



YOUTH EMPOWERMENT THROUGH SKILL DEVELOPMENT-A PATHWAY TO “VIKSIT BHARATH”@ 2047

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ABSTRACT

The word “Viksit Bharat” reflects the vision of the Indian government to be transformed as developed nation by 2047 i.e. at its 100th independence day. This vision was framed under four pillars where first pillar is Youth (Yuva), whereas rest of three pillars included Poor (Garib), Women (Mahilayen) and farmers (Annadata). The great advantage of demographic dividend is possible through only skilful work force in the coming two decades. However, as compared to developed nations skilled work force in India is relatively very low, which is major obstacle for Viksit Bharath, due to huge skill gap. As per the Skills Report 2024 highlights the need for collaboration and proactive measures and strategies to bridge the skill gap and prepare the workforce for the ever changing job market. The present study throws light on the challenges and strategies for Skilled India along with the discussion on the present government running skilled programmes in India. The study observed good positive impact of present government running skill development programmes at skill levels 1 and 2 which are suitable for unskilled and semi-skilled workforce. However, poor impact on high skilled work force. Therefore, the study suggests designing skill development programmes specifically for high skilled workforce.

Key words: Skill India, Viksit Bharath, Youth Empowerment etc.

INTRODUCTION

The word “Viksit Bharat” indicates the vision of the Indian government to be transformed as developed nation by 2047 i.e. its 100th independence day. This vision was framed under four pillars where first pillar is Youth (Yuva), whereas rest of three pillars included Poor (Garib), Women (Mahilayen) and farmers (Annadata). The core objective of our honorable Prime Minister Narendra Modi behind the Viksit Bharath is to boost the fasten inclusive economic participation of the all Indians. Today India emerged as fifth largest economy with more than 3 trillion dollars and projected to cross five trillion dollars by the end of 2027 and will emerge as 3rd largest economy and finally projected to be reported 30 trillion dollars by the end of 2047 with all attributes

of developed nation¹. The major initiatives undertaken by the government under Viksit Bharat are Sankalp Yatra, Amrit Kaal Vimarsh and Voice of Youth.

Now, our country reached to critical junction in its economic journey, along with immense potential for growth. However, still there is huge gap between **unemployment-employability** which is a significant challenge. As part of India's '**Viksit Bharat**' vision skilling its youth to meet the increasing demand of a rapidly evolving job market. In this direction, Union Budget 2024-25 highlighted this priority and allocating substantial funds for education, employment, and skilling initiatives. However, the task ahead is daunting, around 73 percentage of work aged population (15-59 years) have no or inadequate formal or informal vocational training. To address these issues government of India started various initiatives such as Skill India Mission, Pradhan Mantra Kaushal Vikas Yojana, Sankalp scheme, Tejas skilling project & model skill loan programme.

India has great advantage than other countries in the form of demographic dividend which **fuel economic growth calls for** a multi-pronged approach for Viksit Bharat. The youth empowerment with skill development is needed substantial institutional support, strong industry-academia relations, and leveraging innovative financing solutions. As India navigates this important stage, skill development efforts will play significant role in shaping the nation's future and realizing its economic potential.

SKILL DEVELOPMENT SCHEMES IN INDIA – AN OVERVIEW

In every country, skill and knowledge are considered as strong forces for driving economic growth and social development, India is not exemption for this. As per the report of National Skill Development Mission India exposed to severe shortage of well-trained, skilled workers which is major obstacle for youth employability. In South Korea 96 percentage, In Japan 80 percentage, in United Kingdom 68 percentage, Germany 75 percentage, In USA 52 percentage of workforce are undergone into skill training whereas in India this is limited to only a meagre of 2.3 percentage of the workforce. This indicates poor skills in Indian workforce. This causes high unemployment rate in among educated youth. To address this issue, India focused on the scaling up skill training efforts to meet the demands of employers which drive sustainable economic growth. India has the high potential to cater a skilled workforce to fill the projected shortage in the ageing developed world. Now, India has great advantage as youngest nations in the world, where more than half of the population (54 percentage) is below 25 years of age and besides 62 percentage of the population is in the working age group (15-59 years). The country's population pyramid is expected to bulge across the 15-59 age group over the next decade. This demographic advantage is estimated to only until by the end of 2040. Therefore, has a very short period of time frame to harness its demographic dividend and to overcome its skill shortages. Therefore, Skilled India is immediate goal should be focused by the government.

The achievement of Skilled India is needed a multi-faced approach which must include government departments (Central & State), private trainers, educational and training institutions, employers, industries, assessment and certification bodies and trainees. These stakeholders should work together for Skill India target achievement. The MSDE was established in India in July 2014 to drive the 'Skill India' agenda in a 'Mission Mode' in order to boost the existing skill training programmes and combine scale and quality of skilling efforts

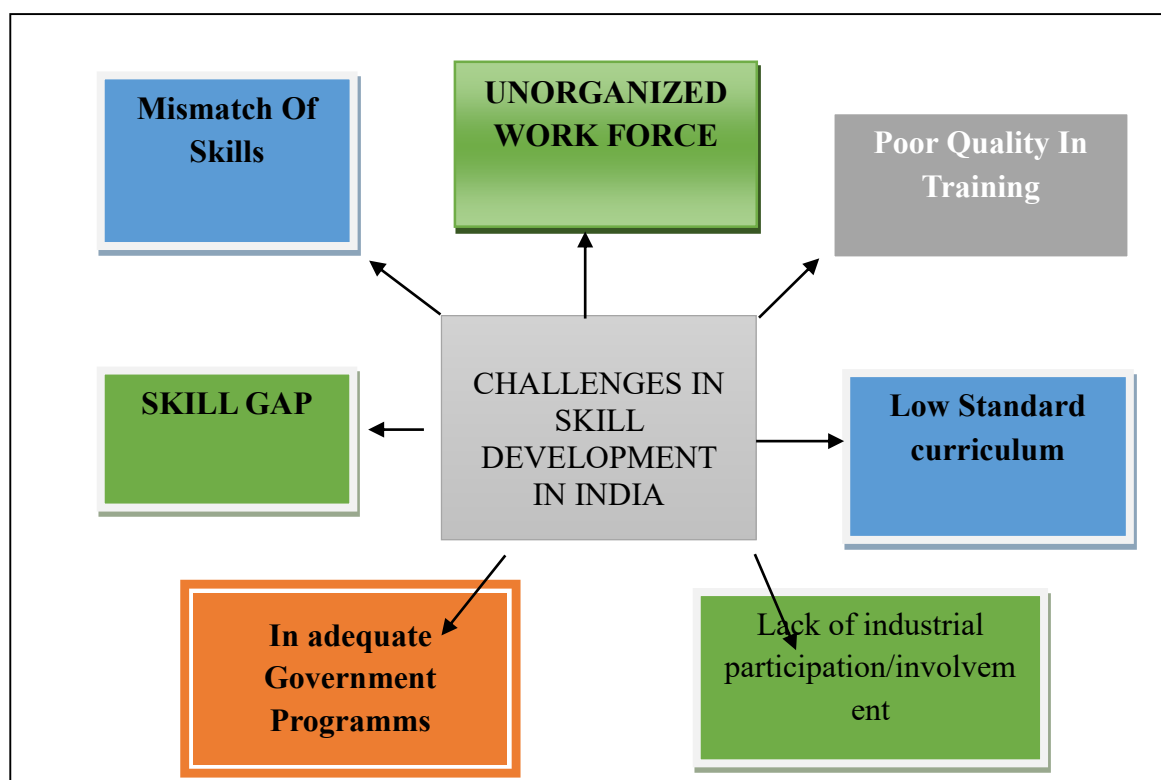
as soon as possible. Therefore, the Ministry proposed to establish a “NATIONAL SKILL DEVELOPMENT MISSION” which develop the overall institutional framework for rapid implement and scale up skill development efforts across India. The mission is aimed to develop the institutional capacity to train not less than 300 millions skilled people by the year 2022.

SKILL GAP IN INDIA

From the sources of Economic Survey 2024, India is exposed to huge skill gap crisis, where only 51.25% of the country's youth is employable. On the other hand, this implies that around half of Indian graduates not employable immediately after college education. However, very impressive that as compared to last decade the percentage of employable youth has increased substantially from 34 percentage to 51.3 percentage in this present decade.

CHALLENGES IN SKILL DEVELOPMENT IN INDIA

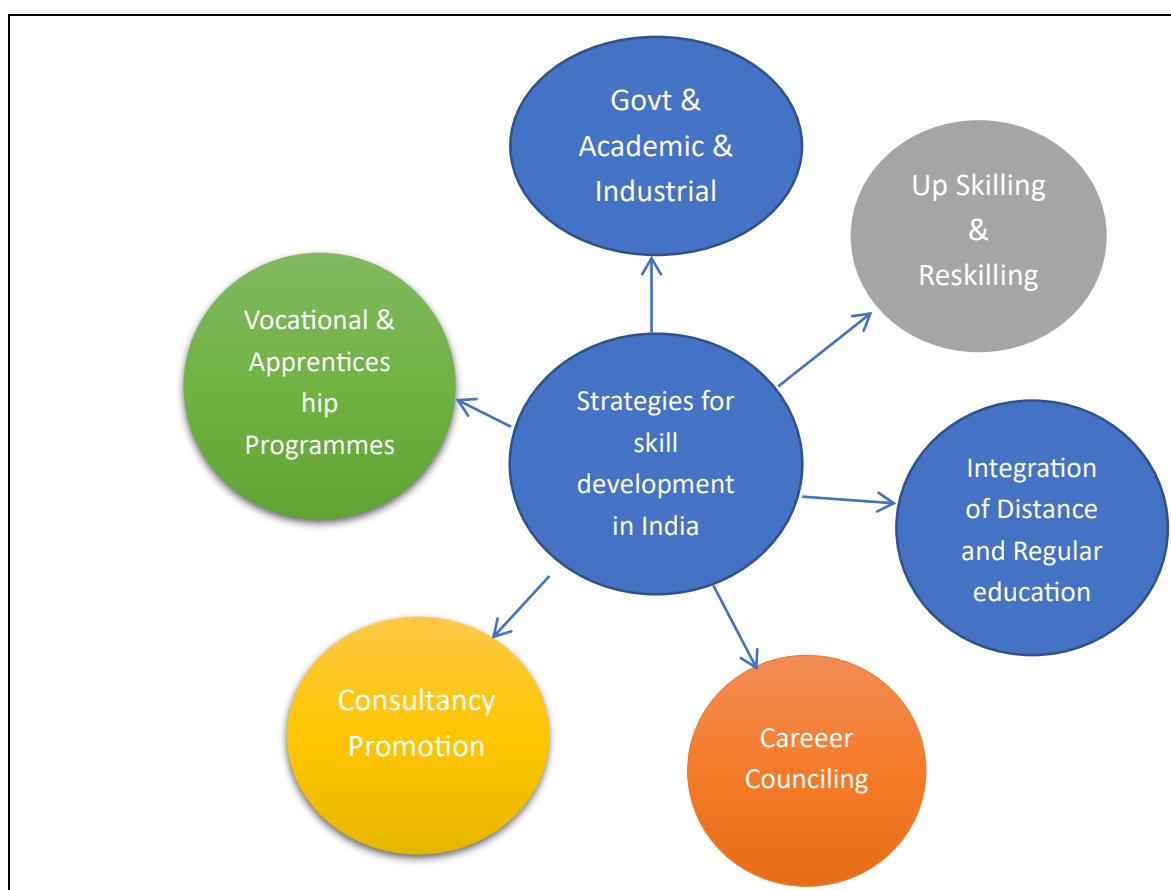
Figure no 1: Proposed Strategies for Sustainable Development in HEIs in India



- **Skill Gap:** In India as per the Periodic Labour force Survey report labour mobilization significantly drop from 70 percentage in 1990 to 56 percentage in 2023 which is alarming weak sign for inability of the economy transform the demographic bulge into dividend. This is attributable to huge gap between industry requirements and candidate's skills. This can be addressed through providing targeted skills and labour reforms.
- **Skills Mismatch:** In general, there is four levels of skills where skills high skilled (level 3 & 4) semi-skilled (level 2) and low skilled (level 1). There is so mismatch between industries required skills and candidates possessed skills due even trainers are not updating their skills. However, in recent due to effective implementation of various government skill developmnt schemes low and semi-skilled employees improved their skills significantly but still high skilled employees reported declined trend by five percentage in 2023.

- **UNORGANIZED WORKFORCE:** In India, more than 80 percentage of workforce are working in informal organization with low wages (less than Rs 10000), and no employee benefits. These informal organizations are mostly out of registration which causing difficult to identify skill deficiency and development.
- **Poor Quality of Skill Training:** In India skill training- programmes are suffering with poor quality in terms of finding qualified candidates, short term courses, limited recognition, outdated curriculum and inadequate equipment's etc.
- **Low Budget Government Programs:** In India, government skill programs are suffering with inadequate funds in the budget, poor trainers, lack of certification, inadequate placement issues, inadequate trainers, and uncertain & low wages. In Pradhan Mantri Kaushal Vikas Yojana Less than 20 percentage of students were placed which indicates poor performance of the schemes in employability.
- **Lack of industrial participation/involvement:** In India, skill development programs curriculums are designing by the academicians without inclusion of industrial experts and trainers causing huge skill gap training programs. Even, industrial people are also not showing much interest in participation due to threat of future rivalry. This is one of the major obstacle for development and implementation of effective training programmes in India.
- **Low Standard curriculum:** In Indian academic curriculum out dated concepts is still in teaching and not giving much significance to new skills demanding by the industry. There is significant mismatch between industry requirements and academic curriculums. There is absence of technical skills for traditional courses which making them unemployable. Therefore, traditional courses learners should also focus on the minimum technical skills learning. Besides, in technical courses, there is absence of advanced learning courses such as machine learning and AI courses which are future job creation aspects.

STRATEGIES FOR SKILL DEVELOPMENT IN INDIA



- **Up skilling and Reskilling:** One of the strategies for making the Skill India successful is identification required skills in future, skill gap in the present work force, developing existing skills and providing training for new skill acquisition in emerging technologies such as AI, automation, robotics, and analytics.
- **Collaboration of Government, Academia, and Corporates:** The skill development programmes should be included experts from the both academics and industrial experts. Neither alone should design the course curriculum. The collaborative approach towards designing and implementation of skill development programmes leads to very fruitful result and early achievement is possible.
- **Vocational Education and Apprenticeship Programs:** The vocational education should be treated as specialized educations designed to meet specific industry requirements rather than common for all industries. Vocational education should be focused on more on the development of experts in automobile industry, engineering industries, construction industries and other hardware based industries which makes the India as manufacturer hub in the future. The provision of apprenticeship programmes facilitates them with real industrial exposure and mould themselves suitable for industrial requirements and even to grow as entrepreneurs.
- **Promoting Consultancy Sector:** One of the major challenges in Skill India is lack of qualified trainers or poor quality of training lack of industrial experience. This issue can be address by encouraging the consultancy services that provide high qualified and capable instructors to teach the high skills to the aspirants. The promotion of consultancy services helps to reach Skill Development as soon as possible.
- **Career Counselling:** The skill development programmes were established across the India at different levels and across the institutions. However, there is poor enrolment is observed from the students and workforce due to lack of awareness on career planning. In this regard there is need to organize the career counselling activities from schools to university levels to provide exposure to vocational education and high skills at every stage.
- **Integration of Distance and Regular Education:** In India students can access the higher education both in regular and distance mode. The distance mode is specially designed for the people engaged in work and having great difficulty in accessing regular course. However, students are working in anywhere are also pursuing distance courses which causing generation of certificates without skills. Therefore, there should be flexibility and wider access to learners through a blended mode of distance and regular education.

SKILLING EFFORTS BY INDIA

1. **Pradhan Mantri Kaushal Vikas Yojana (PMKVY):** Pradhan Mantri Kaushal Vikas Yojana (PMKVY) was started in India since 16 July 2015 as a flagship scheme in Skill India mission. The PMKVY has provided substantial positive contribution by offering skill training and certification. Since its inception up to now total 1.48 Cr candidates trained under the scheme. The scheme particularly increased Skill Level 1 work force, which comprises low-skilled workers by 24.79 percentage across industries, potentially driven by construction, manufacturing, or services.
2. **Skill India Mission:** The skill Indian mission provides an opportunity to the aspirants to learn the different courses such as computer basics, micro soft word, excel, power point, advanced excel, tally, computer application and English type writing. This is particularly working under PMKVY scheme.

3. **National Skill Development Corporation (NSDC):** The NSDC is working with aim of skilling or upskilling over 150 million people to meet future industrial requirements in India. The NSDC is playing key role in three major areas such as funding and incentivising the skilling institutions, enabling supportive services and shaping or creating skill groups.
4. **National Skill Development Mission (NSDM):** NSDM is established on 15th July 2015 by MSDE to provide assistance to Skill Development in India. The role of NSDM included identification of industry demands, setting standards, provision of training, helping disadvantaged group and facilitating decision making.
5. **Skill Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP):** Aims to strengthen institutional mechanisms for skill development and increase access to quality training.
6. **Sector Skill Councils (SSC):** This is one of the major pillars of NSDC which works on the bridging the gap between industry demand and skills requirements out to be. It will provide various training and development programmes as industry specific by collecting certain fee. As on SSC providing training for 38 sectors.

CONCLUSION

The word “skill” will change the future of India from developing to developed. The great advantage of demographic dividend is possible through only skilful work force in the coming two decades. However, as compared to developed nations skilled work force in India is relatively very low, which is major obstacle for Viksit Bharat, due to huge skill gap. The Skills Report 2024 highlights the need for collaboration and proactive measures and strategies to bridge the skill gap and prepare the workforce for the ever-changing job market. The present study discussed some of the challenges for Skilled India such as skill gap and skill mismatch, poor quality training, low budget training programmes, low participation of industrial experts etc. Besides, the study also suggested some strategies such as high curriculum standards, high quality training, labor reforms, consultancy services, career counselling etc. The study observed good positive impact of present government running skill development programmes at skill levels 1 and 2 which are suitable for unskilled and semi-skilled workforce. However, poor impact on high skilled work force. Therefore, the study suggests to design skill development programmes specifically for high skilled labour.

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