

SKILL DEVELOPMENT POLICY AND GOVERNMENT INITIATIVES

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Abstract : Skill means the ability to do something well and expertise in it. Therefore Skill Developm In the last two decades, the world of business and industry has expanded across the continents and the dynamics of economic growth has been transformed by the all-pervasive forces of globalization, technological advancements and innovations. The international business community on the whole is lying in anticipation of the next big wave of economic development. In the face of the technological advancements and rise of businesses which require certain skill sets, there are worrying signs in terms of the demand of career-ready human resource. Recognizing the importance of increasing and diversifying the skills-building capacity in the country, the National Skill Development Policy (NSDP) was announced earlier in 2014. The Policy puts forth the target of achieving 500 million skilled people in the country by the year 2022. Many initiatives are taken by Ministries as well as by the Private Sector Enterprises.

Keywords: Empowerment ,widening , entrepreneurial ventures.

INTRODUCTION

In the last two decades, the world of business and industry has expanded across the continents and the dynamics of economic growth has been transformed by the all-pervasive forces of globalization, technological advancements and innovations. The international business community on the whole is lying in anticipation of the next big wave of economic development. But the countries and multinationals have an uphill task ahead to translate the growth theory into reality. The reasons are many but the primary reason is shortage of skilled human resource for the next big leap of economic development. In the face of the technological advancements and rise of businesses which require certain skill sets, there are worrying signs in terms of the demand of career-ready human resource.

The biggest question is from where the skill-empowered workforce is going to come from? Where lays the talent pool which the world of business eagerly awaits? The only answer to this is: Educational Institutions. They are entrusted with the task of providing well-trained human resource that can take the economy on their shoulders and catapult the world into the future. But unfortunately, the world of education and the world of business do not live in the same age. Education have continued the same way as it did decades back while the world has waltzed past several milestones of advancements in terms of the way business processes are carried out in an innovating manner. The sum total of this is that while economic growth has happened and is expected to happen at too great a speed in a world in which human resource educated in the best of institutions is not found to be industry-ready to join the futuristic nature of business today. Education is finding itself in the difficult position today to supply the skilled workforce to the market.

OBJECTIVES:

- To study the need of skill development in India
- To study the current skill development capacity in India

- To study the role of government in skill development
- To find out the initiatives taken by various institutes.

RESEARCH METHODOLOGY:

Based on availability of the resources the research study is on the basis of secondary sources of data. Secondary data has been collected from various books, Journal, research studies etc. The methodology of the study also includes the thoughts and writings of various researcher in the stream of academic, research and corporate industry.

SKILL DEVELOPMENT

“Skill Development means developing yourself and your skill sets to add value for the organization and for your own career development”. Skills Development is not new and neither innovative. It is not just complimentary to education either. It is education itself. Education, broadly speaking, equips or should equip an individual for the world in which she/he has to operate and successfully so. Indian education system has fallen short of this. While education imparts one kind of training to them, industry and markets are looking for another kind of skills set in the job seekers. There is an obvious and widening disconnect between education imparted to the youth and the market requirement and demand. To add to this, there are newer, emerging areas in which new skills are required for which India has yet to apply itself.

NEED FOR SKILL DEVELOPMENT

The 11th Five-Year Plan reported that only two percent of the workforce aged between 15 and 29 years receives formal technical training while another eight percent receives non-formal training. The situation is particularly dismal in rural areas. Hardly a quarter of the 12.8 million new entrants to the workforce receive formal training. This poses serious implications for the skills level of the workforce.

Skill Development is important due to the following reasons:

- Skills and knowledge are the driving forces of economic growth and social development for any country. Countries with higher and better levels of skills adjust more effectively to the challenges and opportunities of world of work.
- Skill development efforts would provide an opportunity to achieve inclusion and productivity within the country.
- It will lead to reduction in the global skill shortages.
- It will inculcate dignity of labour and greater awareness towards environmental, safety and health concerns can be created.
- The skill development initiatives support employment generation, economic growth and social development processes

NATIONAL SKILL DEVELOPMENT POLICY

Recognizing the importance of increasing and diversifying the skills-building capacity in the country, the National Skill Development Policy (NSDP) was announced earlier last year. The Policy puts forth the target of achieving 500 million skilled people in the country by the year 2022. The emphasis is on institution-based skills development through polytechnics, ITIs, vocational training centers, apprenticeship training, training for self-employment and entrepreneurial ventures, addressing the training requirements of retired persons, and expanding the outreach of e-learning and distance learning.

Mission statement of NSDP

“National Skill Development Initiative will empower all individuals through improved skills, knowledge, nationally and internationally recognized qualifications to gain access to decent employment and ensure.”

Objectives of National Policy on Skill Development:

The objectives of the national policy on skill development are to:

- Create opportunities for all to acquire skills throughout life, and especially for youth, women and disadvantaged groups.
- Promote commitment by all stakeholders to own skill development initiatives.
- Develop a high-quality skilled workforce/entrepreneur relevant to current and emerging employment market needs.

- Enable the establishment of flexible delivery mechanisms that respond to the characteristics of a wide range of needs of stakeholders.
- Enable effective coordination between different ministries, the Centre and the States and public and private providers.

MINISTRY INITIATIVES FOR SKILL DEVELOPMENT Source: FICCI-Ernst & Young:

| MINISTRY/ DEPARTMENT | VOCATIONAL EDUCATION AND TRAINING PROGRAMMES |
|---|--|
| Agriculture | <ul style="list-style-type: none"> ➤ To set up one central University. ➤ To set up 4 National Institutes of Indian Council for Agricultural Research ➤ To provide soil conservation training and training in agricultural implements and machinery. |
| Food Processing | <ul style="list-style-type: none"> ➤ To establish more than 300 food processing and training centers ➤ Entrepreneurship Development Programme for Development of Human resource. |
| Heavy Industries and public enterprises | Counseling, retraining and redeployment of workers of Central Public Sector Enterprises |
| Information Technology | Conduct courses in the field of electronics, telecommunications, IT, Process control and instrumentation. |
| Health and Family Welfare | <ul style="list-style-type: none"> ➤ Providing Training to female health Assistants in 42 training centers ➤ Establishing 478 Multipurpose Health Worker Training Schools for women ➤ Setting up of 28 Health and family welfare Training Centers. |
| MSME | Entrepreneurship, Skill and Management Development Programme |
| Khadi and Village Industry Commission | To establish 51 training centers and to run 35 types of Programs |
| Tourisms | To Establish 15 Food Craft Institutes under State Government |
| Tribal Affairs | To set up Vocational Training Centers in Tribal Areas |
| Textiles | The ministry will decentralize training program with 24 weaver's service centre sane establishing 13 power loom centers. |
| Women and Child Development | Support to Training And Employment Programme for Women. Women Empowerment Programme in Collaboration with IGNOU. |

Knowledge Paper on 'Strategic and Implementation Framework for Skill Development in India.

PRIVATE SECTOR INITIATIVES

| SECTOR | COMPANY NAME | TRAINING INITIATIVES |
|------------------------|---------------------------------------|--|
| Construction | Larsen and Toubro | L&T has established Construction Skill Training Institutes in Chennai, Panvel, Ahmadabad, Bengaluru, Hyderabad, Delhi and Kolkata to impart constructional vocational training. |
| Textiles | Vardhaman Group | The group has established the Vardhaman Training and Development Centre (VTDC) at Ludhiana to enhance employee skill across all functions. |
| Electronic Goods | Godrej Industries | Godrej has recently tied up with the George Telegraph Training Institute to launch specialized courses in refrigeration, air-conditioning, and washing machine technology. On Completion of course, deserving students will be offered employment with godrej. |
| Retail | ITC | ITC has tied up with professional course provider NIS Sparta, which is a part of Reliance ADA Group, to provide training in retail management. |
| Information Technology | Infosys | Infosys Global training center in Mysore is one of the largest corporate training establishments in the world and can accommodate 15,000 people. |
| Financial Services | ICICI bank | ICICI has established ICICI Manipal Academy (IMA), in association with Manipal Education, to train newly recruited junior managers of the bank in banking and finance. |
| Aviation | Pawan Hans Helicopters Limited (PHHL) | PHHL's training institute provides Aircraft Maintenance Engineering (AME) courses and imparts knowledge on helicopters and their systems to students. |

SKILL DEVELOPMENT FOR THE UNORGANISED SECTOR

Approximately 93 per cent of the country's workforce is in the unorganized sector. The sector cuts across all economic activities and includes rural and urban areas. It contributes to about 60 per cent of the country's GDP. Strengthening the skill base of the unorganized sector will improve productivity, working conditions, labour rights, social security and living standards. Various avenues / institutions including schools and public/ private training institutions/civil society organizations/NGOs etc. will be encouraged to conduct skill development programmes for the unorganized sector.

GOVERNMENT POLICIES ON SKILL DEVELOPMENT

The Ministry of Rural Development has launched schemes that aims at empowering young people from the poor and weaker sections of the society through schemes like “Special Projects for Placement Linked Skill Development of Rural BPL youth under Swarna Jayanti Gram Swarozgar Yojana (SGSY-SP) with an objective of ensuring time bound training aimed at bringing a specific number of BPL families above the poverty line through placement services. And Rural Development and Self Employment Training Institutes (RUDSETI) were launched with an objective of setting up a dedicated Skills development infrastructure in each district in the country aimed towards entrepreneurial development.

• The Ministry of Urban Development and Poverty Alleviation had launched the **Swarna Jayanti Shahari ROZGAR Yojana (SJSRY)** in 1997 to address the Skill development issues of the urban poor. It has revamped in view of addressing the drawbacks observed in implementation. The revised guidelines had come into effect from 1.4.2009. The three key objectives o SJSRY are:

- Addressing urban poverty alleviation through gainful employment to the urban unemployed or

underemployed poor;

- Supporting skill development and training to enable the urban poor have access to employment opportunities provided by the market or undertake self-employment; and
- Empowering the community to tackle the issues of urban poverty through suitable self managed community structures and capacity building programmes.

RESPONDING TO THE FUTURE

Occupational patterns are changing; new jobs and job titles, job enlargement, job enrichment, and new flexible work arrangements are emerging. Employment demands are shifting towards higher skill categories Knowledge professionals will need support from middle-skilled workers in new knowledge and technology areas. The skill development system will need to meet this challenge. The response time is limited as the rate of change is high and accelerating.

CONCLUSION

Skills development is going to be the defining element in India's growth story. Firstly, we need to re-define the relationship of education, employment and skills development. Secondly, as a very large population, India would never be able to up skill all of its youth across the country through the conventional education framework. Government alone cannot accomplish this task. It will call for a concerted effort of Government, private players and NGOs to address the issue in a comprehensive manner. If India is to gain its rightful place in the world, reap equal benefits and opportunities for all and rise from the debris of poverty and several other pressing issues, skills development will require to be given a place right on top of national priorities.

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