

Globalization and Its Impact on Skill Development in India

Abstract

“Today, the world and India need a skilled workforce. If we have to promote the development of our country then our mission has to be ‘skill development’ and ‘Skilled India’.

Keywords: PPP., NSQF, KVK, OFCW, NSRD, NSDA, SSSQM, NSCFDC, NMD FC, NBCFDC

Introduction

In the first decade of the twenty century education is engaging is greater attention of the academia. In India the educational options, policies, and ideals are hotly debated in view of globalization, predominance of capitalistic economy the boom in the service sectors and revolution in the communication technology.

Globalisation is a multi dimensional concept. It has political, economic and cultural manifestations, and these must be adequately distinguished. It is wrong to assume that globalisation has purely economic dimensions. Just as it would also be mistaken to assume that it is a purely cultural phenomenon, affected an indelible impact on all spheres and levels of life, resulting in growing interdependence of the people across the globe.

The term globalization was first introduced by Adam Smith in 1776 in his book titled, “wealth of nation” as a process by which the country as a whole would derive benefits by having trade relationships with other countries. The globalization now connotes a content in which physical boundaries of countries have no relevance or importance. It refers to a socio-economic environment in which everyone irrespective of his/ her national identity gets affected by the activities taking place anywhere and anytime due to their inter-connectedness and interdependence. These activities can be commercial, cultural or educational in nature. Globalization is a result of scientific and technological revolution. Thus globalisation means integration of economies and societies through cross country flows of information, ideas, technologies, goods, services, capital, finance and people

Globalisation has a strong historical basis, gathered momentum in the second half of the 1990s, gaining ground from 2000 onwards. Globalization has affected many aspects of human life, in the twentieth century; many developing countries have experienced growth in educational facilities due to the entry of the institutions from the west. So many educationists believe that this process is an in valuable opportunity for the people of the developing countries like India to improve their skills and standards of education.

Globalisation is not caused by any single factor, technology remains a critical element. There is no doubt that the invention of the telegraph, the telephone, and the microchip in more recent times has revolutionized communication between the different parts of the world. When printing initially came into being it laid the basis for the creation of nationalism. So also today we should expect that technology will affect the way we think of our personal but also our collective lives.

As far as India’s organized education system is concerned, it was created during British rule from the early 1900s onwards, designed to bring in more Indians into the governance system. Thus education system was based on the elitist theory and based on the use of English as medium of instruction. Similarly the education network was also created to serve the needs of the large number of English families and the children that settled in India as part of the British govt. and armed forces.

In the post independent period, to meet the global demands a new educational system was developed by the intense focus of the govt. of independent India in different times and the education system make more equitable and democratic. Now India’s educational system has created a

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rich and large pool of skilled and knowledgeable talent and India has been able to reap rich harvest from the growth of globalization of 1990s and 2000s.

Today, India is a country with 65% of its youth in the working age group. If ever there is a way to reap this demographic advantage, it has to be through skill development of the youth so that they add not only to their personal growth, but to the country's economic growth as well. For the first time in 68 years of India's independence, The Ministry of Skill Development and Entrepreneurship (earlier Department of Skill Development and Entrepreneurship, first created in July 2014) was set up in November 2014 to give fresh impetus to the Skill India agenda and help create an appropriate ecosystem that facilitates imparting employable skills to its growing workforce over the next few decades. Apart from meeting its own demand, India has the potential to provide skilled workforce to fill the expected shortfall in the ageing developed world. The Ministry proposes to launch the NATIONAL SKILL DEVELOPMENT MISSION (NMSD - known henceforth as, the Mission), which will provide the overall institutional framework to rapidly implement and scale up skill development efforts across India.

During the five year period from 2004-05 to 2009-10, only 2.7 million net additional jobs were created in the country. For a skills strategy to be successful it should be complemented by commensurate creation of jobs in the primary, secondary and tertiary sectors which will be a key outcome of overall economic growth including entrepreneurship cutting across all sectors. The Indian capacity for harnessing entrepreneurship has not been fully realized the MSME (micro, small and medium enterprises) sector contributes to only 17% of GDP as compared to 85% in Taiwan, 60% in China and 50% in Singapore. Given the realities of rapidly changing economic landscape in the country, entrepreneurship opportunities have emerged as an important source of meeting the aspirations of the youth. An all inclusive approach to strengthen the entrepreneurship development scenario in the country which is competent, quality conscious, market savvy, innovative and has globally competitive entrepreneurs, needs to be carefully mentored and encouraged. Recognizing the imperative need for skill development, National Skill Development Policy was formulated in 2009. Given the vast paradigm shift in the skilling and entrepreneurship eco system in the country and the experience gained through implementation of various skill development programmes, there is an imminent need to revisit the existing policy. Moreover, the 2009 Policy itself provides for review every five years to align the policy framework with the emerging trends in the national and international milieu.

On 15 July 2015, The Skill Mission launched by Hon'ble Prime Minister, Shri Narendra Modi has gathered tremendous steam under the guidance of Shri Rajiv Pratap Rudy, Union Minister of State for Skill Development and Entrepreneurship, during the last one year. The target to train more than a crore fresh entrants into the Indian workforce has been

substantially achieved for the first time. 1.04 Crore Indians were trained through Central Government Programs and NSDC associated training partners in the private sector. Thus India has target of creating 500 million skilled workers by 2022 and there is a need for increasing capacity and capability of skill.

Aim of the Study

1. To know the importance of "skill" in the present scienario.
2. To know the Gool's Policy of Skill Wdig.
3. Education and Skill are the main sorce of livlihood the Age of Science of Technology
4. Skill may change the status of Wdig at difference international level.
5. Skill and Change go Rend in hand
6. Skill makes & man self, Reliant

Impact on skill Development in India

Maximum use of ICT

To meet the objective of making skilling aspirational, networks created through advanced and easily accessible technological tools, in order to spread awareness and increase outreach. **The** use of technology will be leveraged to scale up training facilities, enable access to remote areas and increase cost-effectiveness of delivery of vocational training.. Use of existing available networks such as the widespread Optical Fibre Network .The Government aims to promote in private domain a matching online/mobile platform for connecting supply and demand of skilled workers. Private sector will be encouraged to develop mobile applications for aggregating informal sector workers such as plumbers, carpenters etc. for household services, through innovative commercial models

Availability of a National Portal

A trainer/assessor portal will be set up as a part of the National Portal to act as a repository and registration database for all certified and interested trainers/assessors. All retiring employees in industry or government domain, who are interested to use their experience gainfully by extending their career as trainers/ assessors, will have freedom to register themselves on the portal. This portal can be easily accessed by training providers and assessment bodies as per their relevant sector, experience, and location of the registered certified trainers/ assessors.

Impact on Education

Change in the Traditional structure of education (School level):

According to the National Skill Development Policy 2015, 25% schools will integrate skilling with formal education from class 9 onwards, over the next 5 years, to make skill development aspirational. Integrate entrepreneurship education in the formal education system broaden the base of entrepreneurial supply by meeting specific needs of both socially and geographically disadvantaged sections of the society including SCs, STs, OBCs, minorities, differently-abled persons.

Impacted the Higher level also

Skilling will be increasingly integrated with higher education with polytechnics offering NSQF aligned vocational courses and Bachelor of Vocational Studies degrees Further, at least 25% of all existing

institutions of higher education would offer add on career oriented courses with specialized skills at an appropriate NSQF level within the next five years.

ITI linked with the formal education system

The ITI qualifications will be linked to formal educational qualification at appropriate level through suitable language/bridge courses as necessary in consultation with State/ Central boards of education. The existing ITIs and Polytechnics will be modernized with courses and curriculum that are aligned to the emerging competency based demand in the market. Government will promote use of certified, skilled manpower for its work and projects through enabling provisions in their contracts

New ITIs will be set up in PPP mode

New ITIs will be set up in PPP mode especially in unserved blocks of the country to expand outreach of skilling programmes. Further, higher order skilling will be promoted through ATIs and Multi Skill Institutes (MSIs) set up in PPP mode with strong industry linkages. Special focus will be laid on youth who do not wish to continue with school or higher education so that they are provided skills for other sustainable livelihood options. Separate skill courses, aligned to the appropriate NSQF levels, will be held in existing schools/centers during evening hours to provide alternate career pathway to these students. NSQF as a means to integrate and provide multiple pathways between general and vocational education will help school drop-outs make choices about vocational courses. State Governments would be encouraged to setup Kaushal Vardhan Kendras (KVKs) at panchayat level for mobilizing and imparting skills pertaining to local employment/livelihood opportunities to school drop-outs, adolescent girls, housewives and rural youth.

New training institutions established for trainer

New institutes for training of trainers will be set up in PPP mode, at least one in each State, With increase in availability of certified trainers, all training institutes will be mandated to engage certified trainers only.

Skill centers and universities come in to existence

Foreign Governments, corporate and agencies will also be encouraged to set up skill centers and universities as well as participate in content creation, design of curricula and delivery of training. Exchange and capacity building programmes for teachers, administrators and students will be facilitated.

Requirement of Trainers Increased

Short term modules for training of interested persons, with relevant industry experience, will be promoted through instructor training institutes to enable them to attain the requisite certification for being a certified trainer/assessor. Career pathways will be redefined for trainers to make the profession more attractive and lucrative for the youth. The job of skill trainers will be made aspirational by benchmarking their pay scales with secondary school teachers

Birth of National Skills Universities

National Skills Universities will also be set up to ensure continuous supply of quality trainers in each

sector. Special training programmes would be developed for training of trainers meant for overseas employment, including language training in collaboration with the concerned country. This could include exchange programmes, industry visits and simulated training. ICT enabled training and certification program for the trainers to train them within comforts of their homes, wherever feasible would also be promoted. Moreover, appropriate training in the latest technological developments for upgrading the technical skill of trainers, as per the requirement of the present scenario by the industry will also be undertaken.

Nationally integrated education and competency based skill framework

All formal and vocational education including skill training will have to align themselves with NSQF by December 2018. It is a nationally integrated education and competency based skill framework that will provide for multiple pathways, horizontal as well as vertical, within vocational education, vocational training, general education and technical education, thus linking one level of learning to another higher level. This would facilitate both horizontal and vertical mobility with formal education on outcome based equivalence linked to a uniform credit framework.

Proper use of infrastructure of unserved Blocks

By designing suitable incentive schemes, existing infrastructure both in terms of buildings and potential teachers would be optimally leveraged for skill training. There are over 1.55 million schools, 25000 colleges, 3200 polytechnics and 83 youth hostels; around 1.5 lakh post offices and over 1 lakh kiosks across the country. Schools/colleges will be used during holidays/off hours for training purposes; shop floors of industries will be utilized for practical training etc. Existing institutions in the agriculture sector such as Krishi Vigyan Kendras, Agro-business Clinics, and Indian Council of Agriculture Research (ICAR) will be utilized for providing skill training as well.

There is availability of 65,000 kms of railway network in the country with over 8,000 stations, out of which a large proportion have adequate infrastructure facilities, electricity supply and an extensive optical fibre cable (OFC) network. The possibility of leveraging this to deliver short-term skilling courses and promoting awareness would be explored. Branding of the Skill India Initiative will also be ensured through railways. Similarly, the vast network of existing Post Offices and Citizen Service Centers (CSCs) would be leveraged with industry support to create such a support system for the youth Check on the Brain Drain

According to US Census Bureau estimate, by 2022, countries like USA, UK and China will fall short of skilled labour by 17 million, 2 million and 10 million respectively while India will have a surplus of almost 47 million in the age group of 19-59 years. This strength can be leveraged by countries of destination to meet their labour and skill shortages. Labour mobility is the only long term solution for sustaining global growth rates. To address this aspect of skill mobility the government will pro-actively build

Human Resource Mobility Partnerships (HRMP) with key countries in collaboration with the concerned parties.

Impact on Industrial sector

Skill Development is a shared responsibility of both Government as well as industry. Since industry is one of the major stakeholders, it needs to actively contribute to the cause of skill development.

Role of Industry will Change and Increase

Industry should actively participate in designing curricula and standards for skill training courses. Industry members will be requested to contribute as guest faculty at ITIs, ATIs, MSIs and other skill training institutes.

Collaboration of Industry with skill Training Institutions

Every training provider (TP) including ITIs should tie up with industry in the relevant trades to improve placement opportunities for candidates. Similarly, every industry should also tie up with suitable training centre(s) in its vicinity for supply of skilled workforce and apprentices

Role also increased of Non-Governmental organization

Special efforts will be made to organize and streamline efforts of the Non-Governmental Sector in their skill development initiatives. Mentorship support will be provided to eligible NGOs through NSDC to scale and create sustainable models for skill development for Green jobs (agriculture, horticulture, renewable energy, recycling, eco-tourism)

Condition of the overseas unskilled or semiskilled workforce improved

Currently there are about 14 million overseas Indians, 70% of whom are unskilled or semiskilled labourers. Due to several reasons such as lack of skills, inadequate information, lack of knowledge of basic language, etc, they often have to work in adverse circumstances with biased terms of employment. To address the existing issues faced by Indian labourers abroad the government will further enhance the scheme of skill up gradation and pre departure orientation training to emigrant workers. The scheme will have the objective of institutionalizing the process of skill development of emigrant workers and to equip them with the basic knowledge about laws, language, and culture of the destination countries for the purpose of overseas employment.

Transnational standards will be created for sectors where there is an opportunity for international workforce mobility. Close partnerships with the concerned countries would enable certified Indian youth to get employed in these countries. National Skills Qualification Committee (NSQC), with assistance from the concerned SSCs, would be capacitated to develop working standards, assessments and certifications with respective agencies in the destination countries.

Business friendly environment

A business friendly environment with easy entry and exit procedures will encourage entrepreneurial activity by Introducing Unique

Enterprise Number (UEN), Composite Application Form (CAF), to strengthen existing 'Single Window System', Converting the present District Industries Centers (DICs) into Business Development Centers (BDCs, Allow easy exit to enterprises if they have been in operation for less than three years, Consider tax incentives to new and existing entrepreneurs.

Development of Skill increased Global Partnerships

The main objective of global partnerships and international collaborations is to leverage best practices from across the world. Such collaborations will immensely enrich domestic training programmes by enhancing their quality through learning from successful international models of vocationalization of education, engaging with industry, etc. Institutional arrangements through joint working groups, secretariats, etc will be established for regular exchange of knowledge, experiences, research findings, teaching and learning materials, and innovations in skill development.

Skill development and entrepreneurship are complementary to each other

Vibrant entrepreneurship requires support from an enabling ecosystem of culture, finance, expertise, infrastructure, skills and business friendly regulation. Many government and non-government organizations are playing enabling roles across each of these crucial supporting elements. This policy framework, cognizant of the need for the full ecosystem to be present to unlock entrepreneurial potential, proposes a nine part entrepreneurship strategy:

1. Educate and equip potential and early stage entrepreneurs across India
2. Connect entrepreneurs to peers, mentors and incubators.
3. Support entrepreneurs through Entrepreneurship Hubs (E-Hubs).
4. Catalyze a culture shift to encourage entrepreneurship.
5. Encourage entrepreneurship among under-represented groups.
6. Promote Entrepreneurship amongst Women
7. Improve ease of doing business.
8. Improve access to finance.
9. Foster social entrepreneurship and grassroots innovations

National Skill Development and Entrepreneurship Policy, 2015 attempts to address these concerns. It tries to bring the world of education and training closer to the world of work so as to enable them together build a Strong India. 3000 College,1 National, 30 State, 50 Nodal Entrepreneurship Hubs will be set up to deliver support covering the entire nation

Skill Development will enable eco-system for entrepreneurship in the country

It is essential to create an enabling eco-system for entrepreneurship to thrive and instill a mind-set and culture of opportunity & innovation based motives and entrepreneurial incentives.

Flexible credit delivery norms

As per RBI data, the shares of small scale industries in gross bank credit from scheduled

Commercial banks have been continuously decreasing. Its share has fallen from 15.42 per cent of the gross bank credit in 1991 to 6.34 per cent in 2006-07. To reinvigorate the flow of credit to deserving entrepreneurs, the following interventions could be considered, Ensure that credit delivery norms are met by financial institutions without compromising the quality of the projects submitted for credit. Strengthen venture capital companies in quasi-public sector by infusing capital through equity participation. Incentivize Angel financing by providing appropriate rebates on capital gains made by investors. Promote a 'rescue' culture by revisiting bankruptcy rules and facilitate counseling and advisory service to troubled firms by appropriately addressing legal status.

Administrative Impacts

Duty of the Government to promote a skills training ecosystem

Government would promote a skills training ecosystem that would also enable training and placement of Indian boys and girls in overseas jobs. The ageing developed world is expected to face a huge skill shortage while our country has the potential to reap its demographic advantage and export skilled labour to the world

Govt's contribution increase as for as the Policy making matter is concerned

Ensure that the skilling needs of the socially and geographically disadvantaged and marginalized groups (like the SCs, STs, OBCs, minorities, differently abled persons etc.) are appropriately taken care of.

State Skill Development Missions (SSDMs) have been launched

Different states in India face varied challenges in relation to demographics and skill development. There needs to be a shared sense of urgency to address the challenges of the changing demography. While State Skill Development Missions (SSDMs) have been launched in almost all States, there is an imminent need for capacity building and empowerment of SSDMs in many States in order to upscale quality skill development

Establishment of an IT based information system

An IT based information system will be established for aggregating demand and supply of skilled workforce which can help in matching and connecting supply with demand. National Policy for Skill Development and Entrepreneurship 2015 supersedes the policy of 2009. The primary objective of this policy is to meet the challenge of skilling at scale with speed, standard (quality) and sustainability. It aims to provide an umbrella framework to all skilling activities being carried out within the country, to align them to common standards and link skilling with demand centers.

Creation of a national Labour Market Information System (LMIS)

A national Labour Market Information System (LMIS) will be created. This will be an integrated database, which contains socio-economic data in modules on (i) supply side skilled labour force statistics (ii) demand of skilled / unskilled labour (iii) market trends like wage structures and distribution,

economic growth trends across sectors, focus areas for skilled manpower, occupational shortages etc

KVKs will play a pivotal role

The proposed KVKs will play a pivotal role in identifying local employment opportunities and providing adequate training and post-training support according to needs of local areas such as migration support for skilled workers. The centers will also function as information centers for training and employment opportunities, as well as for various support schemes. KVKs in the form of mobile training facilities, will also be deployed to reach out to remote and difficult areas.

Govt. will provide financial Assistance

Government believes that inability to pay training fees should not stop any citizen in the country from acquiring certified skill training. Government will promote grant of scholarships, rewards and Skill Vouchers (SV) for funding of training costs. All desirous candidates would be able to access credit for all certified NSQF aligned skill development programmes through targeted Skill Vouchers (SVs). This is proposed to promote an environment of "Learn, Earn, and Pay

Birth of National Skills Research Division (NSRD)

A National Skills Research Division (NSRD) will be constituted within NSDA at the national level. The role of the division will be to conduct skill surveys including aggregation of the environmental scans done by SSCs, study emerging demand trends, operate the LMIS and other skilling platforms and databases. This body will have close involvement of private sector subject experts and will be the strategy think tank for MSDE.

Various skill schemes introduced by Govt

Government will allow flexibility in various skill schemes to address special needs of various sections of society through innovative models within the overall architecture of the scheme. Skill training will be aligned to specific requirements of the community and local ecosystem.

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engagement with various stakeholders in the skilling ecosystem and ensure that skill sets of our people are also aligned with international requirements/benchmark, ensuring their global mobility.

With the use of ICT adequate focus will be given on the hilly and difficult areas

It is necessary to promote skill development initiatives that will ensure inclusivity, irrespective of gender, location, caste, sector etc. Government attaches high priority to socio-economic growth of rural areas since India lives in her villages. Adequate focus will be given to youth from deprived households by establishing skill development centers in areas which are underserved. The border, hilly and difficult areas, including North Eastern states, J&K, and the hilly forested areas of central and eastern India, face additional challenges arising from inadequate infrastructure, poor investment and low industrial opportunities. Special attention needs to be given to youth residing in these regions to address their needs for employment and employability. In order to provide more equitable access across the country, special efforts including earmarking of funds for establishing training facilities in deficient regions and need based subsidization of skill training for disadvantaged groups, will be initiated. Natural aptitude of youth will also be kept in view while implementing training programmes in these geographies.

Establishment of National funding Agencies

Various National funding Agencies will be establish like, National Scheduled Cast Finance and Development Corporation (NSCFDC), National Minorities Development and Finance Corporation (NMDFC), National Backward Classes Finance and Development Corporation (NBCFDC), National Schedule Tribes Finance and Development Corporation (NSTFDC), etc., to provide credit to micro enterprise start-ups launched by their target population.

Role of Ministry of Skill Development and Entrepreneurship increased

Ministry of Skill Development and Entrepreneurship has been created to fulfill the vision of a 'Skilled India' where human resource development is the primary focus. MSDE will be responsible for coordination with all concerned for evolving an appropriate skill development framework, removal of disconnect between demand for, and supply of, skilled manpower, skill up-gradation, building of new skills, innovative thinking and talents for existing and future jobs. MSDE will also play the lead role in ensuring the implementation of National Policy for Skill development and Entrepreneurship 2015.

Sector Skill Councils (SSCs) will be set up.

Sector Skill Councils (SSCs): In order to ensure that skill development efforts being made by all stakeholders in the system are in accordance with actual needs of industry, SSCs are being set up. SSCs are industry-led and industry-governed bodies, which will help link the requirements of industry with appropriately trained manpower.

Misc Effects

Labour Power Increased

During the next 20 years the labour force in the industrialized world is expected to decline by 4%, while in India it will increase by 32%. For next 25 years, India needs to equip its workforce with employable skills and knowledge so that they can contribute substantively to the economic growth of the country. Skill development will help to create an appropriate ecosystem that facilitates imparting employable skills to its growing workforce over the next few decades.

India became a Global Knowledge Economy

As India moves progressively towards becoming a global knowledge economy, it must meet the rising aspirations of its youth. This can be partially achieved through focus on advancement of skills that are relevant to the emerging economic environment.

Good Opportunity for creation of Jobs

It is estimated that during the five year period from 2004-05 to 2009-10, only 2.7 million net additional jobs were created in the country. For a skills strategy to be successful it should be complemented by commensurate creation of jobs in the primary, secondary and tertiary sectors which will be a key outcome of overall economic growth including entrepreneurship cutting across all sectors.

Responsibility Shared among key Stakeholders

Skills development is the shared responsibility of the key stakeholders' viz. Government, the entire spectrum of corporate sector, community based organizations, those outstanding, highly qualified and dedicated individuals who have been working in the skilling and entrepreneurship space for many years, industry and trade organizations and other stakeholders. The policy links skills development to improved employability and productivity in paving the way forward for inclusive growth in the country. The skill strategy is complemented by specific efforts to promote entrepreneurship in order to create ample opportunities for the skilled workforce.

Fruitful for the Ex-service man, Retired and working people

To achieve the massive target of skilling, it is of utmost importance to have quality trainers who are capable of training people in several fields. In Defense sector, it is estimated that 50,000 armed forces personnel retire every year with majority between 35 to 45 years of age. MSDE through its institutions will work with Directorate General of Resettlement (DGR), to provide them future livelihood opportunities through skill training in sectors where their experience can be put to good use, including as trainers and assessors.

Promotion of Private sector Participation

National Skill Development Corporation (NSDC) was established in 2009 to promote private sector participation via innovative funding models. NSDC has tied up with more than 211 training providers, many of whom have started scaling up their operations, to offer short term training programmes. They also supported and incubated 37 Sector Skills Councils (SSCs) which are intended to facilitate much needed participation and ownership of industry to ensure needs based training programmes

Development of infrastructure in India

Thus, appropriate infrastructure will be created keeping in view sheer numbers, sectoral division and spatial disbursement not only across the country but possible requirement in other parts of the world.

Availability of same standard in each corner of the country

'One Nation One Standard' should become the mantra to ensure that national standards and quality for skilling are globally aligned and Indian youth can aspire to secure local, national and international job opportunities.

Brighter future for its entire people

The country is poised at a moment in history when a much brighter future for its entire people is within its reach. Skill development will help actualize this potential. Development and articulation of a national policy on skill development is a matter of priority. At present the capacity of skill development in India is around 3.1 million persons per year. The 11th Five Year Plan envisions an increase in that capacity to 15 million annually

Promotion of Skilling amongst Women

According to Census Data 2001, women account for 48% of the entire population in India. Women have the capability to further drive the economy of the country if their participation in the workforce is increased. With the help of skilling, women can have viable incomes, decent work and be major players who can contribute equally to the economic growth of the country.

Through Globalization makes possible the project of make in India and Skill India

Make in India and Skill India is complementary to each other. The key objective of Make in India is to promote manufacturing in 25 sectors of the economy, which will lead to job creation and consequently need for skilled manpower. Some of these sectors include automobiles, chemicals, IT, pharmaceuticals, textiles, ports, aviation, leather, tourism and hospitality, wellness, railways, auto components, design manufacturing, renewable energy, mining, bio-technology, and electronics. Correspondingly, Skill India aims at preparing a highly skilled workforce which is completely aligned to the requirements of industry so as to promote growth through improved productivity.

Conclusion

It is also high time now measures are taken to improve the Physical and mental development of the youths of the country so that none of them remains unemployed and the country's unemployment problem also gets reduced. It is a time to open up avenues by which the youth accepts responsibility and no one remains idle because an idle youth is a burden not only to the economy but on society also. The economy should concentrate on job creation and social security schemes. With this new approach toward skill development, India can definitely move forward towards its targeted results

On other hand, the Existing skill development policy in India needs urgent treatment. The Institutional structure needs simplification with greater investment in training infrastructure and as emphasis

on supporting a casual labour force that needs to be accompanied with incentives for private sector participation too. For the success of Make in India project it is important to equip India's Youthful millions with the right skill to compete in a global race for jobs

Only time can tell what shape Skill India will take and what it will do. There is no doubt that it seems to be a good initiative---providing skills to people, especially because India is one of the few countries all across the world whose working age population will be very high, few years down the line, going by its ever increasing growth of population.

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Footnotes

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