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# Skills Development in India: An Overview

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## Abstract:

*This is the research paper that communicates information about the concept of skill development in India and what are the programs and policies that have been initiated for this purpose. In India, this concept was not very well developed and recognized but in today's world, various programs, policies, educational and training centers have been established to implement this concept. In urban and rural areas, various training centers have been established to impart skill development activities to the individuals such as literacy skills, which mainly consists of three Rs, reading, writing and arithmetic; computer skills, artisan skills, production, manufacturing and so forth. The kind of skills the individual learns depends upon his capabilities and interests; leadership skills are meant for leaders, the management within the organizational structure, or leaders in any organization in whose hands the authority is vested, for them it is essential to understand the leadership skills.*

**Keywords:** Skill Development, Employment opportunity.

## Introduction:

The main goal is to create opportunities, space and scope for the development of the talents of the Indian youth and to develop more of those sectors which have already

been put under skill development for the last so many years and also to identify new sectors for skill development. The new programme aims at providing training and skill development to 500 million youth of our country by 2020, covering each and every village. However, there is a need to further develop and empower the human capital to ensure the nation's global competitiveness. The skill development of the working population is the main priority for the government. This is apparent by the exceptional progress India has witnessed under the National Policy on Skills (2009) over the years.

The objective of the policy is to expand on outreach, equity and access of education and training, which it has aimed to fulfill by establishing several industrial training institutes (ITIs), vocational schools, technical schools, polytechnics and professional colleges to facilitate adult learning, apprenticeships, sector-specific skill development, e-learning, training for self employment and other forms of training. The government therefore provides holistic provisions through all its initiatives in the form of necessary financial, infrastructure and policy support (Knowledge paper, 2012).

In addition, the private sector has also recognized the importance of skill development and has begun facilitating the

same through three key elements — non-profit initiatives, profit enterprises, and consumers. Currently, there are many skilling opportunities approached by the government, the private sector and the collaboration between the two. The current focus of skill development has shifted to the learner and his/her requirements and expectations from vocational education and training; in order to empower the working population and other citizens of the country, it is essential to put emphasis upon skill development (Knowledge paper, 2012).

India has the world's second largest population. The PGR for the country is 1.25. A very large number of India's population, about 50%, is below the age group of 24. This provides the nation with a large workforce for many decades, helping in its growth. The government is training a 400 million-workforce, which is larger than the population of the United States and Brazil combined.

### **Objective of the Study:**

- *To study why skill development is needed in India.*
- *To examine various Initiatives taken by Indian Government for NATIONAL SKILL DEVELOPMENT*

### **Research Methodology:**

The study in this paper is based on review of Secondary Data. The data has been collected by accessing various libraries, emerald and government portals of Make in India, Skill India etc.

### **Why Skill Development is Needed:**

✓ *Young populace:* Because of its high birth rate India has a youthful populace contrasted with most maturing countries. It has roughly 65% of its populace beneath the age of 35. Moreover, declining ripeness is starting to decrease the young reliance rate which may create a statistic profit. In the coming decades, while a portion of the capable countries will witness a reduction in workforce numbers, India is required to have an expansion.

✓ *Global diaspora:* More than 35 million Indians live over the globe. Under reasonable open doors, they have progressed toward becoming socio-monetarily effective.

✓ *Foreign dialect aptitudes:* The significance of the English dialect in the 21st century is a theme of verbal confrontation; regardless the developing pool of non-local English speakers makes it the best contender for "Worldwide dialect" status. By chance, India has the world's biggest English talking/understanding populace. It claims one of the biggest workforce of architects, specialists and other key experts, all OK with English. Popularity based republicanism

✓ India is the world's biggest majority rule republic, more than three times greater than the following biggest (the Unified States). It has so far been fruitful politically, particularly thinking about its usefulness regardless of its troublesome ethnic creation. The way that India is a vote based system has enhanced its relations with other just countries and altogether enhanced its ties with most of the countries in the created world.

✓ *Role in global legislative issues:* Truly, India was one of the establishing individuals from Neutral Development, and had great associations with Soviet Union and different parts of western world. It assumed provincial parts in South Asian undertakings, e.g. its utilization of the Indian Peace Keeping Power in the Bangladesh Freedom War and in Sri Lanka. It took a main activity to enhance relations amongst African and Asian nations. India is a dynamic individual from the Ward and the WTO.

✓ *Economic development:* India's present monetary development (as the world's quickest developing real economy starting at 2015) has enhanced its remaining on the world's political stage, despite the fact that it is as yet a creating nation, however one that is demonstrating solid advancement. Numerous countries are moving to produce better associations with India.

✓ *Energy:* To lessen the vitality emergency, India is by and by developing ~9 civilian nuclear power reactors and a few hydro-control stations. On 25 January 2007, Russian president Vladimir Putin offered to construct 4 more reactors on a visit to India and India is relied upon to secure this arrangement of deliberately significance. As of late it likewise influenced a non military personnel atomic vitality to manage the US and EU. Lately, India joined China to dispatch an energetic crusade to procure oil fields the world over and now has stake in a few oil fields (in the Center East and Russia).

✓ *Tourism:* The Arranging Commission expects 5.8 million sightseers

flying out to India by 2010. The World Travel and Tourism Gathering trusts India's tourism industry will develop at 10% for each annum in the following decade, influencing it to lead the world as far as development. Tourism contributes 6% of India's Gross domestic product and utilized 40 million individuals, making it an essential factor in India's monetary development. More than 8 million remote visitors touched base in the year 2015 against 7.68 million out of 2014 account a development of 4.4 percent more than 2014

✓ *Medical administrations:* " First World medical services at Third World prices " - Indian Metros have developed as the main goal of therapeutic tourism. A year ago, an expected 150,000 foreigners went by India for therapeutic methodology, and the number is expanding at the rate of around 15 percent a year

✓ *Unity in decent variety of world view:* India has a multi-ethnic, multi-lingual and multi-religious society living respectively. The subcontinent's long and different history has given it an exceptional mixed culture. It is frequently connected with deep sense of being.

### **National Policy on Skill Development:**

In order to provide adequate training to the youth the government formulated the national skill development policy that laid an outline for skill development, ensuring that the youth of the country get better access to skills and knowledge. Key features of the National Skill Development policy have been stated in the following

paragraphs (Knowledge paper, 2012). Institution-based skill development - This includes vocational schools, technical schools, polytechnics, professional colleges, etc; learning initiatives of skill development organized by different ministries and departments; formal and informal apprenticeships and other types of training by enterprises; training for self-employment and entrepreneurial development; adult education, retraining of retired or retiring employees and lifelong learning; non-formal training, including training by civil society organizations and E-learning, web-based learning and distance learning (Knowledge paper, 2012).

- *Institutional framework*
- *Lays down standards for quality and relevance*
- *Emphasizes on skill development for the unorganized sector*

### **Enhancing Skills & Generation of Employment Opportunities:**

Aptitude building is seen as an instrument whose fundamental reason for existing is to upgrade the effectiveness, efficiency and commitment towards the distinctive areas of the economy, for example, businesses, horticulture, producing, training, interchanges et cetera. The economy includes three segments essential, auxiliary and tertiary and in all the three segments, the faculty, the HR that are utilized are required to upgrade their aptitudes, learning and capacities to work. Ability building is intended to enable an individual and enhance his/her social acknowledgment inside the general public. Capable and

profitable people are constantly acknowledged and perceived all over the place; they are dependably sought after (The Planning Commission).

When an individual is skillful and proficient in his respective field; this leads to generation of employment opportunities for him. Foundations are being laid by the three tier structure of Prime Minister's National Council, National Skill Development Coordination Board (NSDCB) and National Skill Development Corporation (NSDC) for a more positive role of public, centre and states, private and third sector communications and borders for harnessing the benefits of demographic dividend. Major prominence has also been laid on skill development through the creation of a coordinating mechanism. The factor of skill development has been made an important agenda for the Governments at Centre as well as States and the significance of State Governments has been authenticated in the promotion of skill development (The Planning Commission).

### **National Skill Development Initiatives in India:**

The following points depict the vision for the National Skill Development Schemes: (NSDP, 2009).

- ✓ *Size of Desire:* As of now the limit with regards to expertise advancement in India is around 3.1 million people for each year. The 11th five year design imagines an expansion to 15 million on a yearly premise. India has set up a goal of

making 500 million talented laborers by the year 2022. Keeping in mind the end goal to accomplish this goal the nation needs to figure ability building projects and plans.

- ✓ *High Inclusivity*: The ability advancement plans will interface inclusivity and diminish dispersions, for example, guys and females, rustic and urban, sorted out and sloppy business and conventional and contemporary workplaces.
- ✓ *Dynamic and Request based Framework Arranging*: The aptitude improvement plans manage the conveyance of prepared specialists who are versatile progressively to the changing requests of business and innovations. This arrangement will advance prevalence and will meet the prerequisites of information economy.
- ✓ *Approach Coordination and Soundness*: The aptitude advancement plans maintain business age, financial development and social improvement forms. Aptitude improvement strategy will be a major piece of broad monetary, work and social approaches and projects. A structure for better association among different Services, States, industry and different partners will be established.

## **Ways of Facilitating Skill Development Activities:**

There have been methods to smooth the progress of skill development activities

through the following: (Demographic Dividend, 2013).

1. Making and upgrading the ability improvement foundation.
2. Foundation of aptitude advancement focuses in country and urban territories, particularly where there were no.
3. Funds have been significant issues particularly for the monetarily weaker areas of the general public; thus a few measures must be detailed to back their ability advancement programs.
4. There must be inclusion of private associations, benefit and also non-benefit in exercises executed by the CSR cell, CSR exercises make aptitudes a capable movement and they are extremely valuable.
5. Endeavors must be executed to build the quantity of gifted staff inside the nation and based on their abilities they ought to have the capacity to achieve something for themselves and discover business in enterprises as well as in a wide range of divisions instruction, transport, producing and so on.
6. There ought to be consolation of social advantages, for example, legitimate workplaces, shared coordination, collaboration, sufficient methods for correspondence, initiative abilities, arranging, administration and association of exhibitions.
7. In a wide range of associations, organizations, affiliations, establishments



there ought to be combination of expertise advancement programs alongside the work obligations with the goal that representatives can learn past their activity assignments.

### **Conclusion:**

In India, the idea of aptitude improvement has been to a great extent perceived and many projects and approaches are being figured to start this idea among the people in urban regions as well as in country zones also. NSDCB and NSDC are the associations that have defined approaches for expertise improvement among the people what's more these there are professional instructional hubs. Ability advancement has been encouraged by the association of specific projects, instructive organizations and preparing focuses. What shape 'Expertise India' will take and what it will do no one but time can tell. Yet, almost certainly it is by all accounts a decent activity – giving abilities to individuals, particularly on the grounds that India is one of only a handful couple of nations all over the world whose working age populace will be high, couple of years down the line, passing by its regularly expanding development of populace, according to the World Bank.

It is likewise high time now measures are taken to enhance the physical and mental advancement of the young people of the nation with the goal that none of them stays jobless and the nation's joblessness issue additionally gets lessened. The time has come to open up roads by which the young acknowledges obligation and nobody stays sit out of gear in light of the fact that a sit

still youth is a weight to the economy. The economy should focus on work creation and standardized savings plans. With this new approach towards ability advancement, India can advance towards its focused on comes about.

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