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Skill Development Mission and the Skill Landscape of India: - An Empirical Study

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Abstract:- Skilling India is an initiative recently taken up in the direction of the changing the skill landscape of India's gigantic unemployed and under employed population. Skill, being at the centre of employability, occupies prominence in employment land scape of any state or for that matter, the centre stage of the effective workforce participation of any country. Accordingly, assessment of the skill landscape of India in the wake of emerging technological change, global transformation and international mobility of workforce, is the essence of this paper. As any other research would have it, measures suggested for improvement of the situation is the outcome of this research. A review of research on the subject showed that there is no dearth of research in this field but there exists none, that stress the effect of these policies on the skill landscape and gender diversity of the country. Most of these studies show the different dimensions that cover the need of the skill programme within the perspective of "Make in India" frame work. The structural aspect of the Skill Development or Skill India framework with particular reference to the Skill Land Scape and gender diversity of India. The research design is explorative, methodology is secondary sources, collected from empirical-reports, survey-research, books, prominent-sites, media-reports etc. and literature-survey. The findings of the study indicate that despite the laudable and all admirable aspects of the Skill India Movement, the problem of gender inequality, sectoral imbalance in skilling, training and placements, remain unattended.

Keywords:- *Skill India, Skilling India, Mission Skill, Skill Land Scape.*

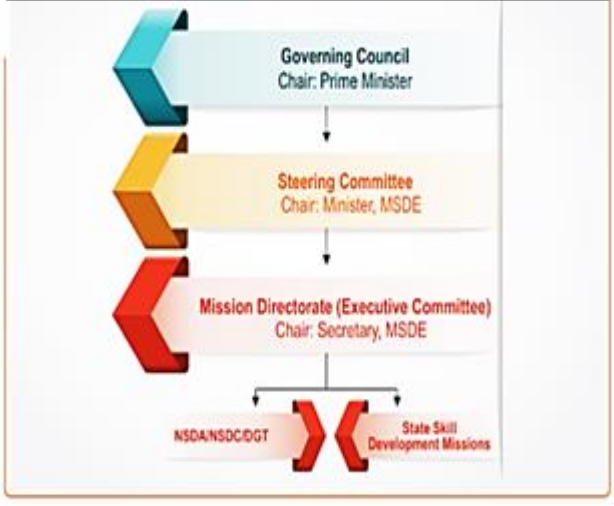
I. INTRODUCTION

The first initiative that has been taken in this respect by Ministry of Skill Development and Entrepreneurship (MSDE) was taken by transferring two institutes namely, Indian Institute of Entrepreneurship (IIE) and National Institute of Entrepreneurship and Small Business Development (NIESBUD) to the Ministry of skill development and Entrepreneurship (MSDE).

(A) *The National Skill Development Mission*[i]*: -*

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 drive the 'Skill India' agenda in a 'Mission Mode' in order to converge existing skill training initiatives and combine scale and quality of skilling efforts, with speed. On first July 2015, the National Skill Development Mission was approved by the Union Cabinet[ii] and officially launched by the Hon'ble Prime Minister on 15.07.2015 on the occasion of World Youth Skills Day. The Mission has been developed to create convergence across sectors and States in terms of skill training activities. Further, to achieve the vision of 'Skilled India', the National Skill Development Mission would not only consolidate and coordinate skilling efforts, but also expedite decision making across sectors to achieve skilling at scale with speed and standards. It will be implemented through a streamlined institutional mechanism driven by Ministry of Skill Development and Entrepreneurship (MSDE). Key institutional mechanisms for achieving the objectives of the Mission have been divided into three tiers, which will consist of a Governing Council for policy guidance at apex level, a Steering Committee and a Mission Directorate (along with an Executive Committee) as the executive arm of the Mission.Mission Directorate will be supported by three other institutions: National Skill Development Agency (NSDA), National Skill Development Corporation (NSDC), and Directorate General of Training (DGT) – all of which will have horizontal linkages with Mission Directorate to facilitate smooth functioning of the national institutional mechanism (see, figure-1). Seven sub-missions have been proposed initially to act as building blocks for achieving overall objectives of the Mission. They are:

Figure-1.a- national skill mission



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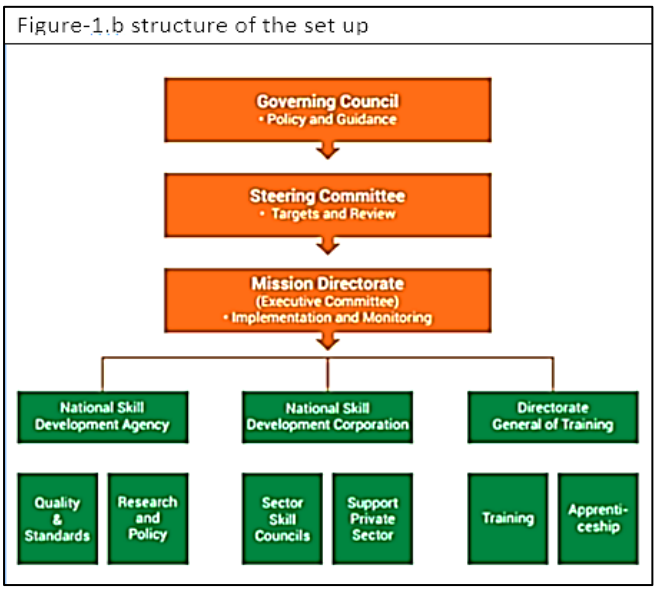
(i) Institutional Training, (ii) Infrastructure, (iii) Convergence, (iv) Trainers, (v) Overseas Employment, (vi) Sustainable Livelihoods, (vii) Leveraging Public Infrastructure. Mission Governing Council at Apex level will be headed by Hon'ble Prime Minister. In addition, Governing Council may also invite other CMs, other Union Ministers and relevant persons from academics and industry, depending on the agenda for discussion.

(ii) Structure of the set up

Figure-1.b structure of the set up



The schemes for skill development in India are as follows:

- Pradhan Mantri Kaushal Vikas Yojana
- Skills Acquisition and Knowledge Awareness for Livelihood Promotion (Sankalp)
- Udaan (**Ude Desh ka Aam Naagrik)**
- Standard Training Assessment and Reward Scheme (Star)
- Polytechnic Schemes
- Cacuminalization of Education

(B)*Kaushal Vikas Yojana -Approved for another four years (2016-2020) to benefit 10 million youth*

Pradhan Mantri Kaushal Vikas Yojana is the flagship scheme of Indian government. Enabling a large number of Indian youth to take up industry-relevant skill training that will help them in securing a better livelihood. Under this Scheme, Training and Assessment fees are completely paid by the Government.

Key Components of the Scheme:

1. **Short Term Training:**
2. **Recognition of Prior Learning:**
3. **Special Projects:**
4. **Kaushal and Rozgar Mela**
5. **Placement Guidelines:**
6. **Monitoring Guidelines:**

(C) -Udaan [iii]

Udaan is a Special Industry Initiative for Jammu &Kashmir aimingto provide skills training and enhance the employability of unemployed youth of J&K. The Scheme covers graduates, post graduates and three-year engineering diploma holders. It has two objectives:

- (i) To provide an exposure to the unemployed graduates to the best of Corporate India;
- (ii) To provide Corporate India, an exposure to the rich talent pool available in the State.

The Scheme aims to cover 40,000 youth of J&K over a period of five years and Rs. 750 crore has been earmarked for implementation of the scheme over a period of five years to cover other incidental expenses such as travel cost, boarding and lodging, stipend and travel and medical insurance cost for the trainees and administration cost. Further corporates are eligible for partial reimbursement of training expense incurred for the candidates who have been offered jobs

(C) -Sankalp[iv]

Introduction Skills Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP) project aims include strengthening institutional mechanisms at both national and state levels, building a pool of quality trainers and assessors, creating convergence among all skill training activities at the state level, establishing robust monitoring and evaluation system for skill training programs, providing access to skill training opportunities to the disadvantaged sections and most importantly supplement the Make in India initiative by catering to the skill requirements in relevant manufacturing sectors.

- **Coactualization of Education**-School Education&Higher Education

i. **Standards and Quality through-**National Skill Qualification Framework

ii. Qualification Packs and National Occupational Standards by-Training Providers-Innovation & World Skills

(D) Entrepreneurship National Entrepreneurship Awards-Scheme-&-Partners

(E) Polytechnics Scheme setting of Polytechnique Institutes, women hostels,& integration of disabled[v]

II. REVIEW OF RESEARCH

In review of research the most akin to our purposes is probably is the study made by Shrivastava and Jatav (2017), where giving a fresh look at the institutional, structural base is needed. Singh & Kaur (2018), found that scarcity of trained painters in paint industry is rampant and supply gap must be meted out to overcome the situation.[vi] Ansari and Khan in 2018, found that skill developmentis essential in poverty reduction, boosting competitiveness, generating employability and promoting self-reliance in entrepreneurial youths in India[vii]. The annual participation of 12 million in workforce has a lot to speak about lack of education and inextricably minimal skills and training.[viii]. National share of education in the national budget need be re-engineered to

bring a balance among all other sectors. Gupta and Agarwal (2018)[ix] in their work in Power Sector suggested an all-around development in all levels of education. Prasad and Purohit (2017), suggested a global standard of education in all sorts of educational training, formal, technical and vocational and grey collar jobs in IT sector[x]. Pandey (2016), in their study suggested all comprehensive training in environment protection, effective use of bio-waste and enrichment of livelihood should be given in one go[xi].

Chavda and Trivedi' study (2015), used Walker's Life Skills Test to measure four types of life skills (1) etiquettes (2) Communication (3) Self-esteem and (4) Hygiene and suggested that that the age group of (18-20) is better than age group (14-17) and that of (11-13)in development of skills and there is no gender difference in skill learning.[xii]Mishra (2015), suggested role of Private participation[xiii]Kanchan and Sakshi (2015), suggested creation of a global hub[xiv].

Abhishek and Aditya (2015), suggested mobilization of funds at the lower echelon of the society, revamping the formal education system to garner socio-economic strength[xv].

Bhiwa (2014,) showed Our expenditure on education share 3.4 of GDP in comparison of other countries like Thailand which share 7.6 share of Gross Domestic Production (GDP) is a minuscule[xvi]. Raina (2013), studied six parameters soft skills, wellness, dance, general awareness, orientation that education must be integrated with the market need[xvii]. Brown (2001), suggested in his study the role of a growing business investment in education in US every year, and evidenced a positive return from training and education in term of ROI. Thus, From the literature it is very clear that there is an immense need of educational and skill development in youth.

III. METHODOLOGY

The research design is explorative, methodology is secondary sources, collected from empirical-reports, survey-research, books, prominent-sites, media-reports etc. and literature-survey.

(F)*Skill Development Programs and Its Achievements* –

FIGURE-2 Achievements-

FIGURE-3 Modern Training

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FIGURE-4skill landscape changes

FIGURE-5 Prior Learning

FIGURE-6 Quality Assurance

IV. FINDINGS

THE SKILL LAND SCAPE OF INDIA & POLICY DIRECTIONS

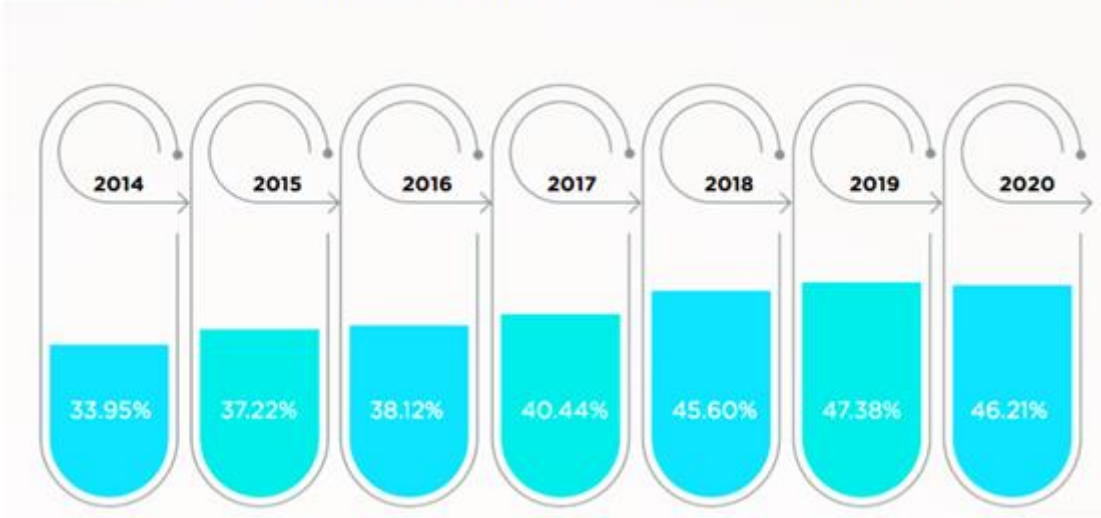
Employment Skill Land Scape

In concurrence with the national policy on skill-development, concordance of private-sector and public sector is a must for transforming India's skill landscape to bring it to a vibrant mode.

(A) Employability Skill

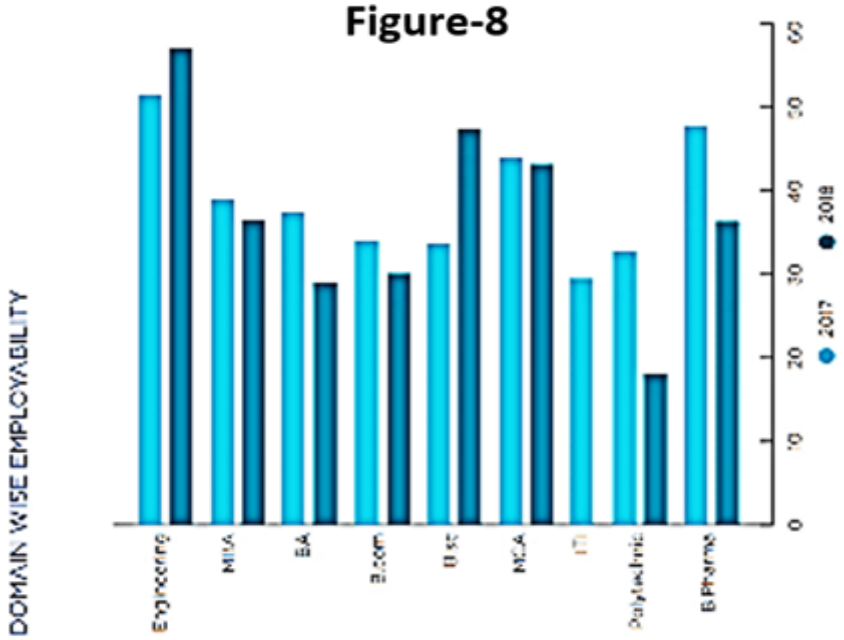
1.Employbility-The overall employability has increased from 33% to 47.8% in 2018, 46.21 in 2020.

Figure-7 How has Employability changed over the years?



2. Engineering course wise employability had been the highest in IT sector where all core industries are crossing 50% level in 2018. There has been an increase in electronics &communication (above 65%), electricals (above 60%), mechanical (45 %to55%) and civil engineering (40% to50%) in 2019, figure-8.

Figure-8



3. Domain wise employability: -domain wise employability shows that Engineering has topped the list followed by B.Sc., MCA, pharma, b.om &MBA in that order, figure-9.

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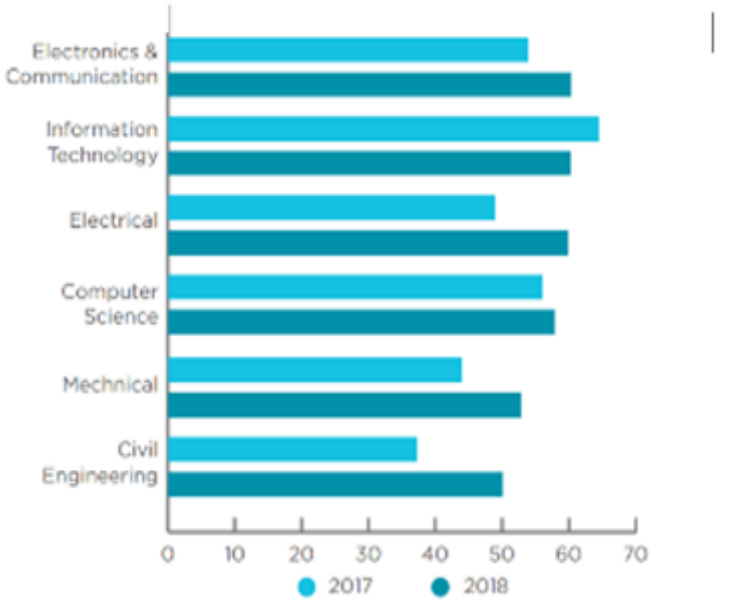
Figure-9 ENGINEERING COURSES WISE EMPLOYABILITY



4. **State wise highest employability**: -Andhra Pradesh has topped in State wise employability followed by west Bengal, Delhi and Rajasthan. Other six states in performance order are UP, Haryana, Karnataka, Telangana, Maharashtra and Tamil Nadu, figure-10

Figure-10

TOP 10 STATES WITH HIGHEST EMPLOYABILITY

5. **Gender wise employability in states:** - Andhra Pradesh, Delhi, and Haryana came out as top 3 states in both Male and female employability. The 4th, 5thnad sixth position in Female employability went to Karnataka, Maharashtra, Rajasthan, Telangana, UP and West Bengal in that order. Male employability after AP, Delhi, Haryana was high in Kerala, Karnataka Maharashtra & Rajasthan, figure-11.

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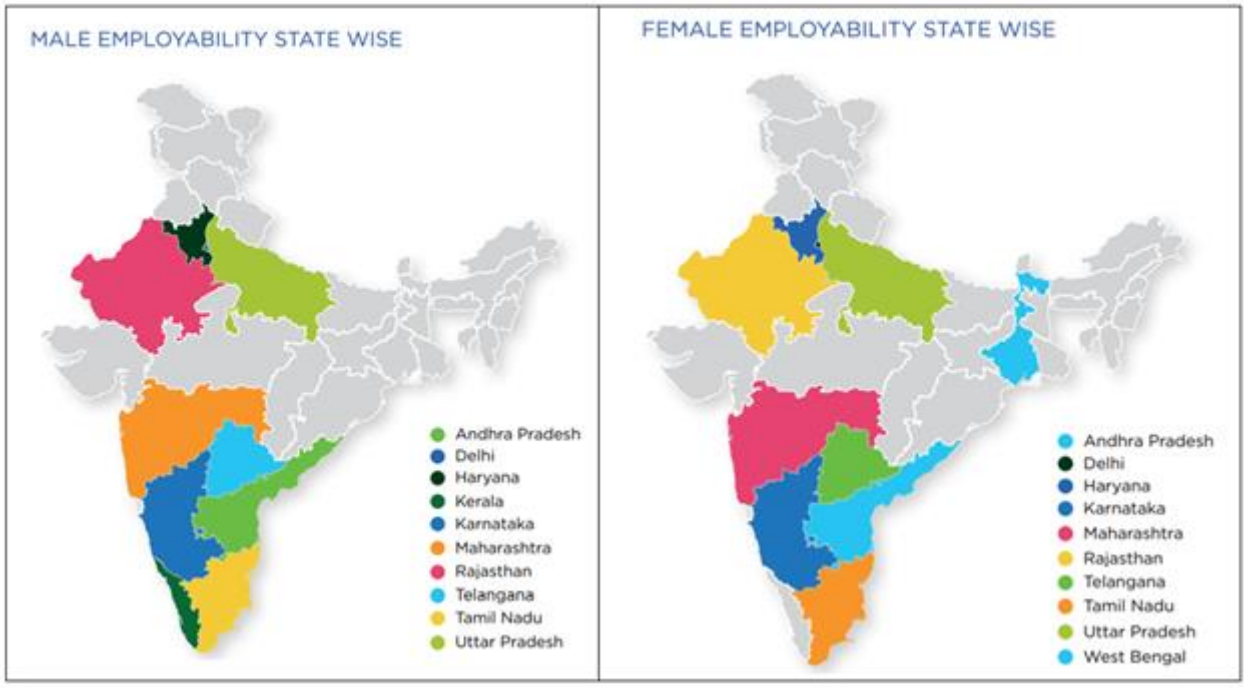
Figure-11 gender wise employability



6. **Type of Skill Available State wise**: - Type of kill availability show that employees with high agility are available in Karnataka, followed by Rajasthan, Delhi; Adaptability in Maharashtra, followed by Haryana and Karnataka, High Inter persona skill in Delhi followed by west Bengal and UP. High emotional intelligence found in West Bengal, followed by Telangana & AP, Conflict Resolution in Andhra Pradesh and high self-determination in Karnataka, figure-12.

Figure-12 skill availability state wise

LEARNING AGILITY	ADAPTABILITY	INTERPERSONAL SKILLS	EMOTIONAL INTELLIGENCE	CONFLICT RESOLUTION	SELF DETERMINATION
Karnataka	Maharashtra	Delhi	West Bengal	Andhra Pradesh	Karnataka
Rajasthan	Haryana	West Bengal	Telangana	Telangana	Uttar Pradesh
Delhi	Karnataka	Uttar Pradesh	Andhra Pradesh	Tamil Nadu	Maharashtra
Tamil Nadu	West Bengal	Rajasthan	Maharashtra	Karnataka	Delhi
West Bengal	Rajasthan	Karnataka	Uttar Pradesh	Maharashtra	Rajasthan
Maharashtra	Delhi	Haryana	Tamil Nadu	Uttar Pradesh	Telangana
Telangana	Uttar Pradesh	Maharashtra	Karnataka	Rajasthan	Gujarat
Uttar Pradesh	Telangana	Telangana	Rajasthan	Haryana	Punjab
Andhra Pradesh	Andhra Pradesh	Andhra Pradesh	Delhi	Delhi	Tamil Nadu
Haryana	Tamil Nadu	Tamil Nadu	Haryana	West Bengal	Andhra Pradesh

7. **Gender Wise Employability**- The percentage of female employees in India has shifted from 38% in 2017 t0 46% in 2018 while the percentage of male has increased from 47 % in 2017 to 48% in2018.While female employability approximates the male employability (46-47%) in both cases Males in workforce are way beyond (77%) the female workers (i.e. only 23%), figure-13.

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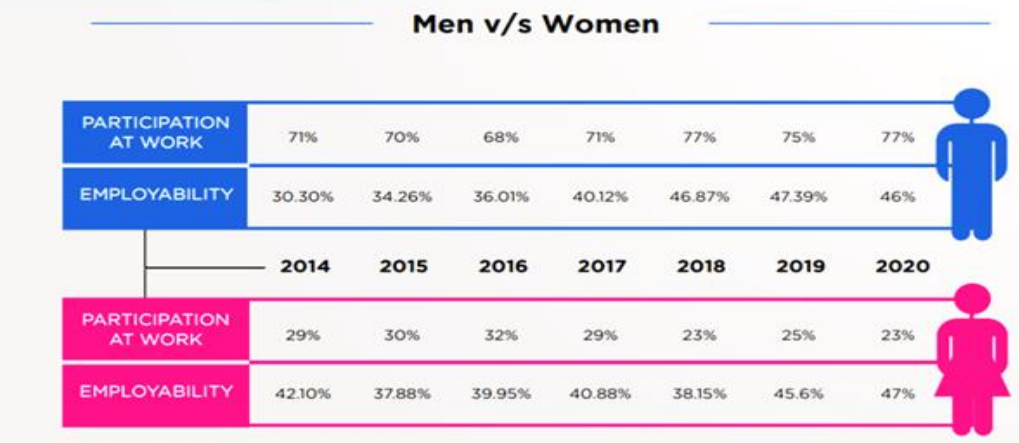
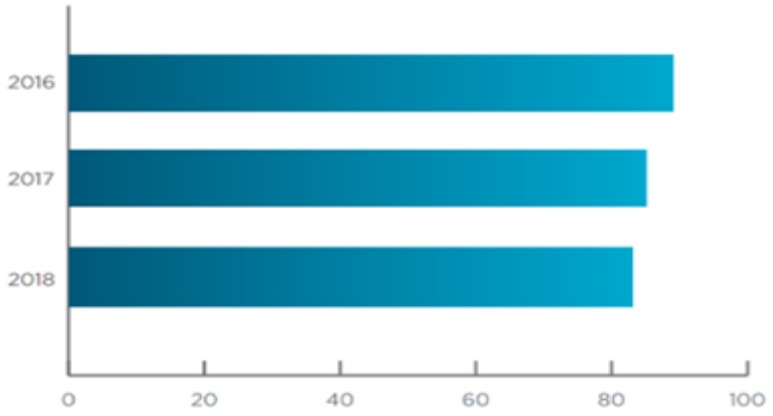
Figure-13 gender wise employability



8. Employee Preferences

(a) Preferences for Internship – Employee preference for internship stands at all time high above 80 % in all 3 years 2016 t0 2018 although a little fluctuation is seen in later years, figure-14.

Figure-14 Employee Preference for Internship



(b) Preference for Salary range- Preference for salary range has been plugged at the range above 26 lakhs (response of 48% ton58%) in all 3 years between 2016-18, followed by the lowest range i.e. (0- 2 lakh)and middle rage i.e. (2-26 lakhs) in 2018, figure-15.

Figure-15 Preference for Salary range

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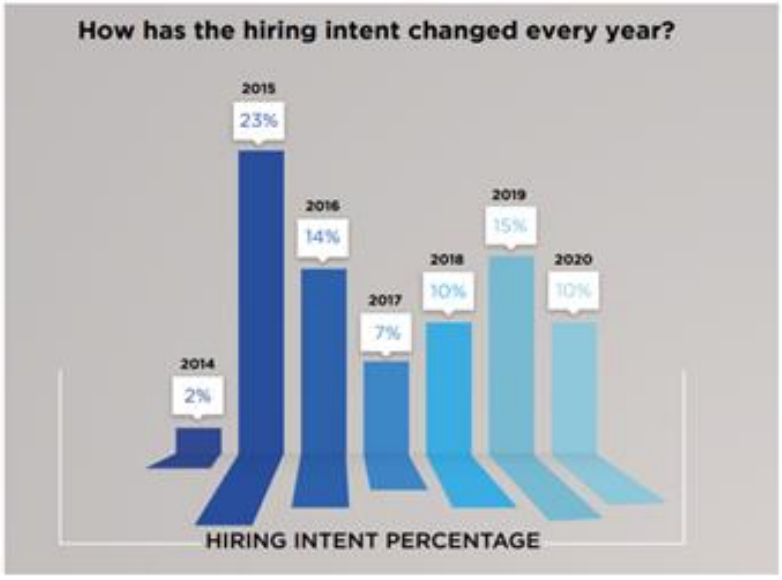
(c) Preference for work sites state wise- The topmost 3 states with most referred place of work has been AP, Delhi, and Haryana in that order followed by Karnataka, Maharashtra and Rajasthan.

Figure-16 Preference for work sites state wise-

9. Employer's Hiring Intent-

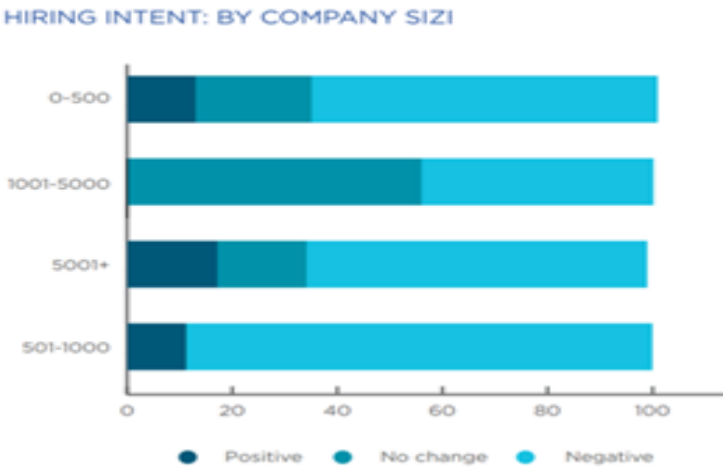
(a) Employer's Intent on Hiring: - survey of 100 + employers in 9 industries indicated that employees 64 % of employer have a positive outlook in terms of hiring intent, figure-17.

Figure-17 Employer's Intent on Hiring



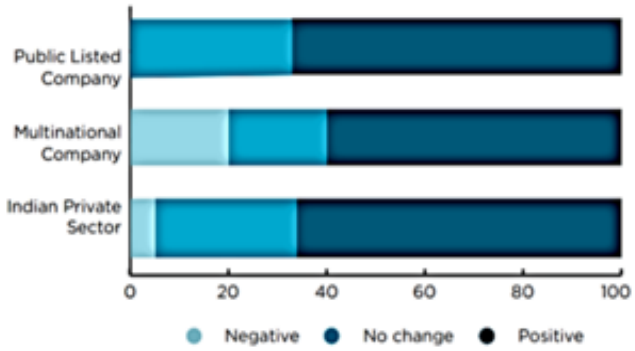
(b) Employer's Intent on Hiring by size of the firm: the survey shows an astounding result where large multinational having (1001-5000) employee have a negative intent of hiring, while those small(0-500) employees and those having (501-1000) employeeshave an intent of employing counting between (10 to 20) %, figure-18.

Figure-18

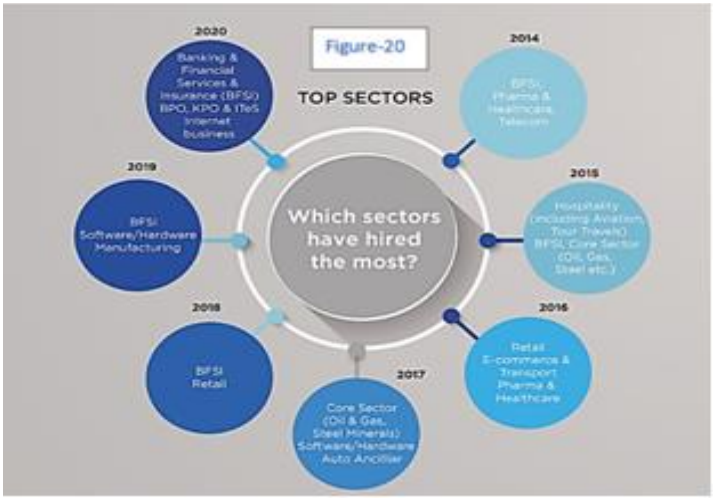


(c) Hiring Intent by company type: -Positive intent is widely seen in all the types of companies, but negative intent is prominent in multinationals more than private companies. Public companies having no negative intent for hiring, figure-19.

Figure-19



(d) Hiring intent in technology firms- firms in this sector belong to artificial intelligence, design, analytics and R&D who are entering in a big way but feel a shortage of employeesinthis area, figure-20.



(e) Other Sectors joining the party: - While technology sectors are getting back to the game of hiring there is a good thing that other 21st centurycompanies likeBPO,KPO, ITES, travel & hospitality sector and finance/insurance companies will join the party, figute-21.

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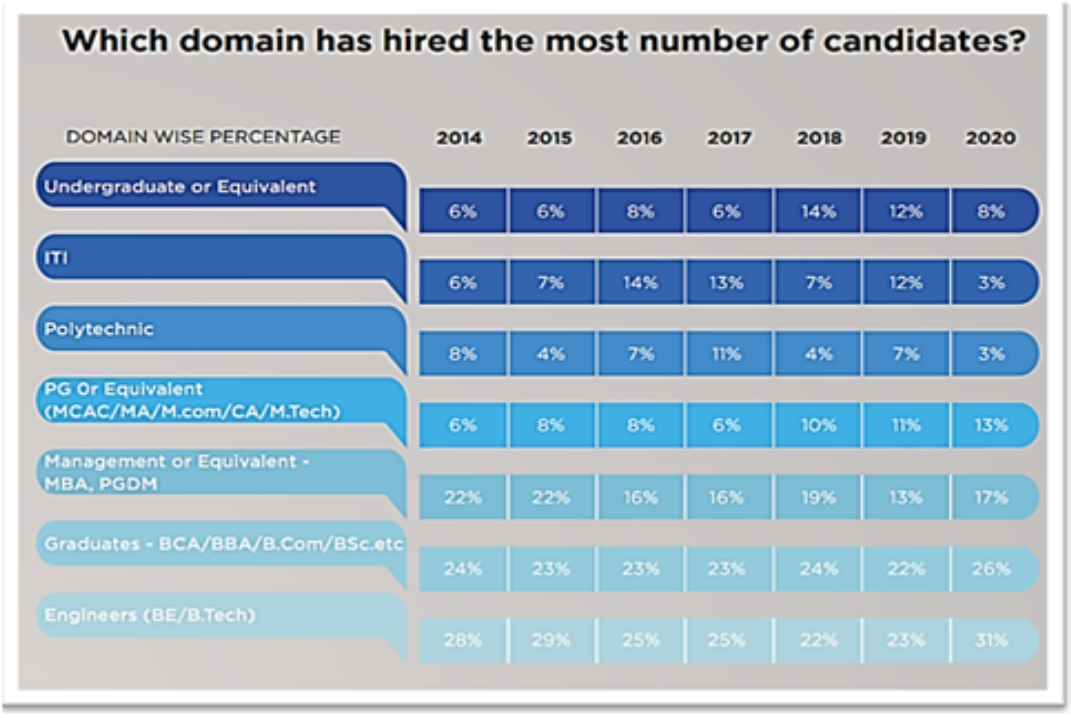
Figure-21 other sectors

Banking Financial Services & Insurance	10-15%
BPO, KPO & ITES	10-15%
Core Sector (Oil & Gas, Power, Steel, Minerals, etc.)	<10%
Engineering & Automotive (Auto & Auto Components)	>15%
Manufacturing	<10%
Others & Diversified	10-15%
Pharma & Healthcare	10-15%
Software, Hardware & IT	>15%
Travel & Hospitality (Including Aviation, Tours & Travels, Hotels)	>15%

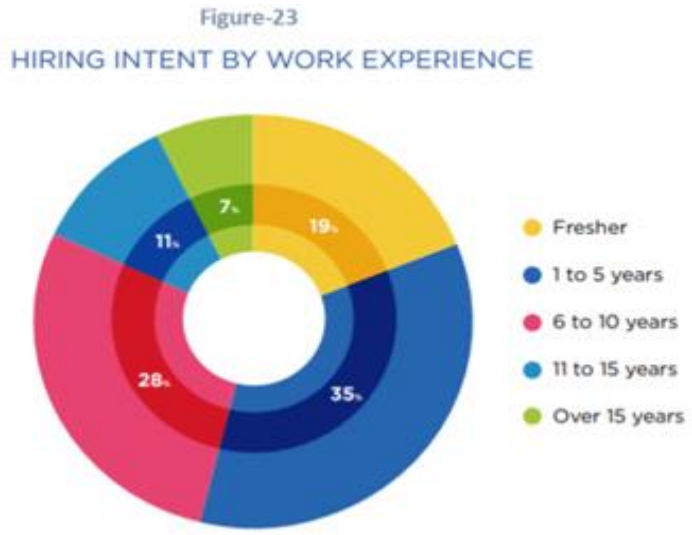
(f) Hiring intent by Education Domain: - Highest intent comes from company with engineering (BE/B.Tech) and graduates (BCA/BBA/B.Com/B.Sc)followed by MBA/MCA/ITI, figure-22.

Figure-22



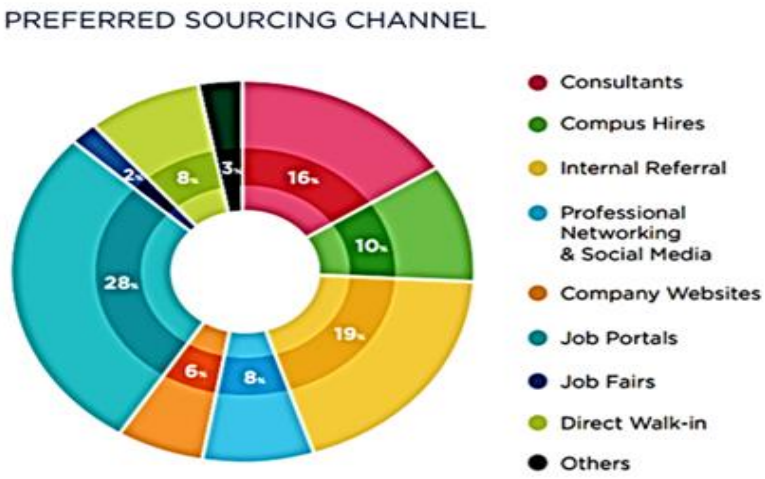
(g) Hiring Intent by work experience; -the highest demand is 11-15 years' experience followed by 6-10 years of experience, figure-23**.**

Figure-23



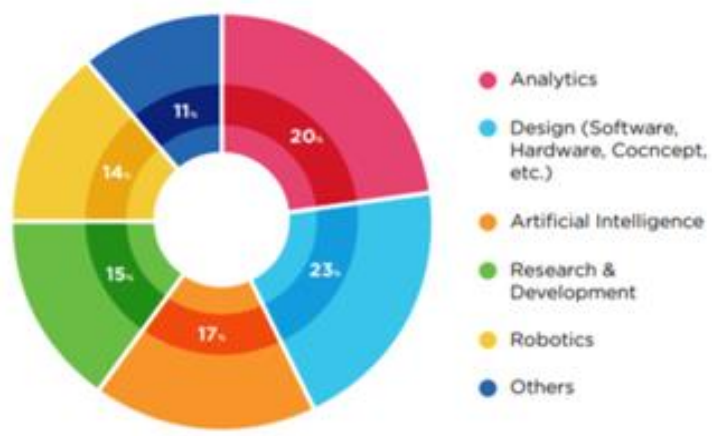
(h) Preferred sources of recruitment: - the highest preferred source of job is web portals (28%) followed by internal referrals (19%) and consultants (16%), figure-24.

Figure-24



(i) Design Jobs High on Demand: - design jobs high on demand are computer software/
(j) hardware (23%). Analytics (20%) followed by artificial intelligence(17%) and R&D (15%), figure-25.

Figure-25



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(k) Talent Availability and Job Demand: - Top three states where job demand matches the supply are AP, Delhi, Haryana, Karnataka, figure-26.

Figure-26

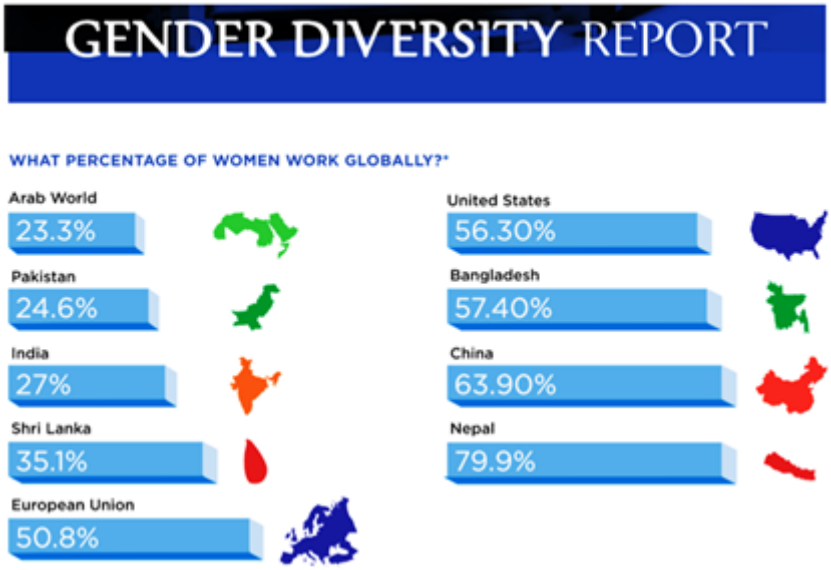
(l) States where maximum Hiring Happens: - Top three states where maximum hiring happens are, AP, Bihar, Delhi, Gujarat, figure-27.

Figure-27

10. Gender Diversity Report: -

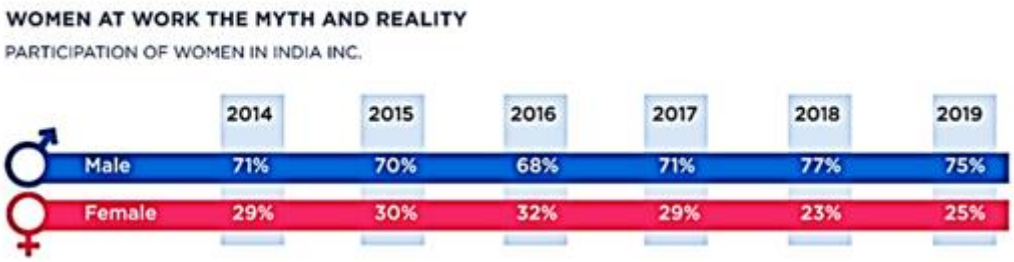
1. **Percentage of women working Globally:** Country with highest women workers in the world is Nepal (80%), followed by china(63%) and Bangladesh. India has only 27% women in working population, figure-28.

Figure-28



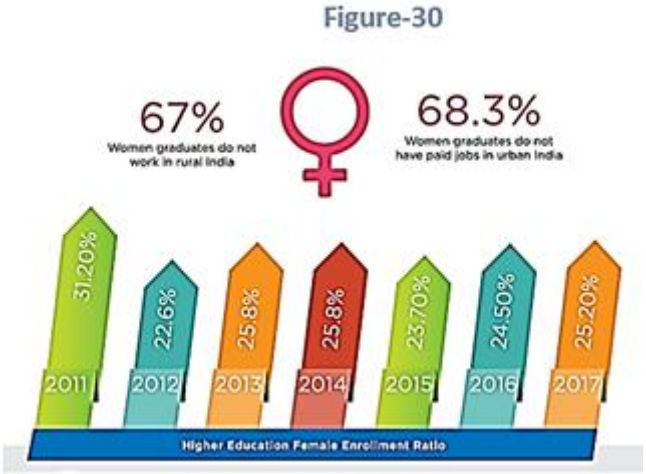
2. **Participation of women in India inc.: -** participation of women in India inc. is only 25% i.e. 1/3rd of Male participant, who constitute 75 % of the workforce), figure29.

Figure -29



3. **Women enrolment in higher education and domain of their presence: -** The female enrolment in higher education is no better(20%-24%) are enrolled While 67% women graduates do not workin rural area, 68% graduates in urban area don't have a paid job, figure-30.

Figure-30



4. **Domain having more employable women:** -B.A., B. Com and B.sc are topmost domain followed by B.Farma, BBA MBA and MCA in that order. Polytechnic has only 27% employable women, Figure-31.

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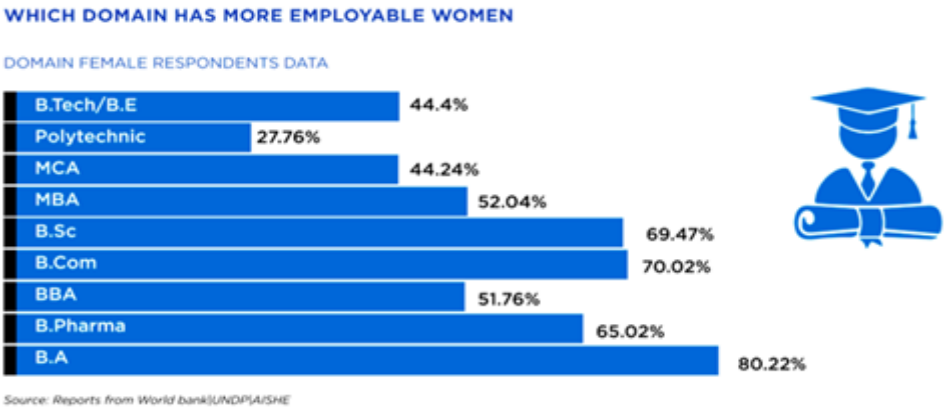
Figure-31



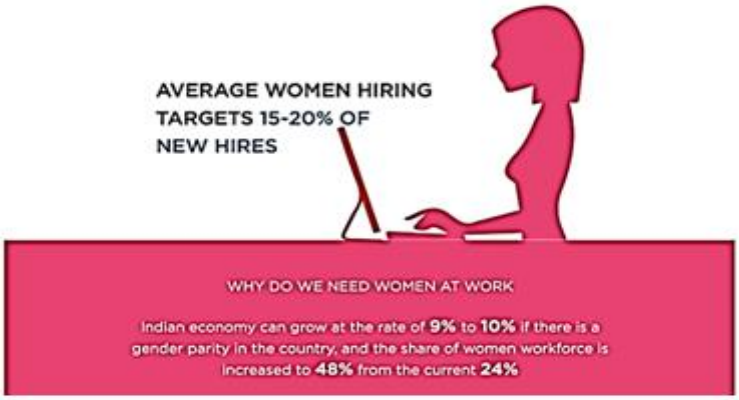
5. **States & cities where women prefer to work: -** The most preferred states where women prefer to work Karnataka, Delhi, & Kerala. Cities preferred by them are Pune, Mumbai, Delhi/NCR and Bangalore.

6. **Sectors having women hiring targets:** -Sectors having highest women hiring target is Information technology followed by banking, hospitality/travel, software/hardware and automobile.Sector, figure - 32**.**

Figure- 32

7. **Average women hiring Targets-** Average woman hiring targets come to be 15-20% in new hires only,Figure-33.

Figure-33 Average women hiring Targets



8. **What is stopping them? -**1. Poor family norm (they need permission to join), 2. Poor safety at work place, 3. Male dominated work culture, 4. Many works are not conducive to women.
9. **What needs to be done? -**1. Gig work for women, 2. Encouragement, 3. Mechanism for women safety at work, 4. Mentor ship eco system

V. CONCLUSION

The success story of skill India is unmatchable. Things that were at a rust untouched by national leaders and national planner was attended to. The shill India movement achieved a fifty percent success. Yet the achievement is not a trivia.Even though the growth is moderate poor and unprivileged population, the women power has been in the receiving end. It must be regrated that even after 70 years of independence and planned economy, these groups still remain marginal, vulnerable and anguished. According to CII report, while Nepal and china show 80% and 60% working women, India has only 25% women working as compared to a staggering high 75% of male workforce, that too when their employability is no way less than the male population (both have 47to 49% employability) skills. 67% of women in India don't get jobs in rural area and 68% in urban India don't get paid jobs, and are still working without pay or very low pay. This indicates the level of exploitation and employment attitude stressing back to colonial era of the British Rule. Strong national framework is necessary to break their monopoly. Further, out of 100+ industries surveyed by CII, only in 9 industries, where hiring intent is 64%. Hiring intent for women in new hires is also at its lowest i.e. 15 to 20% only. Thus, it is suggested that for giving a boost to the women working, steps to be taken for a better eco system for 1. Providing gig[1] work for women, 2. Encouragement of entrepreneurship, 3. Mechanism for women safety at work, 4. Proper mentor ship and 5. A conducive eco system for women in the country.

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