



Skill India - A Progressive Version of New India

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ABSTRACT: Skill India or the National Skills Development Mission of India is a campaign launched by Prime Minister Narendra Modi. It is managed by the National Skills Development Corporation of India. Skill India campaign was launched by Prime Minister Narendra Modi on 15 July 2015 to train over 30 crore people in India in different skills by 2021.^{[1][2]} Various initiatives under this campaign are:^[3]

- National Skill Development Mission
- National Policy for Skill Development and Entrepreneurship, 2015
- Pradhan Mantri Kaushal Vikas Yojana (PMKVY)
- Skill Loan scheme
- Rural India Skill

UK has entered into a partnership with India under skill India programme. Virtual partnerships will be initiated at the school level to enable young people of these country to experience the school system of the other country and develop an understanding of the culture, traditions and social and family systems. A commitment to achieve mutual recognition of UK and Indian qualifications was made.^[4]

KEYWORDS: skill India, Shri Narendra Modi, mission, programme, campaign, entrepreneurship, loan, rural

I.INTRODUCTION

Apr 16, 2021: India's first Skill India International Centre¹ will be set up in Bhubaneswar for training youths with an aim to enhance overseas opportunities for the skilled workforce. A memorandum of understanding was exchanged between the National Skill Development Corporation (NSDC) and the Skill Development Institute (SDI)² in presence of Union Skill Development and Entrepreneurship Minister Dharmendra Pradhan.^[5]

The recent systematic literature review conducted by Cabral and Dhar (2019)^[6] has identified the significance of skill development wherein the implementation of such schemes mitigate poverty, utilize demographic dividend, socio-economic empowerment of under privileged sectors, achieve economic growth³, reduce social challenges, and economic inclusion. As far as institutional mechanism is concerned, the National Skill Development Corporation (NSDC), Ministry of Skill Development and Entrepreneurship and the scheme - Prime Minister Kaushal Vikas Yojana (PMKVY) have resulted to achieve considerable results⁴, but not achieved the expected outcomes. The study argues the essential requirement of skill development to achieve technology adoption and women empowerment in the country.⁵

Oracle on 12 February 2016 announced that it will build a new 2.8 million sq. ft. campus⁶ in Bengaluru will be Oracle's largest outside of its headquarters in Redwood Shores, California.^[7] Oracle Academy will launch an initiative to train more than half-a-million students each year to develop computer science skills by expanding its partnerships to 2,700 institutions in India from 1,800 at present.^[7]

Japan's private sector is to set up six institutes of manufacturing to train 30,000 people over ten years in Japanese-style manufacturing skills and practices, primarily in the rural areas. Japan-India Institute of Manufacturing (JIM) and Japanese Endowed Courses (JEC) in engineering colleges designated by Japanese companies in India in cooperation between the public and private sectors would be established for this purpose. The first three institutes would be set up in Gujarat, Karnataka and Rajasthan in the summer of 2017.^[8]



In the budget of fiscal year 2017 - 18 the government of India has decided to set aside ₹ 17,000 crore, the highest ever allocation to this sector, in order to boost the Skill India Mission. At least ten million Indian youth enter the country's workforce each year, but the employment creation in India has not been able to absorb this influx,⁹ making increasing unemployment a severe problem. Through this allocation the government aims at generating employment and providing livelihood to the millions of young Indians who enter the work force every year.¹⁰

The government has invested ₹ 4000 crore in the launch of SANKALP (Skill Acquisition and Knowledge Awareness for Livelihood Promotion Programme), another big initiative under the Skill India Mission.¹¹ Through this it aims at providing market relevant training to 350 million young Indians. Apart from this, the government would set up 100 India International Skills Centres that will conduct advanced courses in foreign languages to help youngsters prepare for overseas jobs.⁹ It provides opportunities to the youth of India.¹² According to CSO, 59.30% rural women are self-employed and male ratio is 54.50%. This clearly indicates that the government has been undertaking proactive steps to converge the entrepreneurship in India towards development of rural women.¹⁰ Through the 2nd phase of Pradhan Mantri Kaushal Vikas Yojana, around 68.12 lakhs of women had undergone skill training. And also, around 4.08 lakh women had undergone training during 2018-2020, and Industrial training Institutes (ITI) had completed training for 38.72 lakhs women.¹¹¹⁰ As of 15 February 2016, the "Indian Leather Development Programme" trained 51,216 youth in a span of 100 days and it plans to train 1,44,000 young persons annually.¹³ Four new branches of "Footwear Design & Development Institute" — at Hyderabad, Patna, Banur (Punjab) and Ankleshwar (Gujarat) — are being set up to improve training infrastructure. The industry is undergoing acute skill shortage and most of the people trained are being absorbed by the industry.¹²

In an endeavour to prepare a generation of skilled employees and leaders in alignment with the modern day market demands,¹⁴ Skill India was launched by Prime Minister Narendra Modi in 2015 Skill India, launched to train over 40 crore citizens with different industry relevant skills by 2021, is to be implemented through a streamlined institutional.¹² Pradhan Mantri Kaushal Vikas Yojana (PMKVY) or otherwise known as Pradhan Mantri Youth Training Program¹¹¹² is a skill development initiative scheme of the Government of India for recognition and standardisation of skills.¹³

The aim of the PMKVY scheme is to encourage aptitude towards employable skills and to increase working efficiency of probable and existing daily wage earners, by giving monetary awards and rewards and by providing quality training to them.¹⁵ Average award amount per person has been kept as ₹8,000 (US\$100). Those wage earners already possessing a standard level of skill will be given recognition as per scheme and average award amount for them is ₹2000 to ₹2500.¹⁶ In the initial year, a target to distribute ₹15 billion (US\$190 million) has been laid down for the scheme. Training programmes have been worked out on the basis of National Occupational Standards (NOS) and qualification packs specifically developed in various sectors of skills. For this qualification plans and quality plans have been developed by various Sector Skill Councils (SSC) created with participation of Industries¹⁷. National Skill Development Council (NSDC) has been made coordinating and driving agency for the same.¹⁴

An outlay of ₹120 billion (US\$1.5 billion) has been approved by the cabinet for this project.¹⁵ The scheme has a target to train 1 crore Indian youth from 2016-20.¹⁵ As of 18 July 2016, 17.93 lakh candidates were trained out of 18 lakh who enrolled for the scheme.¹⁴

The Ministry of Skill Development and Entrepreneurship is a Ministry of Government of India set up on 9 November 2014 to coordinate all skill development efforts across the country. The ministry is headed by Union Minister Dharmendra Pradhan.² Industrial training, apprenticeship and other skill development responsibilities were transferred from the Ministry of Labour and Employment¹⁸ to this newly made ministry on 16 April 2015.³ It aims to remove the disconnect between demand and supply of skilled manpower, to build the new skills and innovative thinking not only for existing jobs but also for jobs that are to be created. The Ministry is in charge of providing and facilitating skill development initiatives and training infrastructure with the following institutions.⁴

- Director General of Training (formerly the Directorate General of Training & Employment, Ministry of Labour and Employment)
- National Skill Development Corporation
- National Skill Development Agency
- National Skill Development Fund
- National Institute of Entrepreneurship and Small Business Development (NIESBUD)¹⁹



Schemes

- Pradhan Mantri Kaushal Vikas Yojana
- UDAAN, a Special Industry Initiative for J&K
- Start-up Village Entrepreneurship Programme (SVEP), to support entrepreneurs in rural areas to set-up enterprises at the village-level in non-agricultural sectors.^[5]

II.DISCUSSION

National Skill Development Corporation (NSDC) is a not-for-profit public limited company incorporated on July 31, 2008, under section 25 of the Companies Act, 1956 (corresponding to section 8 of the Companies Act, 2013).²⁰ NSDC was set up by Ministry of Finance as Public Private Partnership (PPP) model. The Government of India through Ministry of Skill Development & Entrepreneurship (MSDE) holds 49% of the share capital of NSDC, while the private sector has the balance 51% of the share capital.²¹

NSDC aims to promote skill development by catalyzing creation of large, quality and for-profit vocational institutions. Further, the organisation provides funding to build scalable and profitable vocational training initiatives. Its mandate is also to enable support system which focuses on quality assurance, information systems and train the trainer academies either directly or through partnerships. NSDC acts as a catalyst in skill development by providing funding to enterprises, companies and organizations that provide skill training.²² It also develops appropriate models to enhance, support and coordinate private sector initiatives. The differentiated focus on 21 sectors under NSDC's purview and its understanding of their viability will make every sector attractive to private investment.^[1] The NSDC was set up as a Public Private Partnership Company in order to create and fund vocational training institutions, and create support systems for skills development.^[2]

In light of the introduction of the Goods and Services Tax in 2017, NSDC and the Institute of Company Secretaries of India (ICSI) collaborated to train over 1,00,000 people as GST experts to help the corporate sector with accounts work.^[3] The NSDC has trained more than 5.2 million students, and it has also created 235 private sector partnerships and 38 Sector Skill Councils (SSC) in various industries.^[2] It is estimated that by 2021 India will need an additional 104 million people in the workforce with a further 298 million requiring upgrade in training.^[4] To address this NSDC has started skill development initiatives in North East India, with a target of training 240,000 people in 2017–18.²³

NSDC has also partnered with Amazon's "meri saheli" initiative to improve the digital literacy of women.^[5] Together with Google India, it has launched a program to train people on mobile development, via a 100-hour course to be delivered through partner agencies.^[6]

NSDC also signed a collaboration with the Indian Institute of Corporate Affairs to train people within CSR, corporate governance, business innovation, e-governance and other skills.^[7] Other partners include the Adani Foundation,^[8] Uber and Maruti.^[9] On July 8, 2020, NSDC and Microsoft announced their partnership which will provide digital learning to over 1 lakh people in 12 months of time. This program will cover a wide range of skills learning; from basic level of digital information to advanced digital skills and technological knowledge.^[10]

EFS Facilities Services Group partners National Skill Development Corporation (NSDC) towards the launch of Tejas in 2020.^[11] NSDC operates under a Public Private Partnership (PPP) model. The Government of India through the Ministry of Skill Development & Entrepreneurship (MSDE) owns 49% of the share capital, while the private sector owns 51%.^[12] According to the NSDC's Board Report, the government is the largest shareholder and corporation controller, and the private holders are 10 business associations or confederations – including the Confederation of Indian Industry (CII), Federation of Indian Chambers of Commerce and Industry (FICCI) and National Association of Software & Service Companies (NASSCOM) – each with 5.1% share capital. Under the aegis of MSDE, NSDC has collaborated with central and state governments, industry, non-profit organisations and academia to synergise and accelerate the skilling efforts.^[13]

- SMEC Automation Pvt Ltd^[14]
- A.K SAMANTRAY & CO PVT LTD^[15]
- AA EDUTECH PRIVATE LIMITED^[16]



As a not-for-profit company, NSDC realises its target both by running government-funded activities and providing funding to private skill-training enterprises, companies and organisations.²⁴ NSDC participates in government skill-training schemes and initiatives as a partner or project management unit to run official grant-based programs, and supports the central and state governments of India in implementing their skills development strategies. NSDC also develops appropriate models to enhance, support and coordinate upskilling initiatives in private sectors. According to its annual report, NSDC developed an effective network of training partners which includes 302 funded, 115 non-funded and 14 innovation partners as well as 39 operational Sector Skill Councils, and distributed 1453.70 Crore (around US\$210 million) funding to the skills training programs through the partnership network.^[17]

Schemes and initiatives

- Pradhan Manthri Kaushal Vikas Yojana(PMKVY)^{[18][19]}
- Pradhan Manthri Kaushal Kendra^[20]
- India International Skill Centre(IISC) Network^[21]
- Technical Intern Training^[22]
- Seekho Aur Kamao^[23]
- Swades^[24]

III.RESULTS

The National Skill Development Agency (NSDA) attempts to increase Employability of Youth in India. It is a fully autonomous body, constituted on the approval of Union Cabinet of India.^[1] On May 9, 2013,^[2] the Union Cabinet gave its nod to form NSDA. The Union Cabinet of India held a meeting on January 31, 2013 in which the proposal for building the National Skill Development Agency (NSDA) was first endorsed, after the suggested plan was reviewed by a Group of Ministers. The United Progressive Alliance (UPA) government approved the proposal.^[3] National Skills Qualification Framework, is an integrated education and competency-based skills quality assurance framework developed by NSDA, according to which graded levels of skills are recognised based on the learning outcomes acquired through both formal or informal means. This enables students, to have their informally acquired skills graded and use those towards formal education, which is a core concept of India's National Education Policy 2020.^{[4][5]} Shri Vishwakarma Skill University in Haryana was founded on this concept.²⁵

NSQF caters for diversity of the Indian education and training systems, development of a set of outcome-based nationally recognised qualifications for each level, provide progression pathways for further study, enable integrated learning through education and vocational training and work experience, foster lifelong learning through transparent, accountable and credible mechanism which recognises prior learning.^{[4][5]}

The National Policy on Skill Development is an umbrella framework devised by the Government of India to develop employable skills among the youth of the country through learning and producing workers adequately skilled to meet the requirements of industry.^[1] India has traditionally had a lower percentage of population of appropriately skilled workers comparable to other economies of the world. In its 11th five-year plan for the financial year 2007-12 suggested actions to increase the skilled workforce in the country to 15 million annually and targeted to skill 150 million people by 2021²⁶. In line with the recommendations in the five-year plan and to mitigate the challenges faced by the economy of the shortage of the skilled workforce. The government formulated a skill development policy in 2009, with emphasis given to special courses to be imparted through Industrial Training Institutes in partnership with the private sector.^[2]

In the 12th five-year plan, a further push was given to skill development and employment. The new government at the center in 2014, recognized skill development as an important aspect of the economy and focused on bridging the skill gap of the nation by formulating standards required for quality employment²⁷. A dedicated Ministry of Skill Development and Entrepreneurship was formed to look after various activities of skill development.^[3] Similarly, to encourage the corporate sector to participate in employment generation. The government also amended the Apprentices Act to provide more flexibility to the employers.^[4]

Considerable GDP growth of India post-liberalization initiatives of 1991 created immense employment potential. But, this economic growth did not translate into employment and created job shortages for skilled manpower. These challenges highlighted an immediate need for a skill development program in the country.^[5] A broad policy framework was implemented in line with the recommendations of the five-year plan by launching skill development policy of 2009. A



special budget was allocated and Prime Minister's National Skill Development Council was established to strategize skill development programs in the country. Similarly, National Skill Development Agency²⁸ was formulated to implement different schemes of the central government in coordination with various states and the private sector. Still, after investing enormous resources in infrastructure and training initiatives, creating a skilled workforce suiting industry requirement could not be achieved.^[6] One of the impediments in achieving success in the 2009 policy is attributed to the focus given to Vocational Education and Training (VET) imparted through ITI's. As a World Bank report in 2008, suggested expanding the VET system as a skill development program would not substantially improve the outcomes.^[7] Whereas (Ahamed, 2016) considering National Sample Survey Organisation (NSSO) data in his research argues, the net effect of VET's in the Indian context is positive for employment and wages, he further asserts, the reason for that could be specific VET courses and employer participation.^[8]

After the formation of the new government at the center, the recommendations from the twelfth five-year plan were acted upon. In which much focus was laid on upgrading skill development initiatives by undertaking infrastructural and institutional means. Well designed courses were developed to encourage the participation of youngsters through the largest vocational scheme in The World, the Pradhan Mantri Kaushal Vikas Yojana (PMKVY).^[9] Some corporate houses, in coordination with the government designed the curriculum for the skilling courses and employed the students after completion of respective courses.^[9] An executive from one of the leading corporate houses, thus commented: "A partnership of government policy, industry interface and continuing engagement is the key to strengthening our economic prowess." Many industry leaders praised the government for bringing all the skilling activities to a dedicated ministry, which were earlier undertaken by the Finance Ministry.^[4]

IV.CONCLUSIONS

The Skill India Mission is a government scheme that is launched in 2015. It is a kind of umbrella scheme under which there are many small skilling schemes were prevalent. The main objective of launching this scheme is to empower the youth of the country with adequate skill sets that boost their chances of getting employment in various sectors of the economy. It also helps the individual in improving its productivity.^[30]

The main Skill India Objectives

- The main objective of the Skill India Mission is to offer market-relevant skills training to almost 40 Crore young people in the country by the year 2021.
- Enrolling in Skill India Mission will open up job opportunities and creating a space for the talent development of our Indian youth.
- Skill India Mission helps in developing those sectors which are looking for skill development for the past several years to recognize the new areas or sectors for skill development.

This scheme helps in bridging the gap between skills required by the industry and skills people having for the generation of employment.^[31]

- Reducing poverty in the country
- Increasing the competitiveness of Indian Businesses
- By enrolling in Skill India Mission, you can ensure that skill training is relevant and are of quality.
- Helping the Indian citizens to rule the manpower and resources in the market.
- Diversification of existing skill development programs to meet today's challenges.
- Building actual competencies rather than giving people mere qualifications.
- Building up opportunities for lifelong learning for developing skills.
- Augmenting better and active engagement of social partners and building a strong public-private partnership in skill development.
- Mobilizing adequate investments for financing skills development sustainability.

Features of Skill India Mission

- The most important feature is the creation of a new hallmark 'rural India scheme'
- The focus is on improving the employability level of the youth to increase their employment and entrepreneurship skills.
- The mission offers support, training, and guidance for all traditional types of employment like cobblers, weavers, welders, masons, blacksmiths, nurses, etc.



- Skill India Mission emphasis on sectors like construction, transportation, real estate, gems industry, textiles, banking, designing, tourism, and other sectors, where skills are not adequate level.³²
- The best part about enrolling in Skill India Mission is of international standards so that the youth of India's demand remains high even abroad.

Sub-schemes that are part of Skill India Mission

There are various schemes under Skill India. Here is the list of the major ones:

- **The National Skill Development Mission**

The National Skill development mission was launched for creating convergence across various sectors and different states with concern to activities related to skill training. The mission is not only coordinating skill efforts but would also facilitate decision-making across the sectors to achieve quality skilling on a large scale.

Pradhan Mantri Kaushal Vikas Yojana (PMKVY)

The Pradhan Mantri Kaushal Vikas Yojana aims to encourage the young population of the country is to take up training that is industry-relevant and builds them in skill development. The scheme consists of specialized components such as the National Skills Qualification Framework(NSQF), Recognition of Prior Learning(RPL), Kaushal, and Rozgar Yojana meals among others.³³

Indian Skill Development Services

The Indian Skill Development services is a new government service that has been created for the training directorate of the Ministry of Skill Development and Entrepreneurship. It is a group 'A' service and is a big push towards the government's skilling initiatives by drastically enhancing the efficiency and effectiveness of various schemes in the domain.

National policy for skill development and Entrepreneurship 2015

It aims to offer an umbrella framework regarding all skilling activities that are carried out within India. It helps the individual to get align with common standards and connect skilling with demand centers. In addition to laying down the objectives and expected outcomes, the policy also does the identification of the overall institutional framework which will act as a means to achieve the expected results.³⁴

List of Skill India Sources

- Management and development programs: It gives training regarding modern office practice, analysis of financial statements, and marketing training for managers, etc.
- Training of trainer: Accreditation program for, technology infusion, EM trainers, etc.
- Entrepreneurship development programs: It consists of Women EDP, women empowerment, CRR scheme, etc.³⁵
- Skill development programs: Dairy-based ESDP, carpentry, electroplating, fashion designing, etc.
- Other skills: It includes promotion of micro-enterprises, cluster development, lending strategies for MSMEs, etc.³⁶

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