

## GOVERNMENT POLICIES ON SKILL DEVELOPMENT AND TRAINING

**Ms. Mahalaxmi Ramaprasad**

Assistant Professor, Tolani College of Commerce

**Abstract :** India has a population of 1.2 billion people, out of which 50% is below the age of 25 and 65% is below the age of 35. However, the proportion of skilled workers to total population is a meager 2% as compared to 62% in UK, 75% in Japan and 92% in Korea. Our country faces a challenge of skilling 500 million people. Skill Development needs to be enhanced and must be given the highest priority if India wants to become a developed economy. The “Make in India” campaign inaugurated by our Prime Minister can taste success only if India is ready to provide the human capital required to the entrepreneurs. This paper attempts to understand the need for skills, the focus areas of skill development, initiatives taken by the Government in respect of skill development, its loopholes and provides suggestions to plug the same.

**Keywords:** Skills, Need, Focus Areas, Government Initiatives, Loopholes

### INTRODUCTION

India has traditionally been a “services” oriented economy while China has been the manufacturing hub of the world. In order to reach the next level, it is required that India comes out of its comfort zone and does something radically different. With the “Make in India” campaign of the Prime Minister taking shape and with the recent success of the Pravasi Bharatiya Divas which was held in Gujarat, it is very evident that the world has taken note of India and is wanting an alternative to China, as a manufacturing hub. India is a preferred destination mainly because of the democratic and stable Government in place which has made doing business in India easy. A very good example of the same is the requirement of only three documents to export from India, an initiative which brings India at par with developed economies like Japan, Singapore etc.

Considering that India now provides a very stable environment for business, the next major challenge to business enterprises is the availability of human capital with skill sets in the field of manufacturing. There is no dearth of professionals in India for the service sector considering that Indians have a very good grasp of the English language and lakhs of graduates qualify every year from our universities. However, the skill sets required for say operating a heavy machine may not be available in our country. This is evident from the fact that skilled workers from Peru who operate heavy machinery are being issued visas to work in India, due to a lack of skilled machine operators in our country. This is a pressing situation and needs to be addressed at the earliest.

### NEED FOR SKILLS

According to the XI Five Year Plan of the Planning Commission, the following sectors are expected to drive the growth of the economy as well as play a significant role in employment:

Auto and Auto Components, Building and Construction Materials, Real Estate Services, Electronics & IT Hardware, Education and Skill Development Services, Food Processing, Gems & Jewellery, Healthcare, Textiles, Leather and Leather Goods, Organised Retail, Tourism and Hospitality,

Transportation and Logistics, Media and Entertainment, Banking and Financial Services, Chemicals and Pharmaceuticals, Furniture and Furnishings, IT and ITES

**Selective List of Key Skills in demand**

<b>Sector</b>	<b>Key Skills in Demand</b>
Textiles and Clothing	Power loom operators, Apparel Manufacturing, Fashion Design, QA, Knitwear Manufacturing, Sewing Machine Operators
Building & Construction Industry	Crane Operators, Electricians, Welders, Masons, Plumbers, Carpenters, Painters, etc.
Auto and Auto Components	Auto OEMs, Auto Component Manufacturers, Drivers, Sales, Servicing, Repair, Financial Services sales, Insurers/Valuers
Organised Retail	Shop floor executives, back-store operations, merchandising
Gems & Jewellery	Jewellery Fabrication, Grading, Faceting, Polishing, Cutting
Leather and Leather Goods	Tanning, Cutting, Clicking, Stitching, Lasting, Finishing
Furniture & Furnishings	Carpenters, Operators engaged in Stitching, Sewing, Stuffing
Tourism & Hospitality Services	Front office staff, F&B Services and Kitchen and Housekeeping staff, Ticketing and Sales, Tour Guides

**FOCUS AREAS OF SKILL DEVELOPMENT**

**1. Educated but Unemployed**

Lakhs of graduates pass from our universities every year, however only a miniscule of them are found employable. Majority of them do not find jobs, which further leads to social evils. This category of people can be given training in various facets of skill development so that they become employable and are able to lead a respectable life. This leads to a readymade supply of human capital required by the enterprises; it also helps the educated unemployed youth to get employment, which further helps their family and ultimately the nation. The fruits of demographic dividend can only be reaped if appropriate opportunities are created for the youth and they are given the necessary training to take on the same. Otherwise the advantage that we have can become a disadvantage to us.

Apart from this, Skill Development must also focus on Soft skills development such as Communication Skills, presentation Skills, Negotiation Skills etc. as it is the need of the hour.

**2. Uneducated and Unemployed:**

India is country of many contradictions. On one hand, we have some of the best institutions in the world like IIT, IIM etc, and on the other hand there are some villages in the country which do not even have access to schools. Children need to walk many miles to the school which is one of the major reasons for dropouts, coupled with other problems like lack of sanitation facilities for girl children etc.

Apart from this there are some children who are not interested in studying the conventional courses like Arts, Commerce, Science, Engineering etc. For such students “Vocation” as an option must be highlighted and introduced wherein they would learn practically as compared to more of theory in conventional courses. For Eg: a 1 yr Diploma course after Std. X in MEP (Mechanical, Electrical and Plumbing) may set the tone for skilled workers in India.

The Government should introduce many such courses which will actually help in the endeavour to make India the skill capital of the world. This will also help in reconstructing the values of dignity of labour in the society, for people who work in the primary and secondary sector.

This can be projected as an alternative option to those who are not interested in continuing formal education.

### **3. Self Employment**

Self Employment by way of setting up own enterprises can be an additional avenue for both the educated and the uneducated people. Skill sets required to nurture entrepreneurship must be developed and training must be given for the same.

### **INITIATIVES TAKEN BY THE GOVERNMENT UNDER THE NATIONAL SKILL DEVELOPMENT POLICY**

The Coverage of the National Skill Development Policy is as follows:

1. Institution-based skill development including ITIs/ITCs/vocational schools/technical schools/polytechnics/ professional colleges, etc.
2. Learning initiatives of sectoral skill development organised by different ministries/departments.
3. Formal and informal apprenticeships and other types of training by enterprises
4. Training for self-employment/entrepreneurial development
5. Adult learning, retraining of retired or retiring employees and lifelong learning
6. Non-formal training including training by civil society organisations
7. E-learning, web-based learning and distance learning.

### **MODULAR EMPLOYABLE SKILLS (MES) SCHEME**

The main objective of this scheme is to provide employable skills to school leavers, existing workers, ITI/ITC graduates, etc. Skill levels of persons already employed can also be tested and certified under this scheme, i.e., certification of prior/experiential learning. Public Private Partnership (PPP) envisaged in the form of active participation of the industry/private sector in every stage of design and implementation of the scheme. There are 1,122 courses which are a part of the approved list of MES courses.

#### **Upgradation of Institutions**

- o. Upgradation of 500 Government ITI's. (400 – World Bank funded and 100 – Domestic funded)
- o. Upgradation of 1396 Government ITI's through PPP mode

#### **Establishment of 1,500 new ITIs through the DGET**

#### **Establishment of 50,000 Skill Development Centres through the DGET**

#### **National Skill Development Corporation**

It provides viability gap funding to build scalable, for-profit vocational training initiatives. Its mandate is also to enable support systems such as quality assurance, information systems and train the trainer academies either directly or through partnerships.

Apart from the initiatives mentioned earlier, about 17 Ministries of the Government of India are also engaged in skill development activities. These include the following ministries/department: Ministry of Labour & Employment & DGET, Ministry of Textiles, Ministry of Rural Development, Ministry of Human Resource Development (for Higher and Technical Education) including the setting up and upgradation of Polytechnics, Ministry of MSME, Ministry of Food Processing Industries and Ministry of Urban Development and Poverty Alleviation.

## LOOPHOLES IN THE SCHEMES AND SUGGESTIONS TO PLUG THE SAME

Despite the best efforts of the Government, gaps continue to exist, which reduce the overall efficacy of the program. Listed below are few suggestions to plug this gap:

1. It is evident from the initiatives that Skill development efforts in the country are highly fragmented. During the Winter Session of Parliament, 34 different Ministers/Departments were answering questions based on skill development. As too many cooks spoil the broth, there should be one common Department/Ministry which takes care of Skill Development in order to reduce the overlapping of programs. A focused approach is required
2. There has to be a common and standard framework of certification and evaluation of skilling in India. This would result in the enhancement of the quality of skills provided across the country.
3. Regional Imbalance in Skill Certification must be taken care of. More Centres need to be opened up in the North East, East etc. so that people need not travel to other places to acquire these skills.
4. The trainers need to be trained and certified periodically so that they are well versed with the current trends and are in a position to add value to the learners.
5. Vocational Education in schools should be enhanced. This will present a channel for students to acquire skills, both life skills and industry-specific skills during schooling.
6. The curriculum needs to keep pace with the current requirements. An expert panel must be constituted to review and revisit the curriculum periodically to enhance its effectiveness.
7. Public Private Partnership must be encouraged to build training centres.
8. Information and Communication Technology can be used for Education and Training Delivery through recorded/interactive teaching input. This would help the learners located in the remotest part of the country. The main motto of inclusion can really be achieved with the help of technology.
9. The programs conducted to enhance skills must be widely publicized and advertised. The Media must be used extensively for the same. It must also be advertised in national as well as regional newspapers. India Post can also be roped in as the Publicity Partner considering that they have an extensive reach throughout the country.
10. Government must provide support and help in the placement of these learners who get certified from the training centres.
11. A National Human Resource Information System (HRIS) must be established. Employers can provide details of their requirements and job seekers can postulate their skill sets which make matching of the skills with the requirements very easy.

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