

Employment generation through skill development programme: with special reference to NCR

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Abstract

Although India's demographic dividend is sometimes cited as a positive, this should be taken with a grain of salt. In order to reap the benefits of India's demographic dividend, the country's workforce must be trained and given the opportunity to work. A public-private partnership established up by the Planning Commission, the National Skill Development Corporation (NSDC), estimates that India's expanding skill deficit would reach more than 250 million employees in different industries by 2022, according to the NSDC. Just over 1.4 million persons have been taught by different ministries and the NSDC as of mid-November 2013 compared to a goal of 8.5 million in 2012-13. When asked about their concerns about the rising skills gap in a poll of businesses, 78% said they were worried about it. Accordingly, it seems that only major private enterprises and organisations with the capacity and infrastructure to effectively conduct such large-scale initiatives would be able to help NSDC meet its goals.

Key words India, manufacturing, training, skilling, development etc.

Introduction

A staggering 1.21 billion people call India home. It is growing at a rate of 17% and integrating into the global economy at an accelerated pace. India is one of the most 'young' nations in the world, with the share of the workforce aged 15 to 59 constantly growing. India's workforce now only comprises 2% of the country's entire workforce. For India, the future is bright, and it might become a global sourcing centre for talented workers. A million-plus workforce-ready population and an ever-growing movement of workers from agricultural to industrial and service industries make India's issues even worse. Many new programmes have been launched by the government in an effort to empower young workers, but execution at the grassroots level is critical, and all stakeholders must be involved. As a "SKILLS Development Aggregator," FICCI has a key role to play.

In a modest but significant way, a number of well-known corporations have begun supporting the push to reskill the workforce. In addition to CSR efforts that help to address India's talent

shortage. As a corporate social responsibility (CSR) initiative, the sector should prioritise employee skill development. In the future, industrial involvement in vocational training should be shifted from a CSR activity to a fundamental business activity. The Companies' Bill mandates CSR actions, but the issue is whether the GoI's goal of skilling 500 million people in India by 2022 can be met.

The way Corporate Sector can contribute for skilling people

In order to make skill development more relevant and strategic, CSR capital should be invested in it. In order to help the nation's skill-building effort, corporations with a CSR agenda should collaborate with the government, academic institutions, non-profit organisations, and training agencies.

The government's goal of skill development may be aided by a variety of solutions that corporations might pursue.

- A baseline examination of the socioeconomic characteristics of the locations in which the company operates is requested from corporations involved in CSR operations. It's important to know the talent profile of the areas in terms of both demand and supply. Using this method, an existing skill gap may be discovered, and a training plan can be devised for implementation.
- Large corporations may enhance the potential of workers from start-ups by providing training tailored to their specific needs. In India, the rise of start-ups is seen as a catalyst for both economic and social progress.
- It is critical for organisations to improve the skills of their supply chain workers. The principal firm is sure to reap the benefits in terms of production and service quality.
- Use your ability to identify future skill areas as a competitive advantage. Opportunities like technical development or difficulties like climate change, water shortages, and energy crises might help identify new sectors. Such new-age skills may be taught to job seekers, small business owners, and seasoned workers by corporations.
- Traditional and dwindling skill areas, on the other hand, must be restored. The CSR programme should provide money, value-added expertise, and market connectivity to rural artisans who are struggling with poverty.

- It is possible to build up a Center of Excellence (CoE) for a certain industry. There should be a CoE that serves as a training facility for trainers. It's time for the company's workers to assume the role of subject matter experts.
- Companies may use CSR funds to construct and upgrade infrastructure in rural and suburban regions for the training and development of young people.
- Technology progress and knowledge-based economies need a wide range of new skills. Customized courses may be developed for these skill areas in partnership with academic institutions, research organisations, and government agencies.
- Machine learning, artificial intelligence, data analysis, robotics, renewable energy production, rainwater collection and other cutting-edge technologies might be popularised and taught better by industry.
- Furthermore, industry experts should share their expertise and skills via educational institutions like Industrial Training Institutes, Vocational Training Centers, and so on.

National policy on skill development:

Youths in the country were given improved access to skills and information thanks in part to the government's national skill development strategy, which established a framework for skill development. Listed below are the most important aspects of the “National Skill Development Policy.

- **Institution – based skill development:**

Training for self-employment and entrepreneurial development; adult education; retraining of retired or retiring employees; and lifelong learning, as well as non-formal training such training programmes offered by businesses, are all examples of this kind of education”.

- **Institutional Framework:**

Under the policy, there will be a “National Council on Vocational Training and Development, a National Council for Vocational Training, and the National Skill Development Corporation (NSDC) (NCVT)”. With the policy, stakeholders, such as the government and industry, as well as trade unions and local governments as well as civil society organisations as well as skill providers and resource individuals, are given specific duties and responsibilities. The skill development strategy demands a considerable amount of capacity building, new delivery methods, and management ability to expand outreach, equity, and access. “The policy offers equitable access to skill development for women, minorities, handicapped people, and the economically disadvantaged parts of society (SC, ST, and OBCs).

- **Lays down standards for quality and relevance:**

Quality criteria are also included in the strategy to ensure global competitiveness. For quality assurance, it establishes norms for legitimacy of credentials, justification of the training process and accreditation of training providers/institutions, and research and information. Policies have taken into account infrastructure, training, national vocational qualifications, labour market considerations, and HR planning processes. For the unorganised sector, it emphasises Skill Development” The unorganised sector is given particular consideration in the policy when it comes to skill development. Skill development for unorganised workers is to be planned, executed, and monitored in a distinct way under this policy. 40 Unorganized sector, literacy and soft skills for self-employed, acknowledgment of past learning and skill development for self-employed persons are the emphasis of this programme.

Schemes For Skill Development

“Deen Dayal Upadhyay Gram Kaushal Yojana – DDU-GKY

As a placement-linked skill development initiative for rural youth, the Deen Dayal Upadhyay Gram Kaushal Yojana (DDU-GKY) has been established. Since the DDU-GKY programme was established, 66 special projects have been implemented. At least five projects have been authorised in at least 15 states, and many more are in the works. DDU-GKY provides funding for approximately 250 skill training programmes around the nation, including Retail, Hospitality, Health, Construction, Automotive, Leather, Electrical, Plumbing, Gems and Jewellery. Almost all states and union territories in India are participating in the DDU-GKY programme, which is being implemented on a wide scale.

Deendayal Antyodaya Yojana – National Urban Livelihoods Mission – DAY-NULM

The primary goal of the DAY – NULM mission is to alleviate the poverty of urban disadvantaged families by providing them with structured access to their skill-related career options. Regional workshops have also been held in support of the urban homeless, street sellers, etc. as part of this initiative. One of the main goals of the programme is to assist individuals obtain a long-term, stable income via education and training.

Director General of Training – Modular Employable Skills – DGT-MES

Under the Skill Development Initiative, the Indian government and the Ministry of Labor have established Modular Employable Skills (MES) (SDI). Unemployed and underemployed people, particularly in the informal sector, are to be taught for marketable skills under this programme. Statistics suggest that many school dropouts are missing out on opportunities to

improve their employability via vocational training and apprenticeship programmes that have been in place since 2007.

Ministry of Labor and Employment – MoLE

The Ministry of Labor and Employment (MoLE) is one of India's oldest and most significant ministries. In general, this Ministry is responsible for protecting workers' rights, as well as those of the rural and urban poor, those who are disadvantaged, and those in society as a whole. In addition, the government is focused on improving the well-being and securing the social safety net for workers in both the organised and unorganised sectors. Women and children's welfare is the primary emphasis of the ministry, although it has also launched a number of programmes to aid other causes. The National Career Services is a programme run by the Ministry of Labor and Employment that helps young people find jobs. Information about education, employment, and more is easily available via this initiative.

Mahatma Gandhi National Rural Employment Guarantee Act – NREGA

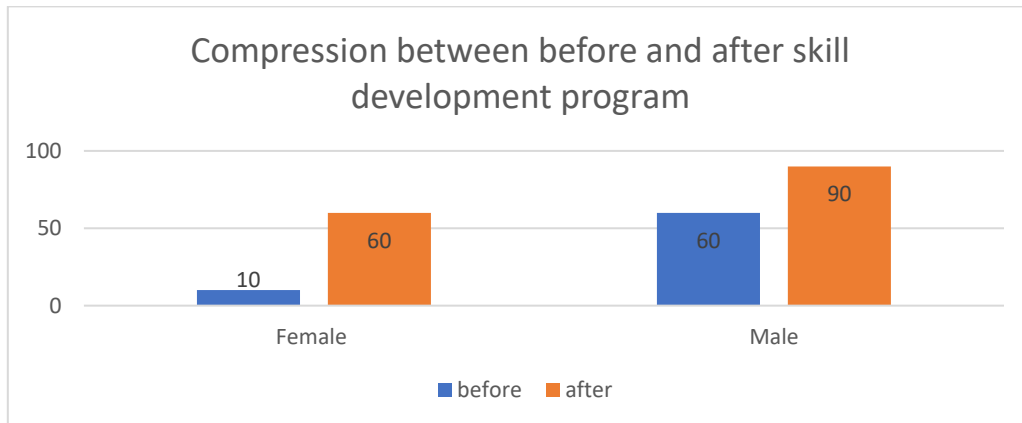
Employing low-skilled manual labour in rural regions is guaranteed under the National Rural Employment Guarantee Act (NREGA). Unskilled workers in every family are guaranteed at least 100 days of work each year. The employment programmes under NREGA are implemented directly by the gramme panchayats and have legal provisions. Additionally, NREGA strives to safeguard the environment, empower rural women, reduce rural-urban migration, and build social fairness in addition to economic stability and rural assets..

Ministry Of Skill Development and Entrepreneurship – MSDE

Skill Development and Entrepreneurship (MSDE) is responsible for the coordination of overall skill development initiatives throughout India and developing a framework for vocational and technical training, up-gradation of skills and creative thinking for both current employment as well as new ones. National Skill Development Agency (NSDA), national Skill Development Corporation (NSDC), National Skill Development Fund (NSDF), 33 sectoral skill councils (SSC), and 187 training partners registered with the NSDC have all received funding from the ministry”. The Ministry also wants to collaborate with existing training facilities, universities, and other institutions in the subject.

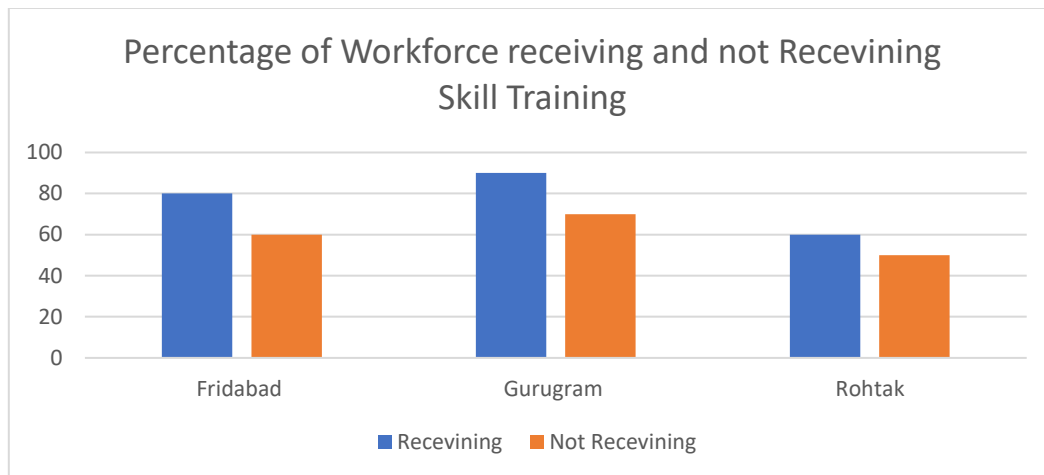
Lead initiative/functionary	Launched by	Launch date
National Policy on Skill Development (NPSD)	The Ministry of Labour and Employment	23 rd February 2009
National Skill Development Mission	The Ministry of Labour and Employment	16 th august 2010
National Vocational Education Qualification Framework (NVEQF)	All India council for technical education, MHRD	7 th February 2012
National Skills Registry for IT and ITES Professionals	NASSCOM & NSDL	18 th January 2006

Compression between before and after skill development program		
	Before	After
Female	10	60
Male	60	90



From research we know that the comparison before and after skill development program was "before the skill development program women were 10% and men were 60% and "after" women are 60% and men are 90%

Percentage of Workforce receiving and not Receiving Skill Training		
	Receiving	Not Receiving
Faridabad	80	60
Gurugram	90	70
Rohtak	60	50



From research we know that the percentage of workforce seeking and not receiving skill training is 80% getting skill training and not receiving skill training 60% in “Faridabad”, Gurugram “getting skill training 90%” and is not getting skill training 70% , Rohtak" is getting 60% skill training and not getting skill training 50%

Recommendations

- Skill Development Centres (SDC's) should be established across the nation, especially in the backward regions, in order to reach the weaker parts of society.
- As a result, the training capacity may be increased from the current level.
- Maintaining a basic quality of training is also required for a functional vocational education system, in addition to growing capacity for training.
- To take advantage of the demographic dividend, new workers need to be trained and retrained. Even if the number of students enrolled in technical schools has increased, there is still a shortage of qualified workers. This problem must be addressed at both the national and local levels.

Conclusion

In today's world, educating and employing the next generation is one of our greatest difficulties. It is essential for attaining quicker, sustainable and equitable growth because it offers adequate work possibilities for the rapidly expanding youthful population. India's demographic dividend is often cited as one of the country's biggest advantages due to its vast population. India's workforce must be educated and provided employment opportunities if it is to profit from its demographic dividend. As a result of skill improvement, job seekers will be able to negotiate higher wages, work in safer settings, and get better healthcare and medical facilities in the

formal labour market. To put it another way, the private sector has a lot to gain from having a big, well-trained and disciplined workforce at its disposal thanks to CSR investments. Having a staff with less absenteeism and turnover, higher productivity and efficiency, and lower recruiting expenses may all result from this kind of workforce. In light of the examples above, several corporations have begun concentrating on Skill Development Programs as part of their CSR efforts. Skill Development Programs must be expanded so that the country's demographic dividend may be its greatest asset.

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