



www.iasgateway.com

KURUKSHETRA

FEBRUARY - 2020

INDEX

1. SKILL DEVELOPMENT IN INDIA: THOUGHTS AND IDEAS
2. INITIATIVES TO PROMOTE SKILL DEVELOPMENT AND ENTREPRENEURSHIP
3. SKILL DEVELOPMENT: A WAY FORWARD
4. SKILLING THE YOUTH THROUGH SCIENCE AND TECHNOLOGY
5. SKILL DEVELOPMENT AND ENTREPRENEURSHIP AMONG YOUTH AND WOMEN
6. SKILL DEVELOPMENT: ISSUES AND CHALLENGES



1. SKILL DEVELOPMENT IN INDIA: THOUGHTS AND IDEAS

Introduction:

- Skill development leads to improved productivity, employment, self-employment, economic growth and consequently poverty reduction.
- Skill development, especially in a country like India with its large young population, of 34% of total population assumes greater importance.
- Keeping in mind the large numbers required to be skilled, there emerges a need to strengthen the skilling ecosystem and introduce innovative measures.

Various measures which could be considered to strengthen the skilling ecosystem are:

1. Skilling to be Made Aspirational:

- To build a sustainable skilling ecosystem, skilling along with vocational education needs to be made aspirational.
- Vocational courses have low acceptability due to various reasons including lack of well-defined career progression and low awareness among the stakeholders.
- It is perceived be preferred option for those who have not succeeded in the formal education system or have opted out of it.
- Information, Education and Communication (IEC) efforts to sensitize all the stakeholders would go a long way in making skilling and vocational education aspirational.
- To strengthen the skilling ecosystem, we need to understand youth preferences and gauge their aptitude and interest.
- Mapping aspirations of the youth is important for sustainable skill development and making the skilling ecosystem more demand driven.

2. Re skilling and Up skilling:

- Along with fresh skilling, India requires a sustainable re-skilling and up-skilling ecosystem, which besides making the workforce present and future ready.
- It also addresses the concerns of women who for several reasons including family commitments, take a break from work and then want to rejoin.

3. Online Skilling to be Encouraged:

- Increased use of Online Skilling in a technologically-driven environment appears to be a viable, cost effective solution that would enable a person to select her choice.
- Online skilling would improve the reach of rural youth to formal training system.

- To set up a hybrid model of online skilling having online theory sessions along with practical training videos and also practical hands-on training model.
- Online skilling would require an integrated online skilling platform which would have the National Skill Qualification Framework (NSQF) approved courses on it that could be accessed by the potential trainees.

4. Private Sector Participation:

- Private sector and industry participation should be leveraged in strengthening the skilling ecosystem,
- Enhanced industry linkages could lead to more employment opportunities for skilled candidates.
- Industry associations and local industry chambers could also be engaged for providing entrepreneurial mentorship and hand-holding for the candidates who want to start their own venture.

5. Linking Skill to Entrepreneurship:

- To ensure employability, employment, entrepreneurship and self-employment amongst skilled youth the skilling curriculum should have a fair dose of entrepreneurship and know-how to start one's own enterprise.
- Skilling should create not only job seekers but also job creators and job givers.
- Necessary credit support along with market linkages also needs to be provided.
- Setting up of incubation centre's and cluster-based approach would give great impetus to entrepreneurship.
- Soft-skills training is also an indispensable part of skilling for both employment as well as entrepreneurship.

6. Role of Apprenticeship in Skilling:

- The need to strengthen and popularize apprenticeships in India is immense and immediate as it is one of the best ways of on-the-job skilling and increasing the employability of a person manifold. It is a win-win situation as the industry also gets a ready pool of trained, industry ready workforce. Apprenticeships needs to be popularized and incentivized with measures like preference in recruitment, higher stipends for female apprentices and assistance to MSME engaging apprentices.

7. Integrated Portal of Job Seekers and Job Givers:

- There is a need to have a single integrated portal wherein all data of job seekers as well as job givers is available and regularly updated which will helps to augmenting matchmaking and placement of trained youth.

- It also helps industry get trained workforce of their choice and job seekers to search employment in location of their choice.

8. Skilling for Future Jobs:

- In the age of rapid technological advancements, it is also immensely important to prepare the country's workforce for future jobs by constant up-skilling and re-skilling efforts.
- Many emerging technologies such as AI, Machine Learning, and Robotics, 3D Printing, Internet of Things and Block chain are shaping innovations in business models and processes.
- Thus, it is imperative to introduce new skill courses and trainings, to prepare youth for these emerging job roles.

9. Skilling for Global Markets:

- India should leverage its demographic dividend by skilling labour force for global markets which would support the vision of making India the 'Skill Capital' of the world.
- Skilling for global markets can be facilitated by setting up specialized market research cells which would conduct demand-supply analysis in major employing sectors in different economies, thereby identifying opportunities for the Indian labor force and also the skill required to equip them for these opportunities.

Conclusion:

- For India to become the skill capital of the world, skilling of rural India assumes great importance as it would enhance employability, employment and entrepreneurial activity in rural areas, where majority of the population still resides.

2. INITIATIVES TO PROMOTE SKILL DEVELOPMENT AND ENTREPRENEURSHIP

- India is a country today with 65 per cent of its youth in the working age group. If to reap this demographic advantage, it has to be through skill development of the youth so that they add not only to their personal growth, but also to the country's economic growth.

Skill India Mission:

- To empower the youth of the country with skill sets which make them more employable and more productive in their work environment.
- Skill India offers courses across 40 sectors in the country which are aligned to the standards recognized by both the industry and government under the National Skill Qualification Framework (NSQF).
- The courses help a person focus on practical delivery of work and help him enhance his technical expertise so that he is ready for day one of his job and companies don't have to invest into training him for his job profile.

National Skill Development Mission:

- It not only consolidates and coordinates skilling efforts, but also expedite decision making across sectors to achieve skilling at scale with speed and standards.



Pradhan Mantri Kaushal Vikas Yojana:

- Flagship scheme of the Ministry of Skill Development & Entrepreneurship is implemented by National Skill Development Corporation.
- Objective is enable a large number of Indian youth to take up industry-relevant skill training that will help them in securing better livelihood.
- Individuals with prior learning experience or skills will also be assessed and certified under Recognition of Prior Learning (RPL).

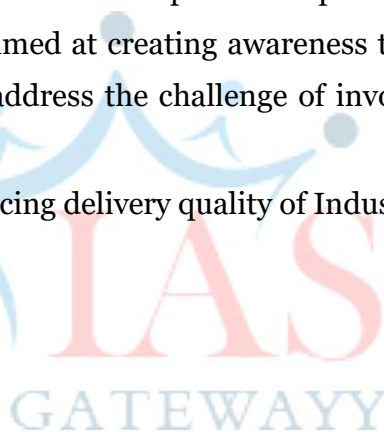
- The objective of this skill Certification Scheme is to bring about a shift from the unorganized sector to an organized economy by formally recognizing the existing skills of the youth in our nation through a process of assessment and certification programme.

Deen Dayal Upadhyaya Grameen Kaushalya Yojana:

- DDU-GKY is a part of the National Rural Livelihood Mission (NRLM) with the dual objectives of adding diversity to the incomes of rural poor families and caters to the career aspirations of rural youth.
- It is uniquely focused on rural youth between the ages of 15 and 35 years from poor families.
- As part of the Skill India Campaign, it plays an instrumental role in supporting the social and economic programmes of the government like the Make-In India, Digital India, Smart Cities and Start-Up India, Stand-Up India scheme.

Skills Strengthening for Industrial Value Enhancement (STRIVE):

- In 2016, Ministry of Skill Development and Entrepreneurship introduced this scheme
- It is a World Bank funded project aimed at creating awareness through industry clusters and geographical chambers that would address the challenge of involvement of micro, small and medium-sized enterprises.
- It also aims at integrating and enhancing delivery quality of Industrial Training Institutes.



3. SKILL DEVELOPMENT: A WAY FORWARD

Importance of skill development for India and challenges in it:

- The National Policy for Skill Development states that 54% of India's population is below 25 years of age and 62% is aged between 15 and 59 years. This demographic dividend is expected to last for the next 25 years.
- Labour force in the industrialized world is expected to decline by 4% while in India it will increase by 32%.
- In India 49% of workforce are employed in agriculture, however, their contributions is only 15% of the GVA. In China only 21% of workforce is employed in agriculture.
- The Indian economy will need to generate nearly 70 lakh jobs annually to absorb the net addition to the workforce.
- Globalization, growing domestic market, automation and adoption of new technologies like AI, Robotics and Internet of Things by various segments of the economy have significantly impacted skills in demand.
- The employability of skilled manpower has remained a big challenge. As per India Skills Report 2019, the employability of final year students of it is and polytechnic has declined in recent years.
- Lack of focus on industry linkages and core employable skills were the main reasons for the downturn in employability.
- Labour Force Participation Rate (LFPR) is defined as the percentage of persons in the labour force among the persons in the population. LFPR for the persons 15 years or above was nearly 49%.
- Unemployed Rate, defined as the percentage of unemployed person in the labour force, was 6.1% in 2017-18. Unemployment Rate was higher among the educated than among those whose educational level was lower than secondary.
- On the skill development front, the mismatch between demand and supply of skilled labour is one of the causes for increasing unemployment Rates among youth.
- Given that 83% of the workforce is engaged in the unorganized sector with limited training facilities, up-gradation of skills, both in manufacturing and services sectors, remains a challenge.

Way Forward:

- Skill development plans and strategies should be developed by geography and sector by mapping the availability of infrastructure and on the basis of assessing skill requirements both at the national and state level.

- Panchayat should be a geographical entity to mobilize rural youth for skill development and training programmes in a formal manner and panchayat office should maintain a data base on skill requirements after counseling rural youth.
- Employment and skill counseling centers should be established in each panchayat. Government should establish skill training centers at the panchayat level in PPP mode on long-term basis.
- It should be made compulsory for Industry stakeholders to publish their vacancy details through the National Career Centres with some incentives given to industries.
- Training capacities of trainer in training institutes need to be upgraded to ensure the availability of qualified trainers. The training centres in addition to providing training should conduct trainings to upgrade the training skills of trainers.
- MSDE should have a single regulatory body with branches in all states to lay down minimum standards for all players in the skilling system like training providers, assessors, etc.
- Centralized MIS should be there to provide information on skill development on all types of short-term training programmes.
- To address the requirement of skilled workers in the unorganized sector, scaling up Recognition of Prior Learning Scheme is required under the PMKVY, using bridge training, apprenticeship, dual training, work-based learning and advanced courses.
- Overseas Employment Promotion Agency should be set up at the national level under Ministry of External Affairs, to train and certify Indian workers keen on overseas employment, in line with international standards.
- Internship in industries is quite important as both the employer and trainee understand each other's requirements. So, more emphasis should be given on increasing interactions between industry and trainees.

4. SKILLING THE YOUTH THROUGH SCIENCE AND TECHNOLOGY

- India's youth makes up for most of the population of the country. There is a need of skilled youth in the field of science and technology in the country so that their proficiency in various tasks can be fully utilized.
- Major changes in the Indian economy and the accelerated rate of industrial growth imply a larger demand for vocational skills. The rapid migration of rural population to urban areas has also created a demand for trained people to meet the needs for urban services.
- As per the India's Science, Technology and Innovation Policy (STI) 2013, "Science, technology and innovation should focus on faster, sustainable and inclusive development of the people. The policy seeks to focus on both STI for people and people for STI.
- A strong and viable Science, Research and Innovation System for High Technology led path for India (SRISHTI) are the goal for the STI policy. The key features of STI policy also include, enhancing skills for applications of science among the young from all social sectors.

Skill Development programs of Department of Science and Technology:

1. Skill Development Training through Science & Technology (STST):

- It aims at development of skills through training intervention by developing special curricula and creation of models for offbeat and innovative skill areas.
- The main objective is to demonstrate that skills can be developed through the application of S&T in order to harness the resources of S&T infrastructure of the country, which have so far remained under-utilized as well as for skill development training to enhance quality of services/products and thereby enhancing income generation among skilled workers.

2. Student Start-up NIDHI (National Initiative of Development and Harnessing Innovation) Award:

- It aims to take forward students innovations in New Generation Innovation and Entrepreneurship Development Centre (NewGen IEDC) to commercialization stage and accelerate the journey of idea to prototype by providing initial funding assistance.
- It aims to financially support maximum 20 student start-ups each year with Rs 10 lakh each.
- It also aims to inculcate the spirit of innovation and entrepreneurship amongst the young S&T students and encourage and support start-up creation through guidance and mentorship.
- Its objective is to channelize the knowledge and the energy of youth towards becoming active partners in the economic development process and to catalyze and promote growth of knowledge-based and innovation-driven enterprises and promote employment opportunities amongst youth, especially students.

3. NIDHI-STEP/TBIS and NIDHI-PRAYAS

- NIDHI-Science and Technology Entrepreneurs Parks and Technology Business Incubators (STEP/TBIS) are institutional linked facilities to nurture innovative and technologically-led new ventures during the initial and critical period.
- The primary aim of the STEPs and TBIs is to tap innovations and technologies for venture creation by utilizing expertise and infrastructure already available with the host institution.
- Promoting and Accelerating Young and Aspiring technology entrepreneurs (PRAYAS) specifically made to support young innovators turn their ideas into proof-of-concepts.
- This support allows the innovators to try their ideas without fear of failure. This program is considered as a pre-incubation initiative and a source of pipeline for incubators.

4. Knowledge Involvement in Research Advancement through Nurturing (KIRAN):

- This is an exclusive scheme for women with the mandate to bring gender parity in S&T through gender mainstreaming.
- It is aimed at providing opportunities to women scientists who had a break in their career primarily due to family responsibilities.
- It aimed to provide opportunities to women scientists and technologists for pursuing research in basic or applied sciences in frontier areas of science and engineering, focused on S&T solutions of challenges/issues at the grassroots level for social benefit and create opportunity for self-employment and also a sustainable career for women scientists.
- The scheme provides one year internship in the domain of intellectual property rights (IPRs) which includes theory as well as hands-on training in law firms.

5. Augmenting Writing Skills for Articulating Research – AWSAR

- It aims to disseminate Indian research stories among the masses in an easy to understand and interesting format.
- It is initiated by National Council of Science and Technology Communication (NCSTC) to encourage, empower and endow popular science writing among young PhD scholars and post-doctoral fellows.
- It aims to tap the tremendous potential to popularize & communicate science and also to inculcate scientific temperament in the masses.

6. Green Skill Development Programme (GSDP):

- Green Skills contribute to preserving or restoring environmental quality for sustainable future and include jobs that protect ecosystems and biodiversity, reduce energy and minimize waste and pollution.

- It aims to enhance the employability of people in jobs that contribute to preserving or restoring the quality of the environment, while improving human well-being and social equity.
- The programme endeavours to develop green skilled workers having technical knowledge and commitment to sustainable development.

7. Technology based Entrepreneurship Development Programme (TEDP):

- It primarily focuses on training and development need of S&T entrepreneurs in a specific technology area.
- The participants are provided with hands-on training in indigenous technologies developed by R&D institutions that are available for commercial exploitation.



5. SKILL DEVELOPMENT AND ENTREPRENEURSHIP AMONG YOUTH AND WOMEN

- The PM has urged that we need to move away from a paradigm of “job seekers” to “job creators”.
- With huge labour force enters the job market annually, it is not possible for the existing governmental and non-governmental institutions to generate enough jobs to all job seekers.
- It is imperative to promote entrepreneurial activities so that they not only make a living for themselves but also create job opportunities for others. Entrepreneurship is directed towards innovative problem-solving initiatives which can be turned into commercially viable ventures.

Skill Development for Youth:

- Our country a dual challenge of paucity of highly trained workforce, as well as non-employability of large sections of the youth.
- MSDE launched skill India initiative and help create an appropriate ecosystem that facility imparting employable skills to its growing workforce.
- A field where the initiative has lacked is in developing aspirational value for skill development programme. Going to polytechnic colleges or Industrial Training Institutes is not something many students aspire for.
- The narrative around vocational courses needs to be rebuilt as stepping stone for students to move ahead in career by adding new skills.
- The skill development courses should be designed to have flexible curriculum and time duration where working professional can pursue the courses while continuing their jobs.
- Skill development and entrepreneurship should be made bottom to the top by mandatory skill and entrepreneurship classes in schools. Colleges should have compulsory credit courses for skill and entrepreneurship development courses.
- We need an integrated approach where skill development can be made an integral part of education system at all levels.
- Skill development initiatives can be used for reformation and rehabilitation of youth. Children and unemployed youth, who have been found in conflict with law, the opportunities to realize their potential, NSDC in collaboration with Delhi Police has undertaken project YUVA (Yuva Udyamita Vikas Abhiyan), under PMKVY.
- Under this imparting skill training in various trades will be provided to deprived youth. Along with skill training, development of soft skills, vocational skills, basic computer knowledge, spoken English are focused upon to enhance livelihood opportunities.

- Skill development in rural areas contributes to improvement in productivity and working conditions in the agricultural sector while at the same time in enabling rural workers, particularly young people, to access emerging employment opportunities beyond the agricultural sector.

Skill Development for Women:

- Women constitute almost half of the demographic dividend. The key challenge is to increase their participation in the country's labour force.
- Worker population ratio for females in rural sector was 24.8 in 2011-12 and 54.3% for males. In Urban sector the ratio is 14.7% for females and 54.6% for males.
- Women also account for most of the unpaid work, and when employed in paid work, they are overrepresented in the informal sector and among the poor.
- They also face wage differentials against their male counterparts. Poor ratio of participation in labour force gets repeated in poor ratio of participation of women in skill development courses.

How to improve participation of women in labour force?

- Mainstreaming gender roles by skilling women in non-traditional roles and increasing gender sensitivity in the workplace will have a catalytic effect on productivity.
- Regular vocational training programmes for women are being conducted through an institutional network.
- Skill development for employability can be used as an agent of change in promoting women's employment. Women face a multitude of barriers in accessing skills and productive employment.
- Skill development programmes should encourage women to venture into traditionally male-dominated areas. Also, there are areas like hospitality and tourism industry which require soft-skills which can be acquired in a relatively shorter time frame and fetch income to female workers. Women-centric skill development courses need to be designed to provide gainful employment to women in sectors where demand for skilled female workers is high.
- To overcome barriers, proactive measures like providing hostels, scholarships, transport, training materials and loans to women pursuing skill development courses should be provided.
- Initiatives by MWCD such as Support to Training and Employment Programme for Women (STEP), Swavalamban, Kishori Shakti Yojana, etc., which focuses on skilling of women should be integrated with programmes of MSDE.
- Skill development for self-employment will be an important component in skill development efforts in rural areas.

- The delivery of training should be flexible in terms of hours and duration to encourage participation, particularly among women.

Promoting Entrepreneurship in India:

- Entrepreneurship based on innovation has immense growth potential. However, the number of local entrepreneurs emerging every year is very low.
- The Global Innovation Index 2019 ranks India 52 out of 129 countries in innovation performance.
- Entrepreneurs are the essence of economic growth. They provide a source of income and employment for themselves, create employment for others, produce new and innovative products and services, and drive greater upstream and downstream value-chain activities.
- **The ideal entrepreneurial environment has five pillars:**
 1. Access to funding
 2. Entrepreneurial culture
 3. Supportive regulatory and tax regimes
 4. Educational systems that support entrepreneurial mindsets
 5. Coordinated approach that links the public, private and voluntary sectors.
- We need to inculcate a culture of entrepreneurship from school onwards. Schools should contact the notable entrepreneurs of their cities and invite them for interaction with students.
- Entrepreneurship different from a normal business is the focus on developing innovative solutions for problems. Hence, a problem solving aptitude is an important factor to develop entrepreneurship.
- Schools should develop entrepreneurship labs where students should be encouraged to develop solutions for problems faced by their communities.
- Competitions should be organized at district, state and national levels where students can showcase their innovations and learn from each other.
- Colleges and universities should have incubation centers where students can start building their ventures. Universities should facilitate avenues for funding and networking for the student entrepreneurs. Entrepreneurship needs to penetrate all layers of society so that problems concerning all sections of the society can be solved through innovative solutions.

Conclusion:

- It is important to see skill development and entrepreneurship as complementary to each other.
- Entrepreneurship involves venturing into new avenues of economy where new problems are tackled which require the availability of skilled human resource.

-
- The lack of skilled manpower restricts the growth of entrepreneurial ventures. At the same time skill development initiatives need augmentation from entrepreneurs.
 - An all-inclusive approach to strengthen the entrepreneurial development scenario in the country which is competent, quality conscious, market savvy, innovative and has globally competitive entrepreneurs needs to be carefully mentored and encouraged.



6. SKILL DEVELOPMENT: ISSUES AND CHALLENGES

- The industry is entering the fourth phase of industrial revolution. The introduction of AI, Internet of Things (IoT), machine learning, digitization and analytics are changing paradigms in every industry.
- As a result, skilling is no longer a luxury, but mandatory for an individual, the industry and the economy at large.

Issues and challenges in Skill Development:

- India has 62% of its youth in the working age group of 15-59. However, MSDE report states that only India's total 4.69% of formally skilled workers compares unfavorably to UK's 68%, US 52% South Korea's 96% highly trained workforce.
- About two-thirds of Indian employers say that they constantly struggle to find workers with the right skills.
- Large sections of the educated workforce have little or no job skills, making them largely unemployable.
- Another issue is lower participation of female workforce.
- Another lacuna in skill development has been fragmentation of the ecosystem. There was duplication of roles and responsibilities of different agencies.
- There are also the concerns of skill deficit in rural areas, which is essential considering that lives in its villages.

Measures taken to Address the Issues:

1. Skill India Initiative:

- ✓ It aims to train and empower the country's youth to make them more employable and enhance their productive value.
- ✓ It aims to impart different skills to over 400 million people in India by 2022.

2. Pradhan Mantri Kaushal Vikas Yojana (PMKVY):

- ✓ It aims to enable a large number of youth in the country to take up industry-relevant skill training, which will help improving their livelihood prospects.
- ✓ It will also help transform its demographic potential into a dividend to help fuel India's double digit growth in the future.

3. The National Skill Development Corporation (NSDC) set up as a public-private partnership (PPP) stimulates private sector participation in the India skill development sector.
4. To achieve a desired talent pool, collaboration with the industry has been rolled out with different Sector Skill Councils (SSC) incubated by the NSDC for fostering industry connections and developing industry-relevant courses and curriculum.

5. To establish global skill capital, the India International Skill Centre (IISC) programme has been launched. This involves providing skill trainings through the PMKVY and the Pravasi Kaushal Vikas Yojana to those seeking global mobility and certification benchmarked to international standards.
6. To increase the mobility of blue and white-collar Indian workers, government-to-government and B2B partnerships are also being sought and developed for new markets such as Western Europe, Canada, etc.
7. In another major initiative, India has rightly undertaken Recognition of Prior Learning (RPL) to recognize the unorganized workers skills.
8. Under PMKVY, the female workforce participation has also given the skillets. Many of them have also have been trained in unconventional roles, such as in the electronics and hardware sectors.
9. Skill training in areas such as digital and financial literacy, entrepreneurship, website design, 2D and 3D design, and hardware repair and farm management are being offered to include and promote women in non-traditional areas.
10. To address fragmentation of ecosystem, the government merged existing regulatory institutions in the skill development industry. The establishment of National Council for Vocational Education and Training (NCVET) paved the way for single regulator in the country instead of multiple authorities.
11. The Deen Dayal Upadhyay Grameen Kaushal Yojana (DDUGKY) trains unemployed youth under the BPL category on various skills in order to provide them employability.

Conclusion:

- Skill development must not be viewed merely as honing an individual's expertise to make them employable.
- Instead, it is a multipronged strategy providing skilled manpower to Indian Industry, an essential input to the success of 'Make in India', to widen India's export base, tap global labour market and an antidote to poverty alleviation.