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The Role of Skill Training in Socio-Economic Development in India

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ABSTRACT: Skills and knowledge are the driving forces of economic growth and social development of any country. They have become even more important given the increasing pace of globalization and technological changes provide both challenges that is taking place in the world. Countries with higher and better levels of skills adjust more effectively to the challenges and opportunities of globalization. As India moves progressively towards becoming a 'Knowledge economy' it becomes increasingly important that the Eleventh Plan should focus on advancement of skills and these skills have to be relevant to the emerging economic environment. In old economy, skill development largely meant development of shop floor or manual skills. Even in this area there are major deficiencies in our workforce which need to be rectified. In new or knowledge Economy the skill sets can range from professional, conceptual, managerial, operational behavioural to interpersonal skills and inter-domain skills. In the 21st century as science progresses towards a better understanding of the miniscule, that is, genes, Nano-particles, bits and bytes and neurons, knowledge domains and skill domains also multiply and become more and more complex.

KEYWORDS: skill, training, socio-economic development, India, knowledge, behavioural, domains

I. INTRODUCTION

Pathways of socio-economic development are still exploratory, and, despite an increase in socio-economic development research, many challenges remain in designing an inclusive model of socio-economic development through skill training. [1,2]



This review addresses the issues related to skill training and, consequently, the impact of training on social and economic changes by combining the theories of socio-economic development. A lot of attention has been paid to the economic and ecological aspects of sustainable development, especially at the national level, but little has been given to the analysis of the implications of sustainable skill training on the quality of life and on socio-economical aspects of communities that are directly affected by the technical and vocational education and training (TVET) industry, particularly in developing countries. Fundamentally, skill development is the time one invests in to improve their proficiency and to stay future-ready, any agilities that one follows as a passion, and the ability to complete a task with higher rates of success at the right time. It is essential because one's skills determine their ability to execute their plans with success.[3,4]



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In today’s world, lack of proper education and training restricts people from the opportunities for self-advancement by limiting their access to well-paid employment. Eventually, this prevents such individuals from making an influential contribution to economic growth. Thus, adequate education quality and training are recognised as fundamental ways of breaking down the eco-system of poverty. One individual, Sweta Mishra, has rightly said that “Skill development is no longer a matter of choice. It is imperative to adapt, survive and succeed.”

India has a literacy rate of around 70%, which is less than some of the least developed countries, and when it comes to employability, only 20% of them are employable. Literacy is not just restricted to education but even broadens to the concept of skills, which comprises technical expertise, vocational skills, transferrable skills, digital skills, and other such knowledge and abilities required for employment and livelihood. According to a survey, only 25% of the Indian workforce has undergone a skill development program, and India needs a higher number of skilled workforce.[5,6]



In this era, many organisations prefer skilled employees over less skilled ones as they have outstanding career growth, and they help boost the organisation in the same way with proficient working. Skills intensify the productiveness and quality of work for more significant results. According to the World Trade Organization, the GDP level can increase up to 3%-5% in 2035, if India focuses on skill development and training. There is a great need for India to train and skill the youth for the overall development of the country.

The Ministry of Skill Development and Entrepreneurship (MSDE) is accountable for coordinating skill development activities in India. [7,8]



It has supported various organisations like National Skill Development Corporation (NSDC), which aims to promote skill development in the country by establishing institutes across the country and National Skill Development Agency (NSDA), which seeks to coordinate the efforts of the government and the private sector and aid in skill development. Hon'ble Prime Minister Shri Narendra Modi launched the Skill India Mission, under the Ministry of Skill Development and Entrepreneurship on 15 July 2015, which aims to train over 40 crore people in India in different skills by 2022. The mission seeks to vocational training and certification of Indian youth for a better livelihood and respect in the society. [9,10]



Various initiatives under this campaign are National Skill Development Mission, National Policy for Skill Development and Entrepreneurship, 2015, Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Skill Loan scheme, Rural India Skill etc. Private organisations, such as CLR Skill training foundation works under the provision of NEEM Scheme of the government to serve skill development, technical skills training and employment, earn and learn, non-

technical skills and soft skills to the youth. We must support programmes that enhance access and improve educational opportunities from early-stage to education and skill development of the people of the country. [11,12]

III. DISCUSSION

We must acknowledge the ability of our youth and extend our support by furnishing them with the proper guidance, infrastructure, opportunities and encouragement to go after their ambitions. With the right direction, their passion, skills, sharp critical awareness of the contemporary world and the enthusiasm to play a decisive role can significantly benefit in transforming the world into a better place.



To boost employment and uplift the people of the state, the Department of Skill Development and Entrepreneurship under the Government of Arunachal Pradesh has initiated an Employment Generation Programme to provide skill development and employment benefits to the youth. The main objective of the programme is to:

- *Provide Industry-specific training to unemployed and underemployed youth.
- *Enhance an individual's employability to adapt to changing technologies and labour market demands.
- *Improve productivity and living standards of the people.
- *Create one Lakh job opportunities for all (youth, women and disadvantaged groups) by 2022.
- *Developing the formal and informal apprenticeships.

Various CM flagship programmes have been proposed, and some has been implemented in the state to empower the people and boost the skill development sector. Here are few of the schemes and Yojanas initiated by the Government of Arunachal Pradesh. [13,14]

Yuva Kaushal Yojana



- It targets to provide high-end training to 1000 students in one year.
- Youths will be sent to acquire high-end job oriented skills under this scheme.

- An Entrepreneurship development centre to be established at NIT Yupia to provide handholding support to budding entrepreneurs for preparing viable bankable project proposals.
- It covers the running of Skill Development Courses in a PPP mode in the state.
- It seeks to provide linkages between prospective employers outside the state and job seekers within the state.
- It aims to improve the quality and aesthetics of traditional tribal craft; 200 master craftsmen will be selected for this purpose.
- It seeks to showcase the produce of Arunachal and market indigenous produce.
- Establishment of a computer-aided textile design centre at Dirang with a solar power operated power loom to provide employment to women.



JAN SHIKSHAN SANSTHAN

Ministry of Skill Development & Entrepreneurship, Government of India

Scheme of Support to Jan Shikshan Sansthan(NGO's) for Skill Development



Deen Dayal Upadhyay Swavalamban Yojana

**DEEN DAYAL UPADHAYAY
SWAVALAMBAN YOJANA**



-It aims to provide 30 per cent capital subsidy to youth in select areas of the economy: eco-tourism, value addition in agriculture and allied sectors.

-Under the Yojana, special orientation training programs for the youths in collaboration with NIT Yupia to be conducted.

-To expand the scope of activities to include construction related investment, information technology, back end infrastructure for Horticulture and tour operator and adventure tour operators.[12]

Pradhan Mantri MUDRA Yojana



-It aims to provide loans to the needy and poor youths of the state to empower their skills and in the employment sector.

-Under the scheme, students will be trained through six months and one-year employment linked programs in partnership with Team Lease University.[13]

IV. RESULTS

Skill development is a vital tool to empower people, to safeguard their future and for the overall development of an individual. It is an important aspect that enhances employability in today's globalisation. Skills are as essential as one's academic status. Education and skills should now go hand in hand. They are the roots behind the economic growth and community development of a country.



In this context, the acquisition of education and skills can lead to industrial advancement, economic diversification, innovation, technological evolution and overall development of the country.[12,13]



Globalization, knowledge and competition have intensified the need for highly skilled workforce in both the developing and developed nations as it enables them to accelerate their growth rate towards higher trajectory. For India, skill development is critical from both socio-economic and demographic point of view. Therefore, the present paper attempts to study the present skill capacity, challenges in front of skill development initiatives in India along with their solutions. The skill capacity has been assessed in the form of general education and vocational training level of the Indian workforce in the age group of 15-59 and which was found to extremely low i.e. around 38% of the workforce are not even literate, 25% are having below primary or up-to primary level of education and remaining 36% has an education level of middle and higher level whereas only 10% of the workforce is vocationally trained (with 2% formal and 8% informal training). The study also found that both the Government and its partner agencies have undertaken various measures/initiatives for the effective implementation of the skill development system in the economy, but still faces a number of unresolved issues/challenges that need immediate attention of the policy makers. Hence, skill development initiatives of the government should focus on these obstacles and develop the programs accordingly to resolve these hurdles for the complete success of the skill development initiatives.[11,12]



V. CONCLUSIONS

Skill development for women:



In India, women also form an integral and substantial part of the workforce; but the working percentage rate of women in total labor force is declining. The share of women workforce (between 25-54 years of age) is about 30% in 2010 as against 39% in 2000, which is quite below as compared to 82% in China and 72% in Brazil. All it depict the under-representation of women in the workforce and results in the wastage of the demographic dividend to India, Moreover, women in India are mainly concentrated in the informal sector and are engaged in low paid jobs with no security benefits. This represents lack of employment opportunities and skills for women workforce. Currently, a majority of the female workforce in India is unskilled, i.e. a very low percentage of women have any kind of formal education. In India, around 65% of women in rural areas and over 30% of women in urban areas lacked basic primary school education. Way forward: In order to unlock the full potential of women workforce in India, the need of the hour is to bring about an employment revolution along with a skill development revolution. [13,14]

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