

SKILLS DEVELOPMENT

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ABSTRACT

Skill Development refers to the larger objective of equipping an individual with marketable skills, however, in recent times skill development has been largely used in the context of technical / vocational training. The paper focuses on Skill Development in Indian context in various perspectives.

Developing your skills begins with assessing which skills are important for your desired career development. Read about career skills in the self-assessment section of this website. Speak with your supervisor or manager and other career mentors to identify the types of skills that will help move you forward in your career.

Your development should follow the 70-20-10 rule:

70% of your development should come from **on-the-job activities and action learning**. This can include development experiences like managing a project, serving on a cross-functional team, taking on a new task, job shadowing, job rotation, etc.

20% of your development should come from **interactions with others**. This includes having a mentor, being a mentor, coaching, participating in communities of practice, serving as a leader in a staff organization etc.

10% of your development should come from **training**, including classes, seminars, webinars, podcasts, conferences, etc.

Once you have identified the skills you need to develop to achieve your career goals, your next step is identifying how you will develop your skills. The two main avenues for developing your skills are through the following:

1. Education and training
2. Developmental experiences

Reasons for the importance of skills development in a globalized economy:

First, globalization is leading to increasing international standardization of educational challenges and systems.

Second, international organizations increasingly emphasize a largely common program of competence development and lifelong learning.

Third, the widespread adoption of international conventions that form the normative basis for the competencies.

Why Skill Development is necessary for India..??

As India targets to becoming a global economic powerhouse, it needs to equip its workforce with employable skills and knowledge to make India a developed economy. India is today one of the youngest nations in the world with more than 62% of the population in the working age group (15-59 years), and more than 54% of the total population below 25 years of age. In fact, in next 20 years, the labor force in the industrialised world is expected to decline by 4%, while in India it will increase by 32%. However, current statistics shows that only 2% of the total employees in India have completed skills development training. In today's age of globalisation and technological volatility, skill building is an important instrument to increase the efficacy and quality of labour for improved productivity and economic-growth.

Challenges before Skill Development Initiatives in India & Ways Forward:

Despite various concentrated efforts, there is still a long way to bring the skill development mission to completion due to the presence of certain serious key challenges in the path of the mission. Some of these hindrances along with their possible solutions are outlined below:

Demand &
Supply
Mismatch

Geographical
Problem

Low
Educational
Attainment

Private Sector
Participation

Multiplicity of
Institutional
Framework

a) **Demand & Supply Mismatch:**

The demand made by the industries and supply of labour-force mismatch leads to aggravate all types of skill development initiatives of the Government and its partner agencies as:

The number of people formally trained in a year is only 1,100,000 by Ministry of Labour and Employment and approximately 3,200,000 trained by 17 other central government ministries.

According to the Manpower Group (USA), in Germany, USA, France, and Japan, the percentage of employers who find it difficult to fill jobs is 40%, 57%, 20% and 80% respectively as compared to Indian employers (67%).

Way forward: Thus an ideal scenario is one in which supply of labour can be transformed into skilled workforce which is easily absorbed by the industrial-sectors. However, in India a small portion of labour force is actually undergoing for formal training. It has been observed that there are more people than the available jobs at the low skills level, while there are more jobs at the high skills level than those available for such jobs. This demand and supply mismatch indicates that there is a serious mismatch between the education and skills that the youth attain and what the labor market demands

Geographical Problem: It is another serious problem plaguing the labor market and has a more serious impact in larger economies like India as the geographical set-up or outreach of the people for skills in India are uneven and in dismal share:

The states with much higher economic growth rates have more new jobs with lower rate of labour-force while on the other hand; the states with slower economic growth rates have higher population growth rates with fewer new jobs. Thus laggard states need to rely on migrant workers so as to cope with this challenge.

Way forward: In order to combat the problem of large geographical and socio-economic conditions of the economy, the Government along with its partner agencies should set-up more standardized skillbased institutions or skill development centers across the country, particularly in laggard/backward states with a view to provide equal access to all segments and sections of the society, so that the whole society gets the benefits of the skill initiatives and strategies.

b) **Low Educational Attainment:** Though the country has made progress on educational attainment as reflected below:

There are about 1.5 million schools in India with a total enrolment of 250 million students (from pre-primary to high/senior secondary levels) i.e. schools constitute the maximum number of enrolments.

Increase in educational institutions further lead to multiplicity of curriculums for the same skill resulting in uneven competency levels.

Way forward: The need of the hour is to provide quality educational curriculum at all levels with targeting skills development programs. Hence, the instructional material or syllabus must be prepared jointly by the industry and the educational planners. It should be regularly updated and must include more of practical learning than theoretical. So that students should imbibe the necessary job skills as demanded by the industrial sectors.

c) **Private sector participation:** The current situation in respect to the participation of the private sector is as follows:

The private sector is not involved adequately in curriculum development and policy formulation related to educational and vocational training.

Mostly private sector institutes are located in urban areas therefore rural population remains lags behind. Furthermore, due to high cost of these institutes the weaker or disadvantaged section also unable to get proper skill training.

Way forward: Hence, a strong policy measures and operational linkages are needed to bring together the public and private sector to improve the quality and relevance of training.

d) **Multiplicity of Institutional Framework:** Over the past few decades, India has witnessed significant progress in the skill development landscape as various types of organizations have been set up both at national and at state level. Around 17 ministries, 2 national-level agencies, several sector skill councils, 35 state skill development missions and several trade and industry bodies comes forward with a view to push the national skill development agenda.



Government Initiatives:

National Skill Development Corporation

The National Skill Development Corporation India (NSDC) was setup as a one of its kind, Public Private Partnership Company with the primary mandate of catalysing the skills landscape in India. NSDC is a unique

Transforming the skill landscape

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model created with a well thought through underlying philosophy based on the following pillars:

1. **Create:** Proactively catalyse creation of large, quality vocational training institutions.
2. **Fund:** Reduce risk by providing patient capital. Including grants and equity.
3. **Enable:** the creation and sustainability of support systems required for skill development.

Partnerships

NSDC operates through partnerships with multiple stakeholders in catalysing and evolving the skilling ecosystem.

- **Private Sector** – Areas of partnerships include awareness building, capacity creation, loan financing, creation and operations of Sector Skill Councils, assessment leading to certification, employment generation, Corporate Social Responsibility, World Skills competitions and participation in Special Initiatives like Udaan focused on J&K.
- **International Engagement** – Investments, technical assistance, transnational standards, overseas jobs and other areas.
- **Central Ministries** – Participation in flagship programmes like Make in India, Swachh Bharat, Pradhan Mantri Jan Dhan Yojana, Smart City, Digital India and Namami Ganga, among many others.
- **State Governments** – Development of programs and schemes, alignment to NSQF and capacity building, operationalization of program, capacity building efforts among others.
- **University/School systems** – Vocationalisation of education through specific training programs, evolution of credit framework, entrepreneur development, etc.
- **Non-profit organizations** – Capacity building of marginalized and special groups, development of livelihood, self-employment and entrepreneurship programs.
- **Innovation** – Support to early-stage social entrepreneurs working on innovative business models to address gaps in the skilling ecosystem, including programs for persons with disability.

Achievements

- Over 5.2 million students trained
- 235 private sector partnerships for training and capacity building, each to train at least 50,000 persons over a 10-year period.
- 38 Sector Skill Councils (SSC) approved in services, manufacturing, agriculture & allied services, and informal sectors. Sectors include 19 of 20 high priority sectors identified by the Government and 25 of the sectors under Make in India initiative.
- 1386 Qualification Packs with 6,744 unique National Occupational Standards (NOS). These have been validated by over 1000 companies.
- Vocational training introduced in 10 States, covering 2400+ schools, 2 Boards, benefitting over 2.5 lakh students. Curriculum based on National Occupational Standards (NOS) and SSC certification. NSDC is working with 21 universities, Community Colleges under UGC/AICTE for alignment of education and training to NSQF.
- Designated implementation agency for the largest voucher-based skill development program, Pradhan Mantri Kaushal Vikas Yojana.

Conclusion:

To make India internationally competitive and to boost its economic growth further, a skilled workforce is essential. As more and more India moves towards the Knowledge economy, it becomes increasingly important for it to focus on advancement of the skills and these skills have to be relevant to the emerging economic environment. For transforming its demographic dividend, an efficient skill development system is the need of the hour. Therefore to achieve its ambitious skilling target, it is imperative to have holistic solutions of the challenges instead of piecemeal interventions.

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