

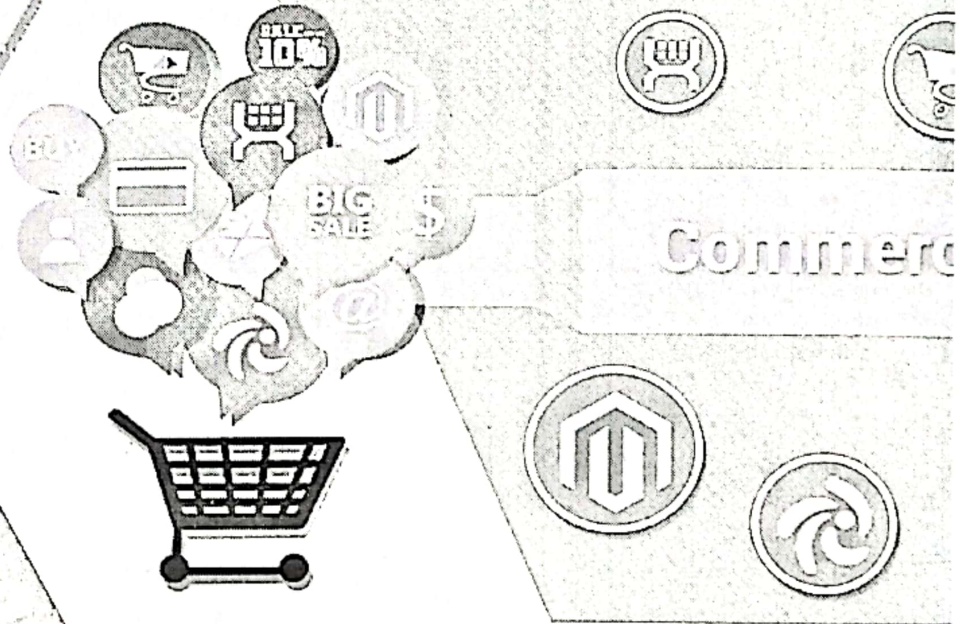


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## 27. Skill Development in India - Opportunities and Challenges

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### Introduction

India is one of the youngest nations in the world with more than 54% of the total population below 25 years of age. India's workforce is the second largest in the world after China's. Demographic dividend is expected to start tapering off by 2015, India will continue to enjoy it till 2040. However, India's formally skilled workforce is approximately 2% - which is dismally low compared to China (47%), Japan (80%), and South Korea (96%). To leverage our demographic dividend more substantially and meaningfully, the Government launched the "Skill India" campaign along with "Make in India". The Indian economy has the fastest growing major economy. Through the skill development campaign the government has made a policy for skilled manpower. The objective of this paper is analyzing the current skill gaps in India and the areas where there is a huge scope of supply of skilled workforce.

**Keywords:** Challenges, Skill Development, India, opportunities.

Most of the economies in the world are ageing fast, their contributions adding to the global workforce will be reduced to a great extent while, India will be an exception to it, with a major dominance in the global workforce by being the biggest provider of skilled labour to the world. Boston Consulting Group, in its study discussed the workforce demand and supply challenges faced in the world. It stated that by 2020 the world may expect a shortage of 47 million people. India will have a surplus of 56 million working people. So our country will be able to gain advantage of the increased working population if they are able to equip its workforce with appropriate skills.

### Objectives of the study

- 1) To study the challenges in skill development in India.
- 2) To access the opportunities available for skill development in India.

Skill India campaign launched by Prime Minister Narendra Modi in 15<sup>th</sup> July 2014. The ministry of skill development and Entrepreneurship was formed. It focused on working in close collaboration with other ministries to meet the huge demand of skilled workforce. It also focuses

on bringing all the other ministries to come together and function in a unified manner towards skill development. The ministry works in close collaboration with the national skill development corporation. It helps training institutions map the skill sets, involves in the market research and design the relevant curriculum. It aims at bridging the gap between the skills demand and supply by boosting the skill development initiatives. Government of India has recognized the need for a well-defined framework for skill development and has formed various organizations at national and state levels to take the responsibility of skill development. Number of agencies National agencies, ministries, several sectors skill councils, 35 state skill development missions and some other industry bodies are functioning to achieve the national skill development mission. National skill development initiative has a mission to empower all individuals through improved knowledge, skills and qualification which are recognized nationally and internationally with a view to gain access to satisfactory employment and fortify India's competitiveness in the global market.

India has a large, diverse and highly complex model of skill development. India has huge population which is completely heterogeneous in nature. The skill enlargement in India is classified into two categories. They are skill education and skill based vocational training. The ministry of Human Resource Development governs the Educational and vocational training in India. It governs the elementary, secondary and higher education in the country. The universities and higher education centres focus on the college education. The examples of it are disciplines like Arts, Commerce and Science etc. The technical education is provided through the engineering colleges and the polytechnic institutions. The functioning of both the education University Grants Commission. They grant funds and ensure common standards are established for teaching institutes in India are regulated by the All India Council for Technical Education.

#### Challenges

- 1) NSDC has predicted an incremental requirement of 347 million skilled personnel in India By 2022 but the country is faced with a significant skill development challenge as over the next decade, every year approximately 12 million people are expected to join the workforce. In contrast, the country has a total training capacity of around 4.3 million, thus depriving every year around 64% newcomers of the opportunity of the skill development training. It is a major challenge of devising such huge infrastructure setup to bridge this gap. Limited training infrastructure facilities, including schools, community centers and local government buildings.

- 2) Nearly 37% of the people population lives below poverty line and lives on less than 1 dollar a day. They can't afford even basic amenities leave aside education and training.
- 3) Industry interface is very essential for any education or training institute as it helps in the assessment of demand for skills in the local area/ region and thus updating of course content. Industry linkages have an important role in helping an educational/ training institute to build a strong image in the minds of the students as it ensures them that the course curriculum is in relevance with the practical industry requirements. Most of the training institutes have low industry interface as a result the performance of the skill development sector is poor in terms of placement records and salaries offered.
- 4) There are certain sectors of economy where skill requirement is very high but none of the minister is involved in skill development for example construction sector, consume and retail sector, financial etc.

#### Conclusion

To make India internationally competitive and boost its economic growth further, a skilled work force is essential. As more and India moves towards to it to focus on advancement of the skill and these skill have to be relevant to the emerging economic environment. The concept of skill development has been largely recognize3d and many programs and policies are being formulated to initiate this concept not only amongst the individuals in urban areas but in rural areas as well. Skill development is the most important aspect for the development of the country. It needs a coordinated effort from all the agencies, stakeholders and the students to make it a successful program.

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