



## Skill India: Opportunities & Challenges

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### ABSTRACT

**Skill India** is a campaign launched by Prime Minister Mr. Narendra Modi on 15<sup>th</sup> July 2015 with an aim to train over 400 million people in India in different skills by 2022. It includes various initiatives of the government like "National Skill Development Mission", "National Policy for Skill Development and Entrepreneurship, 2015", "Pradhan Mantri Kaushal Vikas Yojana (PMKVY)" and the "Skill Loan scheme.

The main objective of this scheme is to create opportunities, space and scope for the development of the talents of Indian youth and to restart Skill development programme which has already initiated. The aim of this programme is to provide training and skill development to youth of our country covering each and every village.

**Keywords--** Training & Development, NSDM, Skill development

situation, no right fit candidates available in pool of thousands of candidates. Why the situation is skewed for India?

- Our traditional approach of mastering none and jacking all, even today we expect our kids should score excellent in every subject, we really doesn't appreciate and recognize them if they are topper for one of the subject and rest subject are average.
- There are certain professions in demand and rest are not by choice but no options. Everyone wants to be doctor, engineer & CA etc. what about good electrician, plumber, technician etc.
- Work reward ratio is imbalanced for some professions.
- Respect for professions
- Job availability vs. Passion, we choose career/education based on job opportunity and not on passion.
- Non acceptance of Vocational training and skill development programs.

### I. INTRODUCTION

Skill India is a multi skill programme launched by Honorable Prime Minister Mr. Narendra Modi on 15<sup>th</sup> July, 2015. It is a dream project of our honorable prime minister Mr. Modi to create opportunities & scope for the development of talents of Indian youth. This programme has very clear objectives to provide training and skill development to more than 40 crore people in India in different skills by 2022. This will cover all areas from rural to urban.

Skill India mission is expected to be a mass campaign involving the youth to encourage and support them to take up skilling and vocational training to improve their employability. This mission has tremendous tasks to do. Considering current skill gaps of the country & the open statistics of skilled people for some of the countries, India has to develop strong workable strategy to become skilled India. According to NSSO, 92% & 84% people of Korea and Germany respectively have skilled as compare to India only 3.5%. India is a young country and having lot of talent, knowledge, educational qualifications and willingness to excel new tasks and ideas. In very few years, we will have 60% of our population in workable age range of 16-58yrs. Other side, employable people are close to 3.5%. Also realized it through hiring process, there is always a

### II. CHARACTERISTICS OF SKILL INDIA

- The emphasis is to skill the youths in such a way so that they can easily get employment and also help in start up new venture.
- Provide training, support and guidance for all occupied professionals.
- Provide more focus on new areas like real estate, construction, transportation etc to train adequate skilled professionals.
- Provide international level training so that the youths of our country can not only meet the domestic demands but also of other countries like the US, Japan, China, Germany, Russia and those in the West Asia.
- Create a hallmark called Rural India Skill so as to stand arise and certify the training process.
- Tailor-made, need-based programmes would be initiated for specific age groups which can be like language and communication skills, life and positive thinking skills, personality development skills, management skills, behavioural skills, including job and employability skills.

### **Polices under Skill India**

Our honorable Prime Minister Mr. Modi has also launched the following development policies while formally launching the Skill India Campaign:

#### **1. National Policy for Skill Development and Entrepreneurship 2015**

#### **2. Pradhan Mantri Kaushal Vikas Yojana (PMKVY)**

#### **3. Recognition of Prior Learning (RPL)**

#### **4. Skill Loan** I(2016-17 to 2020-21) scheme aimed a **Aims of UDYAMITA (2016-17 to 20-21) Plan**

- Educate and equip potential and early stage entrepreneurs
- Connect entrepreneurs through a Mentor Network
- Coordinate and support Government Schemes
- Catalyse a culture
- 2200 colleges, 300 schools, 500 Government ITIs and 50 Vocational Training Centers (VTCs)
- Entrepreneurship Resources and Coordination Hubs
- Massive Open Online Courses (MOOCs) facilitated by faculty
- National E-Hub, 6 Regional E-Hub, 50 Nodal E-Hubs and E-Hubs (colleges, schools, ITIs and VTCs)

### **III. LONG TERM INTITAVES**

- World Bank partnership to upgrade industrial training by extending monetary support & ensuring best practices.
- Up gradation and Modernization of the ITI Ecosystem
- Flexi MoUs will be allowed to industries to take advantage of various schemes under DGT, for conducting training programmes in high potential areas along with assurance of minimum 80% of employment for minimum 6 months.
- Mandate the profit making Public Sector Units (PSUs) to scale up apprenticeships, up to 10% of total manpower, over the course of this year

### **IV. SPECIAL PROJECTS**

- Setting up of Driver Training Institutes across the country to meet the demand for drivers in the country. 52% of the demand for skilled workforce in automotive sector is for drivers
- Partnership with Indo Tibetan Border Police Force for promoting sports and adventure tourism
- Partnership with Central Public Works Department & New Delhi Municipal Council for Gardener Training
- Partnership with Centre for People with Disabilities & New Delhi Municipal Corporation for Garner Training
- Setting up of Community Radio stations to drive the importance of skill development
- Direct to Home (DTH) – Skills channel
- Skillsonline.com – online skills courses
- Establishment of Virtual classroom

### **V. IMPLEMENTATION OF SKILL INDIA**

- Industry- Institute Partnerships: Develop and implement vocational courses for industry required skills, Institutes should be upgraded for skills and execute programs based on industry guidelines. Broaden the training base on all sectors include agri, food processing, finance, Mfg, auto, Banking, services etc.
- Create Reputed and recognized Vocational training Institutes. Training courses and certification are based on skill test, on job test etc. Recognition and job opportunity for students.
- Develop dynamic skill models based on shortage of people at various sectors.
- Promoting and recognition for skill development programs for professions like, domestic gas servicing, plumbing, electrification, fabrications, driving, tailoring and so on.

This is a high time to act, as our working population is nation's asset, going to become liability if it is not utilized. Those we will demonstrate ability to perform desired task will be hired first.

### **VI. BENEFITS FROM SKILL INDIA**

The idea is to raise confidence, improve productivity and give direction through proper skill development. Skill development will enable the youths to get blue-collar jobs. Development of skills, at young age, right at the school level, is very essential to channelize them for proper job opportunities. There should be a balanced growth in all the sectors and all jobs should be given equal importance. Every job aspirant would be given training in soft skills to lead a proper and decent life. Skill development would reach the rural and remote areas also. Corporate educational institutions, non-government organizations, Government, academic institutions, and society would help in the development of skills of the youths so that better results are achieved in the shortest time possible

### **VII. CONCLUSION**

We don't know what will be impact of Skill India, it does only time can tell but no doubts it is one of the good initiative has taken by present government for providing skills to young India.

It is also high time now measures are taken to improve the physical and mental development of the youths of the country so that none of them remains unemployed and the country's unemployment problem also gets reduced. It is time to open up avenues by which the youth accepts responsibility and no one remains idle because an idle youth is a burden to the economy. The economy should concentrate on job creation and social security schemes. With this new approach towards skill development, India can definitely move forward towards its targeted results.

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