

SKILL DEVELOPMENT IN INDIA: A STUDY ON THE RELATION TO THE EMPLOYMENT GENERATION

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Skills and information are key drivers of macroeconomic growth and stability of a country. As India is one of the fastest growing countries in the world, predicted to be 3rd largest economic in the world by 2030, blessed with huge percentage of youth that constitute India's population. India is bound to achieve endless possibilities. But, most of youth of India are not fully skilled as per the requirements of the industry and this is a major concern in India's economic growth. Skills and knowledge are the key factors in order to overcome such hurdle and helping India to embark on road of endless growth. For this skill development is a necessity, as it not only helps in youth of the country to acquire necessary skills but also helps in economic development of a country. Appropriate policies for skill development occupy a most important place in the development of the economy. Government of India has taken several skill development initiatives in the recent past years. Initiatives like "Skill India" "Make in India" etc and many departments like "Ministry of micro, small and medium enterprise (MSME)" "National skill development coordination board (NSDC)" by our government to boost the necessity of acquiring new skills and polishing existing skills and help youth of the country in acquiring skills and developing them. Skill development would also help in reducing the unemployment level in the country, as it would help youth to hone the necessary skills for employment they seek for. In this research paper, we aim to do an in-depth study of skill development in India along with various challenges faced by it, also focusing on the key factors for successful skill development. The Study is Primary and secondary based with the help of Questionnaire and various journals

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and articles. Questionnaire was created for this research paper with which the required data was collected, analysed and in-depth study was done.

Keywords: *Macroeconomic growth, Economic stability, Youth of India, Skill development, Policies, Reducing unemployment, Challenges, Questionnaire.*

0 INTRODUCTION

India is ranked 5th in world's economic rankings in 2024. Expected to be 3rd largest economic in the world by 2030. India has advantages of its unique demographic position as compare to another developed countries, having greater proportion of youth in country as compared to others, hence India is believed to have endless potential to grow into an unparalleled economy. But India faces a huge problem in accomplishing this goal and that is high rate of unemployment and unskilled population. Not having appropriate skills lead to unemployment and reduces the scope of growth of country as the youth of that country doesn't have required skill set. To overcome this, government has launched various programs to develop such skills in youth. Some of them are "Skill India" "Make in India" etc and some coordinating departments like "Ministry of micro, small and medium enterprise (MSME)" "National skill development coordination board (NSDC)" etc, with an objective of creating opportunities, providing area and scope for skill development of the youth of India. This program provides guidance, training and necessary support to all, in order to boost their confidence and improve their productivity as well as skill levels.

1. OBJECTIVES

- To study about skill development India.
- Skill development initiatives and employment opportunities their impact on India.
- To understand the challenges in skill development in India
- Analysing the awareness about skill development concept among people.
- Relation between skill development and employment generation.
- Skill sets require for holistic development as well as economic development.

2. RESEARCH METHADODOLOGY

The study is based majorly on the analysis of primary data which included 50-60 people in between the age of 15-30. Questionnaire was developed to undertake study in sampled regions to collect relevant information for research. To understand their views & thinking. The questionnaire is interpreted and

analysed with the help of statistical tools like tables, graphs etc.

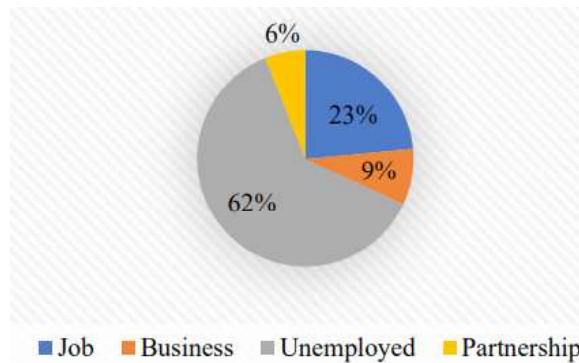
Data Collected Type	Primary and Secondary
Sampling Target Unit	Individual
Type of Sampling	Random Sampling
Sample Size Taken	50-60
Research Tool	Questionnaire
Data Collection Methods	Survey
Survey Areas	Delhi

The research article is going on exploratory research, based on the secondary data sourced from journals, magazines, articles. Looking into the requirements of the objectives of the study. The presented secondary data was comprehensively used for the study purpose.

Addressing issues: What is required?	Proposals under national skill policy and recent government initiatives	Policy suggestions: What (more) needs to be done and how?	How can other countries assist?
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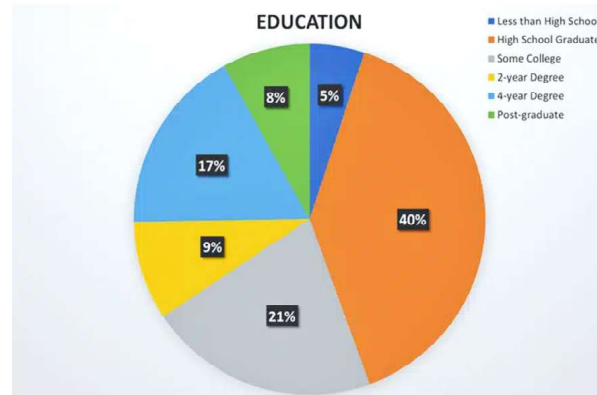
3. SOURCE – PRIMARY DATA

3.1. Occupation Stats



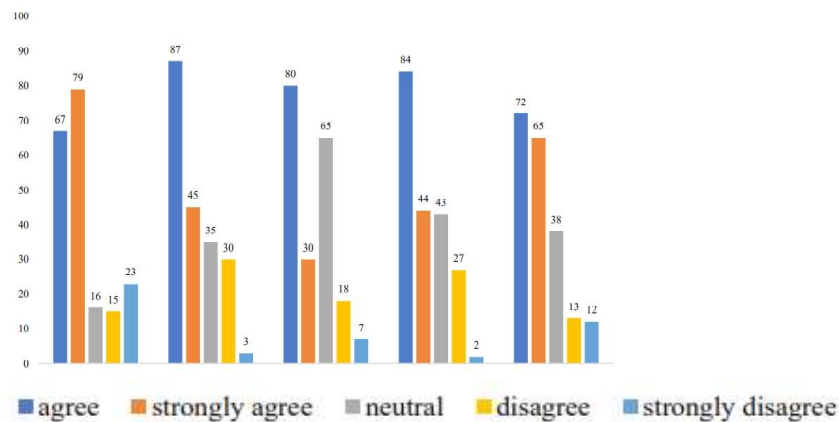
Analysis- Data shows that out of 60 Respondents only 13 people had a job. Whereas, 37 people are unemployed i.e. 62%. These stats depict the current image of India where majority of people are either unemployed or are underemployed.

3.2. LITERACY RATE IN INDIA



Analysis- As per the data, 5% of people didn't complete their high school, 40% are high school pass out. 21% students are in colleges; only 17% and 8% are graduated and post-graduated respectively. This concludes that less proportion of student have suitable knowledge.

3.3. FEW IMPORTANT QUESTIONS ANALYSIS



- Not enough suitably skilled people, too much competition, lack of proper skill set are the reasons for unemployment.
- Less number of job opportunities is the major cause of unemployment.
- I have faced unemployment problem many a time.
- Skill development will result in one's holistic development and macroeconomic stability.
- Skill campaign would be a successful program.

4 SOURCE – SECONDARY DATA

Addressing issues: What is required?	Proposals under national skill policy and recent government initiatives	Policy suggestions: What (more) needs to be done and how?	How can other countries assist?
A perception change with respect to skilling is required in society. Parents and students need to look beyond traditionally preferred jobs and traditional delivery mechanisms of education and training.	National camping to be launched to create awareness and promote skilling. The delivering mechanism will include dedicated television channel, community radio as well as social media.	Awareness on need for schooling should be taken up in mission mode and activated at the local level, including states, district and villages.	International agencies call participates in awareness campaigns and workshops and make presentations on international case studies. They can highlight the contribution of vocational training in improving livelihoods and providing alternate career opportunities.
Industry should recognise the training/skill development offered as per national occupational standards and offer skilled workers Premium pay.	Skill India logo to be used to promote value of skilled workforce and encourage certified skilling. Industry will be encouraged to move towards employing certified skilled people and to rationalize compensation by awarding skill premium for increased productivity due to higher skills.	Introduce financial incentives for employees for employing apprentices, retaining, and apprentices as permanent employees and for employing the disadvantaged. Such financial incentives may be linked to performance.	Foreign countries can assist India in aligning various standards to internationally acceptable standards. This will enable recognition of India's skilled workforce and provide international opportunities for Indian workforce.
Vocational education needs to be integrated with general education in schools and colleges.	Vocational training to be integrated into formal education by introducing vocational education for four years from class IX, in at least 25% of schools. Skill courses will be independent subjects that will also carry qualifying marks for admission to higher levels. Pilot projects have already been running in a few states (e.g. Haryana, Karnataka).	Use of information technology through e -education and training should be widely adopted to create virtual capacities	Foreign governments, corporate and multilateral agencies can make significant investments in skill development initiatives in India. They can also participate in setting up skill centres and Universities.
Additionally, the course curriculum should be made practical, in line with industry's requirements, and constantly upgraded through feedback from the industry	Special focus will be laid on youth who do not wish to continue with School or higher education. Special programmes will be initiated for providing skill training to those who have eight years or more of schooling. The National Skills Qualification Framework (NSQF) as a means to integrate and provide multiple pathways between general and vocational education will help school drop - outs make choices about vocational courses.	NSQF is a step in the right direction and it has to be ensured that all institutions make a collective effort in aligning them Qualifications as per the set standards.	Exchange and Twinning programmes can be introduced at schools and colleges to facilitate exchange and capacity building programmes for students, administrators as well as teachers.

5. SUMMARY & CONCLUSIONS

Our young population is facing various problems like unemployment, poverty etc. Due to this the government of India take several steps to reduce these problems by introducing a several steps a skill development and self-entrepreneurship schemes/programmer. A great step is taken by developing country as developed India by motivating the talent of youth to make the future bright. It helps the youth to get the job in various sectors and it is possible only through employment generations and social security for the youth to accept responsibility. The biggest challenge which observed in two ways: of generating massive employment generation opportunities and increasing the employability and skills of the Indian youth. Mandatory Monitoring and Quality Certifications should be in place which will ensure high standards among programs with prime focus on enhancing the employability. Sector specific Labor Market Information System (LMIS) at national and state level is to be established for reducing the skill mismatch which can help in the reliable and realistic assessment of economic trends and labour market. Supply and demand of skilled manpower can be mapped with the help of Human Resource Planning (HRP) which is also one of the important components. These exercises can help to anticipate skill gap over a period of time at different levels, sectors and geographical areas.

By creating awareness among the people especially in the rural area about the various schemes under Skill India project, improvements can be done and will get more satisfied results. By increasing and developing vocational training in School, Colleges because the youth is the future of the country, so there is a need to train a greater number of youths. By visiting rural areas and get the people convinced to register themselves in any of the schemes under the Skill India project. The teachers should be given proper training to develop and their skills like communication, technical and vocational skills. The benefits of a growing economy are often reflected in the growing number of well-paid jobs in a country. Consequently, any policy that stimulates the economy to grow, has an impact on job creation and the overall employability of the country's workforce. India finds itself in a context today where young people are entering the workforce every year. To make the most of the demographic dividend, it is critical to improve the employability of the youth. This includes the removal of the disconnect between demand and supply of skilled manpower, building a vocational and technical training framework, building new skills and innovative thinking, not only for existing jobs but also jobs that are to be created. In the long run, the policy will help in reducing poverty in the country, it will increase the competitiveness of Indian business, ensure that skill training imparted is relevant and of quality, prepare Indians to take on the world's manpower market, diversify the existing skill development programmers to meet today's challenges.

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