



## A Study of Skill India Movement : Challenges & Opportunities

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### Abstract

The global manufacturing hub of India will create employment opportunities and economic development of the nation. There has been a remarkable progress in software and IT industry but now India Plans to expand its manufacturing base also. World class skill development will be needed in masses to produce world class goods and services at lower costs. Needless to mention that scheme also envisages ecological considerations also for better living conditions along with increased per capita income. For inclusive growth, sustainable development, poverty reduction and economic development employability through skill development has to be ensured. The developed skills of global standards should enhance productivity of enterprises leading to development and higher income generation. Though there are many factors for increasing productivity but all other factors are ultimately controlled by human and therefore this is the prime factor which will affect productivity the most. Improved productivity increases gross domestic product of the economy by enhancing the profit of the enterprises in turn enabling higher salaries for workers. Thus skilled labour is the most important factor of productivity. A systematic approach is required to achieve the above for developing nations like India, it is suggested that a consortium of manufacturers and training providers should work hand in hand. This would help in lowering the establishment costs of the training institutes. India also faces the challenge of non-formally trained manpower which is in abundance. There is a need for assessment of these workmen and identify to the skill gaps for further training. After fulfilling the skill gaps they need to be certified. Within no time then India would be almost at par with developed nations in these sectors. These sectors are now being further explored for gathering data and to create wisdom. Embedded technologies, digital controls, remote sensing, big data, cloud and IOT etc are few new emerging areas which have got tremendous potential. The changes in life style and work places has also put plethora of requirements in goods and services. The youth of India have to be skilled for converting this advantage to demographic dividend. The skilled workforce will not only serve India but will be required for fulfilling global demands. For becoming a global economy skilling is required in areas of new technology adaptation and that too at a faster rate. The skilled workforce will have to demonstrate productivity for being accepted by industries at global level.

*Key Words: Skill Development, Productivity, Skill India Movement, Skilling Youth.*

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### Introduction

**Skill India Movement:** India plans to be a global manufacturing hub by bringing an economic revolution. It is changing the economic policies fast and extending invitation to global investors for Make in India Scheme. The global manufacturing hub will create employment opportunities and economic development of the nation. There has been a remarkable progress in software and IT industry but now India plans to expand its manufacturing base also. World class skill development will be needed in masses to produce world class goods and services at lower costs. Needless to mention that scheme also envisages ecological considerations also for better living conditions along with increased per capita income. In manufacturing sector risk on investment are high as modern technology and infrastructure are expensive and the decisions



are comparatively long term. To be productive, trained and highly skilled labour force with productive bent of mind is an essential requirement for manufacturing industry.

Traditionally India's workforce has been engaged in unorganized agricultural sector (51%) which has nascent skills and only 22% of its workforce contribute to ever growing service sector (**Deka, 2016**). The service sector is not organized in India and therefore suffers from many discrepancies. A culture of 'Ustad' and trainee system has prevailed where the trainee takes on the job training from Ustad, which is many times without wages also. Therefore there is an immense opportunity to train the service as well as manufacturing sector employees for global competition. Needless to say that the skilled workforce has to be productive.

### **Conceptual Framework**

#### **Skill development and Productivity**

For inclusive growth, sustainable development, poverty reduction and economic development employability through skill development has to be ensured. The developed skills of global standards should enhance productivity of enterprises leading to development and higher income generation. Though there are many factors for increasing productivity but all other factors are ultimately controlled by human and therefore this is the prime factor which will affect productivity the most. Improved productivity increases gross domestic product of the economy by enhancing the profit of the enterprises in turn enabling higher salaries for workers. Thus labour is the most important factor of productivity and its skills amongst many other macro and micro factors. Various studies from different parts of the world suggest that enhancement of education and skills helps in high growth amongst different sectors. A systematic approach is required to achieve the above for developing nations like India. It is suggested that a consortium of manufacturers and training providers should work hand in hand to achieve this which would help in lowering the establishment costs of the training institutes. India also faces the challenge of non-formally trained manpower which is in abundance.

There is a need for assessment of these workmen and identifying the skill gaps for further training. After fulfilling the skill gaps they need to be certified (**Sunita S. and Srija A, 2015**).

Leading industries can take up this marathon challenge of training the non formal sector employees which would also help them enhancing their margins along with contribution for the nation. On the part of the governance there is a need to integrate various training providers for uniformity and standardization of the skill training.

The training providers have to identify the new technologies adopted by the industries and have to train the trainees in those areas or technologies. Skill development has to address the challenges of the future growing economies. Productivity, sustainable development and employment will have to be interwoven in the model for skill development addressing need of different stake holders. The model given in Figure 1 highlights the issue. A larger issue is of identifying skills required for 21st century.

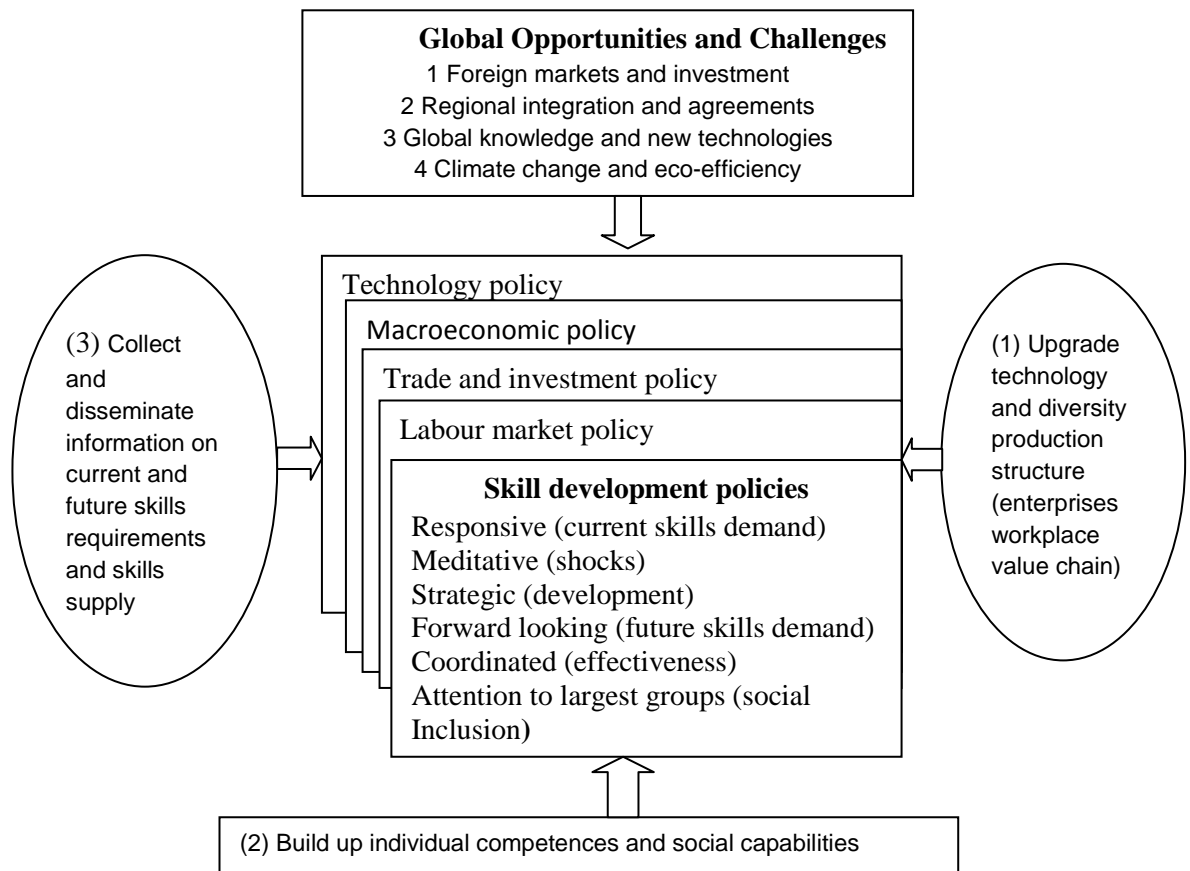


Figure : 1 Skills development strategy for productivity, employment and inclusive development  
 Source : Skills for improvement (Productivity, Employment growth and Development ILO, 2008

### Skills required for 21st century

India has seen a sea change in technology adoption specifically in electronics and information technology. With in no time India is almost at par with developed nations in these sectors. These sectors are now being further explored for gathering data and creating wisdom. Embedded technologies, digital controls, remote sensing, big data, cloud and IOT etc are few new emerging areas which have got tremendous potential. The changes in life style and work places has also put plethora of requirements in goods and services like drone operated mechanisms, driverless cars, robots, health equipments/supplements bullet and metro trains etc. A strong need of soft skills has emerged with the hard skills which include interpersonal, communications, attitudinal and behavioral skills. Thus an in-depth analysis of cognitive, psychomotor and affective skills needed to be integrated for productive and efficient skilled workforce. The technologies have automated the routine tasks with the help of Information technology and thus many routine jobs have become extinct. This issue has to be appreciated by the training institutes. Era of non routine, imaginary and creative tasks have come as these cannot be programmed and automated. Managing unpredictability and increasing customization is another big area which has to be addressed by the future skill force. With increasing costs the organization structure has changed and levels have been reduced resulting in team based structures with less supervision. Therefore the skilled workforce has to be empowered to work with very little supervision. Collaborative working and knowledge sharing is another area where proper skills have to be generated in the workforce (Jerald, 2009).

### Skill training potential



India will be most youthful nation of the world by 2025 surpassing China. The youth of India have to be skilled for converting this advantage to demographic dividend. The skilled workforce will not only serve India but will be required for fulfilling global demands. The modernization of technologies has created huge gap in traditional industries like construction (**Hajela, 2012**) where government has taken a massive decision of constructing smart cities. Similarly for projects like metro and bullet train projects massive and highly skilled workforce is essential. IT seems to be another promising area where diverse skills are required and new technologies are coming in very fast. It seems the skill development has entered into bureaucratic mode and many barriers have been created for entrants. Thus there is a need of better integration of all agencies and sector councils for lowering the entry barriers and making training more purposeful.

### Conclusion and Recommendations

For becoming a global economy skilling is required in areas of new technology adaptation and that too at a faster rate. The skilled workforce will have to demonstrate productivity for being accepted by industries at global level. The issue of multi skilling should also be taken into consideration for addressing long term career aspect and earning employment of the skilled worker. For addressing the issue of non-formally trained workforce special mechanism like RPL will have to envisaged else their large numbers will affect the industry greatly. Modular and short term skilling courses should be launched for the varying needs of different clusters. These should be integrated with the help of credits an lateral and linear progression possibilities of career should be ensured. Due weightage should be given to rural youths so that large population is benefited and the problem of migration is minimized. The government should not indulge into training instead be a regulator of the process.

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