

Building Tomorrow's Workforce: The Need of Skill Development in India

ARTICLE ID: 0135

B. Jagadeeswari¹, Golla Ravi²

¹Ph.D. Scholar, Department of Agricultural Extension, Professor Jayashankar Telangana State Agricultural University, Hyderabad-500030, Telangana.

²Assistant Professor, Department of Agricultural Extension, School of Agriculture, Mohan babu university, Tirupathi-517102, Andhra Pradesh.

India stands at a critical juncture in its development trajectory, with a burgeoning demographic dividend poised to be one of its most significant assets. As the world's largest democracy, the nation has the potential to emerge as a global leader, fueled by its young and dynamic workforce. However, to realize this potential, India must address the urgent need for skill development, ensuring that its youth are equipped with the knowledge, abilities, and mindset required to excel in the modern economy. Skill development is not merely an educational endeavor; it is the cornerstone of national progress, pivotal to the country's long-term growth and prosperity.

What is Skill Development?

Skill development refers to the process of identifying skill gaps and working to bridge them through targeted training and education. It is a dynamic and continuous

process that helps individuals enhance their abilities to meet personal and professional goals. In today's rapidly evolving global marketplace, the importance of skill development cannot be overstated. It serves as the foundation for individual success and the broader

economic advancement of the nation.

Skills can generally be categorized into three distinct types

1. Transferable Skills:

These are functional skills that can be applied across various industries. They include

abilities such as communication, problem-solving and leadership, which are valuable in any professional setting.

2. Attitudinal Skills: These skills are related to personality traits and behaviors, such as resilience, adaptability and teamwork. They define how individuals approach their work and interact with others.



3. Knowledge-Based Skills: These skills pertain to specific subjects, procedures and information. They include technical expertise and specialized knowledge required for particular roles or industries.

Government Initiatives

Recognizing the critical importance of skill development, the Indian government has launched several initiatives to equip its workforce with the necessary skills and competencies. Some of the key initiatives include:

1. Skill Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP)

- SANKALP is a World Bank-assisted program under the Ministry of Skill Development and Entrepreneurship (MSDE).
- It focuses on improving the quality of skill training programs, strengthening institutions, and ensuring the inclusion of weaker sections of society in skill development efforts.

2. National Skill Development Mission

- Launched to create convergence across sectors and states in terms of skill training activities.
- The mission aims to expedite decision-making across sectors, ensuring that skill development initiatives are implemented at scale with speed and high standards.

3. Pradhan Mantri Kaushal Vikas Yojana (PMKVY)

- PMKVY is the flagship scheme for youth skill training, implemented by the Ministry of Skill Development and Entrepreneurship.

- It aims to offer industry-relevant skills to approximately 10 million young Indians, enhancing their employability and career prospects.

4. Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY)

- A component of the National Rural Livelihood Mission (NRLM), DDU-GKY focuses on diversifying the income sources of rural poor families.
- It caters to the career aspirations of rural youth, providing them with opportunities for skill development and employment.

Challenges to Skill Development in India

Despite these commendable initiatives, several challenges continue to impede the progress of skill development in India:

1. Lack of Mobility: Many individuals involved in skill development still maintain a traditional outlook, making it difficult to enroll students in vocational education and training programs.

2. Lack of Infrastructure: The current infrastructure available in educational institutions across the country is insufficient to meet the high demand for skilled labor.

3. Lack of Training: There is a shortage of highly qualified and professional trainers. Motivating and upskilling the faculty is crucial to enhancing the effectiveness of skill development programs.

4. Lack of Scalability: Effective models require substantial support from various stakeholders. The slow progress of such initiatives is often due to insufficient corporate buy-in.

5. Misalignment of Skills: There is a significant mismatch between the skills required by employers

and those provided by educational and training institutions. The curriculum often does not align with industry needs, leading to a skills gap.

Recommendations

To overcome these challenges and create a robust skill development ecosystem, the following recommendations are proposed:

1. Identifying Future Employment Prospects

The first step in effective skill development is identifying future employment opportunities and segmenting them based on demand and the feasibility of training applicants.

2. Leveraging Technology

Private players can play a significant role by leveraging technology to automate, refine, and scale skill-based training and certification processes.

3. Enhancing Collaboration

Building better connections between the various stakeholders in the skill development process, along

with setting clear deliverables and accountability, will improve the effectiveness of training programs.

4. Improving Accessibility

Efforts should be made to increase the accessibility of training programs, ensuring that they reach a broader audience, including those in remote and rural areas.

Conclusion

As India aspires to become one of the world's most successful economic powerhouses in the twenty-first century, it is imperative that the nation ensures its rapidly growing workforce is well-equipped to navigate future challenges and secure meaningful employment. Addressing the skill gap is not a task for the future—it is a pressing need that requires immediate action. By prioritizing skill development today, India can lay the foundation for a prosperous tomorrow, transforming its demographic dividend into a demographic advantage.

References

1. GOI (2024). Schemes and Initiatives, Ministry of skill development and entrepreneurship. Retrieved from <https://www.msde.gov.in/>
2. GOI. (2024). Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY). Retrieved from ddugky.gov.in
3. GOI. (2024). Schemes and Initiatives, National Skill Development Corporation. Retrieved from nsdcindia.org
4. Press Information Bureau (2024). Pradhan Mantri Kaushal Vikas Yojana. Retrieved from <https://pib.gov.in/PressReleaseDetailm.aspx?PRID=2003662>