

A STUDY ON SKILL DEVELOPMENT INITIATIVE SCHEMES IN INDIA

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Abstract

Skill India is an initiative of the Government of India which has been launched to empower the youth of the country with skill sets which make them more employable and more productive in their work environment. Our National Skill Mission is chaired by the Hon'ble Prime Minister, Shri Narendra Modi himself. India is a country today with 65% of its youth in the working age group. If ever there is a way to reap this demographic advantage, it has to be through skill development of the youth so that they add not only to their personal growth, but to the country's economic growth as well. India is a young nation and a skilled workforce will be able to certainly cater to not only the market demand within the country but also the global market demands. The success of a nation always depends on the success of its youth and Skill India is certain to bring a lot of advantage and opportunities for these young Indians. The time is not far when India will evolve into a skilled society where there is prosperity and dignity for all. This paper main aim analysis the various skill development initiative sachems in India.

Keywords: Skill development, India, Training, Initiatives.

INTRODUCTION

The Ministry is responsible for co-ordination of all skill development efforts across the country, removal of disconnect between demand and supply of skilled manpower, building the vocational and technical training framework, skill up-gradation, building of new skills, and innovative thinking not only for existing jobs but also jobs that are to be created. The Ministry aims to Skill on a large Scale with Speed and high Standards in order to achieve its vision of a 'Skilled India'. It is aided in these initiatives by its functional arms – National Skill Development Agency (NSDA), National Skill Development Corporation (NSDC), National Skill Development Fund (NSDF) and 33 Sector Skill Councils (SSCs) as well as 187 training partners registered with NSDC. The Ministry also intends to work with the existing network of skill development centers, universities and other alliances in the field. Further, collaborations with relevant Central Ministries, State governments, international organizations, industry and NGOs have been initiated for multi-level engagement and more impactful implementation of skill development efforts.

REVIEW OF LITERATURE

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OBJECTIVE AND METHODOLOGY

Main objective of this paper to analysis the skill development Initiative Schemes in India. This research work used only secondary information regarding skill India information purpose. The secondary data collected from the Reports of the skill India ministry. Reports of Government of India. Skill India website and books, journal, various websites.

SKILL DEVELOPMENT INITIATIVES IN INDIA:

NATIONAL SKILL DEVELOPMENT MISSION

The National Skill Development Mission was approved by the Union Cabinet on 01.07.2015, and officially launched by the Hon’ble Prime Minister on 15.07.2015 on the occasion of World Youth Skills Day. The Mission has been developed to create convergence across sectors and States in terms of skill training activities. Further, to achieve the vision of ‘Skilled India’, the National Skill Development Mission would not only consolidate and coordinate skilling efforts, but also expedite decision making across sectors to achieve skilling at scale with speed and standards. It will be implemented through a streamlined institutional mechanism driven by Ministry of Skill Development and Entrepreneurship (MSDE). Key institutional mechanisms for achieving the objectives of the Mission have been divided into three tiers, which will consist of a Governing Council for policy guidance at apex level, a Steering Committee and a Mission Directorate (along with an Executive Committee) as the executive arm of the Mission. Mission Directorate will be supported by three other institutions: National Skill Development Agency (NSDA), National Skill Development Corporation (NSDC), and Directorate General of Training (DGT) – all of which will have horizontal linkages with Mission Directorate to facilitate smooth functioning of the national institutional mechanism. Seven sub-missions have been proposed initially to act as building blocks for achieving overall objectives of the Mission. They are:

- (i) Institutional Training, (ii) Infrastructure, (iii) Convergence, (iv) Trainers, (v) Overseas Employment, (vi) Sustainable Livelihoods, (vii) Leveraging Public Infrastructure.

SCHEMES:**Pradhan Mantri Kaushal Vikas Yojana (PMKVY)**

Approved for another four years (2016-2020) to benefit 10 million youth. Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE). The objective of this Skill Certification Scheme is to enable a large number of Indian youth to take up industry-relevant skill training that will help them in securing a better livelihood. Individuals with prior learning experience or skills will also be assessed and certified under Recognition of Prior Learning (RPL). Under this Scheme, Training and Assessment fees are completely paid by the Government.

SANKALP

Skills Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP) project aims to implement the mandate of the National Skill Development Mission (NSDM), which was launched on 15th July by Ministry of Skill Development & Entrepreneurship, through its core sub-missions. The project will be implemented in mission mode through World Bank support and is aligned with the overall objectives of the NSDM. The main objectives of the project include strengthening institutional mechanisms at both national and state levels, building a pool of quality trainers and assessors, creating convergence among all skill training activities at the state level, establishing robust monitoring and evaluation system for skill training programs, providing access to skill training opportunities to the disadvantaged sections and most importantly supplement the Make in India initiative by catering to the skill requirements in relevant manufacturing sectors.

UDAAN

Udaan is a Special Industry Initiative for Jammu & Kashmir in the nature of partnership between the corporates of India and Ministry of Home Affairs and implemented by National Skill Development Corporation. The programme aims to provide skills training and enhance the employability of unemployed youth of J&K. The Scheme covers graduates, post graduates and three year engineering diploma holders. It has two objectives:

- (i) To provide an exposure to the unemployed graduates to the best of Corporate India;
- (ii) To provide Corporate India, an exposure to the rich talent pool available in the State.

The Scheme aims to cover 40,000 youth of J&K over a period of five years and Rs. 750 crore has been earmarked for implementation of the scheme over a period of five years to cover other incidental expenses such as travel cost, boarding and lodging, stipend and travel and medical insurance cost for the trainees and administration cost. Further corporates are eligible for partial reimbursement of training expense incurred for the candidates who have been offered jobs.

VOCATIONALIZATION OF EDUCATION

School Education

The Centrally Sponsored Scheme of Vocationalisation of Secondary Education of Ministry of HRD, Government of India lists out a crucial role for NSDC and its Sector Skill Councils (SSCs) in implementation of NSQF. The trainings conducted in the scheme are based on the National Occupational Standards set by NSDC through its Sector Skill Councils. The scheme also mandates the SSCs to conduct assessments and certification jointly with the State Board. NSDC is currently working with the State Governments of Haryana, Himachal Pradesh, Karnataka, Punjab, Uttarakhand, Madhya Pradesh, Nagaland, Maharashtra, Chhattisgarh and Rajasthan for implementation of the scheme in their states through its approved and funded Sector Skill Councils.

Sector Skill Councils support the States in Identification of Trades/ Occupations, Accrediting curriculum with PSSCIVE, Recommendation for Appointment of Vocational (Industry) Coordinator, Quality Control of Training, Training of Trainers, Student Assessment and Certification and Industry Interface. NSDC funded Training Partners take the responsibility of entire Training Delivery including deploying and managing faculty, setting up of labs, organising Guest Lectures/Industry Visits.

Higher Education

In order to bridge the industry academia gap – NSDC has developed a unique model to integrate skill based trainings into the academic cycle of the Universities. These are based on National Occupational Standards set by industry through sector skill councils. The job roles offered are designed to be progressive in nature – from Level 5 – level 7 on National Skills Qualification framework. The key highlight of the model are as given below:

- Based on state skill gap report – identification of Sectors and job roles
- Development of implementation model and Integration into time table as per university norms
- Training of Trainers by Sector Skill Council
- Curriculum Alignment and Capacity Building workshops
- Student orientation sessions to take an informed choice of sector/job role based on career aspiration
- Standardised Training Delivery by NSDC Training Partners
- Internships and On- the – job Training
- Assessment and certification by Sector Skill Council
- Last Mile Employability and Entrepreneurship Opportunities for the students

STANDARDS AND QUALITY:

National Skills Qualifications Framework (NSQF)

The National Skills Qualifications Framework (NSQF) is a competency-based framework that organizes all qualifications according to a series of levels of knowledge, skills and aptitude. These levels, graded from one to ten, are defined in terms of learning outcomes which the learner must possess regardless of whether they are obtained through formal, non-formal or informal learning. NSQF in India was notified on 27th December 2013. All other frameworks, including the NVEQF (National Vocational Educational Qualification Framework) released by the Ministry of HRD, stand superseded by the NSQF. Under NSQF, the learner can acquire the certification for competency needed at any level through formal, non-formal or informal learning. In that sense, the NSQF is a quality assurance framework. Presently, more than 100 countries have, or are in the process of developing national qualification frameworks.

Specific outcomes expected from implementation of NSQF are:

- i. Mobility between vocational and general education by alignment of degrees with NSQF
- ii. Recognition of Prior Learning (RPL), allowing transition from non-formal to organised job market
- iii. Standardised, consistent, nationally acceptable outcomes of training across the country through a national quality assurance framework
- iv. Global mobility of skilled workforce from India, through international equivalence of NSQF
- v. Mapping of progression pathways within sectors and cross-sectorally
- vi. Approval of NOS/QPs as national standards for skill training

QP and NOS

NOSs – National Occupational Standards (NOSs) specify the standard of performance, knowledge and understanding when carrying out a particular activity in the workplace. Each NOS defines one key function in a job role. Example: For a Sales Associate, one of the NOS would be to 'To help customers choose right products'

QPs – A set of NOSs, aligned to a job role, called Qualification Packs (QPs), would be available for every job role in each industry sector. These drive both the creation of curriculum, and assessments. These job roles would be at various proficiency levels, and aligned to the NSQF. Example would be Qualification Pack of a Sales Associate

TRAINING PROVIDERS

The National Skill Development Corporation provides skill development funding either as loans or equity, and supports financial incentives to select private sector initiatives to improve financial viability through tax breaks etc. NSDC's financing initiatives provide funding through:

- Loan
- Equity
- Grants

The NSDC will adopt a phased and detailed due diligence process to select proposals for funding to provide funds for vocational training.

Detailed evaluation will be done across six sets of criteria:

- Employer view of demand for the specific skills
- Alignment with the NSDC's mission
- Robustness of overall plan and operating model
- Ability to leverage partnerships
- Ability to leverage financial requirements
- Ability to leverage management capability

INNOVATION

The National Skill Development Agency, invites innovative ideas, concepts and practices on skill development. A committee has been set up to review all such innovations and to facilitate their application on a wider scale. All the innovators who wish to bring their ideas and practices may send their proposals and presentation to the National Skill Development Agency via email to innovations@nsda.net.in. Shortlisted proposals will be invited to make presentation before the Committee which will meet every month on the third Wednesday of the month at 11 am in the NSDA office, commencing from 17th Dec 2014. Selected innovative practices will be facilitated and propagated for wider application.

WORLD SKILLS

World Skills India is an initiative of the National Skill Development Corporation (NSDC) under the Ministry of Skill Development and Entrepreneurship. NSDC, through its World Skills India initiative, has been leading the country's participation at World Skills International competitions since 2011.

The key objectives of World Skills India are to:

1. Promulgate skills in the society and motivate the youth to pursue vocational education.
2. Champion skills and learning for work through local, regional, national and international skills competition and contribute to the society.

3. Invite sponsorships to organize the local, regional, national and international skills competitions and also host international competitions.
4. Establish links and a long-term association with the WSI secretariat along with development of cooperation with the Government of India, state Governments, registered vocational skills training and awarding bodies.

CONCLUSION

Skill India offers courses across 40 sectors in the country. The courses help a person focus on practical delivery of work and help him enhance his technical expertise so that he is ready for day one of his job and companies don't have to invest into training him for his job profile. Skill India is no more just limited to the domestic market but is actively engaging with countries across the world to promote cross geographical exposure and opportunities in the international market. Skill India harbours responsibility for ensuring implementation of Common norms across all skill development programs in the country so that they are all standardized and aligned to one object. The ITI ecosystem has also been brought under Skill India for garnering better results in vocational education and training. The Ministry has also actively made comprehensive reforms to the Apprentices Act 1961, where maximum control has been given to the private sector so that the industry standards are maintained as per market requirement. More regulatory rights have been given to the industry where they can even set the target for apprentices that they require. This is a big opportunity that industry should leverage and benefit

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