



MAKE IN INDIA ROLE OF EDUCATIONAL INSTITUTES IN INDIA SKILL DEVELOPMENT

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ABSTRACT

The Indian Education system has lacked in creating skilled development of the youths despite of increased in educational institution in India. Our youths have lack behind of getting better employments; the reason behind it is because of not acquiring specific skills required for the getting job good opportunities. India is one of the youngest nation in the world having 62% of the population between age group of 15-59 years.

This shows an opportunity for India. India needs to equip to improve the skill and knowledge of youths for enhancement of productivity of youths for making India a developed nation.

INTRODUCTION

As said by Wright Brothers "It is possible to fly without motors, but not without knowledge and skills."

Education system plays a vital role in transformation of society and economic of our nation. A well educated population, adequately equipped with knowledge and skills is not only essential for support the economic growth, but it is also a precondition for growth to be inclusive since it is the educated and skilled person who can stand to benefit most from the employment opportunities which growth will provide. In this connection our Ministry of Skill Development and Entrepreneurship is responsible for the co-ordination of the of all skill development efforts across nation.

The Ministry aims to Skill on a large Scale with Speed and high Standards in order to achieve its vision of a 'Skilled India'.

In recent years, India has rapidly expanded the capacity of educational institutions and enrolments. While India has a well institutionalized system of vocational training, it has not sufficiently prepared its youth with the skills that today's industries require. The county has recently embarked on policy reforms to accelerate skills development. These reforms have led to important changes both in the national institutional framework and at institutional level.

The fact affects our educated youths in getting good job opportunities, is the mis-match between the education and the need of job market, this gap can be fulfilled with the developing skills of our youths that is demanded in job market.

“Education helps young people to develop skills has transformative potentials”-UNCIEF.

CHALLENGES FACED BY YOUTHS

1. Youth across the world face serious challenges regarding skills and jobs, challenges fundamentally different from those their parents faced. In the globalize economy competition has become intensified among firms and industries in the developing and developed countries alike, requiring their workers to have higher level of skills to engaged in innovation, improve the quality of products/ service and increased efficiency in their production processes or even to the point of improving the whole value chain process. Rapid technological changes demand a greater intensity of knowledge and skills in producing applying and diffusing technologies. In turn, all these have changed the nature contents and types of skills that industry demands .As a result on most countries recently moved to reform their education systems to upgrade skills of their workforce.
2. The challenges are greater for developing countries like India which have long suffered from a shortage of skilled labour. But today, developing country firms and producers have become increasingly involved in the global value chains, requiring them to meet global standards of quality and efficiency. This in turn requires higher levels of skills in the workforce.
3. Moreover many countries today need more skilled workers to compete in attracting Foreign Direct Investment (FDI) as it is a viable strategy for bringing advanced technology to their domestic industries expanding their foreign trade and there by boosting industrial and economic development the availability of and even the stock of skilled workforce in a country is a key determinant of multinational firms considering investment.
4. Today most of developing countries are well aware that expending basic education is hardly sufficient in this globalize era. If their firms and industries are to compete in global economy and they are to promote sustainable development unless they work harder to upgrade their worker's skills.
5. Moreover, though basic education has expanded considerably in recent decades, graduates of basic education who are entering the labour market have increasingly found themselves inadequately equipped with the skills that industry demands.

6. Thus developing countries and all major international organization concerned with education have recently shifted from basic education and back to technical and vocational education and training & higher Education.
7. In globalize era, competition has intensified among firms and industries, requiring them to improve the efficiency and quality of their products and services. This forces them to hire fewer, but more skilled workers. Thus, the entry requirements for youth seeking work have become higher and tougher.
8. Technological change particularly the development of information and communication technology is occurring at un-preceded speed requiring more complex cognitive skills than ever.
9. Moreover the global economy is increasingly becoming “knowledge based” demanding higher intensity of knowledge and skills to do ones job.
10. Global labour markets are increasingly causalized and flexible. Firms are adopting more flexible employment practices. An increased preparation of workers especially new to labour market must know work as causes labour.

SKILL DEVELOPMENT AND GOVERNMENT POLICY FOR SKILL DEVELOPMENT:

WHAT ARE SKILLS?

“A skill is the ability to carry out a task with pre-determined results often within a given amount of time, energy, or both. Skills can often be divided into domain general and domain-specific skills. For example, in the domain of work, some general skills would include time management, teamwork and leadership, self-motivation and others, whereas domain-specific skills would be useful only for a certain job. Skill usually requires certain environmental stimuli and situations to assess the level of skill being shown and used.”

People need a broad range of skills in order to contribute to a modern economy.

GOVERNMENT POLICY FOR SKILL DEVELOPMENT:

The ministry of skill development and entrepreneurship aims to Skill on a large Scale with Speed and high Standards in order to achieve its vision of a 'Skilled India'.

Recently announced Skill Development and Entrepreneurship Policy 2015 is a right step in this direction. Policy emphasis on:-



1. Make quality vocational training aspiration for youth through the simultaneous shift in the mind set by making skill training a matter of choice and in the mind set of employers that skilled manpower will lead to increased productivity and will involved a payment of premium.
2. Focus on an outcome – based approach towards quality skilling that result in increased employability of individual to avail job opportunities.
3. Increase the capacity and quality of training infrastructure and trainers to ensure equitable and easy access for every citizen.
4. Address the human resource needs by aligning supply and composition of skilled workers with requirements of the industry and the country’s strategic priorities including flagship programmes.
5. Establish on IT based information system for aggregation demand and supply of skills to help align efforts towards bridging the existing and expected skill gaps.
6. Promote National standards in the skilling space through active involvement the employers in creating curriculum providing standards and paying skill premium to workers.
7. Operationalize a well-defined quality assurance framework aligned with global standards to facilitate mobility of labour.
8. Leverage modern technology to ensure scale, access and outreach in addition to ease of delivering contact and monitoring results.
9. Recognize the value of on the job training by making apprenticeships in actual work environments an internal part of all skill development trainings.
10. Ensuring that the skilling needs of the socially and geographically disadvantaged and marginalized groups like the SCs, STs, OBCs, Minorities, Women and differently abled persons are appropriately taken care of.
11. Promote commitment and ownership of all stakeholders towards skill development and create on effective coordination mechanism.

The Ministry of Skill Development & Entrepreneurship aided in these initiatives by its functional arms – National Skill Development Agency (NSDA), National Skill Development Corporation (NSDC), National Skill Development Fund (NSDF) and 33 Sector Skill Councils

(SSCs) as well as 187 training partners registered with NSDC. The Ministry also intends to work with the existing network of skill development centres, universities and other alliances in the field. Further, collaborations with relevant Central Ministries, State governments, international organizations, industry and NGOs have been initiated for multi-level engagement and more impactful implementation of skill development efforts.

NATIONAL SKILL DEVELOPMENT CORPORATION:

The National Skill Development Corporation came into existence in 2009 to promote private sector participation via conducting short term careers. It provides funding to build scalable for profit vocational training initiatives. Its mandate is also to enable support systems such as quality assurance information system and training the trainer academics either directly or through partnerships. NSDC acts as a catalyst in Skill Development by providing funding to enterprise, companies and organizations that provide skill development.

NATIONAL SKILL DEVELOPMENT AGENCY

The National Skill Development Agency (NSDA) was notified through a gazette notification dated 6th June, 2013. NSDA is an autonomous body of Ministry of Skill Development and Entrepreneurship, which will coordinate and harmonize the skill development efforts of the Government and the private sector to achieve the skilling targets of the 12th Plan and beyond and endeavour to bridge the social, regional, gender and economic divide:

1. By ensuring that the skilling needs of the disadvantaged and marginalized groups like SCs, STs, OBCs, minorities, women and differently-abled persons are taken care of through the various skill development programmes and
2. By taking affirmative action as part of advocacy by the NSDA. The Central Ministries and NSDC will continue to implement schemes in their remit. The NSDA will anchor the National Skills Qualifications Framework (NSQF) and facilitate the setting up of professional certifying bodies in addition to the existing ones.

HOW EDUCATIONAL INSTITUTION HELPFUL FOR SKILL DEVELOPMENT

As very well quoted by Albert Einstein “ The value of education is not the learning of many facts, but the training of the mind to think”

As Educational Institution is the place where our youths are found and we can create best skilled youths with the help of the policies and help provided from The Ministry of Skill Development and Entrepreneurship

- 1) Along with the syllabus that is been taught to the youths in our education system we need to provide them with both soft skills and hard skills as per the job market trends.
- 2) Various orientation course can been taken place so that individual youth in the education system will come to know its own SWOT and will realise in which field he is been suited the best.
- 3) Youths should not only be trained for been an employee in the market but can be trained to become an Employer too.
- 4) The youths who have the skills of being an employer/leader can be trained in such a way that he/she can recognise the talents of the youths having both hard and soft skills that will be a contribution to Indian Economy.
- 5) The youth with good employee skills can be shaped in such a way that he/she should the grab the opportunities to get the right job, so that skill of our youth will be utilised in the best possible manner and it will be an contribution for the developing our nation.
- 6) The youths can be taught to be out of the box thinker and doer by the help of education system.
- 7) Job Campus Selections that goes on in the Educational Institution is one of the best ways that encourages the institutions and the youths to improve its skills.
- 8) It is educational systems that will be place where the youth will be trained, to be mark a place of its own in the Job Market.

CONCLUSION

With the above article, it can be concluded that India is in such phase of its where we have our highest youth population and its an opportunity for India to develop them in such a Gem for our nation that India can again be called as “Sone ki Chidiya”. The more sharp and skilled shaped youths created for India. The more futher will come to reach goal of India as developed Nation by 2020.A dream of our Late Ex President APJ Abdul Kalam will be fulfilled and education system is the best possible way to get Skilled youths for Skilled Developed India.

It was India that had Guru Arya Chankya that made Chandragupt Morya, and still India is having Guru’s like Arya Chankya to make more Chandragupt Morya,that is possible by the support of Education System and Support that Government of India is providing.



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