Digital India and Skill India Awareness Among Graduate Students-A Study on Sagara Taluk
3. BYJU'S Exam Prep. (2023). Digital India UPSC: Challenges, advantages, pillars, Digitalization. <https://byjusexamprep.com/upsc-exam/digital-india-upsc#toc-5>
4. Saitni, Dr. S. R. (n.d.). SKILL INDIA MISSION: A STUDY OF PROSPECTS AND CHALLENGES WITH SPECIAL REFERENCE TO THE STATE OF HARYANA. *JETIR*, 9(7)<https://www.jetir.org/papers/JETIR2207578.pdf>
5. Latha, Dr. S. (n.d.). a study on skill development initiative schemes in India. *Jetir*, 7(2). <https://www.jetir.org/papers/JETIR2002049.pdf>

Skill India: Challenges, Solutions, and Government schemes. (n.d.). <https://www.nextias.com/blog/skill-india/#:~:text=Challenges%20faced%20in%20the%20process%20of%20Skill%20India,-Skill%20India%20faces&Text=They%20may%20not%20know%20about,What%20the%20job%20market%20demands>