

General Studies-3; Topic: Employment

Skilling India

1) Introduction

- Today, India is one of the youngest nations in the world, with more than 62% of the population in the working age group.
- Around 250 million young people will be joining the workforce over the next decade.
- The level of competition in the future will be so high that people will have to skill multiple times to survive in their field.

2) Need for Skilling India

- The economy is now diversifying from being largely agro-based to a manufacturing and service-based economy.
- This has resulted in an increased demand for skilled labour.
- Much of India's workforce is already hampered with outdated and irrelevant skills.
- As technology continues to surge forward, both blue- and white-collar jobs will become increasingly sparse.
- The government's analysis says that by 2022, 24 sectors will need an additional 109 million skilled workers.
- Market-relevant skills are needed in today's highly competitive job market.
- Organisation for Economic Co-operation and Development (OECD) data depicts skills shortage in India
- India's young and aspirational population has been regarded as the saviour and driver of future economic growth.

3) Government's Objective

- The government launched the Skill India mission which aims to train over 400 million people in India in different skills by 2022.
- Various schemes have been launched to further the aim of skill development.
- The objective 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.

4) World Bank Assistance

- India signed a loan agreement with World Bank under 'Skills Acquisition and Knowledge Awareness for Livelihood Promotion' (Sankalp) project
- World Bank will provide USD 250 million loan to India for skill development programme to support livelihood.
- The objective is to enhance institutional mechanisms for skills development and increase access to quality and market-relevant training for the work force
- Skills training for female trainees and other disadvantaged groups.

5) Concerns / Challenges

- The challenges faced by the ministry of skill development and entrepreneurship (MSDE) are complex and varied.
- Herculean challenge of skilling 400 million young Indians by 2022

- National Skill Development Corporation (NSDC) has been tasked with managing the financing processes while also implementing the skilling programmes.
- Though skill training has improved in recent years, the absence of job linkages is aggravating the problem of unemployment.
- Recent data shows that of the 30.67 lakh trained candidates in June 2017, only 2.9 lakh had received placement offers.
- With technological advancement, conventional jobs are squeezed
- The bureaucratic redtapism is hindering the interaction between the industry and the skilling institutions.
- Skilling programmes are the end point of employability creation. The education system is the primary incubator which is lacking in India.

6) Way Forward

- Ministry of finance can manage the financial aspects so that NSDC can focus on its core competencies
- Multi-skilling programme is required. As job markets evolve at unprecedented rates, it is important to provide trainees with more than one way to earn a living
- Skilling and reskilling older “educated” populations that might be left behind owing to technological advances.
- A solutions-based approach, where instructors must employ case studies and present relevant problems
- Skill training should be viewed as a complementary part of mainstream education
- Cut through bureaucratic red tape, implementing structural changes to the pedagogy of the skill training system, and installing regulatory mechanisms
- Ensure that electricians, plumbers, agricultural machine operators and other skilled trade workers update their skills regularly as practiced in most developed nations
- The coursework should be industry focused and the practical trainings should be more than just theoretical work.
- The interaction between the industry and the training institutions still needs improvement
- CSR funds can be used to invest in skills training by the employers.
- Including industry best practices in the training modules.
- Providing skill development programs for women, marginalized communities, tribals and people with disabilities to enable them to enter today’s labour market.