

Authors Affiliation

Assistant Professor, Post
Graduate Government College for
Girls, (PGGCG)-11, Chandigarh -
160011 Punjab.

Reprints Requests

Reena Kushwaha, 932 Saini Vihar
Ph-3 Baltana, Zirakpur, Dist
Mohali, Punjab - 140603.
E-mail:
reenakushwaha06@gmail.com

Received on 21.11.2016

Accepted on 28.12.2016

Education and Skill Development for Youth in India: An Analytical Study

Reena Kushwaha

Abstract

Bharat, now is in a unique position in the world its demographic dividend is that she will stand as the world's most populous nation by 2025 and have a large proportion of those in the earning age category. It is estimated that by 2022 India will need 700 million her skilled workers to meet our economic growth needs. India's fantastic demographic dividend needs to be harnessed by creating jobs and meeting people aspiration. Therefore, Government of India has been launching several skill programmes to bridge the gap between education and job. For example **Nation skill mission (2010) Skill development (2015) Start up India (2016)** and so on. Besides it, under **Make in India** it tries to promote private sector at large scale and create manufacturing hub. Its mission is to manufacture in India and sell the product world-wide. In order to bridge the industry academia gap, National Skill development has developed a special model to integrate skill based training into the academic cycle of the universities. These are based on National occupational standards set by industry through sector skill councils. National skill development council is working with 21 universities, UGC and AICTE catering to more than 1200 colleges and 400 community colleges across the country. According to economic survey 2015, the present skilled workforce in India is only 2% which is much lower than other developing countries. Though the present government is working step by step and in order to make it effective; encourage the people's participation. Working methodology is also good. But it would see that how citizens of India are considering it. This paper basically highlights the all the skill programmes formulated and launched by Government of India recently and examine and estimate how these would be result-oriented? or just become part of controversy and discussion in media and seminars.

Keywords: Not Provided

Introduction

India, earlier known as golden bird has been facing several serious challenges among which human management is being considered as great task now-a-days. As we know that population of India is increasing day by day (at present having 1.33 crore) estimated to be surpass China in 2025. Therefore it is a great challenge before India to make balance between natural resources and human growth. No

doubt, Indian government has been making its best efforts to strengthen its economy and implementing several welfare schemes.

Indian Society is diversity in nature and full of complex. Its inhabitants lead their 70% lives according to its religion, social ritual and norms which somewhere acted as hurdles in the path of individual's development. For example, vulnerable classes in India are facing discrimination not only in society but at workplace also. There are many constitutional provisions and statutory machinery

have been set up to prevent from such kind of incidents. But it is irony that it is still happening. So, therefore, it is necessary to prepare pedagogy and curriculum of subjects in such a way that it not only change the mind set of youth but also built a capacity to handle new work environment. Therefore, it is being emphasized on reformation in education system. Mr. Mahajan patra writes, in this regard, "For the nation to be able to optimize its demographic advantage, the two pivotal points where interventions are needed, are recognizes this which is reflected in initiative such as Right to Education and skill India designed to bring about large-scale systematic change by deepening education and having a better skilled workforce respectively [1]."

India and Its Education System

India since ancient time is known for its culture, value and education. In ancient period instead of art and literature, technical education (medical and weapon related education) was provided. With the passes of time education system transformed and several changes took place in pedagogy and curriculum of different subjects.

The present education system was laid during British Colonialism in India. The British established schools to teach English and sciences. In 1857 three Universities were established in three metropolitan cities, (Bombay, Calcutta and Madras) another universities were established in 1887 in Allahabad. These universities imparted education in the liberal arts and sciences. The main objective was to prepare people for careers in civil services, legal professional and medicine.

After its independence Indian government actively participated in reform of education system and implemented several effective policies. She tries to establish technical and job oriented programmes so that youth of India to be fit to survive and contribute to their potentiality at international level. Sarva Shiksha Abhiyan launched in 2001 for elementary education and Rashtriya Madhyamik Shiksha Abhiyan launched in 2009 for secondary education produced great results in the educational development. For higher education University Grants Commission has a provision for routine innovation and development findings. UGC funds are quite adequate for centrally funded universities and colleges which are recognized under section 12B and 2f of UGC Act. However, as of 31 March 2012 statistics, the higher education sector in India consisted of 574 universities and 35,539 colleges, out of which 214 universities are not covered under 12B

and UGC Act, and only 6,787 colleges are registered under 12B and 2(f). Thus a large no. of higher institutes run by state government, which are limited in their own management and are not provided with sufficient financial support to enhance their facilities for educational reforms [2].

After assessment of the requirements for these reforms and the limitations of UGC and considering the success of SSA and RMSA, the government has evolved the Rashtriya Uchchar Shiksha Abhiyan (RUSA), a centrally sponsored scheme for higher education, in a mission-mode to focus on state higher educational institution which reflects these realities: expansion, equity and excellence. Over the next five years, every aspect of higher education is being re-organised and re-modelled: funding, leadership and management, quality assurance, accountability, relationships with industry, international collaboration and the way teaching and research are conducted. Emphasis is being placed on strengthening existing institutions [3].

Education and Unemployment in India

Education, the real instrument which will keep updating those on a regular basis and yes it aids to visit to your next level within lifestyle. Knowledge enables person's work better and can build opportunities with regard to maintainable as well as practical monetary progress now as well as time. Education is considered as great instrument to bring change in society because it perpetuates eternal value, awareness against social evil, equality among masses and moreover to survival of life in new situation.

After its Independence, Indian Government showed its interests to open numbers of schools, colleges and universities (At present in India, there are 42 central universities, 287 state universities, 129 deemed universities, 115 Private universities.) [4]. Today, there are number of private technical universities, institutions and School-B have been imparting technical degrees and diplomas. It is being believed that the problem of unemployment would become a 'myth of the past' and that not a single educated youth of India would suffer from the plight of unemployment. But the situation is taking a different turn. The number of unemployment, especially among educated persons began to increase with alarming rapidity. A record shows, "In 1957, ten years after the attainment of independence, India exhibited a grim spectacle of mass-unemployment and a committee, appointed by the Government of India, in its report gave the startling and gravely

alarming facts and figures, proving the truth that a large percentage of the University graduates, especially in Arts, had not been provided with employment [5].”

Similarly, all engineering degree holders are not getting very lucrative jobs. After taking their degrees they have one and only one aim – to knock at the doors of Government job or commercial offices for posts of petty clerks. Mind of a village boy or the son of an agriculturist is so badly affected by four years of academic life in the city that he would consider it below his dignity to fall back to his paternal profession as a University graduate. He would prefer to live in the city as a clerk drawing a salary which may be ten times less than the amount which he can earn by improving his father’s agricultural profession. I visited some companies of Ambala and Punchkula where employees having B.tech degree are doing job just Rs.6000 to Rs.8000/month salary resulted frustration and social insecurity and some kind of crime in corporate market is increasing day by day.

According to Hindu newspaper dated Nov. 7. 2015, “Ten million Indians with graduate, post graduate and technical degree were looking for work, meaning that 15% of all Indians with the highest levels of education were seeking jobs as of 2011. Kerala had India’s highest graduate unemployment rate at over 30%. The data emerges from new census 2011 numbers analysed by The Hindu that the 116 million Indians who were either seeking or available for work, 323 million were illiterate and 84 literate. Among literates, unemployment rates were higher among the better qualified, highest of all among the 7.2 million people with technical diploma or certificate other than a degree. At all level of education, unemployment rates were higher in rural area than in urban area...” [6].

An Analytical Study of Some Major Welfare Policies

India has seen rapid growth in recent years, driven by the growth in new-age industries. The increase in purchasing power has resulted in the demand for a new level of quality of service. However, there is a large shortage of skilled manpower in the country. In the wake of the changing economic environment, it is essential to focus on inculcating and advancing the skill sets of the young population of the country. She lags far behind in imparting skill training as compared to other countries. Only 10% of the total workforce in the country receive some kind of skill training (2% with formal training and 8% with informal training). Further, 80% of the entrants into

the workforce do not have the opportunity for skill training [7].

Indian government is forwarding its steps to improve the skill training scenario in the country. In 2009, the government formulated the national skill development policy that laid the framework for skill development, ensuring that individuals get improved access to skills and knowledge. This policy lays down special emphasis on skill development for the unorganized sector. The policy provides for having a separate institutional mechanism to plan, implement and monitor the skill development for the unorganized sector. It focuses on having target groups within the unorganized sector, literacy and soft skills, recognition of prior learning, and skill development. The skill development policy includes: Institution-based skill development, including ITIs/ vocational schools/technical schools/ polytechnics/ professional colleges, etc.

Learning initiatives of sectoral skill development organized by different ministries/ departments. For example: structure by the department of Industrial Planning and Promotion in conjunction with additional key players of India start up system. The main objective of Start Up India to make the youth of the country stand in their own feet and create job opportunities for others. It is based on self-certification system with respect to nine environment and labour laws and stated there will be no check during the initial 3 years after launching the project. The schemes under Skill Development are: (i) Pradhanmantri Kaushal Vikas Yojana(PMKVY). (ii) Udaan. (iii) Standard Training Assessment and Reward (STAR) Scheme.

The centrally Sponsored Scheme of Vocationalization of secondary education of Ministry of Human resource development lists out a crucial role for NSDC and its sector Skill Councils (SSCs) in the implementation of NSQF. Secondly, NSDC has developed a unique model to integrate skill based training into the academic cycle of the Universities. On July, 20, 2015 PM, Mr. Narendra Modi launched the National Career Service(NCS) Portal at the 46th session of the Indian Labour conference. This portal provides a nation-wide online platform for job seekers and employers for job-matching in a dynamic, efficient and responsive manner.

Policies and Schemes for Women Entrepreneurs in India

In India, the Micro, Small & Medium Enterprises development organizations, various State Small Industries Development Corporations, the

Nationalized banks and even NGOs are organizing various programmes including Entrepreneurship Development Programmes (EDPs) to cater to the needs of potential women entrepreneurs, who may not have adequate educational background and skills. The Office of DC (Micro, Small and Medium Enterprises) has also opened a Women Cell to provide coordination and assistance to women. There are also several other schemes of the government at central and state level, which provide assistance for setting up training-cum-income generating activities for needy women to make them economically independent. Small Industries Development Bank of India (SIDBI) has also been implementing special plans for women entrepreneurs.

In addition to the special schemes for women entrepreneurs, various government schemes for MSMEs also provide certain special incentives and concessions for women entrepreneurs. For instance, under Prime Minister's Rozgar Yojana (PMRY), preference is given to women beneficiaries. Indian government has also made several relaxations for young lady to facilitate the participation of women beneficiaries in this scheme. Similarly, under the MSE Cluster Development Programme by Ministry of MSME, the contribution from the Ministry of MSME varies between 30-80% of the total project in case of hard intervention, but in the case of clusters owned and managed by women entrepreneurs, contribution of the M/o MSME could be upto 90% of the project cost. Similarly, under the Credit Guarantee Fund Scheme for Micro and Small Enterprises, the guarantee cover is generally available up to 75% of the loans extended; however the extent of guarantee cover is 80% for MSEs operated and/or owned by women [7].

Advantages of Skill India Mission

It is believed that Skill development mission will enable Indian youths to get blue-collar jobs. Development of skills, at young age, right at the school level, is very essential to channelize them for proper job opportunities. There should be a balanced growth in all the sectors and all jobs should be given equal importance. Every job aspirant would be given training in soft skills to lead a proper and decent life. Skill development covers all the rural and remote areas. The training programmes would be on the lines of international level so that the youths of our nation can not only meet the domestic demands but also of other countries like the US, Japan, China, Germany, Russia and those in the West Asia. Corporate educational institutions, non-government organizations, Government, academic institutions,

and society would help in the development of skills of the youths so that better results are achieved in the shortest time possible. Besides it, it provides free environment and excitement to do an innovative task. If one goes in right way, he will fly very high.

Economic Times and Danik Bhaskar published news that most of the youth of India are showing their interests in Start Up India and claiming that of course they are booming but problems of funding is being faced by them.

Disadvantage of Skill India

Though we observe that Indian government through digital India wants to make governance more transparent and accountable. It is with the help of Electronic medium like mobile and internet (social media etc) sending and spreading information to all. But I observe and analysed that most of youth who are educated or not educated seem not interested to know in detail. I asked few females who reside at neighbourhood that they know about skill India they replied that they heard but they do not know in detail. When I conveyed the information that government would support you financially, they said, "*Ye sub kahne ki bate hai one has to take risk on own. Only its depend on own intelligence. It is not government job*". It means most of the people not fully aware about the programme and its features.

Besides its There are Some More Disadvantage Which are Given Below:

- *High Risk*

It is considered as it is risky. For example: More than 85% Startups failed, but they never planned to fail. It could be a case of running out of funds, a fallout between co-founders or simply a case of not being able to take off in the first place. Depending upon what stage you are entering a startup it could be a risky proposition, especially if the startup is in the first year or so and hasn't gone past the product-market validation stage.

- *It is Unstructured*

One should has to set up each and every thing after getting certificate. you are overall responsible. Nothing is fixed, not even your job-description, role or who you are reporting to. One needs to be really flexible and be a team player.

- *Entrepreneur is Responsible for Success and Faliure*

It's easier to disappear in the big company staff,

and one can take his/her own sweet time to get adjusted and learn. Whereas a start up expects results from you right from the word go. Also, you will probably be working in a small team, which means more transparency.

- *Lack of Resources*

A start up is always running on strict cash-flows, mostly in a bid to grab a bigger market share, so little and lesser important things might have to take a back seat and be cautious on that seat, it could be broken.

- *Long Hour and more Pressure*

Long hours, constant pressure, lesser leaves, working Saturdays, etc. are all the things which can be associated with a startup. So be ready for a house on fire.

Aditya Rajgarhia, CEO and Founder of Instahyre.com writes, "Joining a startup is not something you can by the roll of a dice – it has to be a thoughtful decision. Even if it's a plunge, it has to be a calculated gamble. Thus, one should contemplate the various advantages and disadvantages of a startup before joining one."

Conclusion and Suggestion

"Though a policy driven approach we have waged a war against poverty and we have to win this war. India's youth is not happy to simply asking for things. he or she wants to live with pride and dignity. I believe Indian youth has immense talent , they just want opportunities" said PM Narendra Modi on Youth skill day. Yes One agree with it that these schemes opens number of doors before youngsters. But if we analyse deeply we find that number of certification would be distributed by Ministry and departments. It is not essay for lay men who are just fighting for their livelihood everyday. one

has to deposit fee to get certificate and need place to set up. who will teach them about risk management and whether market go up and down . I believe its all depend upon ones smartness and business knowledge. It is good to listen and it shows that its provides a plateform where one can run easy but it is not as smooth and easy that it seems.

It is great that Indian government is setting up more and more technical, medical and agricultural colleges should be established all over the country and Government aid and scholarships should be granted to the deserving student. But the imparting education and skill in such way that each can utilise in right way. For instance:Village boys, in particular, should be imparted training in cottage industries so that they might earn their livelihood by starting such industries in their villages.

References

1. [www.business world.com](http://www.businessworld.com) article dated jan13,2016.
2. [http://www.careerindia.com/news/2013/05/27/higher-education-in-india-past-and present-005112.html](http://www.careerindia.com/news/2013/05/27/higher-education-in-india-past-and-present-005112.html).
3. A Report on Rashtriya Uchchar Shiksha Abhiyan, sept2013.
4. <http://www.careerindia.com/news/2013/05/27/higher-education-in-india-past-and present-005112.html>.
5. <http://www.importantindia.com/15297/problem-of-educated-unemployment-in-india/>).
6. The Hindu dated November7,2015.
7. Labour market performance and the challenges of creating employment in India," International Labour Organisation, 23 June 2011, p.7.
8. [smallib.sidhi.in/fund-your-business/additional benefit-msmes/women/entrepreneurship](http://smallib.sidhi.in/fund-your-business/additional-benefit-msmes/women/entrepreneurship).
9. <http://bednotes.blogspot.in/2012/10/education-as-instrument-of-social-change.html>.