

Skill development and Employability: Essential Elements of the Modern Era.

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Abstract- *This above written short quote very beautifully describes the multiple diversity of our country INDIA. We are the proud citizens of India. Here I feel great enthusiasm and honour to say that I took birth in a country that is rich in many aspects. It is not only rich regarding the diversities but also rich in population too. India is the second largest country in the world regarding the population. It is a plus point for us regarding the man power specially the youths that are serving to our nation as a powerful human resource.*

India is a vast country, full of various diversities. Here we find diversities of many kinds such as of food, religion, clothes, festivals, atmosphere, flora and fauna etc. This is what makes us and our population unique and multicultural. This characteristic of our population or we can say these demographic features of our countrymen not only makes us rich and powerful but also promotes various skills and opportunities for jobs. This paper is going to deal in detail with the population of India, its demographic characteristics, various skills that we the people of India have, as well as the ratio or opportunities of Employability that are provided by the knowledge of these skills. This article will also focus on several general life skills that will help in opening the doors of employment for our young generation. It will also deal with some career options or opportunities that we are having or can have in near future, based on several skills that have been promoted by Government of India as an Initiative to enhance personal and economic growth of our country.

Methods: *This is going to be a conceptual/Qualitative paper. The author will try to discuss in detail about the need and importance of several factors that will help in transforming the population of India in a better way. This paper will also focus on several skill development programmes run by the Government of India, will also focus on the benefits of developing various skills amongst the students/youths of our country. Here the author will also discuss in brief about the innovative practices that are making our country rich both economically and culturally.*

Key words: Skill development, Initiative, Employability, Demographic, Diversity.

Introduction

We the people of India are living in the age of science and technology. We are moving towards an era where human beings are becoming more intelligent and more skill oriented. This intelligence and knowledge of skills is leading our country and countrymen to a wide range of job opportunities. They are opening a vast field of working area for all the categories of human beings, whether they are male or female of any age group. This advancement and skill based working environment will lead to a new India where we will establish a picture of our country as a job provider or as a creator of many jobs based on several skills. This will help us in growing as a strong nation that can help themselves and others too in time of need. As we talk about skill development and employability, we can say they are interrelated in the present time. The more skilled we are the more employment we will get and provide. This will surely help in the personal growth of a human being. As well as we can say, it will contribute in the economic and national development of our country too.

Concept of skill development

Each individual on this earth is born with some or some other unique intelligence, skill, or talent. And thus, when they grow up or move forward in their life it comes out or shine out naturally. Before getting an insight to the concept of skill development, we must know, **what is meant by skills?** **Skills** may be defined as the best maximum use of one's knowledge. It also describes the capacity of a person or power of a person to do something effectively or with more competence. In simple words we can say that it is the best possible use of one's potential, talent, ability and creativity. It can be with one or one can develop it as time passes on.

Now moving towards the concept of skill development we can say that, it is a process of filling the gap which lies there in our skills or ability or we can say that overcoming the weakness related to certain skills and by doing so increasing productivity. Skill development can also be defined as a sort of professional development or training that will help in enhancing the theoretical knowledge in practical work and as a consequence will lead to fulfil the needs and demands of the related sector.

Importance of skill development



Various skills should be timely incorporated amongst the human beings as well as in the youths of our country. Inculcation of several skills will not only promote and produce good human resource but also help in improving the economic and financial condition of our country.

The importance of skill development for individual can be considered under the following points:

- It develops a sense of responsibility amongst the human beings.
- Helps in confidence building.
- Develops a sense of self awareness, and appreciation for others.
- Helps in improving the listening and speaking skills.
- Skill development enables to adjust in different workplaces.
- Develops a sense of respect and appreciation for community, groups, and society.
- Develops critical thinking and reasoning amongst the human beings.
- Promotes self-awareness and self Esteem in an individual.
- Enhances leadership quality.
- Develops capacity to manage one self, tackle various issues while taking in care other people too.

Need of Skill Development in India?

- Development of various skills will provide ample of Job opportunities. As we know there is lack of jobs in our country.
- This will nourish the concept of make in India, digital India and of smart cities too.
- Will reduce the use of foreign goods and things and will increase the use and promotion of Indian goods.
- To promote better employment.
- It will also help in meeting the needs of the international demands of Indian goods.
- It will improve the quality and productivity by giving training of several skills along with imparting Education.
- Transformation of human beings into a good citizen of India.

We need skill India, as we have maximum number of youth population.

How development of certain skills will promote Employability?

If we look back to the past years, we may come across the fact that development of several skills amongst the people of our country has given us the opportunity to increase job ratio for our countrymen. This has not only created several jobs but has also nourished the Indian Art, folk, and culture. Developing certain skill-oriented jobs will keep the Indian culture rich and alive. This will help in fostering the Indian Art and culture as well as in providing jobs of large and small scale. It will also provide a golden opportunity to the women of our country because they will also be able to earn money by doing some or some other sort of work related to small scale industry.

Purpose of the Study

The main purpose of this research is twofold. Firstly, it will aim at a brief description of various skills-based programs that are run in India. Secondly, it will also discuss in brief about the impact of skill development on the population and economic growth of India.

Review of related literature

The researcher has reviewed some studies to have a deeper insight regarding the skill development and the ratio of employability that will increase by the promotion or nourishment of certain skills.

Document of the 12th Five Year Plan (Government of India 2013) clearly states that there is an urgent need to mainstream skill formation in the formal education system, and at the same time for innovative approaches for the skill creation outside the formal education system. Some of the current studies have revealed this fact that net enrolment in vocational courses in India is near about 5.5 million. In China it is near about 90 million and in United States it is about 11.3 million.

Keeping in view this situation the Government of India (GOI) has kept a place for skill development in the National policy later on it resulted in the formation of the National policy for skill Development and Entrepreneurship 2015.

Dr. S. C. Patil and Prof. Amaresh B Charantimath (2021) in their study “Employability through Development Programmes- an overview of significance of Employability skills” discussed about various short-term courses. They also briefed about the ambitious missions of Government of India. Such as Make in India project, Atmanirbhar Bharat etc.

Maroof Maqbool and Mahamood Ahamad Khan in their study has dealt with the fact that about 50% of the India population is under 30 years only. So, if we will try to empower our human capital or human resources it will surely lead to the growth and prosperity of our country. Since youths play a vital role in the development of the growth of our country.

Sunita Swain and Anita Swain (2020) conducted a study on “Skill Development in India: Challenges and opportunities”. The conclusion of the study states that India is the second most populous country of the world. It has a maximum number of youth populations. It is also comprised of demographic dividend. So, to make the best use of the potential of the youths we must support the skill development program initiated by government of India.

Dr. Rajni Arora and Manoj Chhadwani (2019) conducted a study on “Analysing the impact of skill India as a tool for reshaping Indian economy”. The main objective of the study was to analyse the requirement of skill India campaign in improving Indian economy.

Some initiatives taken by Government of India to foster skill-based Employment:

National skill day: The world youth skills day is celebrated every year on 15th of July all over the world. The ministry of India also celebrates it every year on **15th of July**. This day is celebrated to mark the “strategic importance of equipping young people with skills for employment, decent work and entrepreneurship”. As it is stated by UNESCO.

Ministry of Skill Development and Entrepreneurship: The ministry of skill development and entrepreneurship of government of India is working actively for co-ordination of several skill development all over the country. The ministry is working hard to bridge the gap between demand and supply. It is also focusing on preparing skilled manpower, developing new skills among the young generation, building the technical and vocational training framework. It is also promoting and welcoming innovating ideas and thinking for not only the existing jobs but for also the jobs that can be created in near future. The vision of this ministry is to skill on a large number of populations with high speed so that it can achieve its aimed vision of ‘**Skilled India**’.

Some schemes and initiatives taken by Government of India: Here in this section of the paper we are going to have a look through different skill development programs run by Government of India under the “**Skill India Mission**”.

- **Establishment of NSDC:** It acts as a catalyst for the development of skills. It provides funds to various organizations, companies and enterprises that helps in fostering skill training. It also provides the facility of appropriate models who will facilitate, support and co-ordinate private sectors and initiatives.

Schemes and Initiatives through NSDS:

- a) Pradhan Mantri Kaushal Vikas Yojana (PMKVY)
- b) Rozgar Mela
- c) Pradhan Mantri Kaushal Kendra’s (PMKK)
- d) Capacity Building Scheme
- e) Udaan
- f) School Initiatives and Higher Education
- g) India International Skill Centres (IISCs)
- h) Pre-Departure Orientation Training (PDOT)

Schemes related to Entrepreneurship:

- Pradhan Mantri YUVA Yojana.

Schemes and Initiatives through supported by DGT:

- Craftsmen Training scheme (CTS)
- Crafts Instructor Training Scheme
- Apprenticeship Training under the Apprentices Act, 1961

- Advanced vocational Training Scheme (AVTS)
- Vocational Training Programme for women.

Some other schemes and Initiatives:

- Loan schemes for skills
- Indian Institute of skills (IISs)
- SANKALP
- Swachh Bharat Abhiyan
- Technology Initiatives
- Academic Equivalence to vocational Qualification

Along with this there are some ministries of government too, they are as follow:

- ❖ Textile ministry
- ❖ Ministry of Human Resource Development
- ❖ Ministry to alleviate poverty
- ❖ Rural and Urban development ministry
- ❖ Ministry associated to food processing.

Role of skill development in enhancing practical knowledge and Critical thinking of students:

In the present time it is quite essential to have additional skills and knowledge to earn a better livelihood. The bookish knowledge or command over the theoretical content will no help you to succeed in your life. For this one need to have some highly trained skills and vocational training too. Some sort of extra skills and information are also required along-with the educational background.

This will not only help you in professional area but also help you to increase and expand your business if you are a businessman or entrepreneur. It will help the students to stand and face the challenges of this modern world. They will prepare themselves for the future time and challenges. They will mentally prepare themselves to face the upcoming changes of the new era. This process of skill development will empower and transform the human beings into extra ordinary and extra creative personality that will help in the growth of Indian economy. Creative minds of the new young generation will provide creative ideas. These creative ideas will generate ample of job opportunities. Lack of unemployability will be reduced and it will be a golden opportunity for the skilled man of skilled India.

Examples of Job opportunities provided by various skill Development:

- Job opportunity related to electricity and maintenance.
- Jobs related to art, craft, and woodwork.
- Job opportunity related animal husbandry.
- Wool work and knitting.

- Small scale industry related to preparation of edibles.
- Handwork and stitching.
- Preparation of home décor items.
- Job related to incense making.
- Dance academies.
- Music academies.
- Tuition centres.
- Content writer.
- Making best out of waste.
- Khadi small industries.....etc.

Conclusion and Suggestions: for the successful implementation of the program, it is quite essential that we must contribute in the schemes of government that are run for the nourishment of several skills. They will only work properly if we will make the maximum use of it. such programs are blessings for the poor as well as the talented human resource of our country. Apart from this Vocational Educational Training (VET) should be made compulsory at the secondary level in school.

From the above discussion it is clear that, we can increase number of job opportunities as well as growth in Indian economy by enhancing several skills in our countrymen. Skill development will not only help in the development of certain skills but also help in creating some innovative and creative jobs. This will help in making the dream of “Aatmnirbhar Bharat” comes true. This will also help in making the vision of “Ek Bharat Shreshta Bharat” successful.

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