

Skill India Mission: Achievements and Challenges

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Abstract – ‘Skill India Mission’ has been launched by NaMo Government of India in march 2015. According to NaMo, skill India won’t be just a program but a movement. Here, Youth who are jobless, college and school dropouts, along with the educated ones, from rural and urban areas, all will be given value addition. The idea is to raise confidence, improve productivity and given direction through proper skill development. So that none of the youths remains unemployed and country unemployment problem also gets reduced, it is time to open up avenues by which the youth accepts responsibility and no one remains idle because an idle youth is a burden to the country. The economy should concentrate on job creation and social security schemes with the new approach towards ‘Skill India’, The country can definitely move forward towards its targeted results.

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INTRODUCTION

After ‘Digital India’ and ‘Make in India’, the NaMo Government has launched an another programme. This one is a revised version of programmes launched earlier under the skill development policy. This new programme, called ‘Skill India’, is supposed to be a multi-skill programme. It will be launched in March 2015. Like all other programmes, ‘Skill India’ too is a dream project of Narendra Modi and the work to launch this programme has already been initiated.

Objectives of ‘Skill India’

The main goal is to create opportunities, space and scope for the development of the talents of the Indian youth and to develop more of those sectors which have already been put under skill development for the last so many years and also to be identify new sectors for skill development to 500 million youth of our country by 2020, covering each and every village. Various schemes are also proposed to achieve this objectives.

Features of ‘Skill India’

- The emphasis is to skill the youths in such a way so that they get employment and also improve entrepreneurship.
- Provides training, support and guidance for all occupations that were of traditional type like carpenters, cobbler, welders, tailors blacksmith, masons, nurses, weavers etc.

- More emphasis will be given on new areas like real estate, Construction, transportation, textile, gem industries. Jewellery designing, banking, tourism and various other sectors, where skill development is inadequate or nil.
- The training programmes would be on the lines of international level so that the youths of our country can not only meet the domestic demands but also of other countries like US, Japan, China, Germany, Russia and those in the west Asia.
- Another remarkable features of the ‘Skill India’ programme would be to create a hallmark called ‘Rural India Skill’, so as to standardize and certify the training process.
- Tailors-made, need-based programmes would be initiated for specific age groups which can be like language and communication skills, management skills, behavioural skills, including job and employability skills.
- The course methodology of ‘Skill India’ would be innovative, which would include games, group discussion, brainstorming sessions, practical experience, case studies etc.

OBJECTIVES OF THE STUDY:

To study and evaluate the National Skill Development Mission and challenges in the skilling and Entrepreneurship Landscape in India.

RESEARCH METHODOLOGY

1. The study is mainly based on the secondary data. The secondary data has been collected various published report, journal and net etc.
2. Pertinent statistical tools have been used to find out necessary required results.

NEED AND SIGNIFICANCE OF THE STUDY:

Skills and Knowledge are the driving forces of economic growth and social development for any country, countries with higher level and better standards of skill adjust more effectively to the challenges and opportunities in domestic and international job market.

In the entrepreneurship domain the skill and knowledge seek to promote and entrepreneurial culture through advocacy and integration of entrepreneurship education as a part of formal skill education, enhance support for entrepreneurs in term of credit and market linkage, foster innovation driven and social enterprises and improve ease of doing business. Hence, the study is need of the hour for the purpose of economic development of India in this global age.

ROLE OF MINISTRY IN SKILL DEVELOPMENT

In the field of skill development and Entrepreneurship, according to the needs of the industry, the government of India notified the formation of the Department of Skill Development and Entrepreneurship on 31st July 2014. The department was subsequently upgraded to a full-fledged Ministry of Skill and Entrepreneurship on 9th November 2014.

Skill development and entrepreneurship efforts across the country have been highly fragmented so far. As per NSSO, 2011-12 (68th round) report on status of education and Vocational Training in India, among persons of age 15-59 years, about 2.2% reported to have received formal vocational training and 8.6% are reported to have received non-formal vocational training. There is a need for speedy reorganisation of the ecosystem of skill development and entrepreneurship promotion in the country to suit to needs of the industry and enable decent quality of life to its population. Currently, over 40 skill development programmes are being implemented by over 20 Ministries/departments of the Government of India.

Budget allocation:

Budget allocation stating revenue and capital is given below under the Table No. 1.

Ministry of Skill Development and Entrepreneurship (Details of Budget Allocated to Ministry (Rs. in crores))												
	Budget Estimates 2017-18			Revised Estimates 2017-18			Actual Expenditure 2017-18 (up to 13.01.2018)			Budget Estimate 2018-19		
	Revenue	Capital	Total	Revenue	Capital	Total	Revenue	Capital	Total	Revenue	Capital	Total
MSDE	1802.86	21.88	1824.74	1886.22	7.50	1893.72	1286.22	6.14	1292.36	2304.61	56.00	2360.61
DGT	963.25	228.15	1191.40	422.00	40.50	462.50	193.08	3.00	196.08	563.05	203.00	766.05
Total	2766.11	250.03	3016.14	2308.22	48.00	2356.22	1479.30	9.14	1488.44	2867.66	259.00	3126.66

INCREMENTAL HUMAN RESOURCES REQUIREMENTS ACROSS 24 SECTORS (2017-22)

The Human Resource Requirement Reports were commissioned by the National Skill Development Corporation (NSDC) under the Ministry of Skill Development and Entrepreneurship. The objective of these reports was to understand the sectoral and geographical spread of incremental skill requirements across 24 high priority sectors between 2013-17 and 2017-22.

The research provides a detailed overview of the sector from a skill prospective, assesses the demand for skills, highlights key job roles. Maps the available supply side infrastructure and suggests actionable recommendations for the stakeholders in the system. The studies were conducted through extensive primary interaction with key stakeholders including industry, training providers, trainees, sector skill councils and government. These included more than 1,000 industry experts job roles and 1,500+ trainees.

The Environment Scan Report 2016 updated the findings of the earlier by factoring in the likely impact of major flagship initiatives of the Government on human resource requirement of 103 million during 2017-22 across these 24 sectors. A summary of the findings is presented in **Table 2**.

TABLE 2 Break up of Incremental Human Resource Requirement across 24 Sectors

Sl. No	Sector	(Estimates in millions)		
		Human Resource Requirement Estimates		Incremental Human Resource Requirement (2017-2022)
		2017	2022	
1	Agriculture	229	215.5	-13.5
2	Building Construction & Real Estate	60.4	91	30.6
3	Retail	45.3	56	10.7
4	Logistics, Transportation & Warehousing	23	31.2	8.2
5	Textile & Clothing	18.3	25	6.7
6	Education & Skill Development	14.8	18.1	3.3
7	Handloom & Handicraft	14.1	18.8	4.7
8	Auto & Auto Components	12.8	15	2.2
9	Construction Material & Building Hardware	9.7	12.4	2.7
10	Private Security Services	8.9	12	3.1
11	Food Processing	8.8	11.6	2.8
12	Tourism, Hospitality & Travel	9.7	14.6	4.9
13	Domestic Help	7.8	11.1	3.3
14	Gems & Jewellery	6.1	9.4	3.3
15	Electronics & IT Hardware	6.2	9.6	3.4
16	Beauty and Wellness	7.4	15.6	8.2
17	Furniture & Furnishing	6.5	12.2	5.7
18	Healthcare	4.6	7.4	2.8
19	Leather & Leather Goods	4.4	7.1	2.7
20	IT & ITeS	3.8	5.3	1.5
21	Banking, Financial Services & Insurance	3.2	4.4	1.2
22	Telecommunication	2.9	5.7	2.8
23	Pharmaceuticals	2.6	4	1.4
24	Media and Entertainment	0.7	1.3	0.6
	Total	510.8	614.2	103.4

Source: Environment Scan Report, 2016 (NSDC)

HUMAN RESOURCE REQUIREMENT AT STATE LEVEL

Various studies were conducted to assess the incremental human resource requirements across States. This is given in Table 3.

TABLE 3 Incremental Human Resource Requirement across States (2013-22)

Sl. No.	State	(in Lakhs)
		Incremental HR Requirements
1	Andhra Pradesh	108.71
2	Arunachal Pradesh	1.47
3	Assam	12.34
4	Chhattisgarh	30.43
5	Delhi	63.41
6	Goa	2.27
7	Gujarat	57.57
8	Haryana	34.84
9	Haryana	0.93
10	Himachal Pradesh	12.06
11	Jammu and Kashmir	11.22
12	Jharkhand	44.52
13	Karnataka	84.77
14	Kerala	29.57
15	Madhya Pradesh	78.16
16	Maharashtra	155.22
17	Manipur	2.33
18	Meghalaya	2.49
19	Mizoram	1.40
20	Nagaland	0.97
21	Odisha	33.45
22	Punjab	28.99
23	Rajasthan	42.42
24	Sikkim	147.82
25	Tamil Nadu	135.52
26	Tripura	2.59
27	Uttar Pradesh	110.11
28	Uttarakhand	20.61
29	West Bengal	93.42
	Grand Total	1,203.34

Source: Environment Scan Report, 2016 (NSDC)

SKILLING ACHIEVEMENTS

From 2014-15 to 2016-17 is given below under the Table No. 4

S. No.	Ministry/Department	Skilling Achievement (In Lakhs)		
		2014-2015	2015-2016	2016-2017
1	Ministry of Skill Development and Entrepreneurship	34.42	60.34	54.83
i.	PMKVY		20.69	10.52
ii.	Entrepreneurship		3.69	1.51
iii.	DGT		18.75	13.81
iv.	NSDC	34.42	17.20	28.99
2	Ministry of Agriculture	11.44	15.22	7.95 (DAC&FW)
3	Ministry of Rural Development	3.95	7.05	6.08
4	Ministry of Micro, Small & Medium Enterprises	5.52	4.29	2.01
5	Ministry of Human Resource and Development	0.30	3.95	-
6	Department of Electronics & Info Technology	-	2.96	6.05
7	Ministry of Housing & Urban Poverty Alleviation	0.48	2.53	4.02
8	Ministry of Women & Child Development	-	0.10	0.18
9	Ministry of Textiles	-	2.20	4.03
10	Ministry of Social Justice & Empowerment	0.24	0.74	1.34
11	Ministry of Tourism	0.98	0.93	0.33
12	Ministry of Minority Affairs	0.41	0.43	0.32
13	Ministry of Tribal Affairs	-	0.87	0.78
14	Ministry of Home Affairs	0.01	0.11	0.22
15	Ministry of Chemicals & Fertilizers	0.25	0.63	0.55
16	Ministry of Commerce and Industry	0.93	1.44	1.45
17	Department of Heavy Industry	0.24	0.33	0.55
18	Ministry of Development of North Eastern Region	-	0.03	0.28
19	Ministry of Food Processing Industries	0.95	0.02	0.06
20	Ministry of Labour & Employment	16.85	-	-
	Total	76.12	104.16	90.78

Source: Annual Report 2017-18 of Ministry of skill Development & Entrepreneurship.

CHALLENGES

A role of government is appreciable in the field of skill development program which are stated above but there are so many challenges before the government for succeeding the skill mission. Some challenges are given below in this context: -

1. Public perception that views skilling as the last option meant who have not been able to progress/opted out of the formal academic system.
2. Skill development programs of the Central Government are spread across more than 20 Ministries/Departments without any robust coordination and monitoring mechanism to ensure convergence.
3. Multiplicity in assessment and certification systems that leads to inconsistent outcomes and causes confusion among employers.
4. Paucity of trainers, inability to attract practitioners from industry as faculty.
5. Mismatch between demand and supply at the sectoral and spatial levels.
6. Limited mobility between skill and higher education programs and vocational education.
7. Very low coverage of apprenticeship programs.

8. Narrow and often obsolete skill curricula.
 9. Declining labour force participation rate of women.
 10. Predominant non-farm, unorganized sector employment productivity but no premium for skilling.
 11. Non-inclusion of entrepreneurship in formal education system.
 12. Lack of mentorship and adequate access to finance for start-ups.
 13. Inadequate impetus to innovation driven entrepreneurship.
2. Ashton D & Green F (1996), Education Training and the Global Economy Cheltenham; Edward Elgar.
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CONCLUSION

Modern age is the age of industrialization, no country can progress without complete employment and industrialization. Population and unemployment problems increasing at an alarming speed in India. The only solution to this is skill development to the youths and complete industrialization throughout the country. In order to benefit the common man, and to provide strong base to economic structure of the country, It is necessary that skill India mission take place.

The government is trying its best to implement Skill Development Programme under the various schemes as Pradhan Mantri Kaushal Vikas Yajna (PMKVY) Apprenticeship Training Scheme (ATS) etc. Skill India Programme will create an ecosystem of empowerment by skilling on a large scale at speed with high standard and to promote a culture of innovation-based entrepreneurship which can be generate wealth and employment in the country. But for achieving this result co-ordination and co-operation should be made with all concerned for evolving an appropriate skill development framework, removal of disconnect between the demand for and supply of skilled manpower through vocational and technical training, skill up gradation, building of new skills, innovative thinking and talents not only for the existing jobs but also, the jobs that are to be created. As well as the youth entrepreneurship education and capacity through forging strong partnership between educational institutions, business and other community organisations should be extended for the success of this mission.

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