



ERJ

Educreator Research Journal



**Volume–IX, Issues–I**  
**Jan – Feb 2022**

Original Research

**"A STUDY OF SKILL DEVELOPMENT PROGRAMMES INITIATED BY GOVERNMENT"**

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**Abstract :**

*India is second largest country in the world population which includes over 50% population under 30 years. This younger population is lagging behind in relation to skills and talents. There is strong need to develop and empower the human capital to ensure the nation's global competitiveness. India is lagging behind due to various problems like poverty, unemployment, medical infrastructure illiteracy. Youth plays very important role in economic development of a country. But it is found that most of the youth is uneducated and illiterate, those who are literate are facing problems of skills and lack of technical knowledge. Most of the youth is unaware of the technical advancements taking place in the economy. The present paper is based on review of Government initiatives taken for Skill Development programmes.*

**Keywords:** *skill development programmes, uneducated youth, illiteracy*

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**Introduction :**

Indian Population is growing at faster pace, but that growing population is lagging behind in terms technology and skills. To solve this problem persisting at national level, Skill India Development Scheme was launched on 15<sup>th</sup> July, 2015. The main objective of the Skill India programme is to provide adequate training in market-relevant skills to over 40 crore youth. It also aims to create opportunities for the development of talent within the country and improve the overall scope and space for underdeveloped sectors.

The main aim is to provide vocational training to school dropouts, existing workers, ITI graduates, etc., to improve their employability by optimally utilizing the infrastructure available in Government, Private Institutions and Industry.

**Why India needs Skill Development ?**

- Skill India Initiatives are needed for current students studying in colleges.
- Skilled workforce is needed for young population who is unemployed, as they are potential to serve industries in upcoming years.

- Indian Population needs to be trained and skilled to meet the technical competencies to face the challenges of competition from foreign market.
- Trained workforce will convert dream into reality to achieve success in programmes like Make in India, Digital India and Smart Cities.

### **Problem Statement :**

This research was carried out to underline the importance of Government Initiatives for Skill Development. The research helps to note and understand about various skill development schemes, launched by Government of India to educate and develop the youth.

### **Objectives :**

1. To analyse the need for skill development programmes
2. To study the skill development programmes initiated by Government
3. To create awareness for skill development schemes among youth.

### **Literature Review :**

1. On 13 march 2019 , Maroof Maqbool & Mahmood Ahmad Khan published a research paper titled as Skill Development Programme in India – Literature Review. The conclusion was drawn as There is more need of government intervention and policies to encourage these kinds of courses in various sectors.
2. On November 01, 2018 titled as ‘ Analyzing the impact of skill India as a tool for reshaping Indian economy’, by Dr. Rajni Arora & Manoj Chhadwani. The conclusion was drawn as - To further increase the momentum& see to the proper implementation of the skill India campaign the government set a target of skilling 400 million persons by 2022, but its pace is in slow rate than the set target.

### **Skills Development Programmes Initiated by Government :**

#### **1. Pradhan Mantri Kaushal Vikas Yojana (PMKVY) :**

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE) implemented by National Skill Development Corporation. The objective of this Skill Certification Scheme is to enable a large number of Indian youth to take up industry-relevant skill training that will help them in securing a better livelihood. One of the main aims of PMKK courses is to standardize job related skill development. Till now 1,39,33,962 candidates have enrolled and out of that 1,33,52,581 have completed their trainings.

#### **2. Capacity Building Scheme :**

Capacity Building & Technical Assistance (CB & TA) Scheme of Ministry of Development of North Eastern Region has been transferred to the MSDE for conducting skill development training for unemployed youth of NER. Under this Scheme, residential training is being provided to the youth of NER with a budget of Rs. 25 Cr.

The Target was to train around 9,681 candidates. The scheme has now closed with a total enrolment of 9,435 candidates, out of which 6,686 candidates have been certified and 3,638 candidates have been reported placed.

**3. Skills Exhibition :**

Nationalized Banks set-up stalls in the skills exhibition to promote & guide the youth about the different categories of Mudra Loans. Audio Visuals to highlight the skill initiatives taken by MSDE

**4. Kaushal Mela :**

PMKVY/PMKK Training Partners set-up stalls to register youth for the fresh skill development trainings during the 3-day long event Registration of youth under Apprenticeship Program by the industries. Ladakh to host first Kaushal Mela to empower youth with new-age skills. Around 2060 youth already registered for the Kaushal Mela which will also be live-streamed on social media for wider participation as of 16 March, 2021

**5. Pre-department Orientation Training (PDOT) :**

Given the need to orient potential migrant workers with regards to language, culture, do's and don'ts in the destination country, the emigration process and welfare measures, PDOT program has been launched. Ministry of External Affairs (MEA) in collaboration with Ministry of Skill Development and Entrepreneurship (MSDE) is conducting the PDOT program. NSDC is the implementing agency for this program.

**6. Rozgar Mela :**

To give impetus to the employment initiatives in the country, National Skill Development Corporation (NSDC) under the aegis of Ministry of Skill Development & Entrepreneurship (MSDE), Govt. of India has been organizing Rozgar Melas across the nation for providing suitable job opportunities in private sector to the unemployed youth. With initiatives like Rozgar Melas, the Government is ensuring a parallel growth in the private/ industrial sector. There is no end to the potential for industry to flourish across the States with big corporates partnering the government and pledging to invest.

These Rozgar Melas generally cater to the youth in the age group of 18-35 Years with an academic qualification covering 8th/10th/12th Pass, ITI, Diploma, Graduates etc. including the trained and certified candidates conforming to National Skills Qualifications Framework. The jobseekers for the Rozgar Mela are sensitized & mobilized through various channels including Print Advertisement, Bulk SMS, social media & through workshops at College & University Level in & around the districts of the Rozgar Mela.

**7. Pradhan Mantri Kaushal Kendra (PMKK) :**

Under Skill India Mission, Ministry of Skill Development and Entrepreneurship (MSDE) has initiated the establishment of state-of-the-art, visible and aspirational model training centers in every district of India, ensuring coverage of all the parliamentary constituencies. These model training centers are referred to as "Pradhan Mantri Kaushal Kendra" (PMKK).

PMKK is MSDE's initiative towards creation of standardized infrastructure for delivery of skill development training which are equipped to run industry-driven courses of high quality with focus on employability and create an aspirational value for skill development training. PMKK envisions to transform the short-term training ecosystem from a mandate driven delivery model to a sustainable institutional model.

The PMKK program provides financial support in form of a soft loan up to INR 70 lakhs to create training infrastructure and complements the delivery of the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), the flagship skill development program of the Government at the district level.

## **8. India International Skill Centres (IISC) :**

Government of India is keen to bridge the global shortage of labour force in the coming years by reaping the demographic dividend of young Indian labour force. To meet this objective, Ministry of Skill Development & Entrepreneurship under the "Skill India" Mission has set up India International Skill Centre (IISC) to provide skill trainings and certification benchmarked to International Standards. In the pilot phase, IISCs were set up through the National Skill Development Corporation (NSDC) and implemented the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and Pravasi Kaushal Vikas Yojana (PKVY) for youth seeking global mobility for jobs. As part of IISC Program, both domain skill training on international standards and Pre-Departure Orientation Training (PDOT) are imparted to candidates.

### **Challenges :**

From the literature review it can be observed that it is not so easy to implement Skill Development Programmes as it needs implementation and awareness among the growing youth.

#### **Some of challenges are ;**

- Inadequate infrastructure facilities
- Huge demand for skilled labour to cater the needs of growing market
- High Training Costs to make workforce competent
- Traditional mind-set of people

### **Conclusion:**

Developing country like India is having huge ratio (more than 50% of total population) of youth, which is unskilled and unaware about the Skill Development Programmes initiated by the Government. It is necessary to impart skill-based education among youth to cater the needs of the growing demand for skilled workforce. The future or prosperity of any country is ultimately based on skilled workforce. Unemployment and vicious circle of poverty can only be removed by improving skills among the workforce. Government has introduced Skill Centres to impart skill-based courses, these should be considered as Indian population can serve as huge potential to meet the needs of skilled workers for Indian industries as well as foreign Market.

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**Dr. Hema Mehta, (2022).** *"A Study of Skill Development Programmes initiated by Government". Educreator Research Journal IX Feb 2022. 46-49*