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## **Skill Development Programmes in India -A Literature Review**

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### **ABSTRACT**

Skills and comprehension are the operating intensity of economic growth and social development for any country. Countries with elevated and superior levels of skills adjust more effectively to the provocation and golden opportunities of world of work. As India moves progressively towards becoming a knowledge economy" t becomes increasingly principal that the country should emphasis on advancement of skills and these skills have to be pertinent to the emerging economic environment, which will help in reshaping our economy towards advancement. If India wants come to be a manufacturing-hub, given its requirement for employment generation to harvest the demographic edge; it must focus on skill enlargement instead of preesent education system.India is recognized as one of the youngest nations in the world with over 50% of the population under 30 years. It is estimated that by about 2025, India will have the 25% of the total global workforce (World Competitiveness Yearbook, 2012). Hence, there is a need to further develop and empower the human capital to ensure the nation's global competitiveness. As far the economic progress of our country is concerned, India is still lagging behind due to various problems like poverty, unemployment, illiteracy, medical infrastructure etc. Youth plays a crucial role in achieving economic prosperity of the country. In the present scenario, it is found that most of the youth being educated are facing severe unemployment problem due to lack of skills and technical knowledge. Most of them are u are unaware of the developments taking place in the modern world. The present paper is based on the secondary data which was collected from different researches. The study focused on the skill development programmes implemented in India. This study is to investigate the existing literature for the skill development programmes and leveraging the demographic proportion in India by making them more skilled and employable. This literature survey is to

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**Received:** 16.03.2020

**Accepted:** 18.04.2020

**Published:** 19.04.2020

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review the various initiatives taken by Government of India, programmes conducted through public and private partnership, ways to increase the employability skills, challenges faced for the success of the programme, etc. The study also discusses about the skills imparted through educational programmes and requirement of additional sector specific courses. Hence, the paper will highlight the needs, challenges and scope of the skill development taking place in the modern world. The present paper is based on the secondary data which was collected from different researches. The study focused on the skill development programmes implemented in India. This study is to investigate the existing literature for the skill development programmes and leveraging the demographic proportion in India by making them more skilled and employable. This literature survey is to review the various initiatives taken by Government of India, programmes conducted through public and private partnership, ways to increase the employability skills, challenges faced for the success of the programme, etc. The study also discusses about the skills imparted through educational programmes and requirement of additional sector specific courses. Hence, the paper will highlight the needs, challenges and scope of the skill development programmes.

## **Introduction**

National Skill Development Initiative will empower all individuals through improved skills, knowledge nationally and internationally recognized qualifications to gain access to employment and ensure India's competitiveness in the global market. The government has recognized the need for Skill Development firstly with the 11th Five Year Plan providing a framework to address the situation. The first National skill Development Policy was framed in 2009 and subsequently a National Skill Development Mission was launched in 2010. The 12th Five Year Plan observes that Skill development programmes in the past have been run mainly by the government, with insufficient connection with the market demand. It has called for an enabling framework that would attract private investment in vocational training through Public Private Partnership. A department of skill Development and Entrepreneurship was created under the Ministry of Youth Affairs and Sports in July, 2014 and was subsequently upgraded to full-fledged ministry in November 2014. The role of the ministry involves coordinating and evolving skill development frameworks mapping of existing skills and certification, industry-institute linkages etc.



India has gradually progressed as a knowledge-based economy due to the profusion of capable flexible and qualified human capital. With the constantly rising influence of globalization, India has immense opportunities to establish its distinctive position in the world due to its young work force. If, the youth of India given an opportunity to show their metal through educating them in some skills, it will deciding progress Skills and knowledge are key drivers of macro-economic growth and socio-economic stability. Skill Development can be defined as proficiency that is acquired or developed through training or experience. It strengthens the ability of individuals to adapt to changing market demands and help benefit from innovation and entrepreneurial activities At national level the future prosperity of any country depends ultimately on the number of persons in employment and how productive they are at work. Skilled human resource is essential for inclusive growth. Hence, skill development can be connected to a broader growth. employment and development demanding government interventions.

#### **Objective of the study:**

- 1) To analyse the need of skill India campaign in reshaping Indian economy.
- 2) 2) To analyse the programmes under skill India campaign in reshaping Indian economy
- 3) 3) To analyse the impact of skill India campaign in reshaping Indian economy.

#### **Research methodology:**

The proposed study is mainly descriptive in nature is based on secondary data & information which is collected from the concern source and are as per the need of research. The relevant books document of Various ministry departments & organizations, articles, paper & website are used in this study.

#### **IMPORTANCE OF SKILL DEVELOPMENT IN INDIA**

Skill development has been considered one of the critical aspect for job creation in India. India has unique demographic advantage with more than 60% of the population is in young age group. But in order to get dividend from such large work force, employability has to be improved. As per current statistics only 10% of the fresh graduates are employable and rest of the 90% lack skills



As per an assessment conducted by the National Sample Survey Office, India's unemployment rate was at a forty-five year high of 6.1% in the year 2018. The country was already reeling under economic slowdown when the COVID pandemic hit. The pandemic has completely disrupted the economic landscape of the nation.

### **WHAT ARE THE ADVANTAGES OF SKILL DEVELOPMENT IN INDIA?**

- Increase in proficiency
- Grow skill sets
- Achieve task in less time with more results *in* performance level

The Government of India has taken out several plans for skill development, but they are also not sufficient to create opportunities for skill development training in India. They need to emphasize skill development programs and help individuals to make use of their talent and knowledge. Today, everyone wants to establish a good career and for this, proper skill development trainings are required. It comes up to be an important part of any individual's career. The skill development training in India should be made compulsory to enhance all-round expertise of the people. They need proper guidance and training initiatives to develop. Communication, technological know-how, etc. are important for individuals to have a hold on. This can only be possible if they get enough opportunities to grow and develop through skill development trainings.

Since many universities have given importance to skill development, it was found that many students were placed easily. Organizations today want effective and productive people. With skill development, people can work effectively and achieve success in whatever they do. There can be increased chances of promotions and individuals can experience a lift in their careers. All in all, skill development training in India is a must!

### **SIGNIFICANCE OF TECHNOLOGY IN SKILL DEVELOPMENT TRAINING IN INDIA**

Technology is essential in scaling up the Skill development training in India Initiative. Technology helps to define standard training tools for the candidates so that all tests and tutorials can be conducted easily.



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The main aim of creating a skilled workforce has to be united with employment opportunities for young people.

The main aim of creating a skilled workforce has to be united with employment opportunities for young people. Without the required opportunities the core challenges of unemployment in the country will never get resolved!

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### **How is Skill Development shaping the future of India?**

Improved scenarios of employability: Since the government and universities have focused on skill development, it was found that many students were placed easily during the placement drives. Any organization requires for an effective, productive and proficient employee. With the skill development, the people were able to work productively and achieved the greater number of targets in lesser time, with a better self-growth and the corporate. Government is providing good opportunities to the youth as per their choice and requirement. This aims to increase the employability rate to at least 70% people. Skill awareness programs are helping the people to understand the prospectus of skill training initiative and help to achieve more targets. Personal Development: Skill development enhances the proficiency of a person in any particular area. Skill enhances to build the professional network, better communication, time management and negotiation skills.

Nurturing Talent: Skills are something that can be acquired by learning. Skill training is helping the people to identify, train and nurture their innate talent in the desired field. Less number of

Dropouts: One of the biggest issues of India is unemployment. Skill development of helping the students to process the basic skills required by the employers today, it is time now to build upon it. As per a Bloomberg Economic article and its projections, India's GDP will grow from \$2.7 trillion in 2019 to \$5 trillion by 2025 and \$8.4 trillion by 2030. Whether we achieve it or not depends on how we capitalize this decade and how effectively we eliminate the causes of

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disruptions. We must utilize this opportunity to rebuild ourselves rationally and critically with greater impetus. The task is herculean but not impossible however, it is time now to build upon it. As per a Bloomberg Economic article and its projections, India's GDP will grow from \$2.7 trillion in 2019 to \$5 trillion by 2025 and \$8.4 trillion by 2030. Whether we achieve it or not depends on how we capitalize this decade and how effectively we eliminate the causes of disruptions. We must utilize this opportunity to rebuild ourselves rationally and critically with greater impetus. The task is herculean but not impossible. The distance between a probable future and a possible Skill India: In the last 15 Years Though, the Skill Development Initiative has taken a big attention across the Industries, Governments, Academia, Social, Political and other stakeholders. Skill India is at a very nascent stage today. Still the achievement is quite satisfactory in the challenging environment. In 2008, National Skill Development Corporation (NSDC) was incorporated. National Skill Development Mission (NSDM) was started thereafter in 2009. The National Policy for Skill Development and Entrepreneurship (Skill India) was launched in 2015. “Skill India” is a buzzword as the initiative has achieved higher results (Objectives, Awareness and Changing Mindset etc.).le future is always shortened by resilience and determination.

Phase 1 (2005 – 10): In this duration,

The Advocacy and Willingness to invest in Skill India was decided with a few pilot projects.

Phase 2 (2010 – 15): In this duration, many pilot projects got implemented. The improvements were found out. There had been awareness at the National Level. The due importance had been given to this sector. The implementation framework too had been designed.

Phase 3 (2016 – 20): This is the implementation phase of the refined. Policies, processes and system. It has achieved and overcome many flaws that had been identified in the previous phases.

Future: Last 15 years’ experiments Has generated enough knowledge repository. It can be utilized to improve the better solution which can be the critical success factors for Skill India. Due to direct visible placement outcomes (external dependency) the country has developed negative sentiments that the outcome is below as per the expectations. Unfortunately, even today it is a low focus Sector. Limited Research and Development work has been conducted in this Sector till now.



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Key recommendations of the Study which will impact the Skill India project

1. Knowledge Repository
2. R&D in Skill Development Sector
3. Skilling from 8<sup>th</sup> Standard
4. Robust Framework for International Skill Development
5. Minimize the Salary Disparity
6. 360 Degree Outcome Parameter
7. Higher Budget Allocation
8. Improvement in the Assessment Process
9. Unified Certification
10. Training Centre Cum Production Centre
11. Working Capital Support
12. Labour Market Information System
13. Highest Focus on Mobilization and Counselling
14. Highest Focus on Mobilization and Counselling
15. Industry to Manage the Placement and Post-placement
16. Focus on Quality, not Quantity
17. Labour Court Reforms
18. Local Industry Cluster
19. Employee Engagement and Development



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## 20. Long Term Training

## 21. Career Growth

Way Forward: The Recommendation can be implemented by following initiatives

**Digital Intervention:** The technology can play an important role to increase efficiency. Each workforce has some skills. In India, there are 50 Crore working population. There is a need of Skill Register. The Digital Intervention brings an interactive centralized portal.

The risk does not lie with all stakeholders. The present framework has no liability for job seeker and employers. If all stakeholders put the investment and the risk allocated, the performance will increase.

**Value for Skills:** To create the value for risk, there can be Skill Tax for every hiring and Salary / Pay for labour work can be implemented. This is direct participation from each beneficiary.

**Skill Training at the Early Stage:** The Skill Training must be started from the age of 10. The quality of primary education must be high to support the quality Skill Training.

**Investment to be Linked with Outcome:** A high level of monitoring framework to justify the investment in Skill Development. The investor may be individual / Government / Industry. The outcome may be long term but the liability must be assigned.

**Lifetime Tracking:** The participants must be tracked lifetime. Because Skill is the lifetime requirement like employment, it will enhance the Up-Skilling and Re Skilling opportunities. The tracking will help in finding the real impact and improvement area.

**Political and Bureaucratic Change Management:** The Skill must not land into fate of Education System in Self-Employment & Entrepreneurship: This is one of the most sought after solutions that have been often neglected. There is no proper policy and monitoring mechanism. The financial institutions and industries can play an important role.





In the last few years, there were many start-ups which have started working in job market for blue collar like Work India and others. There has been many funding to start-ups in Edu tech, Fin-tech etc. Similarly, more innovations can play an important role in the success of Skill India..

Change in the outcome Parameters: The present funding is focussed on the number of trained, certified and placed. The focus must be on creating and supporting the eco-system.

**Conclusion:** The study conducted by author as part of dissertation at Indian Institute of Management (IIM) Lucknow. It has brought out many insights. If more work is undertaken for Research & Development in this Sector, better solutions can be found out. There has been limited investment None of the Skill India Project has developed the Management Information System (MIS) which capture the resume of the trained candidates and it has not provided a lifetime tracking portal which connects with the employer to value the skill system, strengthening the drivers and supporting the policies. Example: None of the Skill India Project has developed the Management Information System (MIS) which capture the resume of the trained candidates and it has not provided a lifetime tracking portal which connects with the employer to value the skill.

Indian job seekers are not interested about heavy salary, heavy incentives and other monetary benefits but they are more interested about, “guarantee of job and job security” in existing job. “job security is more preferable than fat salary”. It can be correlated with skill gap study of the Kolhapur district, that the job seekers and existing employees will be more comfortable due to Job security and not heavy/bulky / fat salary or wages. It means that “skills” are very much essential for job security and fat salary or wages. If candidate or employee is not having sufficient skills then he may come in trouble for getting the job as well as in service tenure. Required skills for employability enhancement and the perception of various stakeholders are very significant. Skill development is the most important aspect for the development of the country. It needs a coordinated effort from all the agencies, stakeholders and the students to make it a successful program. The policies, if are to reach a larger audience will make a difference in the employment scenario of the country. India has a demographic dividend' and it has to work toward making it useful for the country. It will not only add value to the economy of the country but will be supporting the 'Make



in India' campaign by providing the skilled workforce in the country. Like China, our vocational training programs should be included at the school level itself. The Public Private Partnership plays a key and an important role in the development and enhancement of skills. NSDC has made some progress in improving the training infrastructure in the private sector by having more and more Public Private Partnership. There has been a growth in such partnership over a few years. Such partnerships are also being encouraged in rural areas which consist of a considerable high number of aspirants. It becomes extremely important to strengthen the tie-ups with the training institutes to ensure that the quality is maintained and the model is sustainable too. Since, there will be a huge demand in the Retail and the Hospitality Sector so the government needs to focus on the non-technical skills too. The Skilled India initiatives need to focus and develop more entrepreneurship skills amongst the workforce in order to ensure more job generation in the country. The Startup India and Stand up India schemes need to be advertised well in the market in order to have more people taking advantage of such a model. The NSDC should also focus on the unorganized sector in order to make the Skill India campaign a successful model. Hence, the Make in India campaign will be successful from skill point of view and India will achieve its mission of "Koushal Bharat, Kushal Bharat".

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