

Skill Development in Youth and Its Challenges in India

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Abstract: India occupies around 2.4% of the world's landmass. It is also home to 17.5% of the world's population. The density of population is more in the urban landscapes. However, being largely an agrarian economy, a significant part of India's GDP comes from the urban and rural areas. Rural development and prosperity are deeply integrated to any nation's growth. Skilled workers and entrepreneurs are the need of the hour with the government committed to improving the skill landscape in the country over the next few years. The mobilization of the available youth and man-power and making them as skilled individuals is the need of the hour with the burgeoning youth brigade of India.

Keywords: Skill Development, Employment, Rural India, Youth, Entrepreneurship

1.INTRODUCTION

Today, youth across the world face serious challenges regarding skills and jobs, challenges fundamentally different from those their parents faced. In the globalized economy, competition has become intensified among firms and industries in developing and developed countries alike, requiring their workers to have higher levels of skills to enable them to engage in innovation, improve the quality of products/services, and increase efficiency in their production processes or even to the point of improving the whole value chain process. Rapid technology and new skill, efficiency, effective employee can change the demands in greater intensity of knowledge and skills in producing, applying and diffusing technologies. In turn, all these have changed the nature, contents, and types of skills that industry demands.

2.OBJECTIVE

1. To study the challenges faced by Indian youth through skill development programme.
2. To analysis the quality of the skill development training programmes and its effective utilization by the trainee beneficiaries.
3. To analysis future scope requirement of skill development programme by different skill development programmes.

3.MAJOR SCHEME RELATED TO SKILL DEVELOPMENT PROGRAM:

Deen Dayal Upadhyay Gram Kaushal Yojana (DDU-GKY): The Deen Dayal Upadhyay Gram Kaushal Yojana aim of this programme is to increase the skill ,efficiency and awareness in rural background youth and provide the opportunity of the business, job by private placement or nearby placement that will be linked to skill development program for the rural youth for example- plumbing ,skill ,diary skill and agricultural related skill and different hand-made products .

Deendayal Antyodaya Yojana (DAY): The main aim of this mission is to reduce the poverty of the urban poor households by providing them access to their skill related employment opportunities in an organized manner. As for the development of unskilled labour and some economically weaker section people with the help of this programme it can provide house facility, some real state job and a specific small market at the city park side or any busy market of city a part of this scheme, regional workshops have also been conducted in support of urban homeless, urban street vendors etc. The main objective of this program to help people earn in a green and stable environment sustainable livelihood through skilling and up skilling.

Ministry of Labor and Employment (MoLE): The Ministry of Labor and Employment is one of the best platform to protect the interest of worker in rural-urban and the people they are under privileged and have been left behind in development so the Ministries attention is to promote the welfare and provide social security for women and unskilled labour that are either in structured or in structure sector and also focus in child welfare before starting different skill to support these section by the of Government of India. The main accountability and responsibility of this Ministry is to protect the interests of workers in general and also the rural and urban poor and that section of people who are deprived and sections of the society.

Mahatma Gandhi National Rural Employment Guarantee Act (MNREGA): Generally, this program was started in 2006 in 230 backward district and to provide a job guarantees right to work in rural areas to pay the wages within 15 days of work in unskilled manual worker. People are ensured least 100 days of employment guarantee in every household to a member who wants to do unskilled work. Employment under MNREGA has a facts law and the employment schemes are directly implemented by the Gram Sabha. Government had provided 34000 crores budget for 2016-17.

National Skill Development Corporation (NSDC): The National Skill Development Corporation, the main aim of NSDC to provide the capability of skilled generation and create the quality-oriented training institute in all over India and provide fund to an organization that are providing skill training. The NSDC works with 270 training partners that represent the core ideology of NSDC. Over the past 4 years, NSDC along with its partners have delivered over 20 lacs skilled people in more than 20 sectors, The government of India works closely with NSDC to help financing training and thus contribute to the overall target of skilling 4 crores people in India by 2022.

National Skill Development Agency (NSDA): Work for the development of skill and to make the entrepreneur and develop the quality of unskilled labour which aims to coordinate the skill development efforts of the public and the private sector to achieve the technical skill targets by 2022. This agency works in association of several agencies like the NSDM, ministry of labour welfare, ministry of skill development and entrepreneurship, sector skill councils. The NSDA works with 28 different kinds of skill sectors. The agencies aim to be the agency for NSDM and also ensure that the skilling needs of the demerits and the marginalized groups like backward and under privileged, minorities, women and various abled persons are taken care of without any bias.

Pradhan Mantri Kaushal Vikas Yojana (PMKVY): Pradhan Mantri Kaushal Vikas Yojana is the programme of GOI that aims to train about 2.4 million youth to be industry relevant, skill based and to prepare them for current economical market at global level. Under this scheme, the trained worker will also be given monetary support and a certificate at the end of successful training and assessment, which will help them in to create a quality and

security of job for better life of this programs target on the upbringing and ready to the face the challenges in industry. The skill development program should be provided at school and college level so the government has decided to set up training centres. Candidates need to undergo certain fundamental steps to take participate in the course.

4.CURRENT SCENARIOS AND CHALLENGES

At present Indian youth are facing much problem for their job opportunity due to lack of skill Development and some industrial apprenticeship so there is a requirement of skill development program that can create job opportunity and better communication to enhance the development of employee, family hence increasing the GDP of country. At present there are different type of skill development program that has been launched by GOI, for example:

India is one of the youngest nations in the world with more than 56% of the total population below 24 years of age. India's workforce is the second largest in the world after China's. And China's demographic dividend is expected to start tapering off by 2015, India will continue to enjoy it till 2045. However, India's formally skilled workforce is near about 3% - which is dismally low compared to China (46%), Belgium (80%) or South Korea (92%). To leverage India's demographic dividend is more accurate and meaningful, Prime Minister Narendra Modi has launched the "Skill India" slogan along with "Make in India". In this brief, we look at the Skill Development system in India - the need for Skill Development, initiatives taken by the Government and schemes introduced for skill government by the present government.

Need for Skill Development: Livelihood opportunities are generally moved around the supply and demand side issues. On the supply side, India is failing to create enough job opportunities and on the demand side, professionals entering the job market are lacking in skill sets. This is resulting in a scenario of rising unemployment rates along with low employability.

Job Creation: Between 2021-22 and 2019-20, the number of jobs increased by 590lacs people (assessment by usual status) against an increase in labour force of 620lacs. Though, the running in employment procedure to pace with increase in work force for the next 4 years, the total increase in jobs was only 11lacs employment. Employment

generation picked up from 2019-20, with 1.40crores people finding jobs in 3 years. However, 1crores40lacs people entered the job market during this period. Currently about 2.6crores people enter the working age group each year about 65% of them looking for jobs.

Youth Skilling: While keeping pace with employment generation is one issue in which employability and productivity of those entering the labour market is main issue. As per the India Skills development report 2020, only 36.22% of surveyed people were found to be in work - 34.26% among men and 37.88% among women. National sample survey organisation (2010) provides the information that only 10.1% of the work force had received vocational training, with only 25.6% among them receiving a formal vocational training. India ranked last among 60 countries on labour productivity (World Competitiveness Yearbook, 2012).

Demand for Skilled Workforce: According to CII report had targeted Incremental Human Resource Requirement till 2022 at 20crores, making the total requirement of skilled work force by 2022 at 30crores. A major share of these jobs was to be added in the manufacturing sector, with the National Policy of industrial manufacturing targeting 10crores new jobs in manufacturing by 2022. The NSDP had set a goal of skilling 50 crores people by 2022.

5. CONCLUSION

We know that India is hugely investing in skill development initiatives for the future, there is large concern among the industry and institution that efforts may not be sufficient to avoid a skill scarcity in the future. The opportunity for India largely lies with skill development programme to youth in the country. Hence there is a need to align the efforts of the present Government with the Industry that will be way to successful implementation of the programs, thereby enabling the skilled manpower for the nation by 2022. Prime Minister has approved the country's first integrated national policy (skill India) for skill development and entrepreneurship. In his own words, skill development in India should envision the "Creation of an ecosystem of empowerment by generating the skill on a large scale at speed with high standards and to upgrade promote a culture of innovation-based entrepreneurship generating wealth and employment and ensuring sustainable livelihoods for all."

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