

Skill Employment Entrepreneurship

India Context

With millions of people entering the workforce on an annual basis, India's labour force is expected to grow to over 800 million by the year 2022. Given the rising demand for labour force across the global economy and India's favourable demographic setting, we have a window of opportunity to become a manufacturing hub and an exporter of skilled work force.

However, the challenge is the current level of under skilled workforce. Among new entrants to workforce, only 2% have received any kind of formal vocational training-this is abysmally low when compared to 96% in Korea, 75% in Germany and 68% in UK.

Key Challenges : Some of the key challenges faced by the skill, employment & entrepreneurship eco-system are :

- Low aspirational value attached to vocational education – with students and parents preferring academic degrees which lead to scarce white collar jobs.
- Policy and implementation level convergence to optimize resources – rationalization of various schemes run by different ministries to avoid duplication.
- Enhancing employability by aligning skill training to industry demand.
- Standardization in training delivery, assessment & certification – implementation of National Skill Qualification Framework (NSQF) to bring in horizontal and vertical mobility in acquiring skill, and, independent assessment & certification process to bring quality in the training.
- Increasing access to skilling for vulnerable groups, matching their aptitudes and aspirations
- Policy/regulatory framework for access to capital for entrepreneurship and promoting ease of doing business.
- Enhancing private sector role in skill and entrepreneurship eco-system to complement the public sector initiatives.

Key Action Points emerging from panel discussions

- Bringing awareness about the attractive opportunities in vocational education and making it aspirational by
 - Creation of Skill Universities and Multi Skilling institutes.
 - Training for the global market to enhance earnings and attractiveness of the vocational education.
 - Increasing awareness about NSQF and the opportunity for vertical and horizontal mobility for the trainees.
 - National Career counseling centers to create awareness about skill training.

- For maintaining quality of training
 - Use global standards for training assessment & certification
 - Sector skill councils to play a key role by developing master trainers and robust accreditation mechanisms.
- Decentralized planning as each State/district/block may have its own set of unique social, cultural and economic challenges as well as demand and supply elements.
 - Local government and district administration to partner in planning and implementing skilling initiative.
 - Advanced Multi skilling Institutes to act as mentors to current ITIs in “hub and spoke” model, to improve performance of existing training set up.
- Specific incentives, for labor intensive industries and financial support to entrepreneurship setting up such ventures
 - Higher level and quality of skilling would increase entrepreneurship, which, in turn would lead to the use of more skilled labour in SMEs, thereby increasing the productivity and quality of products.
- Use of existing public sector infrastructure, e.g. railway stations, and, private sector skilling expertise to increase access and reduce the cost of training.

Our strength lies in the fact that Government of India have recognized the enormity of the challenge and set up the Ministry of Skill Development and Entrepreneurship. Various key institutions like National Skill Development Agency (NSDA), National Skill Development Corporation (NSDC) and most recently Directorate of Training and Apprenticeship have been brought under this Ministry to bring greater convergence at policy and institutional level.

Also, necessary systems have been, or are being put in place by most State governments to skill the people in a mission mode by harmonizing and synergizing the work being done by various stakeholders, including the industry. With the challenge having been identified, and all partners putting in place the mechanisms to address it, the goal of skill India looks definitely achievable.

Conclude with a Vedic quote

With this unity of thought, we can bring skill to the forefront of every thought and action, in every school, hospital, farm and office, all over the country.

