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SKILL DEVELOPMENT
A Key to Nation Building

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ANALYSING THE CHALLENGES OF THE-GOVERNMENT SCHEMES/INITIATIVES ON SKILL DEVELOPMENT IN INDIA

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Abstract

The gaining of knowledge and developing the skills required for jobs are the need of the day for the economic and social development of the nation. The better employability will help in enhancing efficiency and productivity and thereby lead to sustainable India. Government of India has realised this and initiated many 'skill development schemes'. The 'skill development schemes' will try to bridge the gap between the available skills and 'desired skills'. As India is a developing country, it is not so easy to achieve this objective. This paper is an attempt to study the gaps between skills and to know the challenges in implementing the 'skill development schemes/initiatives'.

Key Words

Skill development schemes/initiatives of government of India, skill gaps, challenges in implementation of the schemes

Introduction

The role of knowledge and job skills in the economic growth as well as social development cannot be ignored by any country in this global era. To be empowered, Indian youth need to develop their vocational skills in their area of work. The government of India has initiated the skill India campaign to provide training in skill development to 500 million youth of India by 2020. Basic education, skill development and continuous learning are the pillars to gain confidence and improve productivity for the youth. This will enhance the employability skills and leads to better living conditions and ultimately will lead to sustainable India, which is the need of the day.

Objectives of the Study

- ❖ To explore the skill gap between the available and desired skill sets among youth.
- ❖ To know the skill development Schemes/initiatives taken by the Government of India.
- ❖ To understand the Challenges in Skill Development Schemes/Initiatives by the Government in India

Research Methodology

The study is descriptive in nature and based on secondary sources of data and information such as journal articles, online media reports, government websites like make in India, skill India etc.

Literature Review

In 2020, skill development for unskilled labours in the unorganized sector is launched as Manufacturing Policy (Okada, 2012). National Policy on Skill Development and Entrepreneurship 2015 policy is based on 'Sabka Saath, Sabka Vikas' (NPSDE, 2015). In 2013, Data of World Bank suggested that Indian contribution of manufacturing sector to Indian economy was 13% and GDP contribution of manufacturing sector was 28%. Again, India's contribution to the world manufacturing sector is also 1.8% which is very low. These suggest that along with investment in infrastructure and other things, skill development of its human resources is also very important (Goyal, Kaur, & Singh, 2015). Agarwal (2016) and Singh and Kaur (2018), have highlighted challenges of skill development in their papers. With all these researches Indian government launched Pradhan Mantri

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... and has imparted skills training to 6.9 million people since 2016. Budget 2020-21 initiated the two proposed initiatives namely Skills for Industrial Value Enhancement (STRIVE) to boost the skill (Businessworld, 2020).

... between the 'available' and 'desired' skill sets among youth
... as the discrepancy in the competencies existing in the job seekers and ... to be present in the workforces to be able to do the required task in the ... (Skills you need).

... studies are done by different government and private sector to analyse ... among the workforce. A study suggests recognising the mandatory skills ... evaluate the skills of the employees. If they do not possess those skills ... standard training to them to make them able to perform the task ... and enr., 2017). The Global Growth Index by Epicor Software Report ... that there is a huge dearth in the right skills among the prospective ... to work in industries (Skill Gap, 2018). The study by Nikose (2017) ... ways to identify the skill gap:

... Performance Appraisal: observe the performance of an employee for a period of ... analyse the areas which needs attention in training.

... Using 'Key Performance Indicator' (KPI): Here leading indicators show the ... while lagging indicators point towards the training.

... NSDFE 2015, indicates an additional requirement of 109.73 million skilled ... by 2022 in twenty-four key sectors.

... pp analysis study shows that instead of generalised training to all the ... areas where workforce do not have skills need to recognised

... specialised training should be provided in those areas to make them more ... (Mallikarjun and enr., 2014). The "Skill Mission" was launched on 15 July

... by Indian government to empower the Indian youth with necessary skills to ... them survive in the progressing technology world (msde.gov.in).





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