

A STUDY ON THE IMPACT OF SKILL DEVELOPMENT IN INDIAN YOUTH

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ABSTRACT

As the second-most populous nation in the world, India has a population of more than 138 million people. Indian labour is moving away from the farming sector and toward the industry and services sectors, as evidenced by recent shifts in job structure. India is remarkable internationally, because of the segment profit Contrasted with created nations with the maturing populace. Sixty-five percent of India's workforce is under the age of 35, and by 2025, seventy percent of the population will be employed. The value of the demographic dividend will effectively rise as a result of a large population that is educated, qualified, and productive, resulting in sustainable development. On July 15, 2015, Prime Minister Narendra Modi unveiled a training program for India. By 2022, the program aims to educate approximately forty lakh trainees in India with various luminaries. For the past four years, this ground-breaking program has been providing young people with realistic, industry-relevant, and skills-based training. At the outset, it is essential to investigate how the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) will assist individuals in combining these skills and finding employment. This is a huge problem because studies showed that only 25% of Indian graduates are "employable" in the organized sector, according to employers. Our government prioritizes Skill Development as one of its pillars with the intention of creating opportunities for the development of our youth's technical expertise and aptitude.

Keywords: PMKVY, Skill India, Unskilled Youth, Entrepreneurship Development

INTRODUCTION

The key components of any nation's social and economic development are knowledge and skills. By 2022, there should be 500 million skilled workers in India. It is anticipated that 12 million people will enter the labour each year. This reservoir of talent must possess sufficient skill. Therefore, it is predicted that approximately 15 million training hours per year would be needed to train both the new workforce and a fraction of the current workforce. It is projected that there will be 1.3 billion people in the world who are 65 years of age or older by 2040. i.e., over twice as much as the 530 million in 2010. Globally, there will be a severe labour shortage as a result of this fast-aging population. The significant scarcity of skilled labour is projected to have a devastating impact on the United States, France, and Germany. Owing to intense competition and the growing trend of outsourcing work, India has a great chance to establish itself as a worldwide hub for skilled labour, accounting for 28% of the graduate labour force across developing economies in the world.

The flagship program of the Ministry of Skill Development and Entrepreneurship (MSDE), Pradhan Mantri Kaushal Vikas Yojana (PMKVY) provides young people with free short-term skills training and promotes this by providing them with skill certification. MSDE launched this program on July 16, 2015. The overarching goal is to improve young people's employability and the sector as a whole.

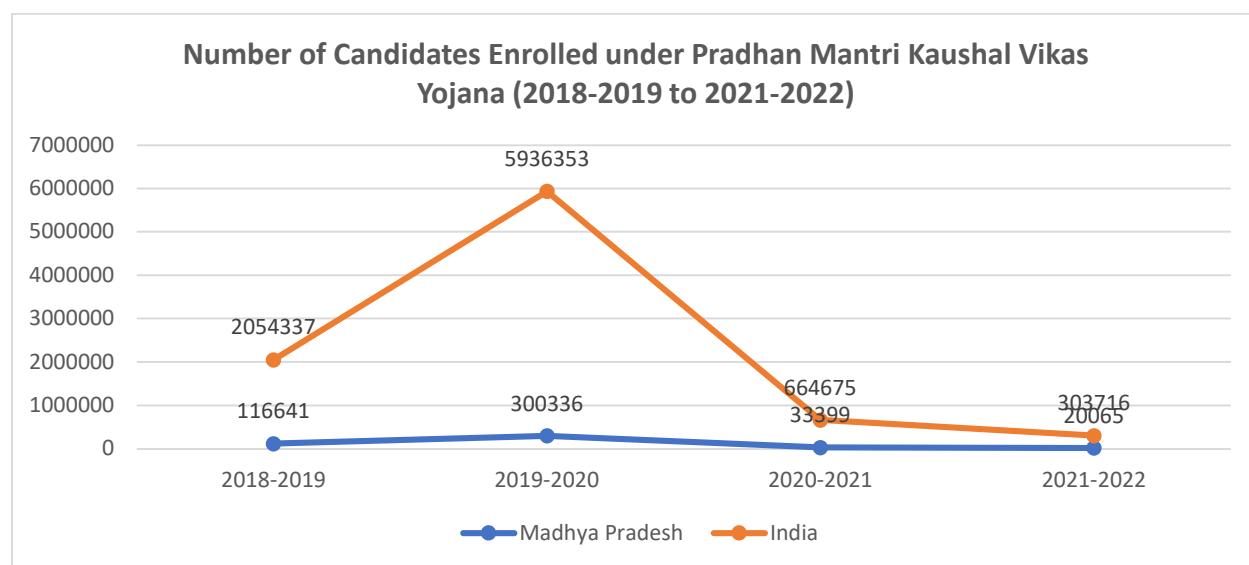
This largest Skill Certification Scheme in India aims to make it possible for a large number of Indian youths to enrol in industry-relevant skill training, making them more employable and ensuring a better standard of living. During the pilot process from 2015 to 2016, nearly 19.85 lakh candidates received training (Source: <https://msde.gov.in>). After the successful pilot PMKVY (2015–2016), PMKVY 2016-20 was launched by expanding across sectors and regions and by better aligning with other Government of India missions like Make in India, Digital India, and Swachh Bharat, among others.

(TABLE NO. 1)

State-wise Number of Candidates Enrolled under Pradhan Mantri Kaushal Vikas Yojana (2018-2019 to 2021-2022)				
States/UTs	2018-2019	2019-2020	2020-2021	2021-2022
Bihar	84586	240779	64881	16926
Chhattisgarh	37878	62260	4223	2332
Madhya Pradesh	116641	300336	33399	20065

Rajasthan	135307	518614	38507	16500
Uttar Pradesh	326419	821742	60481	32548
West Bengal	83495	229515	9583	8348
India	2054337	5936353	664675	303716

Source: Lok Sabha Unstarred Question No. 2895, dated on 21.03.2022.(Indiastat)



From above table

Table shown above, it is given that no. of candidates enrolled in the scheme are drastically increasing yearly. In 2021-22, Madhya Pradesh had 20065 Candidates registered under the scheme which is 6.6% of total candidates registered in India.

Since the majority of people in the working population are between the ages of 15 and 59, appropriate skill development initiatives can not only help the country become more inclusive and more productive, but they can also meet the global demand for skilled workers. Youth are also looking for self-employment opportunities and better-paying jobs. All of this has made a huge initiative to develop skills necessary. Likewise, our honourable Prime Minister's goal is to make India the world's skill capital. The launch of the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), the flagship program of the ministry of Skill Development and Entrepreneurship, is an ambitious step the government has taken in this direction.

LITERATURE REVIEW

Lechner M (2000), investigated the impact of public area supported preparing in East Germany and figured out that the public area supported preparing had rather negative influence on the students as it diminished the endeavours required by them to secure position opposite for applicants with longer spells of joblessness.

Mahipatsinh D. Chavda (2015), according to this paper the age group between 14 and 17 is the most responsive to skill development initiatives. It emphasized the significance of integrating the country's educational and skilling ecosystem in order to maximize output.

Saini, Vandana (2015), There is a significant skill gap in India, particularly in Karnataka, as a result of a mismatch between the skills that students acquire through vocational training and the requirements of the industry. Additionally, it has been determined that the government's most recent actions have failed to close the supply-demand gap.

In India, **Shrotriya S. (2018)**, identified the obstacles to the development of a large-scale quality skill framework. By providing skilled labor to meet national and international labor requirements, India can capitalize on the demographic dividend phase's advantages. In order to accomplish this, educational and skilling policies need to be coordinated in accordance with the needs of the industry and the global market.

Prateek Chouksey's (2019), evaluation of the PMKVY's performance in a few Madhya Pradesh areas found that migration, inadequate monitoring, and a lack of skill centers were major obstacles to the scheme's goals. It likewise raised question on the viability of professional phases of preparation going through at PMKVY focuses in working on the employability of the competitors. Using the Information Technology enabled Services (ITeS) platform, any government program's awareness component can be multiplied many times in today's digital world.

OBJECTIVE OF THE STUDY

1. To investigate the Pradhan Mantri Kaushal Vikas Yojana's impact on the development of skills among Indian youth.
2. To evaluate the PMKVY skill development initiative.

RESEARCH METHODOLOGY

The data used in this study are secondary. The specified secondary data were gathered from various sources, including the official PMKVY website, government websites, books, magazines, and other publications.

CURRENT STATUS OF SKILL POTENTIAL

India must provide its workforce with the necessary skills if it hopes to profit from the demographic dividend. Therefore, the overall educational and vocational training levels of the Indian workforce in the 15–59 age range are shown in this section as their current skill levels.

1. Of the workforce in India, 38% lack literacy, 25% have completed only primary or up to that level, and the remaining 36% have completed medium or higher education.
2. The estimated percentage of students who drop out of school is 50% between the ages of 5 and 14 and 86% after the age of 15. In contrast, the workforce's participation rate rises sharply after the age of 14, creating a workforce that is semiliterate and finds it challenging to learn more advanced skills.
3. Eighty percent of Indian workers lack any skills that are in demand. A significant discrepancy between an individual's present abilities and the skills demanded by the workforce is known as a skill gap. There is a massive skills gap in India between the skills that young people receive through school and training and the skills that industries want due to the country's rapid economic expansion. In addition to impeding economic growth, this supply-demand imbalance also keeps the economy from growing inclusively. Therefore, in order to promote inclusive growth, it is the government's duty to be aware of these skill gaps and take innovative steps to close them.
4. Just 2% of new workers have formal vocational training, and 8% have non-formal training. This suggests that, in comparison to established economies like Korea (96%), Germany (75%), Japan (80%), and the United Kingdom (68%), very few recent workers have any marketable skills.

In brief, it can be claimed that although though India has made significant strides toward literacy, the country's high rate of illiteracy still severely limits the country's labour force. The aforementioned data serve as a sobering warning that if skills are not offered to the workforce, both new and current, India's demographic dividend might quickly turn into a demographic disaster. Consequently, there is a need for skill development programs to increase in capacity and aptitude.

The government and its partner organizations have both made several efforts and measures in this regard to ensure that the skill development system is implemented in the economy in an efficient manner. However, India still has a lot of unanswered questions and difficulties that require policymakers' quick attention.

GOAL OF PMKY

The Pradhan Mantri Kaushal Yojana (PMKY) was launched to improve skill training for our nation's youth. India's youth are the country's future because they make up the majority of the population. They will be valuable assets to our nation as long as they receive skill training.

As a result, the PMKVY program's slogan is "to realize the same." Through the National Skill Development Corporation (NSDC), the Ministry of skill development and entrepreneurship is concerned about youth training.

They provide opportunities for everyone, particularly young women, Scheduled Castes, Scheduled Tribes, and other Backward Classes, to acquire skills. Food processing, tourism, beauty & wellness, Gems & Jewellery, handicrafts, plumbing, textile, mobile repair, three-wheeler repair, fixing solar panels, and health and family welfare will all benefit from PMKY's development of a skilled workforce of high quality.

(TABLE NO. 2)

State-wise Number of Skill Development Centres under Pradhan Mantri Kaushal Vikas Yojana (PMKVY) in India (As on June 2022)				
States/UTs	PMKVY (Including PMKKs)	NAPS Establishments	JSSs	ITIs
Bihar	749	3386	21	1332
Chhattisgarh	272	3595	14	228
Madhya Pradesh	1519	14870	29	1073
Rajasthan	1590	9461	8	1649
Uttar Pradesh	2624	37321	50	3173
West Bengal	644	10064	8	266
India	19610	451454	304	14748

Source: Lok Sabha Unstarred Question No. 3592, dated on 08.08.2022.(Indiastat)

Abbr.: PMKK: Pradhan Mantri Kaushal Kendra.

JSS: Jan Shikshan Sansthan.

NAPS: National Apprenticeship Promotion Scheme.

ITI: Industrial Training Institutes.

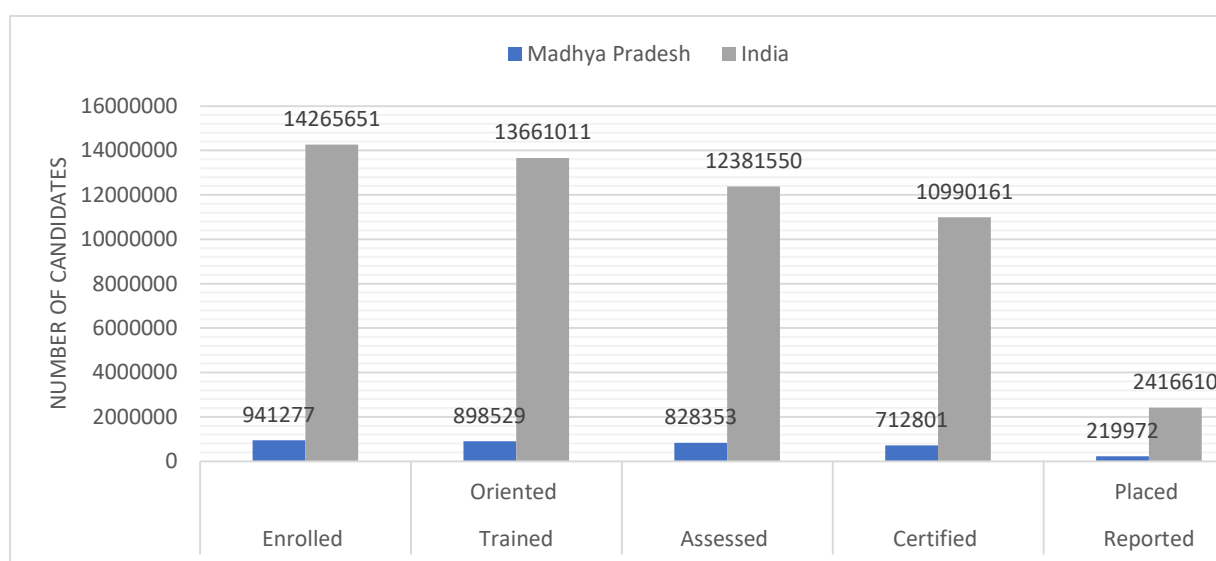
From above table, it is evident that Under the scheme of PMKVY, 19610 Pradhan Mantri Kaushal Kendra are established. In which 7.75% are present in Madhya Pradesh as on June 2022.

By providing monetary incentives for successful completion of approved training programs, this plan aims to encourage youth skill development.

(TABLE NO. 3)

State-wise Number of Candidates Enrolled, Trained, Assessed, Certified and Reported Placed under Pradhan Mantri Kaushal Vikas Yojana (PMKVY) in India (As on 30.06.2022)					
States/UTs	Enrolled	Trained Oriented	Assessed	Certified	Reported Placed
Bihar	659139	630104	579454	494275	126631
Chhattisgarh	189560	177540	154740	127374	27940
Madhya Pradesh	941277	898529	828353	712801	219972
Rajasthan	1123147	1092520	1033960	955019	183768
Uttar Pradesh	2019707	1940428	1781889	1581913	336688
West Bengal	605018	583123	534057	460865	115683
India	14265651	13661011	12381550	10990161	2416610

Source: Lok Sabha Unstarred Question No. 3456, dated on 08.08.2022.(Indiastat)



From above table

The above table categorically represents State-wise Number of Candidates Enrolled, Trained, Assessed, Certified and Reported Placed under Pradhan Mantri Kaushal Vikas Yojana. Madhya Pradesh has significant no. of candidates placed under the PMKVY

They facilitate and assemble a large number of Indian youths to require skill training, become employable, and earn their livelihood, increase productivity of the existing workforce, and support the training and certification to meet the country's needs. They also encourage consistency in the certification process and initiate a process of creating a registry of skills.

PMKVY'S SUCCESS OR FAILURE

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As a result, the PMKVY program's slogan is "to realize the same." Through the National Skill Development Corporation (NSDC), the Ministry of skill development and entrepreneurship is concerned about youth training. They provide opportunities for everyone, particularly young women, Scheduled Castes, Scheduled Tribes, and other Backward Classes, to acquire skills. Food processing, tourism, beauty & wellness, Gems & Jewellery, handicrafts, plumbing, textile, mobile repair, three-wheeler repair, fixing solar panels, and health and family welfare will all benefit from PMKY's development of a skilled workforce of high quality. By providing monetary incentives for successful completion of approved training programs, this plan aims to encourage youth skill development.

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RESEARCH FINDINGS

Public Strategy for Expertise Improvement and Business venture has approximated that the typical age of the populace in India in 2020 is around 29 years. India's workforce will grow by 32% over the next two decades, necessitating the acquisition of the necessary skills to enable them to contribute to the country's economic growth.

This plan is not widely known to the general public at the basic level. Instead, the government focused more on partnerships and setting goals to increase the number of trainees, so the less fortunate residents of the remote village were unaware.

The PMKVY proposal's numerous partners are regarded as a significant contributing factor to the program's failure. The government's expectations were not met, so these training partners were failing.

The training partners were fully relying on this initiative to provide trainees with employment opportunities. However, employability was not provided by coaching partners despite their proficiency and dedication. However, few training facilities were meticulous in providing jobs after conducting research, comprehending the demand market, and searching through placement networks for employment opportunities. Only a few training facilities were successful.

Because there were numerous training centres, there was a lack of transparency, making it difficult for the NSDC to monitor these centres.

The training centre franchise model is another factor that contributed to this proposal's failure. The franchise centres' service was of poor quality because the percentage was so low. They didn't use this program correctly. Our government has implemented a slew of policies to direct resources toward the Skill Development ecosystem. Ministry of Education and Training Additionally, in November 2014, Entrepreneurship (MSDE) was established to push the "Skill India" agenda. 24.93 lakh people received training from NSDC and were employed as trainers by 12 lakh partners in the private sector between 2014 and 2015.

SUGGESTIONS

a) Education gives people a foundation in reading, numeracy, and cognitive capabilities, while vocational training gives them specialized skills. Education is primarily theoretical, whereas vocational training is practical and manual in nature. Although skills are widely acknowledged as a key driver of economic growth in India's knowledge economy, there is still mistrust about vocational education, with many believing that it is primarily intended for people who are not admitted into the formal system. As a result, it still needs time to be regarded as a competitive substitute for traditional education.

b) Publicity and promotion require large-scale campaigns, advertisements, and the involvement of non-governmental organizations.

c) Technology must be effectively utilized, and scientific supervision and evaluation must be carried out. The provision of the necessary basic infrastructure is one of the key prerequisites for the effective implementation of skill and training development programs. It's been observed that a lot of skill development organizations struggle with inadequate facilities. Hence, in order to give students with relevant practical experience and the high-quality skills demanded by industry sectors, policymakers must concentrate on providing the necessary infrastructure and equipment, such as computer systems, software, equipment, machinery, etc., along with trained teachers. Second, assessments should be based on the results that are specific to each institution and should be carried out on a regular basis in comparison with established norms and criteria.

d) Due to the majority of private sector institutes being located in urban areas, the rural population continues to lag behind. The private sector is not sufficiently involved in curriculum development and policy formulation related to educational and vocational training. Furthermore, the

underprivileged or weaker segment is unable to receive appropriate skill training because of the high expense of these institutes. Therefore, in order to improve the quality and applicability of training, significant policy measures and operational links between the public and private sectors are required. Government can focus on skill development to increase private sector employment.

e) Women are an essential and significant portion of the labour force in India as well, but their share of the overall labour force is decreasing. It is crucial to implement both a skill development and employment reform in order to fully realize the potential of women in India's workforce. To ensure that women can participate in the labour market effectively, planners should concentrate on policies designed specifically for them. Since it will enable India to achieve its skill-building goal and benefit from having the world's largest workforce by 2025.

f) The majority of states haven't used even 30% of the money that was given to them. Poor human resource development will result from state governments' inadequate use of funds. Last but not least, it hinders the country's growth. As a result, this study suggested that state governments should use funds appropriately.

Therefore, it is imperative to have a comprehensive, scalable, and efficient vocational training system with appropriate awareness generation programs. These initiatives contribute to the dissemination of knowledge about current skill development programs and industry demands, which raises student enrolment and strengthens the reputation of vocational schools. Given that the two biggest contributors to an economy's total skill capital pool are education and vocational training.

CONCLUSION

The Pradhan Mantri Kaushal Vikas Yojana may be a one-of-a-kind initiative by the Indian government that aims to provide 24 lakh Indian youth with skill-based, industry-relevant, and meaningful training. On successful completion of coaching and assessment, trainees under this program receive a financial reward and a government certification, which may assist them in securing employment for a more secure future. As a result, the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) was envisioned as a crucial initiative to provide young men and women with skill-based training so that they can earn money and support the country's efforts to fight poverty. In the past few years, India's economic growth has picked up a lot of steam, with services and most recently manufacturing showing a lot of promise. The question of whether the nation can maintain a GDP growth rate of 9% per year is still open, but it is generally agreed that skill development would require much greater attention. I hear urgent complaints about an imminent shortage of skilled workers as our economy and industry expand. We can't let this hold us back as a nation with a lot of human capital. In order to build human capital, our nation has therefore implemented a variety of skill development programs and schemes. India is expected to become a global manufacturing superpower thanks to its human capital. The scheme becomes even more significant

in Indian society, which has the largest youth population in the world and requires employable skills.

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