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Skill Development Programmes in India

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*If you give a fish to a man;
He will eat for a day.
If you train him how to catch a fish,
He will eat for his whole life.*

A Chinese Proverb

India faces a serious problem of well-trained and skilled workers. It is estimated that percentage of the workforce undergone formal skill training in India is only 2.3 as compared to 68 in the UK, 75 in Germany, 52 in USA, 80 in Japan and 96 in South Korea. India creates more than five million graduates for every year; only 34 per cent of them are employable as the majority of them lack sufficient skills for any part in the business. A large segment of the educated workforce has almost no occupation skills, making them to a great extent unemployable. Along these lines, India must concentrate on boosting the skill training efforts to meet the requests of businesses and drive financial development. Skills and information are the main thrusts of economy development and social advancement of the nation. In quickly developing economies like India with a huge and perpetually expanding population, there exists two issues; firstly, there is an absence of adequately prepared quality work. Secondly, Majority of the segments of the population has the minimum or zero employment skills. It is felt that improvement of a country lies on a skilled work-drive.

India has the advantage of being the most youthful country in the world where half of its population is below the age of 30 years. It is estimated that this working age group (15-59 years) is likely to be more than 64 per cent by 2021 and India will have 25 per cent of the world's

total work force by 2025 (Srivatava, 2016) Keeping the entire situation as a main priority, the entire energy for skill development needs to be built. The idea of skill development is not new, in the pre independence period Gandhiji's plan of Basic-Education concentrated on skill development through art training. On 15th of August 2015, the Prime Minister of India, Shri Narendra Modi stated, "Skilling is building a superior India". In order to make India an improved country, skills development would play an important role. Our leader's accentuation is on 'Make in India' and their vision is to make India the 'skill Capital of the world'.

Significance of Skill Development in India:

India is one of the few countries in the world where the working age population is far in overabundance as compared to those dependent on them and, according to the World Bank, this will proceed for no less than three decades till 2040. Government sees Skill upgradation and Development as a potential tool for boosting the national economy, if the skills of the population in the working age group would be constantly upgraded. Indeed, even Government of India recognizes this and has adopted skill development as a national need throughout the years. Government views Skill building as an instrument to enhance the effectiveness and contribution of labor to the overall production. It is a vital fixing to push the creation plausibility wilderness outward and to take development rate of the economy to a higher direction. Skill building could likewise be viewed as an instrument to engage the individual and enhance his/her social acknowledgment or esteem when embraced with appropriate point of view and respectability.

Origin and History of Skill Development programme:

The target of Skill Development program of Government is to make a workforce engaged with the important and constantly updated skills, knowledge and broadly perceived capabilities to access better than average business. It goes for expanding the profitability and employability of workforce. Government seeks increased participation of rural youth, women, disabled and other disadvantaged sections and to synergize endeavors of different segments and upgrade the capacity to adjust to changing advances and labor market demand. Government recognizes the fact that 'Skill development is of key importance in stimulating a sustainable development process. It is likewise fundamental to address the open doors and difficulties to meet new demands of changing economies and new technologies with regards to globalization. Governments involvement in skill development program perceives that skill development can help to

construct a 'virtuous circle' in which the quality and relevance of education and training for women and men fuels the innovation, investment, technological change, enterprise development, economic diversification and competitiveness that economies need to accelerate the creation of more occupations.

Government of India initiated its path of skill development through a programme, called Migrant Labor Support Programme in 2002 while implementing the Rainfed project funded by DFID on a smaller scale. While working with the aboriginals for some times government felt that it needs to replicate the exact pattern for poor and down trodden people by giving them the necessary skills. Government was less experienced in that field so it got associated with Construction Industry Development Council, CIDC as its knowledge partner for developing training curricula and testing of skill in post training period. It collaborated with IGNOU for conformation after training. It imparted skill training to Migrant Workers with proper certification to make them employable at various places. Under MLSP, a total of 40 vocational training programmes were conducted and 4157 were trained under this programme and certificates were issued to around 2153 successful candidates by IGNOU. The main focus of this programme was that it made people aware about their rights and different labor laws running in the country (University Grants Commission, 2012). It additionally received support from Asian Development Bank to implement a similar project at Ratlam in Madhya Pradesh, to train migrant tribals in road construct and build capacity of their families through awareness programme and facilitating better services for the workers at jobs sites through running cache, since most of these tribal travelled to work places along with their families.

Ecosystem of Skill Development in India:

The ecosystem of skill development in India is complex, large and diverse as it gives variety of skill to a large chunk of population. There are two types of Skill development in India namely, Education and Vocational Training. Here is given the framework of Skill Development in India.

Ministry of Human Resource controls the primary, secondary and higher education in India. University and Higher Education caters to all college education (Arts, Science, Commerce, etc.), while engineering education, polytechnics, etc. fall under Technical Education. University Grants Commission (UGC) is the nodal body governing funds, grants and setting standards for teaching, examination and research in Universities, and the All India Council for Technical Education (AICTE) is the regulatory

body for Technical Education in India (Ministry of Human Resource Development, 2013).

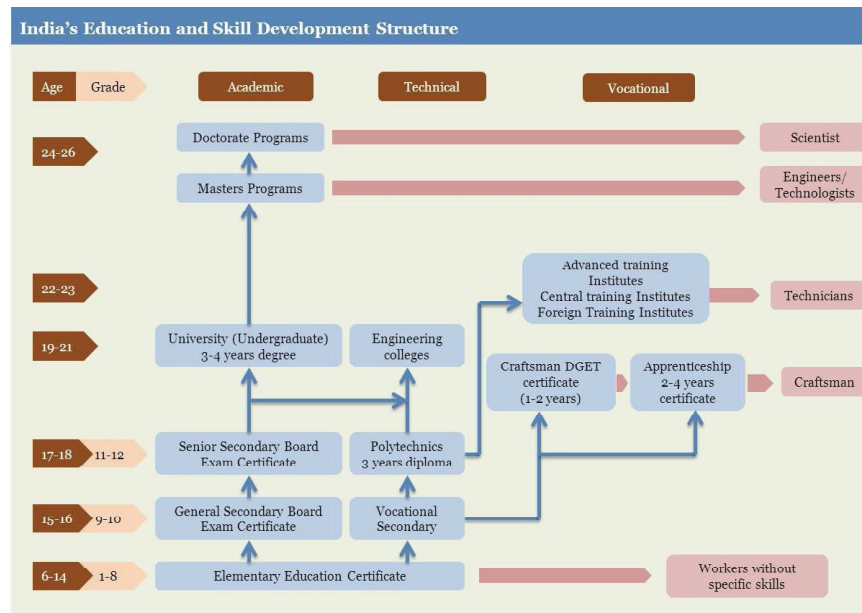


Fig: Structure of skill development

Acquiring skill can happen through two channels- Formal and Informal. Public and private sector both can impart vocational training. Some of the major channels of formal vocation training include the government-run Industrial Training Institutes (ITIs), privately operated Industrial Training Centres (ITCs), vocational schools, specialized institutes for technical training, and apprenticeship training by the industry. The private sector participation has been on a rise lately, but the sector is dominated by the public sector. Informal training on the other hand refers to experiential skills acquired on the job. At the central level, the nodal institution for vocational training is the Director General of Employment & Training (DGET) under the Ministry of Labour and Employment. The DGET is responsible for formulating policies, establishing standards, granting affiliation, trade testing and certification, and matters connected to vocational training and providing employment services. The National Skill Development Council (NSDC) - now a part of the newly created Ministry of Skill Development and Entrepreneurship - was initially set up under the Ministry of Finance to provide viability gap funding and promote private skill initiatives.

Policy framework

The government has considered skill development as one of its main goals and has the vision to increase participation of youth, seek greater participation of women, *divyang* and other unprivileged sections into the workforce, and better the capability of the present system, making it easier to change to technological changes and demands coming from the labour market.

Currently, skill development efforts in India are spread across approximately 20 separate ministries, 35 State Governments and Union Territories and the private sector. A Ministry of Skills Development, Entrepreneurship, Youth and Sports were created when the Modi government took charge in mid-2014. The Ministry has been entrusted with the coordination of all stakeholders during the evolution of an appropriate skills development framework, removal of disconnect between demand and supply of skilled manpower, skills up gradation, building new skills, innovative thinking and assuring availability of talents.

The policy framework governing the skill development ecosystem in India includes the Apprentices Act, 1961, the National Skill Policy and the National Skills Qualification Framework (NSQF).

The Apprenticeship Act of 1961

Apprenticeship programmes in India are governed by The Apprentice Act of 1961 and the Apprenticeship Rules of 1992. The organizational structure and rules and regulations overseeing it are complex and burdensome. The Apprentice Training Scheme is implemented by the ministries of Labour and Employment and Human Resource Development. The Ministry of Labour and Employment oversees 'trade apprentices' through six regional offices. The Ministry of Human Resource Development oversees 'graduate, technician, and technician (vocational) apprentices' through four boards located in different cities.

The Act regulates programmes of training of apprentices and makes it obligatory for employers in both public and private sector establishments to have training infrastructure as detailed in the Act. This has been primarily to ensure trainees get optimum access to real work environment and on-the-job training. One of the objectives of apprenticeship was also to ensure that employers get skilled workforce having adequate exposure to real work environment. About 254 groups of industries are covered under the Act and about 27,000 establishments engage apprentices (Institute of Human Development, 2014).

Table 1: Seat Utilisation under Apprentices Training Scheme

Year	Seats located	Seats utilized
2004-05	253,541	170,848
2005-06	234,388	167,554
2006-07	255,990	186,122
2007-08	258,163	185,224
2008-09	261,236	187,339
2009-10	274,741	197,994
2010-11	294,171	204,213
2011-12	321,937	218,032
2012-13	337,087	203,970
2013-14	359,356	211,632

Source: Ministry of Labour

Govt. Initiatives for Skill Development:

Ministry is an integral part of the government policy on “Sabka Saath, Sabka Vikaas” and its commitment to overall human resource development to take advantage of the demographic profile of our country’s population in the coming years. Developing a comprehensive and holistic policy document is an integral part of the process. This requires a fresh look at the already existing National Policy on Skill Development (NPSD), 2009. Govt. of India has launched National Skill Mission in 2010 for training about 500 million people across the country by 2022. A number of programmes are being carried out to skill development in youth. To accentuate the significance for skills the govt. recently created the Ministry of Skill Development and Entrepreneurship. The objective of the National Policy on Skill Development and Entrepreneurship, 2015 was to meet the challenge of skilling at scale with speed and standard (quality). It aims to provide an umbrella framework to all skilling activities being carried out within the country, to align them to common standards and link the skilling with demand centres.

Govt. has now scaled up its Skill Development initiative significantly in terms of number of people trained and geographical spread of its skill training centers. It has build up its own centers at Bero in Jharkhand, Jehenabad in Bihar, Balasore in Odisha and Dhamtri in Chhattisgarh. In development exchange government has noticed that maximum of tribal BPL who joins skill training programme dropout within two weeks of training. So to increase the retention and see that the candidates successfully complete their training at the center Govt. has adopted an innovative approach which has resulted in increased retention at the centers. During the process of up-scaling, Govt. additionally felt it important to work collaboratively with the organizations having similar understandings and experience and has built up a way to deal with accomplish a formal, time-bound arrangement, systematically linking diverse competencies for better deliverables.

SKILL DEVELOPMENT PROJECT

Kaushal Vikas Mission:

Kaushal Vikas mission was started by Government of India taking in consideration the need to train people and provide them necessary skill so that they will have no dependency on anyone. The initiative aimed for giving skill to about 50 crores youth at national level. This project will be supervised by Labour Resource Department in Bihar. Bihar has decided to give employment oriented training to un-employed youth of Bihar. Under this, programmes involving ICT training would be given. In this regard DIT, Govt of Bihar has assigned 3.75 lakh unskilled youth to train in ICT Concept to NIELIT Patna (Anonymous (2017a)

Entrepreneurship and Skill Development Programme by Vivid Foundation:

The Skill Development Programmes are conducted by many Foundation associated with Sulabh International, MSME and GRC with target on entrepreneurship skills development with particular skills relating to traders like electronics, manufacturing and machinery which makes them competent enough to start their own enterprise (Anonymous, 2017b)

Vivid Foundation organized a several entrepreneurship and skill development programmes. Some of the Programmes are:

- IT & Women Entrepreneurship Skill Training
- Industrial Development & Education Training at Bijnor
- Entrepreneur Development Programme by Vivid Foundation and MSME
- Hand Made Paper Bags Training for Women in GRC
- Hand Made Paper Bags Training For Women in Lal Bagh, Azadpur
- Hand Made Paper Bags Training in Tanda
- Industrial Motivation Campaign
- Solar Power Plant Training

Vanbandhu Kalyan Yojana:

Govt. has also established the Vocational Training Centre under Vanbandhu Kalyan Yojana (Chief Minister's Ten Point Program), Tribal Development Department- D-SAG, Government of Gujarat under technical

support of giz-IS (German Technical Corporation - International Services) to train tribal youth on construction sector related trades (Anonymous, 2017h)

Swarna Jayanti Sahari Rojgar Yojana (SJSRY):

Government of India in association with Rajasthan and Bihar state has announced to provide training under construction and information and communication technology. A similar pattern is thought to be replicated with states of Haryana and Odisha.

UDAAN:

Jammu & Kashmir has been isolated when it came to industry development, some small scale industries got flourished but that impacted very little to the economy. For giving boost to industry based skill, Government of India came up with a novel scheme called Udaan. A Special Industry Initiative for Jammu & Kashmir, jointly to be done by the corporate of India and Ministry of Home Affairs and implemented by National Skill Development Corporation. The initiative aims to give skills training and increase the employability of unemployed youth of J&K. The Scheme covers graduates, post graduates and three-year engineering diploma holders (Anonymous, 2017i). It has two objectives:

- (i) To provide an exposure to the unemployed graduates to the best of Corporate India;
- (ii) To provide Corporate India, an exposure to the rich talent pool available in the State.

The key stakeholders are:

- Ministry of Home Affairs (MHA) - Chief Benefactors
- State Government (Jammu & Kashmir)
- Corporates - Training Partners
- Implementation Agency (IA) NSDC

Standard Training Assessment and Reward (STAR) Scheme:

The National Skill Certification and Monetary Reward Scheme, known as STAR (Standard Training Assessment and Reward), was operational between August 2013 and September 2014. This scheme was implemented by NSDC and is working through various Sector Skill Councils (SSCs), Training Providers (TPs) and independent Assessment Agencies (AAs).

Jan Shiksh an Sansthan:

Modular Employable Skills: conducted by Labour and employment. It was mainly for School drop outs and unorganized sector workers, started for a Short term of 60 hrs to 1000 hrs.

Kishori Shakti Yojana:

It was initiated by Ministry of Women and Child Development, to impart training to young and growing girls with vocational skills and home based works.

UDISHA:

It started with the intension of giving training to Anganwadi workers, NIPCCB and Rashtriya Mahila Koshwere the main agencies associated with it.

Swawlamban (earlier called NORAD):

The scheme started for poor women, to give them training mostly in non-traditional trades. Training in home scale preservation of fruits and vegetables, (by Community Food and Nutrition Extension Units (CFNEUs) Housewives and adolescent girls with a view to promote preservation and consumption of fruits and vegetables, which provide much needed micronutrients, as well as to provide necessary skills, which could be useful for income generation purposes.

Ananya:

Ananya is ane-Portal, to provide a medium for rural women of Odisha to marketize their product in a global world. It was launched by the Honorable Chief Minister of Odisha, Shri Naveen Patnaik at New Delhi on 6th January, 2017. It is famously called as the eBay for women artisans of Odisha, Ananya, an initiative under the aegis of the office of the Chief Resident Commissioner, New Delhi.

Rajasthan Mission on Livelihood (RoML) for Skill Development:

Rajasthan was one of the first states in the country to set up a Skill Mission, Rajasthan Mission on Livelihoods (RMoL) in 2004. RMoL was reconstituted in February 2014 under the chairmanship of Smt. Vasundhara Raje with inclusion of various independent advisers and professionals along with Chief Secretary and Secretaries of 11 relevant departments. RMoL is now functioning as an apex policy body for skill development in the State of Rajasthan. Under aegis of RMoL, the Government of Rajasthan has

provided skill training to 193000 youth since 13th Dec 2013, and 190000 youth are under training in various training institutions including ITIs and short term Skill Development Centers (SDCs) today. We have established 250 new short term SDCs covering all 33 districts of Rajasthan. All these SDCs have been established and are run by our Private Training Partners. We plan to set up another 250 such SDCs in this FY itself. 53,000 trainees have already been placed in different industries (Anonymous 2017f)

Pandit Deen Dayal Upadhyay Grameen Kaushalya Yojana (DDU-GKY):

DDU-GKY is a centrally sponsored scheme of MoRD, GOI being executed in the state by RSLDC. Rajasthan was the first state in the country to launch this scheme in June 2014 and the first centre under the scheme was inaugurated by Hon'ble C.M., Rajasthan on 16th August 2014 at Udaipur. The scheme provides short-term skill development programmes linked with employment opportunities to rural poor youth of the state in various high-growth economic sectors. 120 active Skill Development Centers (SDC) are functional under this scheme (Anonymous, 2017d)

Skill Development Initiative Scheme (SDIS):

Under this scheme, various wage employment oriented training programmes are being conducted in ITIs and industries. The main areas of training are electrical, electronics, welding, fabrication, medical and nursing.

Rajasthan Skill & Livelihoods Development Corporation (RSLDC):

RSLDC is a 100% government owned not-for-profit working as the main executing body of various short-term skill training programmes in the State of Rajasthan. RSLDC is executing following schemes/programmes for development of skill and entrepreneurship in the State of Rajasthan.

Employment Linked Skill Training Programme (ELSTP), Under this programme, RSLDC provides short term skill training programmes (generally 2 to 3 months) to unemployed youth of the state in various high growth economic sectors like retail, construction, automotive, ICT, etc.

RSLDC launched an award of Skill-Icon for youth getting highest placement after completing short-term skill development programme. First award was given by Chief Minister Rajasthan to Miss Alka Sharma from Kishanagarh by who is earning around Rs. 23,000/- per month at Birla Sunlife Insurance after a 3 month banking skill training programme. The

Government has decided a mandate of skilling 1.5 lakh youth every year from FY 2015-16 onwards for RSLDC, only from short term skill training programmes. As communication skills are very important for employability, RSLDC has included soft skill training as an essential component in all training programmes along with necessary domain skills (Anonymous 2017f)

Regular Skill Training Programme (RSTP):

This programme provides short-term skill training and hand holding for self-employment, productivity enhancement and enterprise development. There are 4 sub-schemes targeted at youth, women, persons with special ability (PSA) and jail inmates respectively. Trainings are provided in sectors of agriculture, animal husbandry, beauty and wellness, garments and apparel, etc.

SANKALP:

The Skills Acquisition and Knowledge Awareness for Livelihood (SANKALP) project aims to implement the mandate of the National Skill Development Mission (NSDM), which was launched on 15th July by Ministry of Skill Development & Entrepreneurship, through its core sub-missions. The project was implemented in mission mode through World Bank support and is aligned with the overall objectives of the NSDM. The main objectives of the project include strengthening institutional mechanisms at both national and state levels, building a pool of quality trainers and assessors, creating convergence among all skill training activities at the state level, establishing robust monitoring and evaluation system for skill training programs, providing access to skill training opportunities to the disadvantaged sections and most importantly supplement the Make in India initiative by catering to the skill requirements in relevant manufacturing sectors.

Skill Development Programme for Rural Youth:

Shyama Prasad Mukherji Rurban Mission:

The Mission aims at development of rural growth clusters which have latent potential for growth, in all States and UTs, which would trigger overall development in the region. These clusters would be developed by provisioning of economic activities, developing skills & local entrepreneurship and providing infrastructure amenities. The Rurban Mission will thus develop a cluster of Smart Villages.

Attracting and Retaining Youth in Agriculture (ARYA)

Realizing the importance of rural youth in agricultural development especially from the point of view of food security of the country, ICAR has initiated a program on “Attracting and Retaining Youth in Agriculture”. Under this scheme, special efforts will be taken to attract the rural youth under the age of 35 years in agriculture so that the increase in the migration of rural youth towards cities is controlled.

The objectives of this programme are given below.

- (i) To attract and empower the Youth in Rural Areas to take up various Agriculture, allied and service sector enterprises for sustainable income and gainful employment in selected districts,
- (ii) To enable the Farm Youth to establish net work groups to take up resource and capital intensive activities like processing, value addition and marketing, and
- (iii) To demonstrate functional linkage with different institutions and stakeholders for convergence of opportunities available under various schemes/ program for sustainable development of youth.

Digital India:

It was launched on 1st July 2015 with the vision of transform India’s economy. Digital India has three core components. These include: The creation of digital infrastructure, delivering services digitally, and Digital literacy.

Digital India is an initiative to integrate the government departments and connect the people of India directly with all the departments to address the issues in a better way. It aims at ensuring that the government services are made available to citizens electronically by reducing paperwork and a lot of time. This initiative also includes plan to connect rural areas with high-speed internet networks. This will give the rural youth more opportunities to interact with people from different walks of life and evolve better as an individual. Digital India will empower youth to know the government and its various departments better and to analyze the loops and strength unguided by political issues. The user friendly interface will connect more people to technology and the platform will act as a thought-pool. The agro-based youth will also be able to gather more knowledge about the policies of the government and be benefitted by the

same. With the coming of start-up venture supports, the youngsters will get a chance to demonstrate their enterprising skills with the help of venture capital provided to them. Research and training based projects will help youngsters to learn better and the digital platform will connect a wider talent pool to discuss and exchange ideas and innovative solutions. The online mode of education will gain new dimensions and the rural youth which by far has no access or limited access to the various courses available, will be having a better learning experience. Last but not the least, E-commerce is better understood and utilized by the youth. In the past decade we have seen a number of business portals doing really well, enabling the goods being delivered at the doorsteps without much hassle and the same shall gain new horizons with more and more self-employed people and e-commerce sites coming in the Indian market allowing a higher income to the deserving. The opportunities that Digital India initiatives provide may be effectively harnessing in ICT mediation in Agriculture and the skilled youth in digital technologies may play crucial role as change agents in partnership with wide range of stakeholders in Agricultural Sector.

Agri-Clinic and Agri-business Centre

Agriclinics and Agribusiness Centres (ACABC) scheme is implemented by Department of Agriculture and Cooperation (DAC), Ministry of Agriculture (MoA), Government of India (GoI) to foster entrepreneurship in agriculture. Through this scheme fresh and unemployed agricultural graduates are imparted training (for 3 months) on entrepreneurship avenues in agriculture and transformed as agripreneurs through establishment of need-based agribusiness ventures.

The purpose of the scheme is to provide gainful employment and foster entrepreneurship in agriculture and rural areas and to attract investment in agriculture. The aim is to supplement and complement the extension services of development departments of state governments in extending broad-based services to the farming community.

The scheme has the support from NABARD for extending loan facilities to the agripreneurs through banking sector and that of MANAGE and SFAC in training the fresh and unemployed agricultural graduates through nodal training institutes identified all over the country. The scheme has been in operation from 2002 onwards.

Skill India:

Skill development and entrepreneurship efforts in the country have been highly scattered. India has the workforce (20-24 years) of 5% who

have formal vocational skills, whereas the world average lies in between 60% to 90%. There is a need for speedy reorganization of the ecosystem of skill development and entrepreneurship promotion in the country to provide its people a decent lifestyle. Government today runs 70 plus scheme for skill development across the country. But, there exists a gap in the quality of infrastructure and outcomes, insufficient focus on workforce aspirations, lack of certification and common standards and a pointed lack of focus on the unorganized sector. In order to coordinate the work of all stakeholders for skill development and entrepreneurship, the scheme of skill India was launched.

The National Skill Development Corporation India (NSDC) was setup as a Public Private Partnership Company with the primary aim of catalysing the skills landscape in India. It is a unique model created with a well thought through underlying philosophy to create (Proactively catalyse creation of large, quality vocational training institutions), fund (Reduce risk by providing patient capital, including grants and equity) and enable (creation and sustainability of support systems required for skill development).

Skill development in Agriculture

Agriculture and allied activities accounts for about 15.7 % of country's GDP and is estimated to employ about 124.7 million people as cultivators and 106.8 million as agricultural labour (Census 2001). Agriculture provides employment to a large chunk of people in the Organized and the unorganized sector, but the data approving the same is however not available.

Based on the assumptions of Food Grain Production and Manpower required to handle the total produced, the same is derived at (0.20 Million) for Organized and (1.95 Million) for Unorganized sector. India has about 161 million hectares of arable land of which 55 million is irrigated (Planning Commission, 2011). There has been supply demand mismatch over the years. With the rising population the demand for food and agricultural produce is rising, but the supply has been constant due to stagnant agricultural productivity. This is majorly due to improper Farm Management practices and loss in post-harvest handling. There is a requirement for specific set of skills in the field of Agriculture. Considering the above factors, Agriculture Skill Council of India was set up in January 2013 as a Section 25 company under Companies act of Ministry of Company Affairs for building capacity in the Agriculture Industry and bridge the gap between laboratories and farms.

Objectives of ‘Skill India’

The main objective is to produce new skill development for the entrepreneurs and to identify new skills which are not yet discovered. The new programme aims at providing training and skill development to 500 million youth of our country by 2020, covering each and every village. For achieving this objective, various schemes across the country has been developed.

Features of “Skill India”

- The main focus of the scheme is to equip youth with necessary skill which would help them in getting employment and in starting their own enterprise.
- Provides training, support and guidance for all occupations that were of traditional type like carpenters, cobblers, welders, blacksmiths, masons, nurses, tailors, weavers etc.
- A greater focus would be on those areas which are untouched in many aspects like real estate, construction, transportation, textile, gem industry, jewellery designing, banking, tourism
- The training programmes would be in lined to international standards so that internal competition and external competition would be on par with other countries like the US, Japan, China, Germany, Russia and those in the West Asia.
- A hallmark would be created called ‘Rural India Skill’, so as to standardize and certify the training process.
- Tailor-made, need-based programmes would be initiated for specific age groups which can be like language and communication skills, life and positive thinking skills, personality development skills, management skills, behavioral skills, including job and employability skills.
- The course methodology of ‘Skill India’ would be innovative, which would include games, group discussions, brainstorming sessions, practical experiences, case studies etc.

How is it unique from the previous skill development approaches?

Government of India had the skill development programmes in the past; it is not a novel concept. But, the programmes were highly based on the traditional occupations. Now, the government has reinstated the

skill development programmes by including several other non-traditional occupations and the focus is largely on innovation. The ministry of skill development and entrepreneurship under the government of India is assigned to do the programme.

Advantages of Skill India

- The main focus is on improving confidence, increasing productivity and leading the way to entrepreneurship.
- The youth with some skills at hand can at least get blue-collar jobs.
- Inculcating skills at tender age can help students imbibing the basic philosophy of getting job opportunity.
- To bring a balanced growth in various sectors and to give all jobs an equal importance.
- Every job aspirant would be given training in soft skills to lead a proper and decent life.
- Skill development would cover remote areas and unreached areas also.
- Stakeholder like Corporate educational institutions, non-government organizations, Government, academic institutions, and society would help in the development of skills of the youths to achieve larger growth with maximum efficiency.

Skill Development campaign:

The World Youth Skills Day has been declared for the first time ever on 15 July 2015. To commensurate this day, India launched the Skill India Campaign. Launched in association with the Ministry of Skill Development and Entrepreneurship (MSDE), the Skill India campaign is yet another prestigious and ambitious initiative by the PM for the people of our country. The Governing Council will be chaired by Narendra Modi. This campaign will have a three-tiered, high-powered decision-making framework. This is India's first integrated national scheme for developing skills and promoting entrepreneurship at a broader scale (Singh *et al*, 2016)

Objective

- The mission of this campaign is to coordinate, converge, implement and monitor skill development activities across India.

- The government aims at providing training on skill development to 102 million youths in the country within a span of the next five years.
- The end objective is to train and develop the skills of the youths along with speed, scale and standards spread all over the country.
- The Skill India campaign will bring together key stakeholders that include the ministries, state governments, departments and other leading industrial bodies, and trainees under a single umbrella, thereby making the campaign a great success.

National Policy for Skill Development and Entrepreneurship (2015):

This will offer policy direction to all stakeholders for skill development and growth of entrepreneurship ecosystem.

Pradhan Mantri Kaushal VikasYojana (PMKVY):

An award based skill training initiated by government of India was launched. Under this scheme, financial help will be given to those who complete the approved skill training programmes successfully. In the first phase (over the next one year), PMKVY is planning to provide skill training to 24 lakh youth all over India.

Pradhan Mantri Kaushal VikasYojana(PMKVY) is the flagship outcome-based skill training scheme of the Ministry of Skill Development & Entrepreneurship (MSDE). The objective of this skillcertification and reward scheme is to enable and mobilize a large number of Indian youth to take up outcome based skill training and become employable and earn their livelihood. Under the scheme, monetary reward would be provided to trainees who are successfully trained, assessed and certified in skill courses run by affiliated training providers.

Recognition of Prior Learning (RPL): The skills of the youth who lack formal certification as well as education will be recognised. This will cover young workers in the country's large unorganized sector. The youths can be accessed on the basis of their skills and they will be certified for this. Over the next one year, the government aims at certifying 10 lakh youth under the RPL category of PMKVY.

Skill loan:

A skill loan initiative will also be started where more than 34 lakh youth, who want to attend skill development programmes, will be given Rs 5000 to Rs 1.5-lakh loan.

Start-up India, Stand-up India

An initiative of the Government of India to encourage entrepreneurship among the youth, produce new job opportunities and help create a network of start-ups in the country. The scheme will produce a system that will help budding entrepreneurs at each step of their enterprise right starting from establishment till market place. Central government will provide about 35 new incubators in institutions with a maximum of Rs 10 crore financial help. Atal Innovation Mission will be launched for entrepreneurship promotion, sector-specific incubators to be established and pre-incubation training to potential entrepreneurs is to be given and strengthening of the existing incubation facilities will be undertaken. In order to encourage innovation, innovation awards (3 per state/UT and 3 national level) will be instituted.

Make in India:

Make in India was launched on 25th September 2014 by Honorable Prime Minister Shri Narendra Modi, to make India a leading manufacturing centre. It is an initiative of the Government of India to support multinational, as well as domestic, companies to manufacture their products in India. The major objective behind the initiative is to focus on job creation and skill enhancement in twenty-five sectors of the economy.

Recent affairs related to skill development:

- Rajasthan: First state to incorporate skill development programme in higher education October 10, 2017.
- The Delhi Police has launched YUVA – a skill development programme under Pradhan Mantri Kaushal Vikas Yojana (PMKVY). The ‘YUVA’ initiative aims to connect with youth by upgrading their skill as per their competencies.
- The Uttar Pradesh government has signed Memorandum of Understanding (MoU) with South Korea on to enhance cooperation in the field of tourism, skill development.
- The Cabinet Committee on Economic Affairs (CCEA) has approved Scheme for Capacity Building in Textile Sector (SCBTS) in order to ensure steady supply of manpower in labor intensive textile sector (Anonymous, 2017d)

Recent initiatives of Ministry of Skillsdevelopment, Government of India:

In line with the vision of making India the Skill Capital of the World by empowering its youth to be more employable and self-sustainable, several recent initiatives were under taken by the governments under India Skills 2016

Initiatives	Place	Launched date	Launched by	Purpose
Indian Institute of skills	Kanpur	19 th December, 2016	Honorable Prime Minister Shri Narendra Modi, The Ministry of Skill Development and Entrepreneurship headed by Rajiv Pratap Rudy in the partnership with the Institute of Technical Education, Singapore	To deliver best practices of training for skill development
Kaushal Pradarshini (Skill Exhibition)	Kanpur	19-22 th December, 2016	Honorable Prime Minister Shri Narendra Modi	To impart vocational training in different sectors and employ approximate 4 lakhs youth for the next 3 years in Uttar Pradesh

In addition to that, Ministry of Skill Development and Entrepreneurship (MSDE) has plans to open one Pradhan Mantri Kaushal Kendra (PMKK) each, in each district of the country creating opportunities of growth for the youth locally and the launch of some 31 PMKKs was announced by Shri Modi. Pradhan Mantri Kaushal Kendras are iconic state-of-the-art skill development centres with modern infrastructure to facilitate skill trainings in the country (Anonymous, 2017j)

Conclusion:

Skill India has been one of the most ambitious projects of Government of India which shape would it form, only time can tell but as of now is it moving towards right direction? Only proper policy formulation and functional aspects of the projects can give it the right direction. India is among some nations whose majority of population is comprised of youth and working age. Having a right skill at hand can not only feed a family,

but will make a person independent and economically active for the nation. Irrespective of gender, the skill development programmes would not only bridge the social gap created for ages but also contribute towards nation's development.

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