

Role of Skill India Initiative in Empowerment of Indian Youth

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Introduction

In India, employment, unemployment and under-employment are all challenging youth issues. Adequate and appropriate employment at the appropriate ages is key to successful development and exploitation of the human capital that youth represent. India is faced with a dual challenge in this regard: on the one hand, it needs to prevent youth from entering the labour force and working in exploitative and unskilled jobs before they have had an opportunity to mature, complete their education, and develop marketable skills; and on the other, it must provide for the full and appropriate employment of the youth population that has successfully completed its education or has acquired the requisite skills and is ready to enter the labour force. A large unemployed youth population not only puts the nation at risk of instability, but also costs the country in terms of productivity and health expenses. Some research suggests that one year of unemployment among youth reduces life expectancy by about five years the youth group is a heterogeneous one with wide variation in educational, health and economic well-being. Youth are generally unskilled and inexperienced; and they enter into the labour market immediately after completion of their schooling. It is a transition phase for them. Unemployment creates a sense of vulnerability, a feeling of uselessness and idleness among young people; and consequently heightens the attraction of engaging in illegal activities. Youth unemployment is an obstacle to economic well-being and poverty reduction. Unemployment among youth creates a number of socio-economic issues.

On the wake of these issues, Over the past couple of years, the Government of India has come up with various initiatives like the 'Make in India', 'Digital India', and 'Skill India' campaign – with a singular aim to solve major challenges which could hinder the progress of our country. Although all three hold equal importance and are co-related, the 'Skill India' Mission has come across as most vital since its vision is to up skill the citizen of India to create a skilled workforce that can positively impact the nation's growth.

- 1). National skill development mission (NSDM).
- 2). National policy for skill development & Entrepreneurship (NPSD & ED)
- 3). PMKVY.
- 4). Skill Loan Scheme (SLS)
- 5).Rural India Skill (RIS)

PMKVY

Comparing to other densely populated countries like china, Indian population has more youngsters, as with all developing nation literacy rate in many states of India is very low. Leading to our national work force (or) human resource dumped in in-organized sectors. Indian youth getting low income for effective utilization of young human resource Available in India our honorable prime minister has launched PMKVY to skilled the unskilled work force at placing them in organized sectors with high salary.

Statement of the Problem

As various other Government schemes, benefits of this schemes too doesn't reach the target youth. It has been reaped by middle men involved in the scheme and has led to closure or suspension of these schemes in few states like Haryana, Rajasthan etc.

Some of the challenges in implementing these schemes are as follows,

- Location of Training centre, most of the centers are located in urban areas and not willing to concentrate in rural areas.
- Lack of basic school education among students results in difficulty in learning

- Number of trained youth is lower than their requirement in industries, as mobilization of students is difficult in urban areas where 90% of Training centers are located
- As per government guidelines setting up a training centre requires large investment
- Lack of availability of qualified trainers.

Objectives

The main objective is to know about the impact of various schemes under skill India on empowerment of youth and how it may help in achieving our former President Dr.A.P.J.Abdul Kalam's vision 2020.

To thoroughly examine the challenges faced in implementing the schemes throughout India corresponding to literary and economic quotient of states.

To deeply analyze about PMKVY, PMKVY-TI, RPL etc... whether these certification schemes enable large number of Indian youth to take up industry relevant skill training and how it helps them securing better livelihood.

To investigate whether PMKVY-TI by AICTE (All India Council for Technical Education) encourages the institutions to make best use of the infrastructure and equipments meant for higher education system during off hours for skill training.

Whether any bridge course is being offered to certificate holders of regular education system, so as to bring them at par with appropriate NSQF Level.

To analyze the difference between various other schemes in practice before and current schemes.

To propose suitable policy framework for various skill India initiatives to eradicate the hurdles in implementing and imparting training to rural unemployed youth.

Conceptual Framework

The study is to formulated, in exact terms re-formulate the plan of the establishment of various scheme under skill India and to attempt to enhance the employability rate of skilled man power

1. Although un-employment rate in India is decreasing considerably considering the past three decade average, but there is no stable decrease. The unemployment rate graph is a little bumpy over the period. The alarming factor about this data is the rate of unemployed youth is about 2X greater than the average rate

2. The rate of employed youth is increasing in the past decade, yet the majority of employed youth is dumped in unskilled and unorganized sectors which spills out a considerable number of youth once again back to unemployed rank each year.

3. The employability of skilled manpower is consistent with more re-employment opportunities which secures the future of a skilled labour

4. This study focuses on bridging the gap between unskilled & skilled workforce by methods of involving more number of unskilled workforce in taking up skill training though "Skill India" movement.

Research Questions

1. Questions to NSDC
2. Questions to Implementing Agencies
3. Questions to SSC
4. Questions to NGO
5. Questions to Training Partner / Training center
6. Questions to AICTE
7. Questions to Trainer
8. Questions to Public

NSDC

Major problem faced in training unskilled youth

Mobilizations	<input type="checkbox"/>
Financial Issues	<input type="checkbox"/>
Assessment & certification	<input type="checkbox"/>
Lack of trainers (Qualified)	<input type="checkbox"/>

SSC

- Have you achieved the target Number of the persons to be skilled YES/NO
- Have you achieved the target percentage of skilled youth to be placed YES/NO
- Challenge faced in training & certification

Lack of trainers	<input type="checkbox"/>
Lack of trainees' attendance	<input type="checkbox"/>
Lack of finance	<input type="checkbox"/>
Lack of infrastructure	<input type="checkbox"/>

Review of Literature

The current ranking in the world in Industrial output is 10. The total GDP contribution of manufacturing sector is 28% which engages nearly 17% of the total labour force. The basis of any manufacturing organization is governed by the quantity of money it is willing to invest and the kind of people who are going to work in it. For transforming the health of the manufacturing sector and in order to make it a most preferred destination for domestic as well as foreign investors and industrialists, it is very much important to promote both fund based and non-fund based financial services. Manufacturing firms to withstand the global competition, and to ensure their long term sustainability, have to invest in huge quantity in setting up and developing its infrastructure, raw material, skill development of its human resource, and R&D (Goyal, Kaur, & Singh, 2015).

Data of World Bank suggested that in 2013, the contribution of manufacturing sector to Indian Economy was just 13%. The overall contribution to GDP by manufacturing sector was just 28%. India's contribution to world's Manufacturing is also very low with a contribution of just 1.8%. These statistics clearly indicates that India's stand in Manufacturing is very poor (Goyal, Kaur, & Singh, 2015).

If India will be transformed in a Manufacturing destination attracting investment from global and domestic Industrialist, it will generate many employment opportunities for the Indian labour force (Goyal, Kaur, & Singh, 2015).

Scope and Methodology

Preliminary study indicates that the funds allocated and disbursed through these schemes does not benefit the purpose for which it has been allocated, instead it has been utilized by the middle men (implementing agencies, Training partners and Training Centers) involved in process flow of these schemes. This is due to the indictment of more non government agencies or private companies in the top level of process flow of these schemes.

This study focus on various schemes under skill India which involves a greater number of attendances as follows,

- PMKVY
- PMKVY-TI (AICTE)
- SURYA MITRA (MNRE)

And formulating a policy frame work for better implementation of these schemes

Comparative analysis between states with high and low literacy rates and support extended by the state government in implementing the scheme.

Expenditure analysis per beneficiary between these schemes with literacy rate of the state taken to account

This study will help the government in developing new policy, process framework and workflow strategies which may in turn reduce the spillage of government funds and increase the number of beneficiaries. It is also noted that there are no government – industry partnerships involved in providing employment for the students skilled though these schemes at large.

Data Mining

Data mining is the computer-assisted process of analyzing the data and then extracting the meaning of the data and predicted. Data mining tools predict the future trends, allowing lots of field to make proactive, knowledge-driven decisions. Data mining tools can answer statistical questions that traditionally resolve the problem of statistical analysis. They reuse the databases and predict the valuable hidden patterns, finding predictive data that experts the advice for the analysis. Data mining is identify from the similarities between searching the important information in a large database and mining a valuable things

Data Warehousing

Data mining potential is used for enhanced data that are collected and stored in a data warehouse. A data warehouse is called as a relational database management system (RDMS) designed specifically for transaction processing systems. It can be loosely defined for the queried for business benefit. Data warehousing is a new powerful technique making it data to extract a possible and archived operational data and overcome database into some formats. Differentiating data throughout a communication requirements it is possible to incorporate additional or expert information.

TF-IDF

The collected document, the analysis survey the repeated should be avoidance by the TF-IDF. TF (term frequency)-IDF (inverse document frequency), is a statistic that is intended to reflect the replication avoidance and finding the vector ratio of a word document in a collection. It is often used as a weighting factor in information retrieval and text mining. The TF-IDF value predict the repeated number of times a word appears in the document, based on the vector value, the frequency of the word in the collection is filtered, which helps to adjust for the fact that some words appear more frequently in general.

$$TF = \frac{\text{number of words}}{\text{total number of words}}$$

Variations of the tf-idf weighting scheme are often used by search engines as a central tool in scoring and ranking a document's relevance given a user query. tf-idf can be reduced used for filtering repeated words in various subject fields including text summarization and classification.

$$IDF = \frac{\text{total number of documents}}{\text{document frequency term}}$$

The inverse document frequency is a measure the word provides in a document, whether the term is not sequentially across all documents. It is the logarithmically divided of the documents that contain the word vector phrase, obtained by dividing the total number of documents by the number of documents containing the term, and then taking value of divided value.

LDR

Likelihood-Based Sufficient Dimension Reduction (LDR) which handles the random collaboration of the response data-type as continuous or discrete and the method to estimate the subspace.

LDR(X, y=NULL, FY=NULL, SIGMAS=NULL, ns=NULL, YCAT=TRUE, NUMDIR=2,
Model= c ("core", "lad", "pfc"), verbose=FALSE, short=TRUE,)

Outcomes of the Proposed Study

There is a major gap in the actual results and the results expected by the government after imparting skill training which in turn lead to wastage of tax payer's money. Our study focuses on developing policy framework and process flow to bridge the gap and making these schemes successful.

- o There must be a clear policy by the government towards industrial sectors in providing employment to the skilled work force.
- o There must be a clear policy on implication of NSQF (National Skill Qualification Framework) in all levels of employment and by all employers.

This study after deep analysis will propose clear policies to be adhered by the government towards employers, implementing agencies, training partners and training centers

Once the policy framework has been developed the process flow in accordance with the policies will be drafted with conscious of reducing middle men throughout the process, which will largely benefit the cause of "Skill India" initiatives.

Tentative Chapterisation

- I. Introduction, Design & Execution of the study.
- II. Review of literature.
- III. Skill India initiatives and its challenges.
- IV. Role of PMKVY and PMKVY-TI in Skill India.
- V. Comparison of previous skill development policies and Skill India initiative.
- VI. Analysis and interpretation of results
- VII. Findings and suggestions
- VIII. Managerial implications
- IX. Proposals to Central and State Governments.
- X. Proposition to Training providers.
- XI. Recommendation to the trainers.
- XII. Advices and exhortation to the end beneficiaries.
- XIII. Appendix – Questionnaire and Interview Schedule.
- XIV. Bibliography.

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