



REVIEW OF RESEARCH



A STUDY ON SKILL DEVELOPMENT AND EMPLOYMENT FOR THE FUTURE WORKFORCE

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ABSTRACT

The globalized world needs professional workforce to turn growth prospects into employment and secure incomes. With millions of new work-seekers joining the job market each year, vocational skill development has become an urgent priority for India. Development of skills is one of the key ingredients for India's future economic growth as the country transitions into a diversified and competitive economy. Skill development will be the key factor in the growth story for India. The present paper attempts to study the present skill capacity, need of skill development in India, Review the skill development policies for the Future Workforce. The paper studied the relationship between employment and Skill development. The study also found that numerous measures / initiatives were implemented by both the government and its partner agencies to effectively enforce the country's skill development program.



KEYWORDS: Skill, Skill Development, employment, Future Workforce and Workforce.

INTRODUCTION:

In general, skill development is the time you spend in developing your abilities and being ready for the future, any resilience you pursue as a hobby, and the potential to complete a job at the right time with higher success levels. It is important because one's skills decide their ability to effectively execute their plans.

Development of skills is a significant catalyst for addressing poverty reduction by increasing employability, competitiveness and promoting sustainable business creation and inclusive growth. It encourages a high productivity cycle, increased work opportunities, sales growth and development. However, this is only one factor among many that affects profitability, the calculation of which varies for individuals, companies and economies. The productivity increase may be attributed to the availability of professional & balanced workforce; technical upgrading and creative practices; And strong macroeconomic policies. In the context of growth in real gross domestic product (economy), increased profit (enterprises) and higher wages (workers), the manifestations of improved productivity may be. Different countries face different problems at various rates of development. In developing economies such as India, the challenge is, on the one hand, to meet the skilled labor needs of the rapidly growing sectors through better synergies between employers and training providers; Increased investment in the training system, as well as ensuring that the informal economy still has qualified workers in which informally trained skills are

recognised and accredited and that preparation for entrepreneurship is given to transfer to the formal sector. Learning in the work environment assumes a noteworthy function in expanding profitability, however in created economies the tremendous casual economy presents a test that could be tackled by making bunches or driving organizations to step up that would help accomplish economies of scale in expertise improvement; creating abilities inside and among organizations and advancing the accessibility of lead firms offices. It would make the lead association's expert labor accessible in consistence with its prerequisites and the private company would build its productivity. The Government ought to advance relations between different organizations and empower innovation reception and ability overhauling programs.

The National Skill Development Strategy accommodates the fuse of aptitude advancement into public improvement techniques, for example, framework development, neediness decrease and the activity plan for de-penny. The graph underneath clarifies the connection between ability improvement procedure for profitability, work and supportable turn of events.

It rises that collaboration between various partners, soundness in sectoral, full scale and aptitude arrangements, information sharing and fruitful inclusion of worker's organizations and bosses alongside innovation improvement are basic to any methodology for development. All partner commitment will upgrade the push toward a talented economy. It will likewise guarantee that little organizations access preparing programs and developing their development the executives skills. It additionally rises that while intelligence is fundamental (redundancy) it is additionally imperative to guarantee sex value, update innovation, and differentiate the creation framework, create singular capabilities, and gather/spread data on possible necessities just as accessible flexibly. This would improve accessibility of gifted labor and lessen the flexibly mismatch.[1]

In this day and age, the absence of sufficient instruction and preparing keeps individuals from self-progression openings by restricting their admittance to generously compensated business. This at last keeps these people from making a significant commitment to financial turn of events.

SKILL DEVELOPMENT IN INDIA

India has a literacy rate of around 70%, which is lower than some of the least developed nations, and about 20% of them are employable when it comes to employability. Not only is literacy limited to schooling, but it also refers to the definition of skills, which includes technological competence, professional skills, transferable skills, digital skills, and all such information and skills that are essential for employment and living. Just 25 per cent of the Indian workforce has undergone a skill development program, according to a survey, and India needs a greater number of qualified employees. [9]

Throughout this age, many companies favor skilled to less skilled employees because they have excellent career development, and they are helping to improve the company with skilled work in the same way. For more important outcomes, skills increase the efficiency and consistency of the job. According to the World Trade Organization, if India focuses on skill creation and training, the level of GDP will increase to 3 percent -5 percent by 2035. India is in great need of training and skilling the youth for the country's overall development[2].

The Skills Development and Entrepreneurship Ministry (MSDE) is responsible for organizing skills growth programs in India. It has funded various organisations, such as the National Skill Development Corporation (NSDC), Aimed at fostering skills development in the country through the establishment of institutes across the country and the National Skill Development Agency (NSDA), which aims to coordinate government and private sector initiatives and skills development assistance[8].

On 15 July 2015, under the Ministry of Skill Development and Entrepreneurship, Hon'ble Prime Minister Shri Narendra Modi unveiled the Skill India Project, which aims to train more than 40 crore people in India in different skills by 2022. The mission seeks to offer Indian youth vocational training and qualification for a better life and respect in society. The National Skill Development Mission, National Policy for Skill Development and Entrepreneurship, 2015, Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Skill Loan Scheme, Rural India Training etc.[8] are various initiatives under this programme.

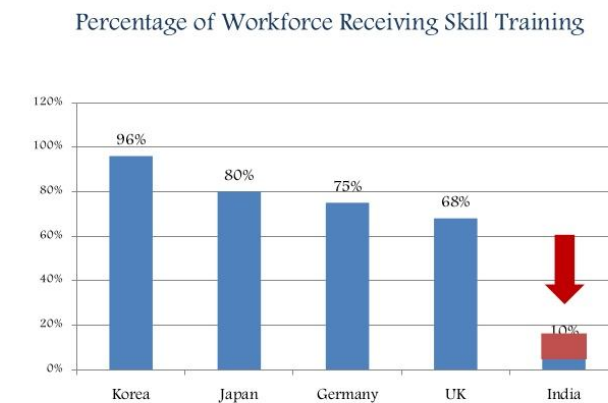
Private organizations, such as the CLR Skill Training Foundation, operate under the government's NEEM Scheme to support youth skills development, technical skills training and employment, gain and know, non-technical skills and soft skills. We need to support initiatives that increase access and educational opportunities from the early stages of education and the growth of the country's people's skills[2].

We have to acknowledge our youth's potential and expand our support by providing them with the appropriate guidance, resources, incentives and motivation to follow their ambitions. In the right course, their zeal, their talents, their strong critical knowledge of the contemporary world and their excitement for playing a decisive role will greatly support the transformation of the world into a better place.

TO STUDY THE NEED OF SKILL DEVELOPMENT IN INDIA

India has a large population of 1.21 billion. It is expanding steadily at a rate of 17 per cent and increasingly integrating into the global economy. India is one of the world's 'young' nations, with the proportion of the labor force in the 15-59-year-old age group gradually rising. India's government has set a target of skilling 500 million people by 2022. Currently, however, just 2 per cent of India's total workforce has earned skills training. India's infrastructure is inadequate to take adequate care of the ever-increasing population demands. The existing resources will soon not balance the overpopulation and India will be on the verge of resource scarcity on the one side and the large population on the other hand. In spite of the growing number of work opportunities, the rise in the number of unemployed may be a reality. One of the key reasons for this could be shortage of professional, educated workers. Therefore, both educated and uneducated sections of the masses need to be provided with training and skill creation in order to manage the unemployment problem. India has a great opportunity to meet the world's potential demands, India can become the worldwide source of skilled labour. Actually 80 per cent of India's population (both rural and urban) has no recognizable or marketable skills. Bridging this gap (through the various skill development initiatives) could therefore make India the global hub for skilled manpower, and also result in a surplus of about 47 million skilled manpower in 2020. [6]

Compared to other nations, India lags far behind in imparting skill training. Just 10 percent of the country's total workforce receives some level of skill training (2 percent with formal training and 8 percent with informal education). Furthermore, 80 percent of the workplace recruits do not have the ability to learn skills. [7]



Source: Planning Commission, Government of India (2008)

Figure 1: Source: Planning Commission Report (2008)

RELATIONS BETWEEN SKILL DEVELOPMENT AND EMPLOYMENT:

Expertise Development is the Government strategy's center zone. Getting to occupations in the formal area and improving profitability in the casual economy is vital to rising neediness and the probability of underemployment. The National Skill Development Program plans to prepare about 104.62 million individuals new, and by 2022 an expected 460 million individuals will be reskilled, upskilled and trained. Considering that greater part of these work power would act naturally or easygoing utilized, the test is to how to improve the ability levels of these workforce. These classifications cut across different objective gatherings or weak segments of the general public. The classes are not totally unrelated and there are covers as the independently employed are a heterogeneous number, while the easygoing utilized might be working irregularly and in different untalented works[3].

The ability plan will focus on expertise development techniques to meet the aptitude needs of both the independently employed and the easygoing utilized. To cite Economic Survey 2013-14, "India will support its drawn out development pattern by releasing the enterprising soul of millions the nation over by improving individuals' financial independence." Accordingly, the National Skill Development and Entrepreneurship Policy 2015 underscores the headway of business as the guide for making more compensation occupations and, essentially, monetary development. The arrangement has built up the accompanying strategy approach for enterprise advancement viz; (i) teach and prepare potential and beginning phase business visionaries across India (ii) interface business visionaries to companions, guides and hatcheries (iii) uphold business visionaries through Entrepreneurship Hubs (E-Hubs) (iv) catalyze a culture move to support business (v) empower business among the under-spoke to gatherings (vi) advance enterprise among ladies (vii) improve simplicity of working together (viii) improve admittance to back and (ix) encourage social business enterprise and grassroots developments. [9]

Independently employed abilities advancement is significant for the progress from own-account representatives to bosses or business visionaries. The accomplishment of the ebb and flow government's significant projects viz; Make in India, Digital India, Smart City, Namami Gange, Swachh Bharat relies upon the Ability India Mission's advancement in aptitudes and 460 million reskills by 2022. Ability improvement projects to energize business enterprise are similarly pertinent, specifically (i) SETU-the Self-Employment and Talent Utilization Scheme, a Tech-No-Financial, Incubation and Facilitation System for supporting all parts of start-ups; and otherself-work exercises, especially in innovation driven zones, (ii) Atal Innovation Mission Target a development advancement gathering including scholastics, business people and analysts drawing on public and worldwide experience to advance a culture of advancement, innovative work in India and (iii) Start Up India to empower fire up banking subsidizing and give chances to improve the nation's enterprise and occupation creation[1].

SKILLS OF THE FUTURE

The top ten skills you need to succeed in the Fourth Industrial Revolution have changed in recent years, prioritizing dynamic problem solving, critical thinking and innovation as the top three skills and adding emotional intelligence to the list, according to the World Economic Forum.

The following ten skills are listed as the most in demand for employers by 2020:

- Complex problem solving
- Critical thinking
- Creativity
- People management
- Coordinating with others
- Emotional intelligence
- Judgment and decision making
- Service orientation
- Negotiation
- Cognitive flexibility

This list illustrates the fact that robots can perform several tasks faster than humans, but imagination and interpersonal skills are still missing on the machines. When technology takes on more of the workload, those who possess the abilities that machines can not reproduce will be the most on-demand workers. However, the need also increases for staff with the skills to use, develop and invent future technology[4].

EMPOWERING YOUTH WITH THE RIGHT SKILLS

India is the youngest nation in the world with 600 million young people, and at least half of the country's 1.2 billion population comprising people under the age of 26. According to the 2018 India Skills Survey, over 12 million young people between the ages of 15 and 29 will join the labor force in India each year over the next two decades. Both of these factors, taken together, underline the need to concentrate on developing the country's youth so that India can make maximum use of its demographic dividend.

India is right now in this role where it has more than 600 million young people and will benefit if its young people are equipped with the right skills. When young people, particularly young women, learn the right skills, they are more employable and are able to take up the right jobs or even start their own undertakings. This kind of empowerment will play a significant role in scripting a positive development narrative for India."

"The United Nations Development Programme (UNDP) encourages young people to position themselves through the Youth Employment Service (YES) centers where they are linked to training agencies, trained for interviews, and placed in touch with potential employers. There are many young people put in jobs through these YES Centers that are present in Haryana, Maharashtra, and Karnataka,"[5] In 1999, the United Nations declared August 12 as International Youth Day. This year the theme for worldwide celebrations borrows from Step 4 of the 2030 Sustainable Development Agenda: "to ensure inclusive and equitable quality education and to foster opportunities for lifelong learning for everyone." On 9th August, to mark the occasion.

MAPPING INDIA'S DEVELOPMENT THROUGH SKILL DEVELOPMENT OF ITS YOUTH

Commenting on how skill-building India's youth, particularly young women, plays a key role in the country's overall growth, NSDC Chief Program Officer Ms Bhatnagar said, "There is a direct link between the country's development and skills, and there are studies that prove this. It becomes a vicious cycle when young people are not engaged professionally and are provided with the requisite preparation to become employable, because they are unable to realize their full potential and produce enough income for their ambitions. It becomes a virtuous development process when required skilling is given. Especially when it comes to women, this cycle gets even bigger because when women gain, they invest more in their families and children. "On July 15, 2015, the Skill India project, the world's largest human capital development initiative, was launched to explore India's youth and women's hidden talents and potential through broad-based skills development programmes. [5]

The mission's idea is to make youngsters employable. There are currently 40 schemes for different target groups, including tribal youth, rural youth, women etc. Under the project the flagship scheme, the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is implemented through centres known as Pradhan Mantri Kaushal Kendras (PMKKs) These are present in all parliamentary constituencies and are completely subsidized by the Government[8].

There are currently 620 PMKKs in operation, with 180 more in the pipeline. In addition to counselling and placement programs, these PMKKs have employment opportunities in manufacturing as well as service sector trades, and even connecting to loans. They became the district center for carrying out skills efforts. In addition, there are Industrial Training Institutes (ITIs) and polytechnics which offer long-term training courses.

The NSDC works also on a variety of aspirational initiatives. One of these is platform Vidya Kaushal. Sharing information about the program, Ms Bhatnagar said, "Many young people want to take courses to enter the hospitality or aviation sectors, but the cost of such courses might be financially out of reach. Through the Vidya Kaushal website, we are giving these young people the opportunity to get micro-credits for these skills programmes. The training centers serve as intermediaries themselves to process these micro-loans." [5].

Online learning is another focus area for NSDC and the E-skill India platform has been launched, where various organisations can showcase both the free and paid training programs they offer.

TAKING INTO ACCOUNT ASPIRATIONS OF THE FUTURE WORKFORCE

By 2027 India is expected to have the largest labor force in the world. For training programs to train young people effectively for entrance into this potential workforce, this generation's expectations and abilities must be taken into account. The emphasis will be on how the young have access to appropriate skills for the current scenario, To ensure that the best people with the right skill sets are able to work as well as possible. Clement said, "Running the future is something that we do not understand clearly today. We do not know what skills the future will need. So it's necessary to give young people the chance to acquire a range of transferable skills. These are qualities that can apply anywhere in any career — communication, digital qualities, cognitive or non-cognitive skills, leadership skills and critical thinking." [5].

The NSDC is now working with schools to incorporate technical education into the school to ensure the right kind of emphasis within the curriculum is present. To date, 9,000 board schools on CBSE provide vocational training, with more than 7.5 lakh students benefiting from this.

While career counseling and guidance play an important role for young people in school and beyond in finding their aptitude from a range of opportunities and choosing accordingly, apprenticeship programs often help job seekers to find a solid base when beginning work. In reality, most organisations tend to employ young people who have completed an internship or apprenticeship because they are considered to have superior qualifications because of the realistic job experience. About 95 percent of both male and female students surveyed for the 2018 India Skills Report believe that apprenticeship improves their chances of getting a job.

This is one of the reasons why apprenticeship and hands-on business experience are part of the PMKVY short-term training course. In addition, there are embedded, undergraduate-level apprenticeship programs that are being rolled out in different sectors such as logistics. Thanks to the rapid influx of technology in all fields, skills must also be matched with the current and future requirements, which is why the NSDC works with industries to build training facilities based on regional business requirements [5].

CONCLUSION:

Skill development is a critical resource for inspiring individuals, safeguarding their futures and for an individual's overall growth. It is an important aspect of today's globalization which enhances employability. Skills are just as important as one's academic standing. Training and know-how will go hand in hand now. They're the roots behind a country's economic growth and community development.

This paper explored Indian government initiatives to build opportunities for Indian youth to improve their skills, and the constraints they face. India adds 13 million workers to the workforce per year, with less than 2% of the workforce undergoing any formal training. The Indian workforce is the lowest in the world and a significant part of the current training system is insignificant to the needs of industry.

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