

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 is 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. So the goal of skill development and its challenges in youth is to upgrade the quality of work life of new employee, unskilled labour and that who work without technology or manually on plant so to change the unskilled labour into skilled labour by providing the skilled knowledge and new technique and solve the challenges of youth. This paper focuses on the existing ecosystem for skill development in India and the role skill development has to play in the future for increasing employment and entrepreneurship opportunities among the youth of India.

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

INTRODUCTION

This paper reviews the current status of education, skills development, and employment for Indian youth, and considers the challenges facing India's skills development system in youth. Drawing from the experiences of UTTAR PRADESH, one of India's most industrially developing states, it discusses several recent initiatives to facilitate young people's transition to work. 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 of 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.

most countries recently moved to reform their education systems, to upgrade the skills of their workforces. The challenges are greater for developing countries like India, which have long suffered from a shortage of skilled labor. But today, developing-country firms and producers have become increasingly involved in the global value chains, requiring them to meet global standards of quality and efficiency. This, in turn, requires higher levels of skills in the workforce. Moreover, many countries today need more skilled workers to compete in attracting foreign direct investment (FDI), as it is a viable strategy for bringing advanced technologies to their domestic industries, expanding their foreign trade, and thereby boosting industrial and economic development; the availability of, and even the stock of, skilled workforce considering investments Over the last two decades, however, developing countries have primarily focused on basic education, particularly primary education, since the 1990 World Conference on Education for All (WCEFA) held in INDIA, and its follow up at the 2000 World Education Forum in Dakar, Senegal. But these developing country have not provide the facility to youth for skill development by which they could face the problem at global level so today they are well aware that expanding basic education is hardly sufficient in this globalized era if their firms and industries are to compete in the global economy, and if they are to promote sustainable economic growth, unless they work harder to upgrade their workers' skills. Moreover, though basic education has expanded considerably in recent decades, so there is requirement of technical graduates because graduate of basic education who are entering the labor market have increasingly found themselves inadequately equipped with the skills that industry demands. Thus, developing countries, and all major international organizations concerned with education, have recently shifted their focus, away from basic education and back to technical and vocational education and training (TVET) and higher education (Asian Development Bank 2008; World Bank 2012a; UNESCO 2012). In considering skills development for youth, India is particularly interesting for several reasons. First, it is expected to have the world's largest population in the next several years, as it outgrows China. Unlike China's population, which is aging, India enjoys a large "demographic dividend": the majority of its population is young. Secondly, India's labor market has traditionally been characterized as highly hierarchical and segmented, with 86% of total employment in the informal sector, including self-employment (World Bank 2012b).

Third, India has recently experienced rapid economic growth in 2017 7.4% and 7.6% in 2018 and it will be 7.8% in 2019 which will be largest economic growth in the world so there is requirement of technical graduates, professional graduate, skilled labour ,effective and efficient level which can improve of work life of human resources as well as product by which consumer can be satisfied largely led by the service sector. Yet, despite its rapid economic growth since the introduction of economic reforms in 1991, employment has grown slowly, particularly in the private sector, making the 1990s and 2000s a period of “jobless growth.” This has had serious implications for youth, as most new entrants in the labor markets, including the majority of youth, have ended up working in the informal sector, often for low wages without social security benefits and long-term job security. Fourth, though education opportunities in primary and lower secondary education have expanded rapidly, the majority of Indian youth, particularly in rural areas, still have very limited education and training opportunities. Finally, the Indian government has recently made drastic changes in its policy and institutional setups for promoting skills development. It is of interest to understand how India’s system of skills development has changed, with different dynamics among the government, the private sector, and training institutions. Major Scheme related to skill development programs for youth.

Major scheme related to Skill development programs

Deen Dayal Upadhyay Gram KaushalYojana – DDU-GKY

The DeenDayal Upadhyay Gram Kaushal Yojana aim of this programe is to increase the skill ,efficiency and awareness in rural background youth and provide the opportunity of the business, job by private placement or near by 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 .if skilled labour has financial facility then they can start there entrepreneur. The information from CSO RURAL is that there have been 66 special projects that were taken up under this scheme.14 states have a minimum of 7 approved projects and many in the pipeline. 1 gram and 1 product policy will help in the development of villages.

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 upskilling. By upgrading the income of urban people we can provide paid salary and opportunity in which they are skilled and they developed there capability and remove there poverty.

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 ru-urban and the people the are under previllaged 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 b 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 NREGA has a facts laws 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

NSDA is 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 agencies 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 aims to be the agency for NSDM and also ensure that the skilling needs of the demerits and the marginalized groups like backward and under previllaged, 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 provide at school and college level so the government has decided to set up training centers. candidates need to undergo certain fundamental steps to take participate in the course. Candidates aim should be to find a training center, get enrolled, learn the required skill, be a part of an assessment and a certification program and gain a reward at the end. The PMKVY scheme is being implemented successfully with many skill sectors all over the country.

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

- START UP INDIA
- STAND UP INDIA
- DIGITAL INDIA
- MAKE IN INDIA
- DDU KAUSAL VIKAS MISSION
- NSDMA
- HAR HATH KO KAAM
- SEEKHO AUR KAMAO (Learn and Earn)
- AAJEEVIKA SKILL DEVELOPMENT PROGRAMME (ASDP)
- AMBEDKAR HASTSHILP VIKAS YOJANA (AHVY)
- SWARN JAYANTI GRAM SWAROZGAR YOJANA (SGSY)
- CENTRAL SECTOR SCHEME OF FREE COACHING FOR SC AND OBC STUDENTS
- SKILL TRAINING FOR EMPLOYMENT PROMOTION AMONGST URBAN POOR (STEP UP)
- UTTAR PRADESH SKILL DEVELOPMENT PROGRAMME (UPSDM)

By the help of this program an youth can learn and operate different type of the organization and start their business.

So there is a big challenges for youth to create their skill in different areas like as infrastructure, manufacturing, corporate, social activities, financial sector, education research and medical areas by holding their diploma certificate course and professional degree but one major problem in youth is finance.so there is a requirement of vocational courses with their job , papso they can earn money as well as obtain there degree and diploma ,

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 ,PM 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 2000-2001 and 2005-06, 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 2009-10, 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 2015, 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) provide 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 (2009) 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 (2011) targeting 10crores new jobs in manufacturing by 2022. The NSDP (2009) had set a goal of skilling 50 crores people by 2022.

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.

RESEARCH METHODOLOGY

This research is based in secondary data Collected from different government Officials Books and Data.

CHALLENGES IN SKILL DEVELOPMENT

- It is a major challenge to create quality and capabilities of existing system to ensure equitable access to all.
- The major problems is creating institutional mechanism in research area and which form the planning and quality to provide the skill in youth.
- It is major challenge to create stakeholde ,financial support ,institutional support and human resources as well as intellectual talent.

FUTURE SCOPE

- It will help in creating new employment and production of skilled workers.
- Itt will increase the productivity,GDP of country so increase the prosperity and it create equal right and empowerment of women

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.PM 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."

SUGGESTION

1. It must meet the demands and requirements of the current scenario. It must be relevant to today's needs and necessities.
2. Programme staff may be increased in number.
3. There is need to create data base of ex-trainees to be effective in follow – up activities.
4. Budget may be enhanced and released in time.
5. It must ideally be designed with a futuristic outlook and a model which can be scaled and adapted for the challenges ahead in the future.
6. It must be a coordinated and cooperative effort from the government, academia and the industry regarding designing the framework and pedagogy of study.
7. Depending upon the natural resources available in a particular area/region, skill development initiatives and courses relevant to that resource utilization can be linked/framed so as to have perfect demand-supply ratio of workforce. This will also ensure that no migration activity happens between regions and that native individuals can find employment in their homeland itself.
8. Discuss with the villagers and farmers on a regular basis regarding the frequent problems they face and the ways and methods in which it can be solved. Take their inputs and suggestions into consideration while drafting the skill policy for rural areas. In other words, make the farmers a part of the planning committee of skill development.
9. Conduct summits/conclaves for rural skill development involving all stakeholders for creating a common forum and platform where they can discuss the latest trends/practices followed, act as a knowledge sharing place where farmers and people in remote areas can be aware of standard practices followed and the initiatives taken by the government, complaints if any and take suggestions on how we can improve the scenario in the coming years. These conferences can be done

region wise to facilitate the people living there.

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