

SKILL DEVELOPMENT: OPPORTUNITIES AND CHALLENGES IN INDIA

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Abstract

The present research has an in-depth study on the skill development overall position under strategic and impactful aspects. The study goes on to the analytical aspects to explore the present position, Challenges, opportunities and scenarios of skill development during the period. The different strategies and lacking resources create the main challenges for skill development in India. The future of skill development depends on filling the gaps strategically and a level of resource consistency will generate very nice opportunities. The emerging new skills and technology would be very upgradable in new skill training and that will generate employability, modernization, adaptability and sustainable development of the nation.

Keywords: Skill Development, Opportunities, Challenges, India, Employment

INTRODUCTION

In the Modern age, numerous technologies and different fields accelerate the growth of materialism as well as geographical development for resolving human problems in the world. The different technologies and tools depend on the different skills and experience. So Skill is centric in this age as currency and also an investment for countries for future development aspects. Like India, has a mass level of young ones and if we measure it as dividends then requires skills and experience in that regard. In the context of **World Economic Forum Reports: 2022**, the new technology, skills and strategies are most impacting the job level of any country. **OECD: 2023** also introduced the **Skill Outlook** for providing different aspects of trends and scenarios for skill concerning demand and supply levels. So, the skill and training are efficient for the overall development of the nation with implemented optimum strategies during the period.

OBJECTIVE

- **To Examine the Present Scenario of Skill Development**
- **To Explore Challenges for Skill Development**
- **To Identify Opportunities Regarding Skill Development**

METHODOLOGY

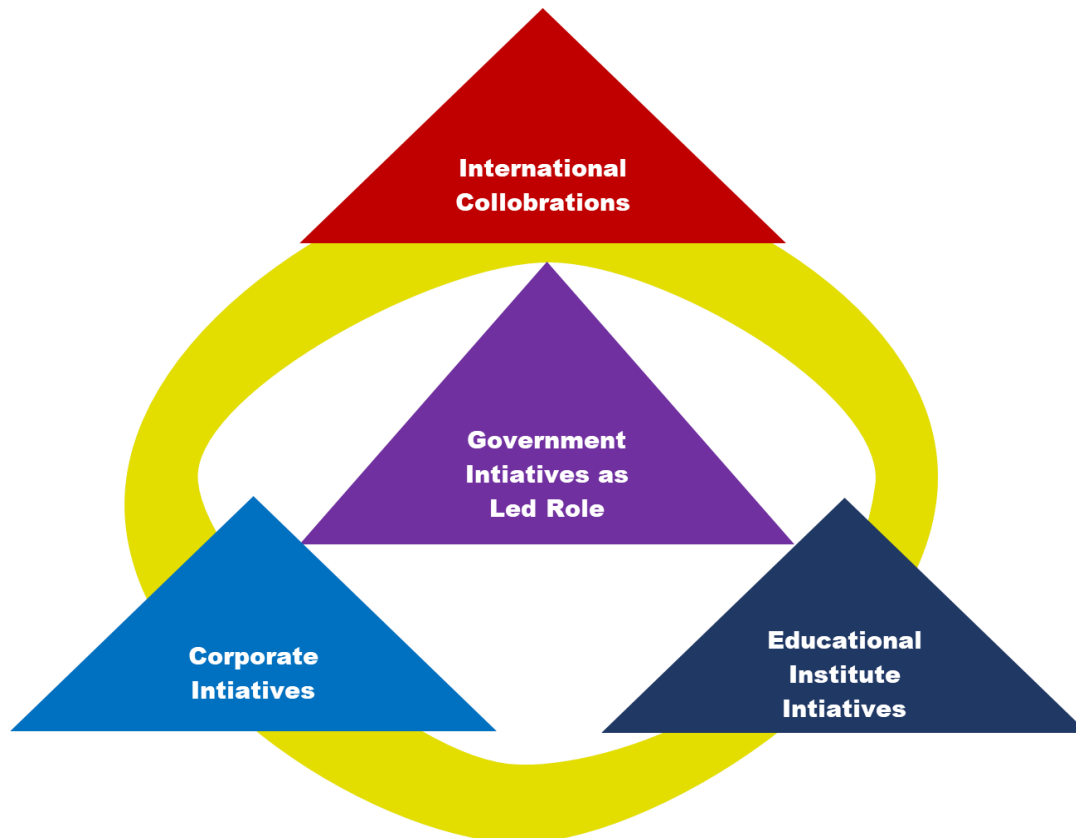
The present research study is based on an analytical approach to the secondary inference of different institutions and organizations. The strategic content analyze as well as details the exploration of strategic aspects with an emphasis on challenges and opportunities.

INITIATIVE & STRATEGY OF SKILL DEVELOPMENT

After the independence, there were major challenges for India in “Skill & Training”. At that time fully agrarian as well as backward human resources needed modern human resources training so that complementary as support to different sectors. The major initiative was the **New Industrial Policy Resolution: 1956**, which introduced a new system of training in India.

The Planning and implementation were the first step toward the industrial training programs, so **Doctorate General Training** was established. This was a higher authority responsible for generating policies and norms for training in India during the period. The next initiative was the **Craftsmen Training Scheme** in 1950 for identified skills training with a view to the generation of employment.

Figure: 1
Strategical Aspects of Skill India Initiative



Source: Author's Evolution

In 1956, a major initiative was taken to establishment of **The National Council for Vocational Training**. It was operated under the Directed General of Training across different states. This model is designed as per industrial requirements as well as different sectoral skill standards. The industrial linkages, international collaboration, quality standards, and organizational structures. There also the primary objective of NCVT is to ensure quality training in ITI across India during this period.

The ITI were established in different states of India from the beginning of the year: 1956 to 1960. This one was truly a revolutionary initiative for the foundation of industrial training for youth in India. The major success of ITI's model in India has the following key strengths:

- **Established in Accessible Areas Across India (Rural & Urban)**
- **Providing Various Sector Level Trade**
- **Trade and Curriculum Design as Per Industrial Demand**
- **Experience and Technological Combinations**
- **The Provision of Apprenticeship as well as Industrial Partnership**
- **Government Support and Employment Generation**
- **Economical and Technological Dynamic Change**
- **Quality Workforce and Share in Industrial & Economic Growth**

The strategical planning and implementation are played key roles in the success of any plan or programme. In the past, the skill development strategy was most efficient under the model of ITI and Polytechnic. The planning of skill development coordinates with the industrial demand where the highest trainees and skilful human resources are provided to Indian industries as well as also for self-employment generation. The previous model for skill development also four tier strategical initiatives as in Skill India programs from year 2015.

Figure: 2
Institutional Support for Skill Development



Source: Author's Evolution

5) Challenges for Skill Development:

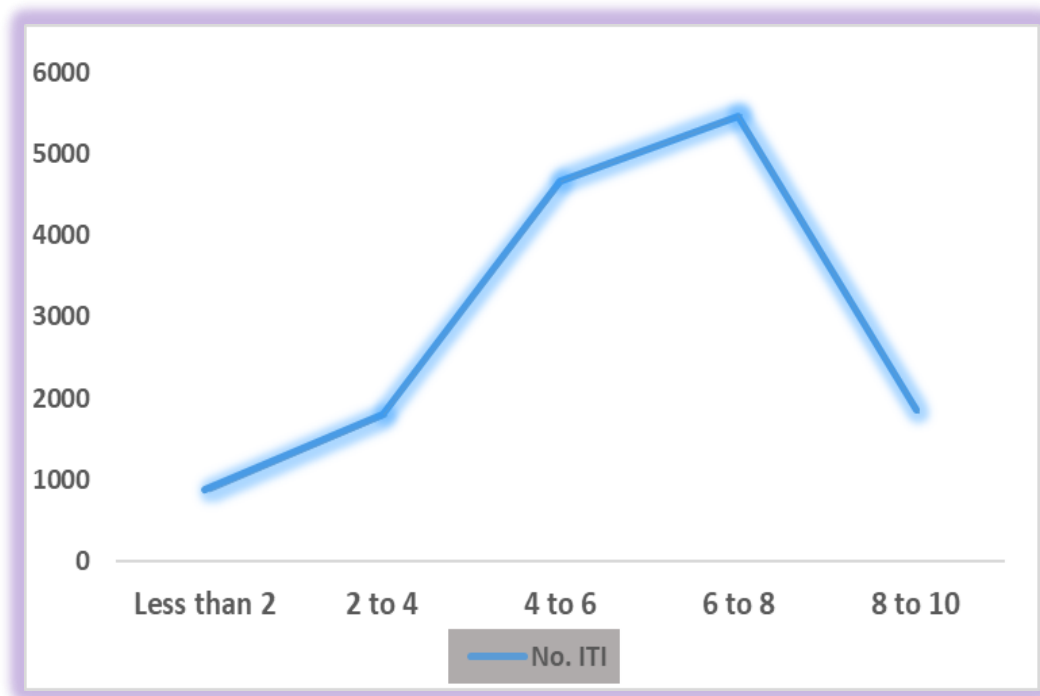
There are different gaps found in skill development related to India and that would be the most challenging hurdle for present and future aspects too. The following are major point-outs for skill development:

A) Maintaining Quality Level:

Different quality aspects have larger gaps in finding where the first problem is the quality level of institutions that provide different skill training in India. There are two consequences of quality where first the institution its self-qualitative aspect fulfiments while on the other side, the output is second. At the beginning of 1985, there were 2000 ITI institutions established and it reached to more than 14,000 across India. The **NITI Aayog (2023)** has identified the quality issues of it where the average rating is less than 1.41 out of 5 rating scale across India during the year 2022.

<https://www.gapbodhitaru.org/>

Figure:3
Quality Rating of ITIs By DGT



Source: Directorate General of Training_2022

The DGT also assess ITI's quality during the year 2022 and concludes that only 10 percent of ITIs have more than 8 scale scores out of 10. Moreover, The STRIVE regarding financial schemes, lower than 8 percent of ITIs are eligible to attain that quality level still. So indeed quality level is a bigger issue for skill development in India. The NILERD

B) Lack of Training Level Resources:

There are lots of resource gaps faced by related training in India. Majorly skill training is related to direct practical training with facilities & material equipment. **The National Employability Report for Engineers: 2019** has identified that Indian 80% of engineers have gaps in practical knowledge which reason to unfit with industrial criteria of skill quality. So only 1.5 percent of engineers are fit for specific skills during this period. The **Periodic Labour Force Survey (2018)** has also indicated that India is required to reskilling of their current workers as well as redefine its skill strategy. Shortfalls of instructors are also one of the generated quality issues for skill development in India. As per the Ministry of **Skill Development and Entrepreneurship (2016)**, there was need 1,25,000 are required to give training to 25 lakh candidates in India. **Usha Ajith (2017)** also found to lack of teachers' capabilities, poor infrastructure and lack of awareness among people most leading to poor overall quality level of skill development in India.

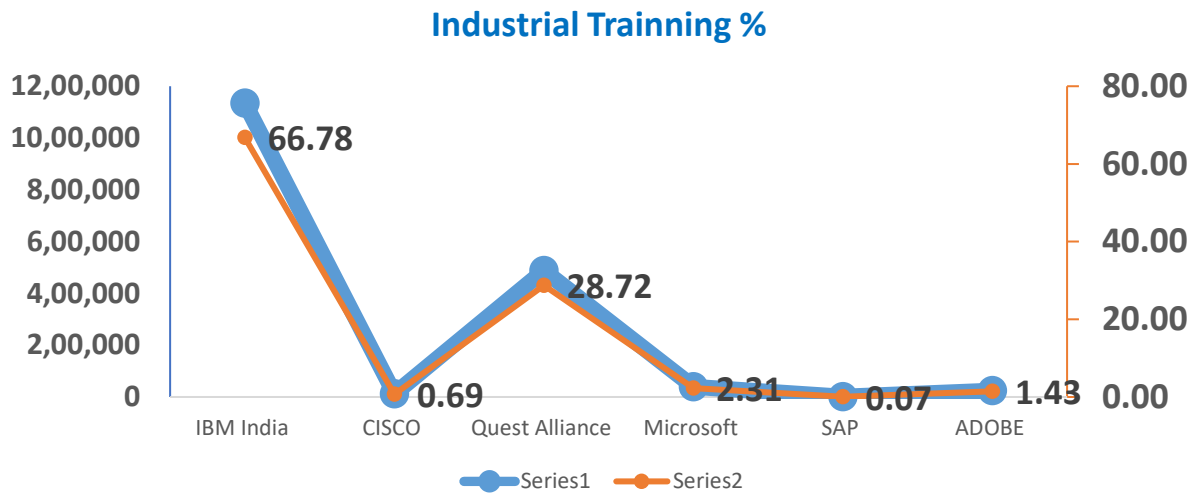
C) Mismatch Industrial Demand & Employment:

The mismatch issue between skill training and employer concern in India. The curriculum as well as the trainer & equipment are not updated as compared to demand. Moreover, the exciting trade of skill training also does not fulfil the demand of the employer. The curriculum overview of skill development is fixed rather than dynamic so that it completely reflecting after to the trainee which face conflicts during the actual work in in demand.

D) Training or Apprentice-Related Issue:

The stakeholders and partners also play an important role in shaping and beatifying the overall human resources in respect of skill and capacity. The present scenario of Indian skill development is the unbalanced nature of industries as well as also stockholders having an inequitable distribution of appreciation as trainees. The structure of the overall parent ship is still in a distinguished situation. The power sector has a more structured apprenticeship level with certain strict policies following recruitment. But other industries have not balanced as to power sector industries so it's creating an unbalanced structure and gaps in skill development.

Figure:4
Classification of Partnership in Industrial Training %

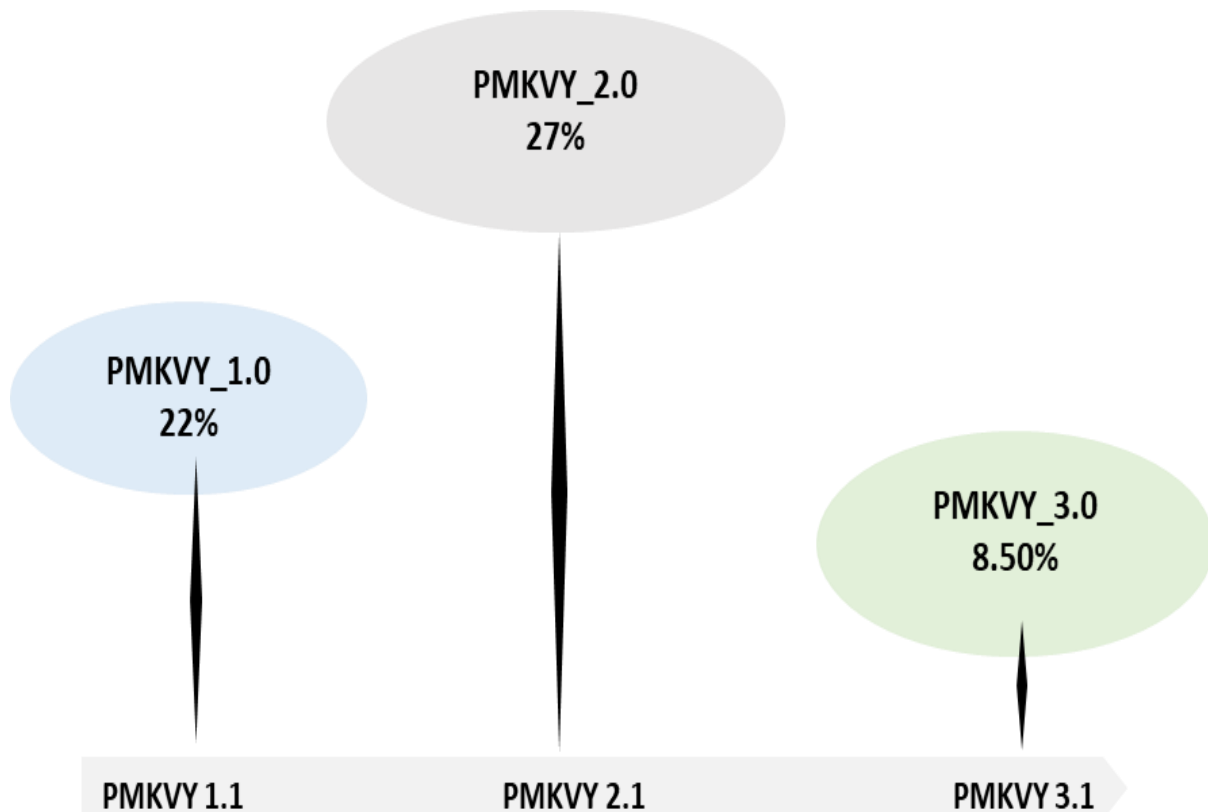


Source: Ministry of Entrepreneur & Skill Development, 2023

E) Employability Related Issue:

The lack of curriculum, as well as the quality level of skill training, is creating certain gaps in the needs of skill and employability overall. The different skill development scenarios regarding employment can vary the largest gaps are found between certified skill holders and recruitment in India. There was a 27 percent placement rate in PMKVY_2.0 during skill development programmes against 22 percent placement in PMKVY_1.0. There is a lot of variability under placement found in different states. It's a major challenge to grow equally as well as consistently in skill development programmes in India.

Figure: 5
Employability under the PMKVY Skill India Programme



Source: Ministry of Skill Development and Entrepreneur, 2023

<https://www.gapbodhitaru.org/>

6) Opportunities for Skill Development:

If the fill the differences lacking will be more efficient for India's sustainable growth and development in the next decade. World Economic Forum also describes and prescribes the different strategic and ground-level gaps of skill development essentialism in India. The efficient strategy with lower gaps will become dividends for India in the next generation.

A) Technological Transformation & Employability:

The technology-based practical skill training makes it possible to adopt new and innovative technology as well as also accelerate respective industries. The consistency regarding new skills is good and more adaptable for the market. So vice versa benefits for industry and employability for the nation. The mass level of adaptability of the new technology creates advancement in technological development in the real life of the citizens in the society as well as complementary for the supporting industry too.

B) Entrepreneurship Development:

The skill development has the centric opportunity for new entrepreneur creation by supporting different innovative skills. Providing emerging skills and technology will create the skill of entrepreneurs with particular regards. It would be important to meet industrial demand with technological upgrades as well as also beneficiary for the emerging new businesses and industries in the region.

C) Green Skill with Sustainable Goals:

The UN sustainable goal also will be fulfilled through developing related as renewable energy-linked skills. The Paris Agreement of renewable energy also concisely targets of 50 percent energy produced from renewable sources during the period. So state as well as international collaboration also encourages that skill globally. So there would be major opportunities for skill development in the next five years.

D) Efficient and Upgrade for Health Care & Related Sector:

The new era is demanding the most technological upgradation as well as also requiring the most skilful human resources for the present health care system. More advancement and awareness are crucially beneficial directly to human life. The diagnoses and nursing skills would also be in demand in the world for health care efficiency. The technology relating to medicine, ground-level services, and its management needs especially training so in the upcoming years it would be opportunities.

E) For Expansion of the Vocational and Trades based Skill:

The different levels of skills are related for day to day activities at the domestic level in society. The electric, plumbing, wooden, Masan etc. work is most essential with specialised skill. So these related skills have opportunities for self-employment and are helpful for such activities too. It has also been demanded in developed countries so global opportunities for such skills.

CONCLUSION

The new modern age is full of technology and innovation for the industrial and human for advanced life. Skill development has found different gaps as a limitation due to strategy, lack of resources, lack of quality level etc. If filling these gaps with consistence strategic and resource change will help in sustainable development for humans and nations too. The opportunities for skill development are very wide in the way of the fundamental and structural change with great technological advancement as well as also for self-employment, new entrepreneur and sustain development too.

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