

# Assessing the Impact of Skill India Mission Policy, Achievements and Challenges for making India Skilled

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**Abstract:** Skills are a key driver of the modern economy. Vocational education and training is aimed at enhancing the employability of an individual, by facilitating the individual's transition into the labour market. Changing skill requirements, new technologies and new kinds of jobs have placed greater emphasis on skills training which is increasingly becoming a process of lifelong learning. According to International Labour Organisation Vocational Skills as the ability to carry out the tasks and duties of a given job. About 64% of India's population is expected to be in the working age group of 15-59 years by 2026, according to Ernst and Young, a professional services consultancy. India is expected to have the largest workforce in the world by 2025. By the same year, the world is expected to face a shortage of 56.5 million skilled workers, while India is projected to have a surplus of 47 million, Indian government statistics say. Yet, 30% of India's youth are neither employed nor in education or training. Unless employed gainfully, India's "demographic dividend" can turn into a socio-economic nightmare. This is noteworthy because the largest contributor to India's economy, the services sector, requires highly-skilled workers. Manufacturing, which the government is seeking to boost through its Make in India initiative, also needs trained workers. To address this imperative, Prime Minister Narendra Modi launched the Skill India programme on World Youth Skills Day on July 15, 2015, announcing the aim to skill 402 million people by 2022. The present paper will discuss the National Skill Development policy, its achievements and challenges.

**Key Words:** Skill Development, National Skill Development Policy, Youth.

## 1. INTRODUCTION:

The present paper topic just not about survival skills but skills that can make you successful. The present paper will discuss the topic "**Assessing the Impact of Skill India Mission Policy, Achievements and Challenges for making India Skilled**". So what is skill development, a lot of thing has been spoken about skills and vocational education, and simple meaning something where in you use your hands use skill sets to bring in some kind of livelihood, there is a lot of training involved less theory more of practical learning and yes when we talk about skill training it is something which is applicable across industries right from agriculture, beauty, wellness, fitness centre, hospitality, hospitals maintenance, aviation, engineering, defence and also something as simple or as designing. It could be media field and as of course education field also. If you see all sector, it is nothing to do only about engineering trade or something to be technical, it is more than that and yes most importantly it is open for all. There are end number of courses and you will be surprised to know this courses start from school drop-outs, class 8<sup>th</sup>, 10<sup>th</sup>, 12<sup>th</sup>, Graduation and at any point of life because there is no age bar. If anybody would like to make a livelihood at any point of their life beat any sector any course can be consider which is related to skills. These courses have a short term duration, it can be raise from 15 days, 3 months, 6 months, one year or even two years. Lot of training programmes are run by the Government of India under the Skill India Mission. Skill development helps not only you but your family and makes a difference. There is a number of benefits, first of all the courses are available everywhere and almost every sectors, so it not be confined only technical and non-technical trades are also available as well as the various designing aspects and most importantly there is definitely livelihood in it. There are programmes like certificate, advance that can be apprenticeship programmes also and do remember skill competition also at the state level, National level and even at the international level. It is not something to be looked up upon neither for made any dumb people or people who cannot manage the academics. It is more to do with something the flexibility have hand them motor and ready to stand on your feet and mark a difference from something which could be small and later on. It can be your own venture or business also.

## 2. SKILL DEVELOPMENT MISSION IN INDIA:

The Ministry of Skill Development & Entrepreneurship & Employment is responsible for co-ordination of all skill development efforts across the country, removal of disconnect between demand and supply of skilled manpower, building the vocational and technical training framework, skill up-gradation, building of new skills, and innovative

thinking not only for existing jobs but also jobs that are to be created. The Ministry aims to Skill on a large Scale with Speed and high Standards in order to achieve its vision of a 'Skilled India'.

It is aided in these initiatives by its functional arms – National Skill Development Agency (NSDA), National Skill Development Corporation (NSDC), National Skill Development Fund (NSDF) and 33 Sector Skill Councils (SSCs) as well as 187 training partners registered with NSDC. The Ministry also intends to work with the existing network of skill development centres, universities and other alliances in the field. Further, collaborations with relevant Central Ministries, State governments, international organizations, industry and NGOs have been initiated for multi-level engagement and more impactful implementation of skill development efforts.

### 3. SCHEMES UNDER THE SKILL INDIA MISSION:

The following are the schemes of Skill India Mission are as follows:

- **Pradhan Mantri Kaushal Vikas Yojana (PMKVY)**  
Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE). The objective of this Skill Certification Scheme is to enable a large number of Indian youth to take up industry-relevant skill training that will help them in securing a better livelihood. Individuals with prior learning experience or skills will also be assessed and certified under Recognition of Prior Learning (RPL). Under this Scheme, Training and Assessment fees are completely paid by the Government.
- **Skills Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP)**  
Project aims to implement the mandate of the National Skill Development Mission (NSDM), which was launched on 15<sup>th</sup> July by Ministry of Skill Development & Entrepreneurship, through its core sub-missions. 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.
- **UDAAN**  
UDAAN is a Special Industry Initiative for Jammu & Kashmir in the nature of partnership between the corporates of India and Ministry of Home Affairs and implemented by National Skill Development Corporation. The programme aims to provide skills training and enhance the employability of unemployed youth of J&K. The Scheme covers graduates, post graduates and three year engineering diploma holders. 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 Scheme aims to cover 40,000 youth of J&K over a period of five years and Rs. 750 crore has been earmarked for implementation of the scheme over a period of five years to cover other incidental expenses such as travel cost, boarding and lodging, stipend and travel and medical insurance cost for the trainees and administration cost. Further corporates are eligible for partial reimbursement of training expense incurred for the candidates who have been offered jobs.
- **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. NSDC is the designated implementing agency of the scheme and is working through various Sector Skill Councils (SSCs), Training Providers (TPs) and independent Assessment Agencies (AAs).

### 4. NATIONAL SKILL DEVELOPMENT POLICY:

National Skill Development Policy was formulated in 2009. Given the vast paradigm shift in the skilling and entrepreneurship ecosystem in the country and the experience gained through implementation of various skill development programmes, there is an imminent need to revisit the existing policy. Moreover, the 2009 Policy itself provides for review every five years to align the policy framework with the emerging trends in the national and international setting.

National Policy for Skill Development and Entrepreneurship 2015 supersedes the policy of 2009. The primary objective of this policy is to meet the challenge of skilling at scale with speed, standard (quality) and sustainability. 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 skilling with demand centres. In addition to laying down the objectives and expected outcomes, the policy also identifies the overall institutional framework which will act as a vehicle to reach the expected outcomes. Skills development is the shared responsibility of the key stakeholder's viz. Government, the entire spectrum

of corporate sector, community based organizations, those outstanding, highly qualified and dedicated individuals who have been working in the skilling and entrepreneurship space for many years, industry and trade organisations and other stakeholders. The policy links skills development to improved employability and productivity in paving the way forward for inclusive growth in the country. The skill strategy is complemented by specific efforts to promote entrepreneurship in order to create ample opportunities for the skilled workforce.

## 5. OBJECTIVES OF NATIONAL SKILL DEVELOPMENT POLICY:

The core objective of the Policy is to empower the individual, by enabling her/him to realize their full potential through a process of lifelong learning where competencies are accumulated via instruments such as credible certifications, credit accumulation and transfer, etc. As individuals grow, the society and nation also benefit from their productivity and growth. This will involve:

- (i) Make quality vocational training aspirational for both youth and employers whereby youth sees it as a matter of choice and employer acknowledges the productivity linked to skilled workforce by paying the requisite premium.
- (ii) Ensure both vertical and horizontal pathways to skilled workforce for further growth by providing seamless integration of skill training with formal education.
- (iii) Focus on an outcome-based approach towards quality skilling that on one hand results in increased employability and better livelihoods for individuals, and on the other hand translates into improved productivity across primary, secondary and tertiary sectors.
- (iv) Increase the capacity and quality of training infrastructure and trainers to ensure equitable and easy access to every citizen.
- (v) Address human resource needs by aligning supply of skilled workers with sectoral requirements of industry and the country's strategic priorities including flagship programmes like Make in India.
- (vi) Establish an IT based information system for aggregating demand and supply of skilled workforce which can help in matching and connecting supply with demand.
- (vii) Promote national standards in the skilling space through active involvement of employers in setting occupational standards, helping develop curriculum, providing apprenticeship opportunities, participating in assessments, and providing gainful employment to skilled workforce with adequate compensation.
- (viii) Operationalize a well-defined quality assurance framework aligned with global standards to facilitate mobility of labour.
- (ix) Leverage modern technology to ensure scale, access and outreach, in addition to ease of delivering content and monitoring results.
- (x) Recognise the value of on-the-job training, by making apprenticeships in actual work environments an integral part of all skill development efforts.
- (xi) Ensure that the skilling needs of the socially and geographically disadvantaged and marginalized groups (like the SCs, STs, OBCs, minorities, differently abled persons etc.) are appropriately taken care of.
- (xii) Promote increased participation of women in the workforce through appropriate skilling and gender mainstreaming of training.
- (xiii) Promote commitment and ownership of all stakeholders towards skill development and create an effective coordination mechanism.

## 6. ACHIEVEMENTS:

The achievements of Skill Development in India discussed below on the basis of secondary data which was taken from the various Government websites. The key achievements of Skill India Mission from 2015 to 2018 notified as:

- More than 1.17 crore people trained under Ministry of Skill Development & Entrepreneurship programs.
- 26.5 lakhs candidates trained under MSDE's flagship scheme Pradhan Mantri Kaushal Vikas Yojana.
- More than 4.82 lakh people were brought into the organised sector through the recognition of prior learning program under Pradhan Mantri Kaushal Vikas Yojana which recognises existing skills and certifies youth (13000 Rubber Tappers, More than 250 Railway Porters and 1500 Employees of Rashtrapati Bhawan).
- More than 480 Pradhan Mantri Kaushal Kendras have been announced which would be model centres for skilling and would be in each district of the country for ease of skilling. 162 are already been established.
- More than 1381 new ITIs have been opened with more than 5 lakh seats and the entire ecosystem of ITIs have been reinvigorated and reenergised.
- More than 1 crore people have been trained under NSDC's short term skilling ecosystem since its inception.

- Pradhan Mantri Yuva Yojana was also launched to promote young entrepreneurs self-sustainability. Target to cover 14.5 lakhs over the next 5 years.
- To cater to the increasing demand for drivers, MSDE also launched Driver Training institutes across the nation. There is a target to open 50 of them by end of 2017.
- Special schemes like Udaan in J&K and others in North East have brought avenues of growth and opportunities to youth in these focused regions.
- 4 new ATIs have been upgraded into India institute of skills modelled after ITE Singapore.
- Ministry of Skill Development & Entrepreneurship focuses on bringing heavy quality focus in skills through Adhaar alignment, strengthened monitoring and better curriculum. It is also supported by World Bank schemes like strive and SANKALP.
- Ministry of Skill Development & Entrepreneurship has established convergence through common norms, National skills qualification framework and ISO certification of it is.
- Skill India also promotes Inclusion and diversity across all programs especially for disability.
- India has partnered with 11 countries in the skills agenda promoting global mobility.
- Skill support all national missions and partners with 18 out of 20 ministries today.
- Ministry of Skill Development & Entrepreneurship also has support from states on infrastructure and skill education in schools/universities.
- Ministry of Skill Development & Entrepreneurship has successfully created Industry linkages through apprenticeship, CSR, partnerships in infrastructure and hiring. More than 6 lakh apprentices have been engaged under NAPS.
- Ministry of Skill Development & Entrepreneurship with Ministry of Human Resource Development has partnered to create bridge courses for academic equivalence of ITI students.
- Skill India through its technology applications brings in ease of managing systems in process in India.
- Ministry of Skill Development & Entrepreneurship has conducted special skill development projects with Armed Forces (Navy, Army, Air Force), CRPF jawans etc.

## 7. CHALLENGES:

- Social and traditional view that sees status as being inversely proportional to the degree to which one works with one's hands. This can also be attributed to primeval and archaic ethos which compartmentalized the skilling landscape for several hundred years. This unfortunate legacy has no moral, ethical and constitutional sanction in free India. Nonetheless, this gets at times manifested in norms, attitudes and societal behaviour.
- The proclivity of large sections of industry especially in the micro, small and medium sectors to treat skilled and unskilled persons at par, thereby depriving skilling of any meaningful economic incentive.
- Most of the vocational training programmes are not aligned to the requirements of the industry. As a result of the above, a piquant situation exists in the country wherein unemployment continues to coexist with lack of requisite number of skilled people at functional level to build roads and bridges, lay pipelines, work in factories, engage in offshore drilling, build ships etc.
- The various grant based, free training programmes available today, though necessary, and have their own limitations especially on quality and employability. Students undergoing training for free attach little value to training whereas training providers focus on increasing their numbers rather than quality of training. While financial support is required for certain industry sectors or segments of unorganised sector, it is critical to exercise utmost discretion and link employability with all such efforts.
- The availability of good quality trainers is a major area of concern. There is a lack of focus on development of trainer training programmes and career progression pathways for trainers have also not been defined.

## 8. CONCLUSION:

What shape 'Skill Development in India' will take and what it will do only time can tell. But no doubt it seems to be a good initiative; providing skills to people, especially because India is one of the new countries across the world whose working age population, as per the World Bank. It is also high time now measures are taken to improve the physical and mental development of the youths of the country so that none of them remains unemployed and the country's unemployment problems 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 burden to the economy. The economy should concentrate on job creation and social security schemes. With this new approach towards skill development, India can definitely move forward towards its targeted results.

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