



## SKILL DEVELOPMENT - KEY TO EMPLOYABILITY

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### ABSTRACT

*The international labour organization (ILO) defines categorically skill Development as ability to develop core skill, awareness of workers rights and understanding of entrepreneurship. Skill development is essential for enhancing the productivity associated with optimum quality for sustenance of the enterprises and increasing the employability factor. It is imperative to identify opportunities and challenges of the prevailing situational requirement in the new technologies. The essence of skill development is to inculcate skills, knowledge and competitiveness of the manpower for the global market. This paper intends to study, identify and bridge the gap between the Govt. and private sector requirements. The economic growth of the nation largely depends upon education and skills to attain the power of global leadership. Therefore it is essential to integrate employability skills with the curriculum. Better and more effective methods of teaching, learning and evaluation must be incorporated for acquiring skills.*

**Key words ;** Employability skills, skill development, Educational Skills.

### INTRODUCTION

The driving forces for economic growth can be attributed to education & skills. Developing nations with higher rate of literacy and skills more effectively grab and combat global opportunities and challenges. In order to achieve professional growth, job skill development plan must be envisaged. This can be either short term or long term. Rather than assuming

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skill development as just an employability tool, it is important for any individual to use this tool as carrier oriented because it determines the individual's ability to execute plans with success. This also benefits by way of obtaining faster opportunities of employment as compared to untrained. The key elements of skill can be commercial awareness, communication skills, team work, negotiation and persuasive skills, trouble shooting skills, leadership quality, organizing ability perseverance and motivation skills to quote a few. skill development also ensures to strengthen & harness the technological requirements required by the industry or organization. Till recently, inspite of high literacy rate unemployment was serious area of concern. Because of the observation made by the Vice-Chairman of UGC was alarming. Hence, To improve the situation UGC and the Ministry of HRD prepared a plan to start community & skill oriented courses / training. This was initially introduced in engineering institutions where the requisite skill were imparted and the students passing out made employable.

#### **Objective :**

- To understand the impact of skill development programme initiative.
- To determine the present status of skill development.
- To identify skills and attributes required for employability.
- To ascertain the challenges of skill development and employability.

#### **Skill Development Initiative :**

By the end of the 20<sup>th</sup> century, India though having ample numbers of academic, Engineering and Professional Institutions lacked behind drastically in providing job opportunities to the young generations. The situation was alarming and needed attention on priority. The GoI having gone in to the depth of the situation realised basic requirement of in calculating skill development and thereby increase the employability levels. Eventually, in 2015 an independent Ministry for Skill Development came into existence. All states of the country too, formed ministries at their levels the vision being clear with main objectives being :

- Upgrade skills to international standards through significant industry involvement and develop necessary framework for standards, curriculum and quality assurance.
- Enhance, support and coordinate with private sector initiatives for skill development through public private partnership models.
- Play the role of "Market - Maker" by financing, in sectors where market mechanisms are ineffective.
- Priorities initiatives that can have catalytic effect.



Though, the skill development initiative was envisaged way back in 2009. It was enacted in 2013 with the National Skills Qualifications Framework (NSQF). The framework is built on the latest concept of competencies which analyses the Knowledge, Skills and Aptitude needed at each qualification level. The skill possessed can be formal informal and non-formal. The framework has been designed on competency modeling and is considered to be effective method for mapping the skill required for specific requirement. The GoI has also initiated measures with clear objectives with expected outcome.

### **Challenges of Skill Development and Employability :**

The existing institution for training in various vocational trades are far below the requirement level required. The curriculum pattern too does not conforms to the need & requirement of the industries / organisations. This is a major hurdle and obstacle for the trainees seeking job opportunities. It is so, as the private sector being quality conscious in order to compete globally, constantly upgrades itself with the latest technologies and requires equally competent and skilled manpower. More so ever, the curriculum of vocational training institution are outdated associated with covering theoretical subjects not precisely required by the industries / organisations requirements. This area needs a deeper introspection and replacing the existing curriculum to suit the needs in order to fulfill necessary criteria.

Further more, the existing vocational training institution in India has approximately around 120 trades. But, the tenure of the courses are of 1 to 2 years, and after completion do not have any placement cells. Hence, it becomes a challenge for every passed out trainees to find suitable job opportunities. Even lack of correlation between demand of local economy and provisioning of skills by local institution create employment gap owing to job related migration, this further leads to social tensions and gives rise to skilled unemployed phenomenon.

### **Attributes for Employability :**

For any individual it is essential to have certain attributes. These attributes ensures the employability factors. Prominently being as :

- Proficiency in specific areas an individual intends to gain employment.
- Effective communication skills.
- Inter / Personal relation skills.
- Analytical skills.
- Team work spirits.
- Preservance skills.



- Motivational skills
- Trouble shooting skills.
- Negotiating skills.

The above quoted attributes being very essential must also be incorporated in the curriculum of the syllabus. This would enable each and every individual to in calculate the same thereby increasing better opportunities for employment.

#### **Present Status of Skill Development :**

The skill development programme has opened new avenues for acquiring skills within a short framework necessitating faster opportunities of placements. Implementing licensing and regulation procedures would give a push to the Indian skilled manpower globally. As in other developed nations, India too, must put in place to ensure that the skills are constantly updated through licensing and regulatory mechanism, this could be a key difference marker for the Indian workforce. The skill development programme has successfully crossed mark of 50lacs candidate under the Pradhan Mantri Kaushal Vikas Yojana.

The NSQF programmes till date has trained approximately 2.5 crores, more than one crore of which have been in 2017. The MSDE has heavily invested in cretin basic infrastructure of international standards for driving the skill development programme further. The PMKK has the potential for becoming the exclusive example of skill development programme of its kind. The MSDE has also taken initiatives to open up regional vocational training institute (RVTI), Indian Institute of Skills (IIS) in various location to enhance state of the art center of excellence. Hence, as the Govt. being too keen in providing skills ranging from requirements of Intermediates up to Professionals, Indian does not seem to lack behind in boosting the avenues of employment by providing employment skills in the near future.

#### **CONCLUSION :**

India boasts of the youth as the most aware generation amongst other developing countries. It is so, due to youth of the present time being literate in formal education. The GoI has since 2015 identified the needs of both, the unemployed youth & the requirements of the private sector. It is essential to initiate the youth for skill development programmes, because formal education associated with skill are the mandatory requirements for employment and employability. However, it is imperative to consider prior to extending any measures of initiative for skill development the potential of individual specially at entry level job, hence, it would be no exaggeration to state that, if the mission skilled India is systematically



implemented with all MSDE, PMKK, IIS and NSDC co-ordination there shall be no gap between demand and supply of skilled workers.

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