

ROLE OF HIGHER EDUCATION IN SKILL INDIA MOVEMENT

Prasad Shaligram Research Scholar IIMS Pune prasad.shaligram@yashaswig
Dr. Shivaji Mundhe, Research Guide, IIMS, Pune, drshivaji.mundhe@gmail.com
Prashant Wadkar, Assistant Professor, IIMS, Pune pnwadkar@gmail.com

Abstract:

The Skill India's main goal of this programme was to create opportunities, space, and scope for the development of the talents of the Indian youth and to develop more of those sectors which have already been put under skill development for the last so many years, and also to identify new sectors for skill development. This programme was aimed at providing training and skill development to is also known as the National Skills Development Mission of India. It was launched by the Ministry of Skill Development and Entrepreneurship. The objective is to empower the youth of the country with adequate skill sets that will enable their employment in relevant sectors and also improve productivity. The present research paper highlights the scope and objectives of skill India movement in higher education.

Keywords:

Higher Education, Skill India, National Skill Development Mission

I. Introduction

The Skill India campaign was launched in India on 15 July 2015 to train over 30 crores people in different skills and the target was to complete it by 2022. The purpose of this research paper is to study and understand the Skill India Movement and its impact on Entrepreneurial development in various Higher education institutions.

Skill is generally construed as one's ability, competence, proficiency and talent to execute a given job/task successfully. One may either possess it naturally or develops gradually over time. It may be soft skills that signify one's personal traits & attributes like people skill, communicating skill, leadership skills etc or hard skills that is honed with education/ training and experience. An employer wants both hard skills and soft skills in his workforce so that the required work can be done effectively and efficiently in his organisation. Hence, the employer tests these skills during the recruitment process to find out the right candidates and later tries to enhance their skills through training & development. In recent years it is being witnessed that the students passing out of their academia are ill-equipped with required skills to match the expectation of the industry. The need of the hour is skill development to bridge the skill gap and prepare the prospective workforce to be industry fit.

The world of work is dynamic and ever evolving impacted by technological advancements and disruptions. To match the pace of change, the workforce needs to be constantly updated, upskilled and upgraded failing which they would be soon be obscure, obsolete and ultimately omitted out from their work place. This endeavour in eradicating elimination and extinction emanates the emphasis on skill development so as to prepare workforce to face the future.

Adapting skills and attitudes has always been and will always be inevitable & critical for any success. One need to know his/her natural strengths over that the initial impetus is provided by academic qualification. Subsequently, he/she need to understand the impact of technology and accordingly upgrade himself/herself. Simultaneously, he/she also need to invest on behavioural readiness & development so as to achieve behavioural excellence alongside honing technical expertise.

The objective of this research is to study various Government Initiatives and analyze the impact of the skill India movement in entrepreneurship development of higher education institutions. It also studies the opportunities, space and scope for the development of the ability of the Indian youth and to expand more of those sectors which have earlier on put under skill development for the last so many years and

also to identify new sectors for skill development. In the skill India movement idea is to raise confidence, improve productivity and give direction through proper skill development. Skill enlargement will enable the youths to get blue-collar jobs. Enlargement of skills, at young age, right at the College level, is very essential to channelize them for proper job opportunities. Education, skills development and lifelong learning are central pillars for the employment of workers. They also improve their employability conditions and their living standard, and contribute to sustainable business development. Skills development is a fundamental pillar of decent work, with a vision of lifelong learning consistent with public policies in the economical, fiscal, and social and labor market areas, all of which are essential for a sustainable economic growth, placement formation and social enlargement. Skill is generally construed as one's ability, competence, proficiency and talent to execute a given job/task successfully. One may either possess it naturally or develops gradually over time. It may be soft skills that signify one's personal traits & attributes like people skill, communicating skill, leadership skills etc. or hard skills that is honed with education/ training and experience. An employer wants both hard skills and soft skills in his workforce so that the required work can be done effectively and efficiently in his organization. Hence, the employer tests these skills during the recruitment process to find out the right candidates and later tries to enhance their skills through training & development. In recent years it is being witnessed that the students passing out of their academia are ill-equipped with required skills to match the expectation of the industry. The need of the hour is skill development to bridge the skill gap and prepare the prospective workforce to be industry fit. The world of work is dynamic and ever evolving impacted by technological advancements and disruptions. To match the pace of change, the workforce needs to be constantly updated, up skilled and upgraded failing which they would be soon be obscure, obsolete and ultimately omitted out from their work place. This endeavor in eradicating elimination and extinction emanates the emphasis on skill development so as to prepare workforce to face the future.

II. Statement of Problem

As the skill development plays very important role in employment and entrepreneurship development. Researcher has referred the relevant review of literature to understand the different skill development movement for entrepreneurship development. The main aim of the researcher is to study the various government schemes, its impact and opportunities in higher educational institution.

III. Need of the Study

Skill Development is the need of the hour of India, as it has a large un-employed / under employed population and even the Indian students are considered being unemployable by most companies especially MNCs and many are migrating abroad in search of better opportunities. If, their potential is not harnessed they may fall under unemployable tag, which the nation cannot afford. The skilled workforce is crucial for the success of recently launched national missions viz Make in India, Digital India, and Smart Cities etc. To convert this vision into reality, India needs to create a skilled and productive workforce matching international standards of quality and productivity through integration of skills and training along with education. Giving due importance to Skill Development, Ministry for Skill Development and Entrepreneurship have been established in 2014 to coordinate with other Ministries and Departments to achieve the goals of Skill India Mission. Government aims to skill 40 crore populations by 2022. The Various Sector Skill Councils have been formed to identify the required skills in various sectors, design Skill Development Training Programmes for respective Sectors and monitors such skill development trainings conducted through various higher education institutions, agencies and corporates in that sector so that both the industry in that sector as well as population looking for jobs in that sector are both mutually benefited.

IV. Objectives of the Study

- 1) To study the various Government Initiatives under the skill India movement for entrepreneurship development in higher education institutions.
- 2) To analyze the impact of the skill India movement in entrepreneurship development of higher education institutions.
- 3) To study the challenges faced by the skill development movement in entrepreneurship development.

V. Initiatives taken for Skill India Movement:

Ministry of Skill Development and Entrepreneurship through National Skill Development Corporation has implemented “Pradhan Mantri Kaushal Vikas Yojana” (PMKVY) in the year 2015-16 with a aim to cover more than 24 lakhs youth in the country India. The objective was to enable a large number of Indian youths to acquire the skills required in industry which to get better Jobs. In the initial phase, PMKVY trained more than 19.85 lakh candidates in different 375 job roles. The **PMKVY in 2016-2020** as ‘Skill Development Component’ did skilling of 1 crore people in four years (i.e. 2016-2020) by spending Rs.12,000 crore. PMKVY (2016-2020) is a grant-based scheme, providing free of cost skill development training and skill certification in over 252 job roles to increase the employability of the youth of India.

The scheme was launched in October 2016 with the objectives:

1. Provide fresh skill development training to unemployed youth, school/college dropouts through short duration courses.
2. Identifying the skills available of the current work force through skill certification
3. Involve States in the implementation of the scheme.
4. Improve quality of training infrastructure as per the needs of the industry
5. standardization in the certification process and initiate a process of registry of skills

The PMKVY (2016-2020) has two components the first one is Centrally Sponsored Centrally Managed (CSCM) and second one is Centrally Sponsored State Managed (CSSM). The CSCM consists of 75% of the PMKVY targets and is being implemented centrally through National Skill Development Corporation (NSDC). It gets executed with various initiatives like **Short Term**

Training , Recognition of Prior Learning and with **Special Projects training** - Provision of skill-oriented training, in special areas like employment or job roles with undefined Qualification such as training in Jail, Juvenile Centres or training with employment guarantee with textile associations, mortgage firms, etc The Centrally Sponsored State Managed (CSSM) launched with release of State engagement guidelines in November 2016 which Covers 25% of the funds of PMKVY (2016-2020) (Rs. 3,050 Crore approx) and a physical target of 20.18 lakh. The role of the states in includes the implementation of the scheme happens in the States with skilling needs for specific states.

The other activities like NSDC which conducts a 3-day Rozgar Mela with the key activities like Rozgar Mela, Skills Exhibition, Counselling Camp and Kaushal Mela. The Pradhan Mantri Kaushal Kendra (PMKK) Under Skill India Mission, Ministry of Skill Development and Entrepreneurship (MSDE) has initiated the establishment of state-of-the-art, visible and aspirational model training centers in every district of India. PMKK is MSDE’s initiative towards creation of standardized infrastructure for delivery of skill development training which are equipped to run industry-driven courses of high quality with focus on employability. Also the PMKK program provides financial support in form of a soft loan up to Rs. 70 lakhs to create training infrastructure and complements the delivery of the Pradhan Mantri Kaushal Vikas Yojana (PMKVY).

The “Capacity Building Scheme” Under Convergence policy of Ministry of Skill Development and Entrepreneurship (MSDE), Ministry of DoNER has transferred the “Capacity Building” component of Capacity Building and Technical Assistance (CB & TA) Scheme to MSDE for conducting Skill Development Training for unemployed youths of NER. The scheme aims to provide employable and entrepreneurial skills, competencies to facilitate employment for youths from the region.

The “Udaan” is the Special industry Initiative (SII) for J&K(Jammu and Kashmir) is funded by Ministry of Home Affairs and implemented by National Skill Development Corporation (NSDC). The program is a part of the overall initiative for addressing economic issues in J&K. The Udaan program is focused on youth of J& K who are graduate, post graduate and three-year diploma engineers. It also aims to give attention of corporate world to the talent available in this area. The target was to reach 40,000 youth in J&K over a period of 6 years.

Under the School Initiatives and Higher Education, The NSDC, has taken the total 28 states with a total of 9182 schools.

VI. Skill India Movement and Higher Education:

The NSDC is working with All India Council for Technical Education (AICTE) for easing the initiative of PMKVY-TI (Pradhan Mantri Kaushal Vikas Yojana – Technical Institute). Post, In the first phase It has completed 28,204 training SSC-Job Roles in the year 2018-19. In the second phase it acquired 171,879 training targets allocation across 1,577 Colleges. These achievements were based on proposals received by AICTE from several Colleges. The NSDC has also started to work with Department of Higher Education, MHRD-GoI in developing an Apprenticeship model for regular general graduates as well as undergraduates.

Apprenticeship is provided for exiting graduates in select job roles from May 2019 onwards. In the beginning only 9 sectors and approximately 100 job roles have been shortlisted for the phase 1. It assumed the employability of the general graduates considerably as the student will be having professional experience on the shop-floor, along with their graduation. The entire project will be funded through NAPS. NSDC is also working with MHRD for restructuring of the BVOC program and introducing new Degree program with mandatory embedded apprenticeship.

Under “India International Skill Centres (IISC)” the Government of India is bridging the global shortage of labor force. In the pilot phase, IISCs were set up through the National Skill Development Corporation (NSDC) and implemented the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and Pravasi Kaushal Vikas Yojana (PKVY). As part of IISC Program, both domain skill training on international standards and Pre-Departure Orientation Training (PDOT) are imparted to candidates. It facilitates youth seeking global mobility for jobs.

The “Pre-Departure Orientation Training (PDOT)” is specially designed for migrant workers. It was launched by Ministry of External Affairs (MEA) in collaboration with Ministry of Skill Development and Entrepreneurship (MSDE)

In the research paper “Skill Development in Higher Education: Challenges and Opportunities” the author Mitali Gupta said that the “Skill development should also integrate into the higher education so that after completion of their studies youth can get job with the combination of knowledge and skill”. To make India a skilled nation it is advised to integrate skill and knowledge in University’s curriculum. She has advised that the “Government and public both has to work together to upliftment of education”. The technology and skill based curriculum can increase the standard of higher education in India will open better opportunities.

VII. CHALLENGES FOR SKILL DEVELOPMENT.

The current scenario of skill development according to the 2015 Report on National Policy on Skill Development and Entrepreneurship is, only 4.7% of India's total workforce had received formal skill training, compared to 52% in the United States, 80% in Japan, and 96% in South Korea. It seems that India has to focus more on skill development and Entrepreneurship.

The skill gap study conducted by National Skill Development Corporation (NSDC) between 2010 and 2014 depicts an additional net incremental requirement of 10.97 crores of skilled manpower in the 24 key sectors by 2022. Also the farm and nonfarm workforce of 29.82 crore people needed to be skilled, reskilled, and upskilled.

According to a 2019 National Skills Development Corporation (NSDC) study, it is expected more than 7 crore people between the ages group 15 to 59 are expected to enter the labour force by 2023. So considering this big volume to get skilled it is required to have best policy.

Twenty central ministries/departments implement nearly 40 skill development programmes.

Mandatory CSR Spending on Skill Development has spent 6,877 crores were spent on skilling and livelihood improvement projects.

TEJAS Skill Development Initiative (Training for Emirates Jobs and Skills), a Skill India International Project to train Indians living in other countries, was launched at the Dubai Expo 2020. The project aims to train, and employ Indians and prepare them for market requirements in the UAE.

Industry 4.0 will benefit in various ways such as cost reduction, higher efficiencies, safer factories, and faster speed to market. It can also provide a country's manufacturing sector with a much-needed push to stay competitive in the global market. The 'Make in India', and the 'National Policy for Advanced Manufacturing', will aid implementation of Industry 4.0 and will help in boosting the manufacturing sector's share in the country's GDP. The success of Make in India depends and connected largely on the success of the Skill India Mission. It is also necessary to create industry-specific curriculum in schools, colleges, and Universities to develop technological knowledge and the workforce through a robust model of industry and education partnerships.

As per the news in Times of India dated Apr 04, 2023 in the article "Skill Development for India's youth: how can collaboration between global and Indian educational institutions support it?" India has more than 1100 Universities and the Indian education system is transforming to the recent NEP 2020. The Author Anushika Jain said an important part of the education of an individual is skill development. It will create employability by defining the careers.

VIII. Research Gap

Many researchers have attempted to understand the skill development movement in India, ascertain the genesis, identified the need, put light on the various challenges being faced and highlighted the benefits & scope of skill development. More studies have been done on understanding the overall concept of skill development, its movement and employability. The literature leaves the scope of having an exploratory study on various sectors especially useful for manufacturing Sector through higher education institutions perceptions towards the skill India movement in Entrepreneurship development has been left over by the researchers. So, try to fill out this research gap.

IX. Conclusions

It has been observed that the Indian Government is taking more initiatives for skill India movement not only for unskilled, unemployed people, but also in higher education. The plans are made by policy makers and these are executed under different schemes, like through central government or state government. The study reveals that, for implementation, the Industry, and Educational Institutes also playing important role in skill India Development and Entrepreneurship. The Indian Government, HEI and Industry are working will on this to train the unskilled, graduates, postgraduates. The knowledge which is acquired by them in their education requires skills for development and work as entrepreneur to get better job opportunities. Still as compared with other countries India has to focus more to make them employable and reduce unemployment.

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