

## FOCUS ON SKILLS DEVELOPMENT

**Siddaraju**

Librarian

Sri Adichunchanagiri First Grade College, H D Kote, Mysore District, Karnataka

---

### **ABSTRACT :**

Skills development is globally considered as key for productive employment. Hence it is an important means for increased productivity, private-sector development, inclusive economic growth and poverty reduction. Economic diversification and structural change towards high productivity sectors is necessary for combating poverty in a sustainable way. This requires a better skilled and more adaptable labour force which can spur domestic and foreign investment. Linking skills development to broader education and employment, growth and development strategies and systems is essential to ensure relevance, policy coherence, coordination and alignment.

### **INTRODUCTION :**

India is the world's second-most populous country and is currently experiencing a demographic dividend, where a large proportion of the population is of working age. The country is expected to have the world's largest workforce by 2027, with a median age of 29 years. However, the employability of the workforce remains a significant challenge due to the skill gaps and inadequacies in the education system. In this research paper, we explore the role of education and skills development in enhancing employability in India.

Skill development is an important driver to address poverty reduction by improving employability, productivity and helping sustainable enterprise development and inclusive growth. It facilitates a cycle of high productivity, increased employment opportunities, income growth and development.

### **CONCEPT OF SKILL DEVELOPMENT :**

Skill India or National Skills Development Mission of India is a campaign launched by Prime Minister Narendra Modi on 15th July 2015 which aims to train over 40 crore people in India in different industry-related skills. Because of its importance, 15th July of each year is celebrated as World Youth Skills Day. This policy replaced the National Policy on Skill Development 2009.

The vision of Skill India is to create an empowered workforce by 2022 with the help of various schemes and training courses. It includes various initiatives of the government, like:

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

## OBJECTIVES AND FEATURES OF SKILL INDIA :

- Skill India has defined the following objectives toward which it strives:
- To create opportunities, space and scope for the development of the talents of the Indian youth.
- To develop more of those sectors which have already been put under skill development for the past so many years.
- To identify new sectors for skill development.
- The new programme aims at providing training and skill development to 500 million youth of our country by 2020, covering each and every village.

## NEED AND IMPORTANCE OF SKILL DEVELOPMENT :

1. A Massive Young Population India is the second most populated country in the world with nearly a fifth of the world's population. According to the 2019 revision of the 'World Population Prospects', population stood at 135 crores. India has more than 50% of its population below the age of 25 and more than 65% below the age of 35. It is expected that, in 2020, the average age of an Indian will be 29 years, compared to 37 for China and 48 for Japan. Such a large young population mandates that the government must work out ways of ensuring that they are gainfully employed to help realise the dream of India becoming a world superpower and a developed country. Skill India is a pivotal initiative in this direction.
2. Support for Industrial and Agricultural growth Investment in human resource development through skilling provides an adequately skilled population that directly and favourably impacts the industrial and agricultural growth of India.
3. Promotion of Entrepreneurship & Small & Medium Enterprises Entrepreneurship is the key to India's development as an economic superpower. Skill India is therefore a cornerstone for supporting skilled entrepreneurs who can in turn be job creators in their own right.
4. Bridging the Gap that Education Sector is not able to Fulfil Indian education system lags in certain aspects of preparing students for employment in the industry. Therefore, Skill India was needed to bridge the gap between unskilled and educated manpower and make industry-ready manpower available to all types and scales of industry

## WHAT IS SKILLS DEVELOPMENT?

Skills development is generally used to refer to the productive capabilities acquired through all levels of learning and training, occurring in formal, non-formal, informal and on-the-job settings. It enables individuals to become fully and productively engaged in livelihoods, and to have the opportunity to adapt these capabilities to meet the changing demands and opportunities of economy and labour market.

Basic and foundation skills, which are acquired through the primary and secondary formal school system, or through non-formal and/or informal learning processes (e.g. active learning, oral expression, reading comprehension, written expression, ICT literacy, active listening). These are pre-requisites for acquiring further skills enhancing the prospect of sustainable employment.

Transferable skills, which include the abilities to learn and adapt, solve problems, communicate ideas effectively, think critically and creatively and the ability to manage self and others. These skills enable people to adapt to different work environments as well as improving their opportunities to career-building.

Professional and personal skills, including individual attributes relevant to work such as honesty, integrity, reliability, work ethic, and judgement.

## **FACTORS FOR SUCCESS, PRINCIPLES AND APPROACHES TO SKILLS DEVELOPMENT :**

**Adopting demand-led models:** An active involvement of local communities, employers, unions, and other social partners is crucial for planning, carrying out and following up of responsive skills development programmes. It helps the training providers to better understand the variety of needs in the workplaces and respond appropriately. Such interaction will create win-win relationships between the world of learning and training and the world of work.

**Ensuring quality training:** Well qualified teachers are key to improving quality of training. Thus, investing in training of teachers, trainers and managers is decisive for quality. Interaction with the world of work is also crucial for improving the quality of learning and training activities. Improved quality in turn increases the attractiveness of skills training programmes. Apprenticeship training is one way to make employers more actively involved in skills development and contributing to the improvement of quality.

**Enhancing the capacity of delivery:** In many low-income countries skill training providers, both public and private, are often small and poorly equipped to meet the required needs for adequate and quality training. Investment in infrastructure, facilities, equipment and materials to meet the ever growing and changing demands of the world of work requires incentives and support mechanisms to stimulate and improve training capacity.

### **Strengthening Skill Delivery Framework :**

Most training is implemented at the State level. However, the implementation varies across States with many demographically advantageous States facing not only shortage of physical infrastructure but also quality training. The State Skill Development Missions (SSDMs) in the States should evolve into a coordinating body to harmonize the skilling efforts across line departments/ private agencies/voluntary organizations etc., and also ensure that funds received under various programmes are optimally utilised. The common norms for course cost durations etc as announced at the central level needs to be adopted by the States and State-specific guidelines for skill development programmes should be made accordingly.

**Focus on Outcome and determining key performance indicators** Today focus is on number metrics with minimal or no tracking of the students trained and placed. The Union Government initiatives in strengthening the National Career Guidance Centre at the district and block level and integrating it with the Labour Market Information System would facilitate in tracking the youth receiving skill training who may work either as wage employed or self employed. The success stories can be shared through LMIS/National Career Service Centres so that it provides a medium for the youth to explore the possibilities of its up-scaling/replication.

### **Steps to beginning your skills development :**

You can take these steps to get started no matter why you're working on skills development.

## **1. Think about your goals.**

First, establish a goal. Why do you want to enhance a particular skill? This can be for a job, a volunteer opportunity, a hobby, for your education, to improve your confidence, or to win an award—there are countless potential reasons.

Let's say you have a goal of becoming a journalist. Once you have that, you can determine where you need improvement.

## **2. Identify your skills gap.**

You've established a goal. Now, you need to think about what you require to reach it. Several skills are necessary to become a journalist. Let's say you have most of them, but your social media skills need to improve. That is an in-demand skill for modern journalists, so you'll want to develop your social media expertise before applying for jobs.

## **3. Target specific skill areas.**

Skills can be divided into dozens of categories. When discussing a career, you can divide them into human skills (sometimes called soft skills or personal skills) and technical skills (sometimes called hard skills).

### **4. Human skills**

You use human skills at work to interact with others and solve problems independently. Some may come naturally to you, and some may require development. Some common human skills include:

- Communication
- Time management
- Adaptability
- Creativity
- Critical thinking
- Time management
- Teamwork

These skills can be challenging to showcase on a resume because you usually prove them through actions and interactions. They can be subjective, and they're not easy to quantify.

### **5. Technical skills**

On the other hand, technical skills, or hard skills, are those you can quantify. For example, if you're a great typist, you can prove that by typing 70 words per minute. If you're great at social media, you can show the accounts you run with many followers and heavy engagement. If you've mastered Microsoft Office, you can present the certificate you earned.

## **6. Expand your network**

One way to start skill development is to see how others do it. Start by expanding your network to people who are great at social media. If you're a college learner, you could contact a digital marketing company to see if they'd allow you to meet with one of their social media experts. You can browse social media and reach out to a journalist with a strong understanding of the platform. You can even approach a friend or family member who is excellent at social media. Ask them to teach you what they know. Not only will this help you

build your social media skills, but it'll help you improve human skills, like communication and active listening.

## 7. Get a coach

If you need more time to be ready to reach out to someone at random, consider searching for someone who coaches people in these skills professionally. This may be more expensive, but remember that it may help your bottom line in the long run.

## 8. Read and research

Because social media is such a huge part of modern life, there is plenty to read about, both in print and online. Reading and learning as much as possible about any skill you want to improve can help you better understand it. Consider educational videos and podcasts too. Immerse yourself in high-quality information that relates to the skill.

### OBJECTIVES OF THE STUDY :

The main objective of this study is to find out the skill development opportunities and compare its impact on employability of the students.

- To explore the categories of skill development programs available to the students.
- To understand the perceptions and expectations of students who have enrolled onto a skill development programs and determine their level of satisfaction with such programs.
- To suggest the factors which will influence the effectiveness of skill development programmes for enhancing the employability

These skills may help for getting the jobs in industries and organizations etc.:

- Practice skills as per the subject.
- Training providing in the concern area.
- Writing and designing skills for visualise the aspects.
- Mentoring skills for getting guidance about career prospects.
- Management and leadership skills for managing the visits for learning hands on experiments.
- Visualizing data for future course of action.
- Teaching skills by the teacher to explain the concepts among the students.
- Professional and ethical conduct for improving the performance and delivering the ethics.
- Presentation skills for attending job interviews.
- Networking skills for building the relationship with stakeholders.
- Get feedback on what they have performed to complete the task and assess your progress, identifying areas where you have improved and areas for continued growth.

### CONCLUSION :

A skill development article should emphasize that skill development is crucial for individual and national success in a competitive, ever-changing world. It can summarize that this is achieved through reforming education to be more practical, integrating both technical and

soft skills, and fostering lifelong learning. The conclusion can also stress the necessity of coordinated efforts from governments, educational institutions, industries, and individuals to create a workforce that is not only employable but also adaptable and ready for future challenges.

- **Overall importance:**

Reiterate that skill development is the cornerstone for both personal career success and broader economic growth.

- **Education reform:**

Highlight the need for educational systems to evolve from traditional methods to a more skill-based approach that prioritizes practical application and readiness for real-world problems.

**Integration of skills:**

Emphasize that effective skill development includes a balance of both technical/vocational skills and crucial soft skills like critical thinking and problem-solving

- **Continuous learning:**

Conclude by reinforcing that skill development is not a one-time event but an ongoing process of enhancing and upgrading skills to stay relevant in a dynamic job market.

## REFERENCES

1. Committee of Donor Agencies for Small Enterprise Development 2001 Business Development services for small enterprises: Guiding principles for donor interventions
2. Global Employment Trends for Youth,
3. International Labour Organisation 2008 “Skills for Improved Productivity, Employment Growth and Development”,
4. Brewer, L. (2013) Enhancing youth employability: What? Why? And How? Guide to core work skills. Skills employability Department, ILO.
5. Chapman, T., & Mishra, V. (2019). Rewriting the Rules: Women and Work in India (80). Observer Research Foundation.
6. PHD chamber task force on skill development (September 2008). Skill Development: Bridging Skills Deficit & Promoting Employability.
7. LinkedIn. "Leading with Learning: Insights and Advice About the New State of L&D" Accessed September 27, 2023.