

## **Missionskill Development –Problem And Perspectives**

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**Abstract:**

*Skill is one of the major driving forces for the development of a country. It is the skill which decides whether the country is economically and socially developed or not. Today skill development has become a common mantra in Indian context and our Prime Minister has also advocated importance of skill development along with academic enhancement. For which skill development becomes an important topic of discussion for us today. In India populationexplosion has been considered as one of the primary problem faced by the country. It has been forecasted that approximately 50% of India's population would be below 29 years, in the year 2021, whereas world population is growing old very fast. (" By 2040 the global population aged 65 years and above is expected to reach 1.3 billion, more than double of 530 million in 2010". Trend like this is expected to result in severe labour shortages across the world." (Chenoy 2013). Soskilling the young population, gives India a chance change the populationexplosion frombane to boon.*

When the whole world will be facing a severe crisis of labour shortage, India is set to become the home ground of around 650 million people being in the employable age between 15-59 years in the coming decades. Supporting this statement Goldman Sachs has rightly expressed that, India is a set to become world's third largest economy by 2035. In forthcoming decades, there can be a huge Indian workforce feeding the domestic as well as the international demand of economy.

Employability of such population brings in the major issue of ourcountry, where more pressure will be on our education system which will be sharing a meagerfriendship with vocational education (vocational training courses).

Majority of India's labour force works in the informal sector. People who are working in this informal sector is engaged directlyalmost without any training for manpower. Adding to this the ever increasing number of school drop outs who

are not acquainted with the importance of skill development training is a matter of grave concern. There is an urgent need to emphasize on skill building in the country for the young population. The choice lies with us,(citizens, entrepreneurs, educationalist, academicians, and educational institutions along with corporates), that either young population may be trained and prepared for participating in the growth and development of the country or left to be lost in the informal or unorganized sector. It's in our hands now whether we contribute towards the country's glory or let the young energy fade away untraced.

Realizing the importance of skill for the employability of an individual the Government of India (GOI) gave birth to concept of skill development by setting a target of skilling and upgrading the skilled 500 million people by 2022. It is crystal clear that with the announcement of National Skill Development Policy 2009, the government has accepted the seriousness of such a herculean task. This Policy gave opportunity of the involvement of actors such as private entities to act actively towards the materialization of the government policy on skilling. National Skill Development Corporation (NSDC) – a PPP (Public Private Partnership) was setup to fund and support various for profit vocational training institutions in the country. The Policy has also focused on the employability and instant outcome

driven skill training and has also emphasized on the industry relevant and shorter duration courses.

Establishment of NSDC gives due importance to the private sector in skill development policy, which has resulted in attracting many educational institutions, social entrepreneurs and interpreneurs along with the corporates to make their contribution in mission of skilling India by 2022. Such government initiatives towards skill development through training have provided more confidence to the private players in choosing to participate in shaping the country's glory and its future.

There are some of the private actors (NGOs, social enterprises, corporates –CSRs) institutions which have been contributing significantly in this mission of skilling. These institutions mobilize and provide placement linked training giving *handon glove* opportunity for the rural youths. Each and every of these institutions has a vision making over 1, 00,000 youths employable annually who belong to the marginalized section of the society. Though these organizations are trying their level best in this venture of skilling, but they too are facing a varied problems faced by most of the government and government aided schools of our country that is increasing number of drop-outs from the course.

Many of the trainees mobilized by the organization for different skill training programmes drop out either during the training

or after the training during the threshold of getting the job or during the job period . It seems to be a serious problem for some of these organizations. There is a need of a serious reflection why there is such problem plaguing in the skill development sectors.Hence altogether for the National Mission on skilling. Here based on my first- hand experience working as a part and parcel of skill development sector, I have tried to present some of the odds and evens during the mobilization, training and placement of the rural youths.

I hope that the better understanding of the problems occurring in different stages right from mobilization, training and placement of rural youths by the skilling organizations may help to try a new strategy in the future endeavors.

### **Mobilization, Training & Placement**

“We attend Gram Sabha meetings where we try to bring awareness about the various training centers and the importance of skill training”, said an informant. He mentioned the activities and the techniques used by mobilisers to attract the rural youths from different areas for training. Mr. Dick(name changed) mobilizes youths for training in trades like Sewing Machine Operator, welding, fitters, Computer Numeric Control(CNC), Data Entry Operator(DEO). When he was asked about the future prospect of such training for the youths (trainees) his reply was as, “We don’t know much about such placements. We just know that they

will be given a job in a place named Bangalore”. Although these training centers run by various organizations and educational institutions have been successful in providing jobs, but his reply showcase the mobiliser is unknown about the definite destination and working sphere itself. Mobiliser like Dick himself is not sufficiently informed. They do get free accommodation provided by the company, but the rural youths find themselves at a loss in these metros. The worst situation arises when the welders, CNC operators etc., get tagged to the company as an apprentice only jeopardizing their dream of a job with a handsome return. Again this shows that the mobilisers are not aware about such situations beforehand which in-turn poses the mobilizers in a very awkward situation next time when he goes to the rural areas in search of next batch of trainees. The matter becomes worst when the mobilisers always get verbal abuses and sometimes even physical assaults by the rural people. Though the mobiliser works in the primary level of the skilling organization but he is the key person for the effective returns. So he must be well equipped with the ins and outs of the organization, otherwise some of the prospective youths will be left out.

“We mostly have mobilisers with marketing background who take monetary help rather than his professional skills to lure youths to the particular training organization in so called mobilization process”, said Kishore (name

changed), who is working as a mobiliser. This shows that there is a lack of healthy rapport building with the villagers. Methodology of mobilization should be based on winning of the trust of the village youths by placing the truth about the training and placement process.

*“I will earn and support my family after this training. They are looking forward for me to get employed and take responsibility of the family”*, said Anjali (name changed) who is a trainee of SMO trade. She too mentioned that, *“we have no proper study material here, the hostel facilities are too bad and the food even worse”*. She seemed discouraged and muddled with regard to her future. Hostels are in pathetic conditions where students are sleeping with cement bags on the floor of a building which is under construction. The toilets of the hostel occupied by these trainees are dirty and unkempt. Trainees slept on the floors with no mattress, even ceiling fans were not working in their living rooms. When the hostel superintendent was asked about this, he mentioned that the *“toilets are cleaned everyday”*, Nevertheless, when the trainees were asked about the facilities they expressed disappointment. This reflects if the village youths be put in a more pathetic situation than in their native place then there is no question of getting motivated for the training. The basic amenities of living as a trainee as well as an employee should be the matter of primary importance. If this subject is overlooked

the result is not only the increasing rates of drop-outs of trainees or employees but shattering the dream of youths.

Many of these trainees come from marginalized section and they do have high hopes from this skilled training, but due to lack of facilities in the training centers and unmanaged placement easily dishearten them and kill their interest for the training as well as the job.

Government is supporting the skill seeking youths from rural pockets by organizing ‘Job Mela’ or Counseling Sessions. In these job mela’s youths can interact with the various private players working in the mission of Skill Development. These private players or PIA (commonly known) are given a platform too for mobilizing these rural youths. Here in the job mela these youths have to register their names and fill up a form of the job fair where they will have to mention their personal details with the educational qualification till date. As per the information mentioned by these youths in the given form the PIA or the private service provider for the trades will select the youths. These selected youths by the PIAs have to be registered in a form given by the government where their names and the trades chosen by them will be again registered.

The Skilling India Mission of our Government reflects the vision of getting the unemployed youths skilled by 2022 with the support of actors

like the private players, market and government institutions. The two powerful entities in this mission are government bodies and the private players. If these two entities work parallel, it is for sure that soon our country will be the major workforce supplier to the entire world but it

should be borne in mind that these workforce will be not robotic but totally humane. Nonetheless, it has also become an obligation of these two actors not to ignore the spirit of 'Shram-ev-Jayate' in the journey of skilling.