

# Achievements of Skill Development in Making India a Skill Capital 2015-16

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When the government announced its skill development training totals for 2014-2015 last month, critics were quick to condemn the Skills Ministry and government departments that fell short of the training goals.

Skills and knowledge are the driving forces of economic growth and social development for any country. India is blessed with 65% percent of its youth in the working age group. As per the National Policy for Skill Development and Entrepreneurship 2015, it is estimated that the average age of the population in India by 2020 will be 29 years as against 40 years in USA, 46 years in Europe and 47 years in Japan. In next 20 years, the labor force in the industrialized world is expected to decline by 4%, while in India it will increase by 32% which creates a need and opportunity to provide its workforce with required skill sets and knowledge to enable them to contribute substantially to the economic growth of India.

The skill ecosystem in India is undergoing major reforms and policy interventions as India embarks on its journey to become a Knowledge Economy. The skill gap study by the National Skill Development Corporation (NSDC) for the period of 2010-2014 reports that over 109.73 million additional skilled manpower will be required by 2022 across different sectors.

In the last two years, the government has taken a host of initiatives to channelize the efforts and provide impetus to the Skill Development ecosystem. Department of Industrial Policy and Promotion

To steer and coordinate the current skilling initiatives with quality deliverables, the Ministry of Skill Development and Entrepreneurship (MSDE) was created in November 2014 to drive the 'Skill India' agenda in mission mode.

Key interventions taken up by the government during the last two years have resulted in the number of trained Indians growing by 36.8% from 0.76 crores in FY 2014-15 to 1.04 crores in FY 2015-16. These

trainings were done through Central Government Programs and NSDC associated training partners in the private sector.

Critics of the government's results feel its commitment to increasing skill development last year was hollow—especially given the poor training performance against the country's loftiest goals to date:

*"In the last one year, the government at the highest level has talked about the need for skill development and reaping the demographic dividend. But the latest data is not very encouraging," said a government official, who declined to be named.*

*"All departments need to improve their performance and the new skills ministry has to make sure that implementation is on track," said the official, adding that in 2014-15, the country for the first time set a target of training over 10 million people.*

Across all ministries and departments, the government managed to train 7.6 million people—still a massive figure and giant step toward increasing the access to skill development for India's youth.

## POLICY INITIATIVES

MSDE has made great strides in a relatively short span of time and the key policy initiatives have been launched to support the skilling mandate.

**A new version of PMKVY was launched on July 13, 2016** with modification and continuation of PMKVY as 'Skill Development Component' of umbrella PMKVY with a **target to skill 10 million people over four years (2016-2020) at an outlay of INR 12,000 crore.**

- A total of 19.8 lakh candidates (17.8 lakhs in fresh training and 1.8 lakhs under Recognition of Prior Learning (RPL)) have been enrolled, out of which **17.93 lakh have been trained and 11.9 lakh have been certified.** The

details of sector-wise breakup is mentioned in Annexure-I.

- **7.22 lakh candidates alone have been trained in manufacturing job roles.**

### Revitalizing the landscape of Industrial Training Institutes (ITI's) across the nation

The scheme envisages up-gradation of an existing Government ITI in a State to Model ITI through Institute Management Committees (IMC's) with a representative as chairperson from Industry. **The scheme was approved in December 2014 for a total cost of INR 300 crore.** Implementation period is for 3 years with a funding pattern 70:30 between Center and States. For North Eastern states, the funding pattern is 90:10 between Center and States. Some of the major achievements are:

- **The number of ITIs in the country has increased from 10,750 in May 2014 to over 13,105 in May 2016. More than 1141 new ITIs have been added and 1.73 lakh seats have been increased in the last one year.**
- **15,000 instructors have been trained** by Central Institutes of Directorate General of Training (DGT).
- Distance learning infrastructure has been created and over 18000 **trainers have been trained in last two years.**
- MSDE has also enabled opening up of **8 new Regional Vocational Training Institutes (RVTIs) for women in skill development.**
- Five of which were opened during FY 2015-16, 2 of which have been operational since August 2015, 3 are to be opened in FY 2016-17.
- 2,33,000 youth were awarded certificates from ITIs, and **18,000 plus** graduating **students received job offer letters** on the occasion of World Youth Skills Day.

### National Skills Qualifications Framework (NSQF)

NSQF is a competency-based framework that organizes all qualifications according to a series of levels of knowledge, skills and aptitude. NSQF aims to safeguard the consistency in outcome of skills training. Over **1661 qualifications** from both the NSDC and ITI ecosystems have been aligned to NSQF during the last two years.

### Apprenticeship Act reformed to scale up Apprenticeship training

The Apprenticeship Act was modified in December 2014 to incentivise employers to take on more

apprentices. Advocacy campaign amongst industry partners has been taken up and an online portal has been launched. Employers can now engage up to 10% of its total workforce as apprentices. The number of apprentices in the country has increased from 2.70 lakh to 3.10 lakh in FY2015-16, which is 15% higher as compared to FY 2014-15.

- National Apprenticeship Promotion Scheme (NAPS) was also notified on August 19, 2016 to equip 50,000 apprentices during 2016-2022.

### National Skill Development Corporation (NSDC)

NSDC which was established to catalyse private sector involvement in the area of skill development was further strengthened and entrusted with responsibility of setting up Pradhan Mantri Kaushal Kendra (PMKK) to run industry-driven courses of high quality with focus on employability. Some of the initiatives taken by NSDC are:

- NSDC partners have **skilled 24.93 lakh people and placed about 12 lakh people** through its ecosystem in FY 2014-15.
- Under UDAAN, a special industry initiative to enhance the employability in the state of J&K, the number of candidates trained has leapfrogged from 3062 in May 2014 to 10,810 in May 2016.
- 33 Pradhan Mantri Kaushal Kendras (PMKK) have been set-up across India as yet. Target is to create 426 PMKK across 409 districts.

*The details of NSDC centers operational during FY 2015-16 are in Annexure II.*

### Pradhan Mantri YUVA Yojana (PMYY)

MSDE launched its flagship scheme on entrepreneurship education and training in November 2016. The scheme spans over five years (2016-17 to 2020-21) with a project outlay of INR 499.94 crore, and will provide entrepreneurship education and training to over 7 lakh students in 5 years through 3050 Institutes. The institutes under the PM's YUVA Yojana include 2200 Institutes of Higher Learning (colleges, universities, and premier institutes), 300 schools, 500 ITIs and 50 Entrepreneurship Development Centers, through Massive Open Online Courses (MOOCs).

### Sector Skills Councils (SSC's)

- NSDC is funding industry led Sector Skill Councils (SSCs) that create National Occupation Standards (NOS). Till date, NSDC Board has approved 40 Sector Skill Councils.

**11 New SSCs have been added** namely Chemical & Petrochemicals SSC, Paints & Coatings SSC (IPA), Management SSC, Green Job SSC, Strategic Manufacturing SSC, Furniture & Fitting SSC, and PWD SSC since November 2014.

- The number of SSCs that developed National Occupational Standards (NOS) have grown from 22 in Nov 2014 to 31 at end of Oct 2015.
- In the **textile sector, a total of about 8.61 lakh persons have been trained** including traditional sectors under ISDS (Integrated Skill Development Scheme) of which 69% got placed.

### Special Focus on skilling and empowering Women

In an endeavor to create a conducive socio-cultural and economic environment for women, several initiatives have been taken to further strengthen the ecosystem.

- 30% of all the seats are reserved** in all Government and Private ITIs **for courses for women candidates** which includes girls as well.
- 5 new RVTIs for women** in skill development have been established during FY 2015-16 and 3 are to be opened in FY 2016-17. 2 RVTIs are being established in Himachal Pradesh (Jhundla, Shimla) and Tripura (Anandanagar, Agartala) to facilitate the requirements in the hilly terrain since August 2015.
- NSDC training partners have trained a total of 1,55,236 women candidates across India, of which 54,456 have been placed** as on October 31, 2016.

### Other achievements

- Under non-PMKVY, **around 6000 candidates were trained** through various training centers during the year 2015-16.
- Under the Craftsmen Training Scheme, **more than 10 lakh trainees got skilled** during FY 2015-16.
- Skill Loan scheme was launched in July 2015 and offers soft loans ranging from INR 5000 to INR 1.5 lakh to 34 lakh Indian youth seeking to attend skill development programmes over the next five years.

### Annexure I: Details of candidates trained and certified under Sector skill council during 2015-2016

Sector Skill Council	No. of candidates Enrolled	No. of candidates Trained	No. of candidates Passed	No. of candidates certified
Textiles & Handloom Sector Skill Council	29212	29212	24040	19378
Logistics Sector Skill Council	233132	233072	194228	175056
Leather Sector Skill Council	60359	60359	48935	47335
Agriculture Sector Skill Council of India	137663	137603	96172	81223
Security Sector Skill Development Council	65843	65753	58171	53655
Retailers Association's Skill Council of India	174697	174528	137621	125417
Beauty and Wellness Sector Skill Council	128613	128470	104850	94059
Electronics Sector Skills Council of India	176258	176108	138032	122843
Apparel Sector Skill Council	79245	79245	62775	52580
Automotive Skills Development Council	110626	110626	80283	68306
Rubber Skill Development Council	23156	23156	14541	12548
Construction Skill Development Council of India	64820	64820	31862	26822
Tourism and Hospitality Services Sector Skill Council	66238	66238	46634	41338
Iron And Steel Sector Skill Council	28325	28325	23682	21255
Telecom Sector Skill Council	53788	53723	34016	28567
Furniture and Fittings Sector Skill Council	18619	18619	15864	14682
Gems & Jewellery Skill Council of India	70205	70205	56255	51569
Healthcare Sector Skill Council	60450	60425	37580	32592
Capital Goods Skill Council of India	14889	14889	9998	7182
IT-ITeS Sector Skills Council NASSCOM	40650	40627	14537	10742
Media & Entertainment Skills Council	13298	13272	8769	7263
Food Processing Sector Skill Council	27692	27692	22183	20453
Indian Plumbing Skills Council	20610	20610	16501	14830
Mining Sector Skill Council	40872	40872	33891	30095
Power Sector Skill Council of India	5295	5295	4058	3169
Life Sciences Sector Skill Council	17238	17238	9985	8629
BFSI Sector Skill Council of India	26303	26303	13267	9703
Handicrafts and Carpet Sector Skill Council	2410	2410	1917	1374
Disability Sector Skill Council of India	2683	2568	0	0
Green Jobs Sector Skill Council	383	383	59	0
Infrastructure Sector Skill Council	724	724	656	590
Sports Sector Skill Council	20	20	12	0
<b>Grand Total</b>	<b>1794316</b>	<b>1793390</b>	<b>1341374</b>	<b>1183255</b>

Annexure II: NSDC's Operational Training Centres, (state /union territory wise) for financial year 2015-16, are as under:

State	No. of fixed centres	No. of mobile centres	Total No. of centres
Andhra Pradesh	124	26	150
Arunachal Pradesh	4	0	4
Assam	104	11	115
Bihar	264	19	283
Chandigarh	7	4	11
Chhattisgarh	752	11	763
Dadra and Nagar Haveli	2	1	3
Delhi	314	59	373
Goa	7	3	10
Gujarat	152	40	192
Haryana	431	47	478
Himachal Pradesh	374	20	394
Jammu and Kashmir	19	5	24
Jharkhand	86	14	100
Karnataka	269	68	337
Kerala	238	119	357
Madhya Pradesh	622	24	646
Maharashtra	632	184	816
Manipur	4	0	4
Meghalaya	17	0	17
Mizoram	17	0	17
Nagaland	16	0	16
Odisha	174	160	334
Puducherry	3	4	7
Punjab	414	71	485
Rajasthan	334	62	396
Sikkim	19	1	20
Tamil Nadu	237	71	308
Telangana	132	30	162
Tripura	24	2	26
Uttar Pradesh	529	115	644
Uttarakhand	23	6	29
West Bengal	608	50	658
<b>Grand Total</b>	<b>6952</b>	<b>1227</b>	<b>8,179</b>

## CONCLUSION

The accomplishments (and inadequacies) in the earlier year give chances to the administration to refine its own approach while engaging others to adopt a down to earth strategy to expanding the quantity of youngsters prepared in the coming year.

We accept there are three factors that can empower the administration to surpass the current year's objectives and accomplish fundamentally bigger scale:

- **Coordination:** The streamlining of skill development activities nationally through the Ministry of Skill Development and Entrepreneurship is a step in the right direction.
- **Demand Financing:** The government needs to catalyze innovative financing approaches such as skill vouchers, training loans, and CSR scholarships. The recently launched skill loan scheme has the potential to be transformational in enabling marginalized students to gain access to high quality courses.

- **Employers:** Scalable, sustainable skill development in India is not possible without strong participation from employers.

Our experience has shown us that massive, apparently unfavorable snags must be overcome through a long arrangement of little strides that prompt bigger accomplishment. India has a few more strides to take—and more opportunity to take them—before accomplishing its huge objectives of giving aptitudes preparing to a large number of employment searchers. We're hopeful that a couple of huge walks sooner rather than later will return India on track to hit the 2025 Skill India target.

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